

EEO PUBLIC FILE

REPORT FOR

KHBS/KHOG-TV

This EEO Public File Report
Covers the One-Year Period
Ending on January 31, 2019

EEO Annual Public File Report

KHBS/KHOG-TV

This EEO Public File Report is filed in Station KHBS/KHOG-TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the one year time period ending January 31, 2019 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- * The full-time vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hiree for each full-time vacancy;
- * The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and
- * The total number of persons interviewed for each recruiting source over the Reporting Period.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Carolyn Rowland.

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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
Anchor Reporter Open Date: 11/17/2017 Hire Date: 6/13/2018	2-15, 17-19, 21-22, 24-27, 29, 32, 34-37, 39-48, 50-52	13
Digital Client Services Specialist Open Date: 3/1/2018 Hire Date: 4/23/2018	1-9, 11-15, 17-19, 21-22, 24-29, 32, 34-37, 39-50, 52-53	28
Photographer Editor Open Date: 3/2/2018 Hire Date: 4/23/2018	2-9, 11-22, 24-29, 32, 34-37, 39-53	20
Photographer Editor Open Date: 5/3/2018 Hire Date: 6/4/2018	2-9, 11-19, 21-22, 24-27, 29, 32, 34-37, 39-53	13
Account Executive Open Date: 5/17/2018 Hire Date: 6/18/2018	1, 4-5, 7, 9, 11, 13-16, 19, 24-27, 29, 31, 34, 37, 40-53	31
Sales Assistant Open Date: 6/12/2018 Hire Date: 9/24/2018	1-9, 11-19, 21-29, 31-37, 39-50, 52-53	28
Sports Reporter Anchor Open Date: 6/12/2018 Hire Date: 9/13/2018	2-9, 11-27, 29, 32-37, 39-53	13
Photographer Editor Open Date: 6/12/2018 Hire Date: 7/23/2018	2-5, 7-9, 11-22, 24-27, 29, 32-37, 39-53	13
Newscast Director Open Date: 6/26/2018 Hire Date: 1/7/2019	2-5, 7-9, 11-22, 24-27, 29, 32-37, 39-53	13
Account Executive Open Date: 6/27/2018 Hire Date: 7/9/2018	1-5, 7-9, 11-19, 21-22, 24-27, 29, 31-37, 39-53	31
Photographer Open Date: 7/3/2018 Hire Date: 9/25/2018	2-9, 11-19, 21-22, 24-29, 32-37, 39-53	13
Photographer Open Date: 7/3/2018 Hire Date: 8/26/2018	2-9, 11-22, 24-29, 32-37, 39-53	20
Maintenance Technician Open Date: 9/5/2018 Hire Date: 10/15/2018	2-5, 7-19, 21-22, 24-27, 29-30, 32-37, 39-49, 51-53	13
Account Executive Open Date: 9/26/2018 Hire Date: 11/5/2018	1-5, 7, 9-19, 21-37, 39-53	13

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Account Associate- Entry Level Open Date: 10/8/2018 Hire Date: 12/3/2018	1-5, 7, 9-27, 29-37, 39-53	23
Digital Client Specialist Open Date: 11/6/2018 Hire Date: 12/11/2018	1-5, 7, 9-19, 21-22, 24-30, 32-38, 40-53	28
Executive Producer Open Date: 11/26/2018 Hire Date: 1/6/2019	1-5, 7, 9-22, 24-27, 29-30, 32-38, 40-53	20
Assistant IT Manager Open Date: 1/10/2019 Hire Date: 1/28/2019	2-4, 7, 9-19, 21-22, 24-27, 29-30, 32-38, 40-53	13

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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, 2018 - January 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Arkansas State University 2105 E. Aggie Road Room 2167 State University, 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@bates.ctc.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.ccna.org/ Career Services Manual Posting	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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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	35
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, 2018 - January 31, 2019

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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	8
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	4
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, 2018 - January 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	12
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	16
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, 2018 - January 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	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
38	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, 2018 - January 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	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
40	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-683-5020 Robert Walker Manual Posting	N	0
41	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
42	TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Career Services Manual Posting	N	1
43	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
44	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, 2018 - January 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	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
46	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
47	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
48	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
49	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, 2018 - January 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	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
51	University of the Ozarks 415 N College Ave Clarksville, Arkansas 72830 Url : http://www.ozarks.edu/ Email : careers@ozarks.edu Career Services	N	0
52	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	0
53	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:			76

