

EEO Public File Report

**Arkansas Educational Television Network (AETN)
February 1, 2009 – January 31, 2010**

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	TV Curriculum Utilization Coordinator	3/11/09	3/30/09	AETN Internal Electronic Bulletin Board		
				PBS Express		
				AR State Jobs Website	1	
				Arkansas Democrat Gazette	1	
				AETN.org	1	1
1	TV Producer	4/2/09	5/18/09	AETN Internal Electronic Bulletin Board		
				PBS Express		
				AR State Jobs Website	2	
				Arkansas Democrat Gazette	1	
				AETN.org	2	1
1	Secretary I	2/19/09	5/19/09	AETN Internal Electronic Bulletin Board		
				PBS Express		
				AR State Jobs Website	3	1
				Log Cabin Democrat	4	
				AETN.org		
				Personal Contact		
1	Training	2/19/09	6/2/09	AETN Internal Electronic Bulletin Board		

	Representative					
				PBS Express		
				AR State Jobs Website	5	1
				Arkansas Democrat Gazette		
				AETN.org	2	
1	TV Curriculum Utilization Coordinator	2/17/09	6/8/09	AETN Internal Electronic Bulletin Board		
				PBS Express		
				AR State Jobs Website	4	1
				Arkansas Democrat Gazette		
				AETN.org	1	
				Personal Contact	1	
1	Training Representative	2/19/09	6/8/09	AETN Internal Electronic Bulletin Board		
				PBS Express		
				AR State Jobs Website	6	
				AETN.org	1	1
				Arkansas Democrat Gazette		
				Log Cabin Democrat		
1	Foundation Volunteer Services Coordinator	4/30/09	7/6/09	AETN.org		
				AETN.org	1	1
				Arkansas Democrat Gazette		
				Log Cabin Democrat		
				Source Unknown	4	
1	TV Producer	5/16/09	7/20/09	AETN Internal Electronic Bulletin Board		
				PBS Express		

				AR State Jobs Website		
				AETN.org	1	
				Arkansas Democrat Gazette	1	
				Personal Contact	1	1
1	Chief Engineer	2/1/07	7/20/09	AETN Internal Electronic Bulletin Board		
				PBS Express		
				AR State Jobs Website	2	1
				AETN.org		
				Arkansas Democrat Gazette		
				Broadcast Engineering Magazine		
1	Information Systems Coord.	8/19/09	9/24/09	AETN Internal Electronic Bulletin Board		
				AR State Jobs Website	1	
				Arkansas Democrat Gazette	1	
				AETN.org	2	1
				PBS Express		
				Personal Contact	1	
1	TV Producer	8/19/09	9/28/09	AETN Internal Electronic Bulletin Board		
				AR State Jobs Website	1	
				Arkansas Democrat Gazette		
				AETN.org	2	1
				PBS Express		
1	TV Production Manager	8/5/09	10/5/09	AETN Internal Electronic Bulletin Board		
				AR State Jobs Website	1	
				Arkansas Democrat Gazette		
				AETN.org	3	1
				Unknown Web Site	1	
1	TV Program Manager	8/5/09	10/2/09	AETN Internal Electronic Bulletin Board		
				AR State Jobs Website	1	1

				Arkansas Democrat Gazette		
				AETN.org	2	
				PBS Express		
1	Education & Instruction Specialist	9/24/09	10/27/09	AETN Internal Electronic Bulletin Board		
				AR State Jobs Website	1	
				Log Cabin Democrat	1	
				AETN.org	1	1
				PBS Express		
1	Information Systems Coordination Specialist	8/19/09	12/3/09	AETN Internal Electronic Bulletin Board		
				AR State Jobs Website	3	1
				Arkansas Democrat Gazette		
				AETN.org		
				PBS Express		
1	Software Support Specialist	9/25/09	12/3/09	AETN Internal Electronic Bulletin Board		
				AR State Jobs Website	1	
				Arkansas Democrat Gazette	2	1
				AETN.org		
				PBS Express		

**Prong 3 Longer-Term Recruitment Initiatives
Implemented During Previous Year**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	3/10/09	Arkansas State University (Participate in events relating to broadcast careers)	Career Fair 2009 in Beebe. Expose college students to the broadcasting environment.	Spoke to approximately 54 students interested in broadcasting. Also discussed Internship and Volunteer Opportunities with 10 students.	Christopher Pape-TV Production Manager; and Lela Hodges-Payroll & Benefits Supervisor
	10/7/09	Henderson State University (Participate in events relating to broadcast careers)	2009 Fall Career Fair in Arkadelphia. Expose college students to the broadcasting environment.	Spoke to approximately 80 students interested in broadcasting. Also discussed Internship and Volunteer Opportunities with 10 students.	Lela Hodges-Payroll & Benefits Supervisor; and Linda Carter-HR Specialist
	11/5/09	University of the Ozarks (Participate in events relating to broadcast careers)	2009 Fall Career Fair in Clarksville. Expose college students to the broadcasting environment.	Spoke to approximately 85 students interested in broadcasting. Also discussed Internship and Volunteer Opportunities with 40 students.	Barbara Wood-HR Manager; and April Ream-Executive Administrative Assistant
2	On-Going	Participate in Job Fairs	Continuing to participate in job fairs by station personnel who have substantial responsibility in making hiring decisions.	Educate & recruit students in all areas of television for positions within our agency.	All levels, station-wide

3	On-Going	Establishment of an Internship Program	Continuing to accept students into this program which is designed to develop broadcast employment skills.	Educate & recruit students in all areas of television and support activities for college credit.	All levels, station-wide
4	On-Going	Establishment of a Mentoring Program	Continuation of the Mentoring Program for each new employee at AETN.	Mentors are selected by the Executive Director or Deputy Director for new personnel. Assigned mentors are peers from all divisions.	All levels, station-wide
5	On-Going	Establishment of Training Programs	Offer continuous training to AETN Staff through the Inter-Agency Training Program (IATP).	Training needs are defined by state and agency policy for eligible employees to be promoted.	All levels, station-wide