

KNWA/KFTA EEO PUBLIC FILE REPORT  
February 1, 2008 - January 31, 2009

Position	Hire Date	Recruitment Sources	Contact	Phone	Address	City	ST	Zip	Intv'd	Ref'd	# Ref'd	Recruitment Notification
		recruitment source which referred person hired is highlighted										None
News Photographer	2/20/2008	<a href="http://www.nexstar.tv">www.nexstar.tv</a> <a href="http://www.knwa.com">www.knwa.com</a> Arkansas Broadcasters Assoc referral	Internet/ Email		5125 North O'Connor Blvd				5		4	
		KNWA bulletin board <a href="http://www.tvjobs.com">www.tvjobs.com</a>	Internet/ Email		KNWA breakroom PO Box 4116	Oceanside	CA	92052		Y	1	
Production Assistant	4/2/2008	<a href="http://www.nexstar.tv">www.nexstar.tv</a> <a href="http://www.myfox24.com">www.myfox24.com</a> KNWA bulletin board Ft. Smith Newspaper referral	Lupe		5125 North O'Connor Blvd				8			None
		KNWA bulletin board Ft. Smith Newspaper referral	Lupe		KNWA breakroom 3600 Wheeler Ave	Forth Smith	AR	72901		Y	6 2	
Account Executive	4/7/2008	<a href="http://www.nexstar.tv">www.nexstar.tv</a> <a href="http://www.myfox24.com">www.myfox24.com</a> KNWA bulletin board Ft. Smith Newspaper referral	Lupe		5125 North O'Connor Blvd				8			None
		KNWA bulletin board Ft. Smith Newspaper referral	Lupe		KNWA breakroom 3600 Wheeler Ave	Forth Smith	AR	72901		Y	6 2	
Account Executive	6/23/2008	<a href="http://www.nexstar.tv">www.nexstar.tv</a> <a href="http://www.nwahomepage.com">www.nwahomepage.com</a> KNWA bulletin board AR Democrat Gazette The Morning News referral	Amelia Seeger Jim Mears	479/571-6410 479/872-5011	5125 North O'Connor Blvd				7		4	None
		KNWA bulletin board AR Democrat Gazette The Morning News referral	Amelia Seeger Jim Mears	479/571-6410 479/872-5011	1400 W. Walnut str 2560 N Lowell RD	Rogers Springdale	AR	72756 72765		Y	2 1	
Account Executive	6/16/2008	<a href="http://www.nexstar.tv">www.nexstar.tv</a> <a href="http://www.nwahomepage.com">www.nwahomepage.com</a> AR Democrat Gazette The Morning News referral	Amelia Seeger Jim Mears	479/571-6410 479/872-5011	5125 North O'Connor Blvd				7	y	4	None
		AR Democrat Gazette The Morning News referral	Amelia Seeger Jim Mears	479/571-6410 479/872-5011	1400 W. Walnut str 2560 N Lowell RD	Rogers Springdale	AR	72756 72765			2 1	
Reporter	6/1/2008	<a href="http://www.nexstar.tv">www.nexstar.tv</a> <a href="http://www.nwahomepage.com">www.nwahomepage.com</a> In House The Morning News referral	Jim Mears	479/872-5011	5125 North O'Connor Blvd				4			None
		In House The Morning News referral	Jim Mears	479/872-5011	KNWA breakroom 2560 N Lowell RD	Springdale	AR	72765		Y	2	
Director	6/2/2008	<a href="http://www.nexstar.tv">www.nexstar.tv</a> <a href="http://www.nwahomepage.com">www.nwahomepage.com</a> In House			5125 North O'Connor Blvd				3			None
		In House			KNWA breakroom					Y	3	
Graphic Operator	6/8/2008	<a href="http://www.nexstar.tv">www.nexstar.tv</a> <a href="http://www.nwahomepage.com">www.nwahomepage.com</a> In House The Morning News AR Democrat Gazette	Jim Mears Amelia Seeger	479/872-5011 479/571-6410	5125 North O'Connor Blvd				5			None
		In House The Morning News AR Democrat Gazette	Jim Mears Amelia Seeger	479/872-5011 479/571-6410	KNWA breakroom 2560 N Lowell RD 1400 W. Walnut str	Springdale Rogers	AR	72765 72756		Y	1 4	
Sales Assistant	8/18/2008	<a href="http://www.nexstar.tv">www.nexstar.tv</a> <a href="http://www.nwahomepage.com">www.nwahomepage.com</a> In House The Morning News AR Democrat Gazette referral	Jim Mears Amelia Seeger	479/872-5011 479/571-6410	5125 North O'Connor Blvd				3		1	None
		In House The Morning News AR Democrat Gazette referral	Jim Mears Amelia Seeger	479/872-5011 479/571-6410	KNWA breakroom 2560 N Lowell RD 1400 W. Walnut str	Springdale Rogers	AR	72765 72756		Y	1 1	
Sports Reporter/Photographer	8/25/2008	<a href="http://www.nexstar.tv">www.nexstar.tv</a> <a href="http://www.nwahomepage.com">www.nwahomepage.com</a> In House The Morning News TVJobs.com	Jim Mears	479/872-5011	5125 North O'Connor Blvd				5			None
		In House The Morning News TVJobs.com	Jim Mears	479/872-5011	KNWA breakroom 2560 N Lowell RD	Springdale	AR	72765			3	
		TVJobs.com	Internet/ Email							Y	2	