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/15/2018	Participation in events or programs sponsored by educational institutions	Students from Grace Lutheran School in Lowell toured the station and learned about careers in broadcasting and meteorology.	1	Chief Meteorologist
2	2/23/2018	Participation in events or programs sponsored by educational institutions	Participated in a career panel at Woodland Jr High along with 5 other business professionals from the community and spoke to students about career choices, education and communication skills	1	Meteorologist
3	2/27/2018	Participation in events or programs sponsored by educational institutions	Talked to students at Helen Tyson Middle School in Springdale about meteorology and careers in television	1	Chief Meteorologist
4	3/6/2018	Participation in events or programs sponsored by educational institutions	Talked to students at Tennie Russell Primary School in Bentonville about weather forecasting and careers in television.	1	Meteorologist
5	3/14/2018	Participation in events or programs sponsored by educational institutions	Spoke to students at Washington Elementary School in Fayetteville about meteorology and working in television	1	Meteorologist
6	3/28/2018	Participation in events sponsored by community groups	Spoke Bentonville Public Library about severe weather safety and careers in broadcasting	1	Chief Meteorologist
7	4/10/2018	Participation in events or programs sponsored by educational institutions	Journalism student from the University of Arkansas spent the day at the station shadowing news room personnel.	5	Executive Producer Producer Producer Producre
8	4/10/2018	Participation in events sponsored by community groups	Spoke to group of Civil Air Patrol kids at Rogers Airport about forecasting weather and television broadcasting.	1	Chief Meteorologist
9	4/11/2018	Participation in events or programs sponsored by educational institutions	Spoke to 5th graders at Gravette Upper Elementary about jobs in television broadcasting.	1	Anchor
10	5/8/2018	Participation in events or programs sponsored by educational institutions	Spoke at Mary Mae Elementary in Bentonville about meteorology and career path to broadcast television meteorology.	1	Chief Met
11	5/9/2018	Participation in events or programs sponsored by educational institutions	Spoke at Holcomb Elementary about career paths to broadcast journalism	1	Cole

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	5/29/2018	Participation in events or programs sponsored by educational institutions	Spoke at Brushy Elementary in Brushy OK about meteorology and career paths to broadcast television meteorology	1	Chief Meteorologist
13	6/14/2018	Participation in events or programs sponsored by educational institutions	Student from Root Elementary job shadowed our chief met for the day learned about career path to broadcast television meteorology	1	Chief Meteorologist
14	9/26/2018	Participation in events or programs sponsored by educational institutions	Spoke to Stepping Stone School about meteorology and career paths to broadcast television meteorology	1	Chief Meteorologist
15	9/27/2018	Participation in events or programs sponsored by educational institutions	Spoke to media communications class at UA Fort Smith about careers in broadcast television	1	Report/Photog
16	10/10/2018	Participation in events or programs sponsored by educational institutions	Spoke at Southside High School about career paths to broadcast television meteorology	1	Chief Meteorologist
17	10/10/2018	Participation in events or programs sponsored by educational institutions	Station tour and presentation on career paths to broadcast television to SOAR After School Program	1	Executive Producer
18	10/16/2018	Provision of training to personnel of unaffiliated non-profit organizations	Hearst's Director of Veteran Recruiting visited the station to provide training to hiring managers relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	11	President and GM General Sales Manager CW Creative Services Director Director of Engineering

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
19	10/30/2018	Participation in events or programs sponsored by educational institutions	Spoke at Greenwood High School about broadcast meteorology and journalism	1	Chief Meteorologist
20	11/13/2018	Participation in events or programs sponsored by educational institutions	Spoke at Willowbrook Elementary about careers in broadcast television and meteorology	1	Chief Meteorologist
21	11/15/2018	Participation in events or programs sponsored by educational institutions	Spoke at Heavener Elementary School Career Fair about careers in broadcast television meteorology and journalism	1	Meteorologist
22	11/30/2018	Participation in events or programs sponsored by educational institutions	Spoke at Northside Elementary about careers in broadcast journalism and meteorology	1	Chief Met
23	12/7/2018	Participation in events or programs sponsored by educational institutions	Spoke at Elm Tree Elementary about broadcast journalism and meteorology	1	Meteorologist
24	12/12/2018	Participation in events or programs sponsored by educational institutions	Hosted Job Shadow from Elmwood Middle School, talked to her about careers in broadcast journalism and meteorology	1	Chief Met
25	1/31/2019	Listing of each upper-level category opening in a job bank or newsletter	During the reporting period, the employment unit listed upper-level (and other) positions with recruitment sources whose membership includes substantial participation of women and minorities, including AAJA, NAHJ, California Chicano News Media Association, NLGJA, and others.	2	