

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
Sports Director Open Date: 11/1/2021 Hire Date: 5/14/2023	2-5, 7-8, 10-11, 14-25, 28-32, 34-37, 39-51, 53, 55-86	22
Account Executive Open Date: 11/23/2021 Hire Date: 2/6/2023	3, 22, 26, 29, 31, 33, 38, 40-41, 44, 48-49, 53-54, 57, 59-62, 64-65, 76, 86	22
Account Executive Open Date: 11/23/2021 Hire Date: 2/13/2023	3, 22, 26, 29, 31, 33, 38, 40-41, 44, 48-49, 53-54, 57, 59-62, 64-65, 76, 86	33
Multi-Media Journalist Open Date: 3/22/2022 Hire Date: 7/24/2023	2-5, 7, 9-10, 15-23, 25, 29-32, 34-37, 40-41, 45-51, 53, 55-57, 59-62, 64-86	22
Multi-Media Journalist Open Date: 4/21/2022 Hire Date: 5/21/2023	2-3, 5-10, 15-25, 29, 31-32, 34-37, 40-57, 59-62, 64-86	22
Photographer Editor Open Date: 4/21/2022 Hire Date: 2/5/2023	2-3, 5-11, 14-21, 23-25, 29, 31-38, 40-53, 55-57, 59-62, 64-86	38
Producer Open Date: 7/25/2022 Hire Date: 6/5/2023	1-3, 5-11, 14-21, 23-25, 28-29, 31-32, 34-38, 40-43, 45-53, 55-57, 59-62, 64-86	14
Producer Open Date: 8/12/2022 Hire Date: 3/6/2023	1-3, 5-12, 14-21, 23-25, 29, 31-38, 40-42, 44-53, 55-57, 59-62, 64-86	38
Anchor Reporter Open Date: 8/12/2022 Hire Date: 6/5/2023	1-3, 5-11, 15-17, 19-23, 25, 29, 31-38, 40-42, 45-53, 55-57, 59-62, 64-86	22
Multi-Media Journalist Open Date: 8/15/2022 Hire Date: 3/20/2023	1-3, 5-11, 15-25, 29, 31-32, 34-38, 40-51, 53, 55-57, 59-62, 64-86	38
Sales Assistant Open Date: 9/29/2022 Hire Date: 2/5/2023	1-3, 5, 7-11, 14-21, 23-25, 29, 31-32, 34-38, 40-51, 53, 55-57, 59-86	38
National Sales Assistant Open Date: 12/21/2022 Hire Date: 5/8/2023	1-11, 14-21, 23-25, 29, 31-32, 34-38, 40-43, 45-53, 55-57, 59-62, 64-86	38
Photographer Editor Open Date: 1/19/2023 Hire Date: 4/17/2023	1-11, 14-21, 23-25, 29, 31-32, 34-38, 40-43, 45-53, 55-57, 59-62, 64-86	14
Producer Open Date: 1/19/2023 Hire Date: 6/5/2023	1-11, 14-21, 23-25, 28-29, 31-38, 40-43, 45-53, 55-57, 59-62, 64-86	38

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
Photographer Editor Open Date: 1/19/2023 Hire Date: 5/29/2023	1-11, 14-25, 29, 31-32, 34-38, 40-42, 44-53, 55-57, 59-62, 64-86	22
Sales Account Associate Open Date: 2/24/2023 Hire Date: 6/5/2023	1-5, 7-11, 15-21, 23-25, 29, 31-32, 34- 38, 40-53, 55-57, 59-86	38
Weekend Meteorologist/Reporter Open Date: 4/10/2023 Hire Date: 10/31/2023	1-7, 9-10, 15-17, 19-21, 23, 25, 29, 31- 34, 36-38, 40-43, 45-53, 55-57, 59-62, 64-65, 67, 69-70, 72-86	38
Photographer Editor Open Date: 4/12/2023 Hire Date: 9/18/2023	1-10, 13-17, 19-21, 23-25, 29, 31-32, 34-37, 40-43, 45-53, 55-57, 59-62, 64- 65, 67-86	13
Producer Open Date: 5/16/2023 Hire Date: 7/23/2023	1-5, 7-11, 15-18, 20-21, 23-25, 27, 29, 31-32, 34-38, 40-51, 53, 55-57, 59-86	38
Sports Anchor/Reporter Open Date: 5/16/2023 Hire Date: 6/5/2023	1-5, 7-11, 14-18, 20-21, 23-25, 29, 31- 32, 34-38, 40-51, 53, 55-57, 59-86	14
Local Sales Assistant Open Date: 7/13/2023 Hire Date: 9/27/2023	1-11, 14-18, 20-21, 23-25, 28-29, 31- 32, 34-38, 40-51, 53-57, 59-62, 64-86	38
Account Executive Open Date: 8/23/2023 Hire Date: 1/2/2024	1-5, 7-11, 14-18, 20-21, 23-25, 29, 31- 32, 34-38, 40-51, 53, 55-57, 59-86	38
Weekend Evening Anchor/ Weekday Reporter Open Date: 8/25/2023 Hire Date: 1/7/2024	1-5, 7-11, 15-18, 20-25, 29, 31-32, 34- 37, 40-51, 53, 55-57, 59-86	22
Weekend Meteorologist/Reporter Open Date: 10/9/2023 Hire Date: 11/13/2023	2-8, 10-11, 15-18, 20-21, 23-25, 29, 31- 32, 34-38, 40-51, 53, 55-57, 59-62, 64- 86	38
Master Control Operator Open Date: 12/13/2023 Hire Date: 1/12/2024	2-8, 10-11, 14-18, 20-25, 29, 31-37, 40- 51, 53-57, 59-62, 64-86	14