referral										
Anchor/Reporter	9/22/2008	<a href="http://www.nexstar.tv">www.nexstar.tv</a>			5125 North O'Connor Blvd				5	None
		<a href="http://www.nwahomepage.com">www.nwahomepage.com</a>								
		In House			KNWA breakroom					2
		TVJobs.com	Internet/ Email						Y	3
		The Morning News	Jim Mears	479/872-5011	2560 N Lowell RD	Springdale	AR	72765		
referral										
Account Executive	11/17/2008	<a href="http://www.nexstar.tv">www.nexstar.tv</a>			5125 North O'Connor Blvd				4	None
		<a href="http://www.nwahomepage.com">www.nwahomepage.com</a>								2
		In House			KNWA breakroom				Y	
		TVJobs.com	Internet/ Email							1
		walk-IN								
		The Morning News	Jim Mears	479/872-5011	2560 N Lowell RD	Springdale	AR	72765		1
referral										
Innovative Project Coordinator	12/1/2008	<a href="http://www.nexstar.tv">www.nexstar.tv</a>			5125 North O'Connor Blvd				4	None
		<a href="http://www.nwahomepage.com">www.nwahomepage.com</a>								3
		In House			KNWA breakroom				Y	
		TVJobs.com	Internet/ Email							1
		The Morning News	Jim Mears	479/872-5011	2560 N Lowell RD	Springdale	AR	72765		
referral										
										1
									Total Interviewed	68

#### RECRUITMENT INITIATIVES

University of Arkansas- Career Day 11/12/2008, Promotion

Lambda Pi Eta- Career Day 11/12/2008, Production

KFTA/ KNWA's News Director works regularly with Kim I. Martin of the University of Arkansas Journalism Department in recruiting efforts (kimartin@uark.edu / 479/575-7700).

KFTA/ KNWA were media sponsors of the Speaking of Women's Health Conference in August, 2008 and had a booth at the conference.

KFTA/ KNWA were media sponsors of the Northwest Arkansas Business Women's conference on September 30, 2008 and had a booth at the conference.

KFTA/ KNWA's News Director worked with Nexstar Corporate to recruit an intern who worked in Washington DC. The intern sent stories to the KFTA/ KNWA news department during her internship.

KFTA and KNWA were media sponsors of the 2008 Arkansas Athletics Outreach in October, 2008. The stations had a booth at the event where children could read a sports script in front of our set, like the station's sports anchors.

Although the stations do not have specific documentation of the dates and times, KFTA/ KNWA's News Director speaks to a class at John Brown University each year, and a station reporter speaks to a journalism class at another college each year.

Station personnel are also frequently invited to also speak to school classes and at other community events, and accept these invitations whenever possible.

\*Interviewed column (Intv'd)- total number of people interviewed for the position.

\*Referred column (Ref'd)- a "Y" is under the spot that person was referred by.

\*# Referred column (#Ref'd)-the total number of people referred from each recruitment source.