

**KVTN-DT-KVTH-DT  
EEO PUBLIC FILE REPORT  
February 1, 2024-January 31, 2025<sup>1</sup>**

Victory Television Network, Inc., the licensee of Stations KVTN-DT and KVTH-DT, is a religious broadcaster as defined by the regulations of the Federal Communications Commission. *See* 47 C.F.R. § 73.2080(c)(1); *Review of the Commission's Broadcast and Cable Equal Employment Opportunity Rules and Policies*, 17 FCC Rcd. 24018 (2002). As a religious broadcaster, Victory Television Network, Inc. has established a religious qualification for all employee positions at KVTN-DT and KVTH-DT. In accordance with the FCC's rules, Victory Television Network, Inc. makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified for employment based on their religious belief or affiliation. Listed below are the full-time vacancies filled during this reporting period, followed by a master list of recruitment sources used during the period to solicit applicants.

**I. VACANCY LIST**

**See the Master Recruitment Source List ("MRS�") in the next section for recruitment source data**

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Accounting Data Entry Clerk	1-8	7
Master Control Operator Overnights (12AM-8AM)	1-6	1
Master Control Operator Night Shift	1-6	1

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<sup>1</sup> This report was revised in September 2025 to address reporting discrepancies.

## II. MASTER RECRUITMENT SOURCE LIST

RS Number	RS Information
1	Indeed.com
2	Employment Security Division, Dolly Rhodes, 5401 S. University Little Rock, AR 72209 (501) 682-1721 <a href="mailto:dolly.rhodes@arkansas.gov">dolly.rhodes@arkansas.gov</a>
3	Arkansas Broadcasters Association, Neal Gladner, 2024 Arkansas Valley Dr. Suite 403 Little Rock, AR 72212, (501) 227-7564 <a href="mailto:mail@arkbroadcasters.org">mail@arkbroadcasters.org</a>
4	TV Jobs, Mark Holloway, <a href="http://www.tvjobs.com">www.tvjobs.com</a>
5	KVTN-KVTH-KVTJ web site, Andrea Qualls, PO Box 26207. Little Rock, AR 72221, (501) 223-2525
6	KVTN-KVTH internal job opening posting, Jim Grant, PO Box 26207. Little Rock, AR 72221, (501) 223-2525
7	Referral
8	Word of Mouth