



List of all job openings for the year, January 1st, 2012-December 31st, 2012

Job Vacant	Date of Vacancy	Date Filled
Account Executive	3/26/12	4/16/12
Account Executive	4/16/12	4/24/12
On Air Personality	5/1	not replacing

List of Recruitment Sources For Filling Vacancies- 2010

Recruitment Source	Contacted for Vacancy	# of Interviews
University of Arkansas Walton College of Business Fayetteville, AR 72701	no	
University of Arkansas Walton College of Business Fayetteville, AR 72701	no	
John Brown University 2000 N.University Siloam Springs, AR 72761	no	
Northwest Arkansas Community College 1 College Drive Bentonville, AR 72712	no	
University of the Ozarks 415 N. College Ave. Clarksville, AR 72830	no	
NAACP P.O. Box 25314 Little Rock, AR 72211	no	
American Indian Center of Arkansas 235 N. Greenwood Ft. Smith, AR 72901	no	

Recruitment Source	Contacted for Vacancy	# of Interviews
Indian Capital Vo-tech HCR 61, Box 2 Sallisaw, OK 74955	no	
Adult Education Center Fort Smith Public Schools 501 S. 20 th Ft. Smith, AR 72901	no	
Times Record P.O. Box 1369 Ft. Smith, AR 72901	no	
Tec Temporary Services	no	
Word-of-Mouth Referral	yes	
On Air Announcements/KTCS Job Posting Board	yes	
KTCS Facebook page		
www.ktcs.com		
www.allaccess.com		
www.arkansasbroadcasters.org		
Walk-in/Self-Referral	yes	
Internal promotion / transfer		
Total Interviewees for	6	