

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter Open Date: 7/16/2018 Hire Date: 4/22/2019	2-5, 7-19, 21-22, 24-29, 31-36, 38, 40-54	13
Reporter Open Date: 11/12/2018 Hire Date: 5/28/2019	2-5, 7, 9-19, 21-22, 24-27, 29-30, 32-39, 41-54	37
Commercial Producer Open Date: 1/4/2019 Hire Date: 2/4/2019	2-4, 7, 9-27, 29-30, 32-36, 38-39, 41-54	23
Producer Open Date: 1/9/2019 Hire Date: 3/25/2019	2-4, 7, 9-19, 21-22, 24-27, 29-30, 32-36, 38-39, 41-54	13
Photographer Editor Open Date: 1/16/2019 Hire Date: 2/11/2019	2-4, 7, 9-19, 21-22, 24-27, 29-30, 32-36, 38-39, 41-54	13
Account Executive Open Date: 1/17/2019 Hire Date: 4/8/2019	1-4, 7, 9-22, 24-30, 32-39, 41-45, 47-54	28
Account Executive Open Date: 1/17/2019 Hire Date: 6/23/2019	1-4, 7, 9-22, 24-30, 32-39, 41-45, 47-54	20
Account Executive Open Date: 2/21/2019 Hire Date: 4/1/2019	1-7, 9-19, 21-22, 24-27, 29-36, 38-39, 41-54	31
Account Executive Open Date: 4/3/2019 Hire Date: 9/3/2019	1-7, 9-19, 21-22, 24-27, 29-36, 38-39, 41-54	31
Producer Open Date: 4/9/2019 Hire Date: 7/1/2019	2-7, 9-19, 21-30, 32-36, 38-39, 41-54	28
Reporter Open Date: 4/19/2019 Hire Date: 6/10/2019	2-7, 9-19, 21-22, 24-27, 29-36, 38-39, 41-54	53
Master Control Operator Open Date: 5/17/2019 Hire Date: 7/7/2019	2-7, 9-17, 19-22, 24-27, 29-30, 32-36, 38-39, 41-54	20
Photographer Editor Open Date: 7/25/2019 Hire Date: 9/9/2019	2-7, 9, 11-19, 21-22, 24-27, 29-30, 32-39, 41-54	37
Producer Open Date: 7/25/2019 Hire Date: 9/8/2019	2-7, 9, 11-22, 24-27, 29-30, 32-36, 38-39, 41-54	20

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Account Executive Open Date: 8/30/2019 Hire Date: 9/23/2019	1-7, 9, 11-19, 21-22, 24-27, 29-36, 38-39, 41-54	13
Newscast Director Open Date: 9/16/2019 Hire Date: 10/15/2019	2-7, 9, 11-19, 21-22, 24-27, 29-30, 32-36, 38-39, 41-54	13
Photographer Editor Open Date: 9/19/2019 Hire Date: 12/2/2019	2-7, 9-19, 21-22, 24-36, 38-39, 41-54	28
Producer Open Date: 10/3/2019 Hire Date: 10/28/2019	1-7, 9-19, 21-22, 24-27, 29-31, 33-36, 38-39, 41-54	31
Newscast Director Open Date: 10/8/2019 Hire Date: 12/22/2019	2-7, 9-22, 24-27, 29-30, 32-36, 38-39, 41-54	20

