

ARKANSAS EDUCATIONAL TELEVISION NETWORK

TO: AETN Division Directors

FM: Donna Smith, Deputy Dir, Finance & Administration (CFO)
Barbara Wood, Administrative Services Manager
Lela Hodges, Human Resources Manager

RE: 2011 Annual Employee Statistics Report

DT: January 30, 2012

AETN's minority workforce was 16.0% on December 31, 2011. This was a 1.5% decrease from December 31, 2010, and fell below our goal of the state's 17.6% total minority workforce. However, AETN's measure compares favorably with the state's 13.4% black minority workforce. Workforce percentages are updated annually by the Arkansas Department of Workforce Services and are available online at www.discoverarkansas.net.

Eight (8) of AETN's eleven divisions have minority representation. Five (5) equaled or exceeded the state's 17.6% minority workforce level.

AETN Divisions	State Minority %		Foundation Minority %	
	12/31/10	12/31/11	12/31/10	12/31/11
Administration	9.1%	9.1%	0.0%	0.0%
Production	22.2%	22.2%	N/A	N/A
Engineering	10.0%	10.0%	N/A	N/A
Education Div.	28.6%	27.3%	N/A	N/A
Marketing	00.0%	00.0%	N/A	N/A
Programming	30.0%	22.2%	N/A	N/A
Development	N/A	N/A	0.00%	0.00%
Operations	14.3%	8.3%	N/A	N/A
Information Tech	0.0%	0.0%	N/A	N/A
Research & Sp.Pr.	N/A	N/A	100%	100%
Gov. Relations	33.3%	33.3%	N/A	N/A
Total Minority %	17.5%	16.0%	10.0%	9.1%
GOAL	17.5%	17.6%	17.5%	17.6%

Four (4) of the five job classifications reported to the FCC have minority representation. Two (2) exceeded the 17.6% state minority workforce level. An appropriate representation of minorities across all employee classifications and throughout all divisions is recommended by the EEOC.

AETN Job Classes	State Minority %		Foundation Minority %	
	12/31/10	12/31/11	12/31/10	12/31/11
Manager-Official	7.1%	0.0%	50.0%	50.0%
Professional	18.8%	23.5%	0.0%	0.0%
Technicians	18.6%	17.5%	0.0%	0.0%
Clerical	28.6%	16.7%	0.0%	0.0%
Service	0.0%	0.0%	N/A	N/A
GOAL	17.5%	17.6%	17.5%	17.6%

AETN's female workforce of 46.7% (State & Foundation combined) was 0.1% below the state's female workforce goal of 46.8%. Diversity goals include staffing similar in percentage to the state workforce populace we serve. If you have questions about why percentages changed in your division or in job classes please see the AETN Human Resource office for specific counts. Please continue to help actively recruit qualified minorities and women by seeking referrals and advising of new sources for AETN's recruiting efforts.