

EEO Public File Report

**Arkansas Educational Television Network (AETN)
February 1, 2007 – January 31, 2008**

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 | Administrative Assistant I | 1/17/07 | 3/18/07 | AETN Internal Electronic Bulletin Board | 1 | 1 |
| | | | | PBS Express | | |
| | | | | AR State Jobs Website | 3 | 0 |
| | | | | Arkansas Democrat Gazette | | |
| | | | | Referral source Unknown | | |
| 2 | Administrative Assistant I | 1/17/07 | 4/16/07 & 5/15/07 | AETN Internal Electronic Bulletin Board | | |
| | | | | PBS Express | | |
| | | | | AR State Jobs Website | 3 | 1 |
| | | | | Arkansas Democrat Gazette | | |
| | | | | Other Newspaper | 1 | 1 |
| | | | | ESD | 1 | |
| 1 | Photographer | 1/22/07 | 4/23/07 | AETN Internal Electronic Bulletin Board | | |
| | | | | PBS Express | | |
| | | | | AR State Jobs Website | | |
| | | | | Arkansas Democrat Gazette | | |
| | | | | AETN.org Website | 2 | |
| | | | | Personal Contact | 1 | 1 |
| | | | | Other Newspaper | 1 | |
| | | | | Referral Source Unknown | 2 | |

| | | | | | | |
|---|---------------------------------------|---------|---------|---|---|---|
| 1 | ETV Education Division Dir. | 3/15/07 | 5/3/07 | AETN Internal Electronic Bulletin Board | | |
| | | | | PBS Express | | |
| | | | | AR State Jobs Website | 1 | |
| | | | | Arkansas Democrat Gazette | | |
| | | | | AETN.org Website | 5 | 1 |
| | | | | Other Newspaper | | |
| 1 | Website Coordinator II | 3/12/07 | 6/17/07 | AETN Internal Electronic Bulletin Board | | |
| | | | | AR State Jobs Website | | |
| | | | | Referral Source: Personal Contact | 1 | |
| | | | | Other Newspaper | 1 | 1 |
| | | | | AETN.org Website | 1 | |
| | | | | PBS Express | | |
| 1 | Systems Coordination Analyst | 1/18/07 | 7/1/07 | AETN Internal Electronic Bulletin Board | | |
| | | | | PBS Express | | |
| | | | | AR State Jobs Website | 1 | 1 |
| | | | | Arkansas Democrat Gazette | | |
| | | | | Log Cabin Democrat | | |
| | | | | Referral Source: Personal Contact | 1 | |
| 1 | Training Representative | 6/11/07 | 8/9/07 | AETN.org | 1 | |
| | | | | PBS Express | | |
| | | | | AR State Jobs Website | 1 | |
| | | | | Arkansas Democrat Gazette | | |
| | | | | Log Cabin Democrat | | |
| | | | | Other Newspaper | 1 | 1 |
| 1 | TV Curriculum Utilization Coordinator | 6/7/07 | 8/21/07 | AETN Internal Electronic Bulletin Board | | |
| | | | | PBS Express | | |
| | | | | AR State Jobs Website | 1 | 1 |

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|---|---------------------------------|----------|----------|---|---|---|
| | | | | Arkansas Democrat Gazette | | |
| | | | | Referral Source Unknown | 2 | |
| | | | | AETN.org Website | | |
| 1 | Management Project Analyst I | 8/20/07 | 9/28/07 | AETN Internal Electronic Bulletin Board | | |
| | | | | Referral Source Unknown | | |
| | | | | AR State Jobs Website | 2 | |
| | | | | Arkansas Democrat Gazette | | |
| | | | | AETN.org Website | 1 | 1 |
| 1 | Jr. Systems Programmer | 8/1/07 | 10/8/07 | AETN Internal Electronic Bulletin Board | | |
| | | | | PBS Express | | |
| | | | | AR State Jobs Website | 2 | 1 |
| | | | | Arkansas Democrat Gazette | | |
| | | | | AETN.org Website | | |
| | | | | Other Newspaper | 1 | |
| 1 | Administrative Assistant | 9/24/07 | 11/14/07 | AETN Internal Electronic Bulletin Board | 1 | 1 |
| | | | | PBS Express | | |
| | | | | AR State Jobs Website | | |
| | | | | AETN.org Website | | |
| | | | | Arkansas Democrat Gazette | | |
| | | | | Log Cabin Democrat | | |
| | | | | Referral Source Unknown | 1 | |
| 1 | Administrative Assistant | 11/26/07 | 12/21/07 | AETN Internal Electronic Bulletin Board | | |
| | | | | AETN.org Website | 1 | 1 |
| | | | | AR State Jobs Website | 1 | |
| | | | | Personal Contact | | |
| | | | | Other Newspaper | | |
| | | | | Arkansas Democrat Gazette | | |
| | | | | Log Cabin Democrat | | |

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

| No. | Date | Initiative | Description | Scope of Involvement | Personnel Involved |
|------------|-------------|--|---|---|---|
| 1 | 4/6/07 | University of Central Arkansas | UCA Career Day In Conway Expose college students to the broadcasting environment | Spoke to 4 groups of approximately 1200 students interested in broadcasting, also discussed Internship and Volunteer Opportunities. | DeWayne Wilbur, AETN Operations Director, Operations Division |
| 2 | 10/5/07 | University of Arkansas Community College- Batesville | UACCB Career Day In Batesville Expose college students to the broadcasting environment | Spoke to 3 groups of approximately 135 students interested in broadcasting, also discussed Internship and Volunteer Opportunities. | Robert Pest, Underwriter, AETN Foundation |
| 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 |