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Url : http://www.602communications.com/ Email : slizik@602communications.com Career Services	N	0
2	AAJA 5 Third St Suite 1108 San Francisco, California 94103 Phone : 415.346.2051 Corp. Recruiter Manual Posting	N	0
3	Adams Broadcasting Consulting . San Francisco, California Phone : 707-938-8362 Email : dana@adamsconsulting.tv Dana Adams	N	0
4	Arizona State University in Tempe 151 S Forest Ave Room 329 Tempe, Arizona 85287 Phone : 480-965-2350 Career Services Manual Posting	N	0
5	Arkansas Broadcasters Association 2024 Arkansas Valley Drive Ste 403 Little Rock, Arkansas 72212 Phone : 501-227-7564 Url : http://www.arkbroadcasters.org/ark/ Email : mail@arkbroadcasters.org Angie Robinson	N	0
6	Arkansas Department of Workforce Services 2143 West Martin Luther King Blvd Fayetteville, Arkansas 72701 Phone : 479-521-5730 Url : http://www.arkansas.gov/esd/ Email : ANWS.info@arkansas.gov Fax : 1-479-521-1595 Career Services	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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7	Arkansas State University 2105 E. Aggie Road Room 2167 Jonesboro, Arkansas 72467 Phone : 870-972-3025 Url : https://employer.myinterfase.com/astate/employer Perry Jackson Manual Posting	N	0
8	Arkansas Tech University 1605 Coliseum Drive Russellville, Arkansas 72801 Phone : 479-968-0278 Url : www.atu.edu/career Email : dtribble@atu.edu Dana Tribble	N	0
9	Ball State University Lucina Hall 220 Muncie, Indiana 47306 Phone : 765-285-1522 Career Services Manual Posting	N	0
10	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0
11	Butler University Atherton Union, Room 315 Indianapolis, Indiana 46208 Phone : 917-940-9624 Url : http://www.butler.edu/ Email : career@butler.edu Career Services	N	0
12	California Chicano News Media Association 727 West 27th St Room 201 Los Angeles, California 90007 Phone : 424-229-9482 Url : http://www.ccnma.org/ Career Services Manual Posting	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Careers.HearstTelevision.com 214 N. Tryon St. Charlotte, North Carolina 28202 Phone : 704-348-8073 HTV Careers Manual Posting	N	14
14	Carl Albert College 1507 S McKenna St Poteau, Oklahoma 74953 Phone : 918-647-1200 Url : http://www.carlalbert.edu/ Email : sstaats@carlalbert.edu Career Services	N	0
15	Chickasaw Nation of Oklahoma 520 Arlington Street Ada, Oklahoma 74820 Phone : 580-436-7259 Url : http://www.chickasaw.net/index.htm Career Services Manual Posting	N	0
16	Choctaw Nation 2807 Enterprise Blvd PO Box 1210 Durant, Oklahoma 74702 Phone : 866-933-2260 Url : http://www.choctawnation.com/ Email : careerdevelopment@choctawnation.com Career Services	N	0
17	Collective Tallent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Email : bille@michaelsmedia.com Career Services	N	0
18	Columbia School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-8608 Career Services Manual Posting	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Creek Nation of Oklahoma PO Box 580 Hwy 71 & Loop 56 Okmulgee, Oklahoma 74447 Phone : 800-482-1979 x7777 Url : http://www.muscogeenation-nsn.gov/ Email : dmcgirt@mcn-nsn.gov Debbie McGirt	N	0
20	Current Employee	N	6
21	Dolan Media Management 3 North Court St Fredrick, Maryland 21701 Phone : 301-668-1511 Url : http://www.smartrecruit.com/ Email : info@smartrecruit.com Career Services	N	0
22	Emma L. Bowen Foudation of Minority Interest in Media 524 W. 57th St New York, New York 10019 Phone : 212-975-2545 Email : Sandra.Rice@nbcuni.com Career Services	N	0
23	Employee Referral	N	3
24	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
25	Harding University 915 East Market Ave. Searcy, Arkansas 72149 Phone : 501-279-4454 Email : careercenter@harding.edu Megan Johnson	N	0
26	Henderson State University 1100 Henderson Street Box 7722 Arkadelphia, Arkansas 71999 Phone : 870-230-5442 Url : http://www.hsu.edu/ Email : career@hsu.edu Career Services	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Hispanic Women's Organization of Arkansas 614 E Emma Ave #410 Springdale, Arkansas 72764 Phone : 479-751-9494 Url : http://www.hwoa.org/ Email : hwoa@hwoa.org Career Services	N	0
28	Indeed.com 177 Broad St 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Career Services Manual Posting	N	8
29	John Brown University 2000 W. University Siloam Springs, Arkansas 72761 Phone : 479-524-7263 Url : http://www.pulaskitech.edu/ Career Services Manual Posting	N	0
30	JournalismJobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-653-1521 Email : contact@journalismjobs.com Career Services	N	0
31	LinkedIn.com 2029 Stierlin CT Mountain View, California 94043 Phone : . Media Recruiter Manual Posting	N	13
32	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com/ Email : medialine@medialine.com Career Services	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
34	Mississippi State University Department of Communciations Mississippi State, Mississippi 39761 Phone : (662) 325-7952 Email : career@career.msstate.edu Allen Snow	N	0
35	National Association of Hispanic Journalists 1000 National Press Building Washington, District of Columbia 20045 Phone : 202-622-7145 Url : http://www.nahj.org/ Career Services Manual Posting	N	0
36	National Lesbian/Gay Journalist Association 1420 K Street, NW Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Url : http://www.nlgjany.org/ Email : info@nlgja.org Career Services	N	0
37	Non-Employee Referral	N	3
38	NWA Community College One College Drive Bentonville, Arkansas 72203 Phone : 479-986-4001 Url : https://www.nwacc.edu/web/LDC_careerservices/ Career Services Manual Posting	N	0
39	NWA LULAC Council P O Box 1842 Rogers, Arkansas 72757 Phone : 479-381-0688 Url : http://lulacnwa754.org/ Email : contact@lulacnwa754.org Career Services	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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40	Pulaski Technical College 3000 W Scenic Dr North Little Rock, Arkansas 72118 Phone : 501-812-2220 Url : http://www.pulaskitech.edu/ Email : rboswell@pulaskitech.edu Rebecca Boswell	N	0
41	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-683-5020 Robert Walker Manual Posting	N	0
42	Syracuse University 235 Schine Center 303 University Place Syracuse, New York 13244 Phone : 315-433-3616 Url : http://syr-csm.symplicity.com/employers Career Services Manual Posting	N	0
43	TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Career Services Manual Posting	N	4
44	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
45	University of Arkansas 232 Silas H Hunt Hall 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 800-377-8632 Url : http://www.uark.edu/home/ Email : dcarpent@uark.edu Career Services	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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46	University of Arkansas @ Fort Smith 5210 Grand Avenue Fort Smith, Arkansas 72904 Phone : 479-788-7017 Url : https://uafortsmith-csm.symplicity.com/employers/ Fax : 1-479-424-6017 Career Services	N	0
47	University of Arkansas @ Little Rock 2801 S. University Avenue Little Rock, Arkansas 72204 Phone : 501-569-3356 Url : http://ualr.edu/ Email : recruit@ualr.edu Career Services	N	0
48	University of Arkansas @ Monticello 1514 Scogin Dr-Harris Hall 2nd Floor PO Box 3458 Monticello, Arkansas 71656 Phone : 870-460-1454 Url : http://www.uamont.edu/ Career Services Manual Posting	N	0
49	University of Central Arkansas Bernard Hall Room 311 201 Donaghey Ave Conway, Arkansas 72035 Phone : 501-450-3154 Url : http://www.arkansasbusiness.com/aj_home.asp Career Services Manual Posting	N	0
50	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting Prong 2 Start Date: 1/22/2018	Y	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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51	University of Oklahoma 900 ASP Ave Room 323 Norman, Oklahoma 73019 Phone : 405-325-1974 Url : http://www.ou.edu/web.html Career Services Manual Posting	N	0
52	University of the Ozarks 415 N College Ave Clarksville, Arkansas 72830 Url : http://www.ozarks.edu/ Email : careers@ozarks.edu Career Services	N	0
53	Unverisity of Missouri 104 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-6801 Url : http://www.missouri.edu/ Email : career@missouri.edu Career Services	N	1
54	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			52

