

# EEO Public File Report

**Arkansas Educational Television Network (AETN)**

**February 1, 2017 – January 31, 2018**

## 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	Executive Director	1/26/17	3/20/17	AETN Internal Electronic Bulletin Board		
				AETN.org		
				Arkansas Democrat-Gazette		
				Arstatejobs	1	
				Jonesboro Sun		
				PBS		
				Pine Bluff Commercial		
1	Senior Broadcast Engineer	10/21/16	01/18/17	AETN Internal Electronic Bulletin Board	2	1
				AETN.org		
				Arkansas Democrat-Gazette		
				Arstatejobs	3	
				Jonesboro Sun		
				PBS		
				Personal Contact		
				Pine Bluff Commercial		
				Southwest Times Record		

1	Digital Broadcast Specialist.	02/01/17	04/03/17	AETN.org	1	
				Arkansas Internal Electronic Bulletin Board		
				Arkansas Democrat-Gazette		
				Arstate jobs	1	
				Jonesboro Sun		
				Log Cabin Democrat		
				Personal Contact		
				Pine Bluff Commerical		
				WEB (Indeed)	1	1
2	Education & Instruction Specialist	05/12/17	7/31/17	AETN Internal Electronic Bulletin Board	1	1
				Arkansas Democrat Gazette		
				AETN.org	1	1
				Ark State Jobs Website	1	
				Log Cabin Democrat		
				PBS Express		
				Personal Contact		
				Pine Bluff Commercial		
1	Systems Coordination Analyst	5/3/17	7/17/17	Arkansas Democrat Gazette		
				AETN.org	1	1
				Ark State Jobs Website		
				Log Cabin Democrat		
				Indeed	1	
				Personal Contact		
				Pine Bluff Commercial		
	Deputy Director	06/16/17	9/18/17	AETN Internal Electronic Bulletin Board		

1	of Finance & Admin.					
				Arkansas Democrat Gazette		
				AETN.org	1	
				AR State Jobs Website	2	
				Jonesboro Sun		
				Log Cabin Democrat	1	
				Personal Contact	3	1
				Pine Bluff Commerical		
				Internet	1	
1	Education & Instruction Coord.	8/22/17	10/23/17	AETN Internal Electronic Bulletin Board		
				Arkansas Democrat Gazette		
				AETN.org	1	1
				AR State Jobs Website	3	
				Log Cabin Democrat		
				PBS Express		
				Personal Contact		
				WEB		
1	Executive Asst. to the Director	06/22/17	10/23/17	Log Cabin Democrat	2	1
				Arkansas Democrat Gazette		
				AETN.org		
				AR State Jobs Website	1	
				Log Cabin Democrat		
				PBS Express		
				Personal Contact		
				WEB	3	
				Log Cabin Democrat		
9	TOTALS				32	9

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

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Feb 14, 2017	UALR	Career Fair in Little Rock. Expose college students to the broadcasting environment.	Spoke to approximately 20 students interested in broadcasting. Also discussed Internship and Volunteer opportunities at AETN.	Mike Clay, Senior Broadcast Engineer Jennifer Killough, Human Resources Program Representative
2	APRIL 12, 2017	UCA	Career Field Day. Expose students to Education opportunities.	Spoke to approximately 104 students interested in media, education and broadcast careers.	Mike McCullars, Director of Special Projects
3	November 9, 2017	University of the Ozarks	Career Fair	Spoke to approximately 17 students interested in broadcasting & internships.	Melissa Stamps, Asst. Personnel Manager & Jennifer Killough, Human Resources Program Representative

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) & On-Site Training Opportunities.	Training needs are defined by state and agency policy for eligible employees to be promoted.	All levels, station-wide