



EEO Public File Report  
January 1st, 2016-December 31st, 2016

Job Vacant	Date of Vacancy	Date Filled
No Job Vacancy for 2016		

List of Recruitment Sources For Filling Vacancies- 2016

Recruitment Source	Contacted for Vacancy	# of Interviews
University of Arkansas Walton College of Business Fayetteville, AR 72701		
University of Arkansas Walton College of Business Fayetteville, AR 72701		
John Brown University 2000 N.University Siloam Springs, AR 72761		
Northwest Arkansas Community College 1 College Drive Bentonville, AR 72712		
University of the Ozarks 415 N. College Ave. Clarksville, AR 72830		
NAACP P.O. Box 25314 Little Rock, AR 72211		
American Indian Center of Arkansas 235 N. Greenwood Ft. Smith, AR 72901		
Indian Capital Vo-tech HCR 61, Box 2 Sallisaw, OK 74955		

Recruitment Source	Contacted for Vacancy	# of Interviews
Adult Education Center Fort Smith Public Schools 501 S. 20 <sup>th</sup> Ft. Smith, AR 72901		
Times Record P.O. Box 1369 Ft. Smith, AR 72901		
Tec Temporary Services		
Word-of-Mouth Referral		
On Air Announcements/KTCS Job Posting Board		
KTCS Facebook page		
<a href="http://www.ktcs.com">www.ktcs.com</a>		
<a href="http://www.allaccess.com">www.allaccess.com</a>		
<a href="http://www.arkansasbroadcasters.org">www.arkansasbroadcasters.org</a>		
Walk-in/Self-Referral		
Internal promotion / transfer		
<b>Total Interviewees for</b>		

Recruitment Initiatives			
Date	Type	Brief Description	
<b>Nov 2016</b>	School Career Day	Our Program Director attended Cook Elementary Career Day in Fort Smith to discuss careers in Radio	
<b>Dec 2016</b>	Schoo Career Day	Our Program Director attended Mansfield Elementary Career Day in Fort Smith, AR to discuss careers in Radio	
<b>Oct 2016</b>	Fort Smith Schools 9th Grade Career Day	Our Program Director attended Career Fair at the Fort Smith Convention Center by the FS Public Schools as part of a Job Fair for High School Students.	