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	2/1/2019	Establishment of training programs for station personnel	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role. SAA Bethany Skelton completed the training during this reporting period and has since been promoted to an Account Executive role.	1	Account Executive Sales Manager	1.00
2	2/15/2019	Participation in events or programs sponsored by educational institutions	Talked to students at Tyson Middle School about careers in broadcast television and meteorology.	1	Chief Meteorologist	0.25
3	2/22/2019	Participation in events or programs sponsored by educational institutions	Career day at Fairview Elementary in Fort Smith.	1	Chief Meteorologist	0.25
4	4/15/2019	Participation in Job Fairs	Attended job fair at University of Missouri for the purpose of recruiting.	1	News Director	0.25
5	4/25/2019	Participation in events or programs sponsored by educational institutions	Job shadow for Darby Bybee from Washington Jr. High in Bentonville.	1	Chief Meteorologist	0.25
6	10/9/2019	Participation in events sponsored by community groups	Station had a booth at Ozark Media Arts Festival for high school and college students interested in careers in media. Micah Delacy led photog workshops.	3	Chief Photographer News Director Asst. News Director	0.25
7	10/28/2019	Participation in events or programs sponsored by educational institutions	Students from UA Fort Smith toured the station and learned about production, creative services, engineering, broadcast meteorology and studio/newsroom procedures.	7	News Director Chief Meteorology Production Manager Director of Engineering	0.25

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
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8	10/30/2019	Participation in events or programs sponsored by educational institutions	Student from Fulbright Jr High Bentonville here job shadowing anchor.	1	Anchor	0.25
9	10/30/2019	Participation in events or programs sponsored by educational institutions	Job shadow with Darby for the day from Bentonville High School.	1	Chief Meteorologist	0.25
10	11/14/2019	Participation in events or programs sponsored by educational institutions	General Manager spoke to students at Henderson State University about career opportunities in broadcast television.	1	General Manager	0.25
11	1/7/2020	Participation in events or programs sponsored by educational institutions	School talk at Garfield Elementary to discuss careers in broadcast television and meteorology.	1	Chief Meteorologist	0.25
12	1/8/2020	Participation in events or programs sponsored by educational institutions	Talking to students at Harber High School in Springdale about career paths in broadcast television and meteorology.	1	Meteorologist	0.25
13	1/9/2020	Participation in events or programs sponsored by educational institutions	Group of home school students toured the station and learned about careers in broadcast television.	4	News Director Anchor Production Manager Creative Service Director	0.25
14	1/15/2020	Participation in events or programs sponsored by educational institutions	Group of home school students toured the station and learned about careers in broadcast television.	4	Asst. News Director Anchor Production Manager Asst. Creative Service Director	0.25
TOTAL POINTS OVER REPORTING PERIOD:						4.25