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Url : http://www.602communications.com/ Email : gnewell@602communications.com Graeme Newell	N	0
2	Arizona State University in Tempe 151 S Forest Ave Room 329 Tempe, Arizona 85287 Phone : 480-965-2350 Career Services Manual Posting	N	0
3	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
4	Arkansas Department of Workforce Services 2143 West Martin Luther King Blvd Fayetteville, Arkansas 72701 Phone : 479-521-5730 Url : http://www.arkansas.gov/esd/ Career Services Manual Posting	N	0
5	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
6	Arkansas Tech University 1605 Coliseum Drive Russellville, Arkansas 72801 Phone : 479-968-0278 Url : www.atu.edu/career Dana Tribble Manual Posting	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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	Auburn University 211 West Thach Ave Auburn, Alabama 36849 Phone : (334) 844-4744 Career Services Manual Posting	N	0
8	Ball State University Lucina Hall 220 Muncie, Indiana 47306 Phone : 765-285-1522 Career Services Manual Posting	N	0
9	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@Batestech.edu Ken Witkoe	N	0
10	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
11	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
12	Career Fair	N	1
13	Careerbuilder.com 200 N. LaSalle, Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Services Manual Posting	N	1

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
14	Careers.HearstTelevision.com 214 N. Tryon St. Charlotte, North Carolina 28202 Phone : 704-348-8073 HTV Careers	N	31
15	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
16	Chickasaw Nation of Oklahoma 520 Arlington Street Ada, Oklahoma 74820 Phone : 580-436-7259 Url : http://www.chickasaw.net/index.htm Fax : 1-580-272-5087 Career Services	N	0
17	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
18	Clemson University 720 McMillan Road Clemson, South Carolina 29634 Phone : (864) 656-6000 Career Services Manual Posting	N	0
19	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Email : bille@michaelsmedia.com Career Services	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
20	Columbia School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-8608 Career Services Manual Posting	N	0
21	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
22	Current Employee	N	12
23	Drake University 2507 University Ave Des Moines, Iowa 50311 Phone : 515-271-2011 Career Services Manual Posting	N	0
24	Elon University 100 Campus Drive Elon, North Carolina 27244 Phone : 336.278.2000 Career Services Manual Posting	N	0
25	Florida A&M University 1735 Wahnish Way Tallahassee, Florida 32310 Phone : 580-599-3700 Career Services Manual Posting	N	0
26	Former Employee	N	1
27	Glassdoor 100 Shoreline Hwy Mill Valley, California 94941 Phone : 800-918-3229 Career Center Manual Posting	N	1

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
28	Google 1600 Amphitheatre Parkway Mountain View, California 94043 Phone : 650-253-0000 Career Services	N	4
29	Harding University 915 East Market Ave. Searcy, Arkansas 72149 Phone : 501-279-4454 Email : careercenter@harding.edu Megan Johnson	N	0
30	Hearst Corporate Recruiting 1375 Chatham Parkway 3rd Floor Savannah, Georgia 31705 Phone : 912-925-0022 Sinan Sadar	N	2
31	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
32	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
33	Indeed.com 177 Broad St 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Url : www.indeed.com Career Services Manual Posting	N	10

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
34	Indiana University 1320 E. 10th St Bloomington, Indiana 47405 Phone : 812-855-5234 Career Services Manual Posting	N	0
35	Iowa State University 2505 Union Drive Ames, Iowa 50011 Phone : 515-297-5056 Career Services Manual Posting	N	0
36	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
37	JournalismJobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-653-1521 Email : contact@journalismjobs.com Career Services	N	0
38	LinkedIn.com 2029 Stierlin CT Mountain View, California 94043 Phone : 650-387-3600 Media Recruiter Manual Posting	N	45
39	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, 2023 - January 31, 2024

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
40	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	1
41	Miami University 550 E. Spring St. Oxford, Ohio 45056 Phone : 513-529-3831 Career Services Manual Posting	N	0
42	Michigan State University 556 E. Circle Drive East Lansing, Michigan 48824 Phone : (517) 355-9510 Career Services Manual Posting	N	0
43	Mississippi State University Department of Communications Mississippi State, Mississippi 39761 Phone : (662) 325-7952 Email : career@career.msstate.edu Allen Snow	N	0
44	Mississippi State University 300 Montgomery Hall Mississippi State, Mississippi 39762 Phone : 662-325-3344 Career Services Manual Posting	N	0
45	Morgan State University 1700 E. Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3110 Career Services Manual Posting	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
46	National Lesbian/Gay Journalists 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
47	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Dainne Siekmann Manual Posting	N	0
48	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
49	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
50	Ohio State University 1640 Neil Avenue Columbus, Ohio 43210 Phone : 614-688-3898 Career Services Manual Posting	N	0
51	Ohio University 533 Baker University Center Athens, Ohio Phone : 740-593-2909 Career Services Manual Posting	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
52	Pulaski Technical College 3000 W Scenic Dr North Little Rock, Arkansas 72118 Phone : 501-812-2220 Url : http://www.pulaskitech.edu/ Email : cwoods@uaptc.edu Cassandra Woods	N	0
53	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-683-5020 Robert Walker Manual Posting	N	0
54	Society of Broadcast Engineers 9102 N Meridian St Suite 150 Indianapolis, Indiana Phone : 317-846-9000 Scott Jones Manual Posting	N	0
55	Southern Illinois University 1263 Lincoln Dr., Suite 0110 Carbondale, Illinois 62901 Phone : 618-453-2391 Career Services Manual Posting	N	0
56	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	1
57	TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Email : jobs@tvjobs.com Career Services	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
58	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0
59	University of Alabama 3400 Ferguson Student Center Birmingham, Alabama Phone : 205-348-5848 Career Services Manual Posting	N	0
60	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/ Career Services Manual Posting	N	0
61	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
62	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
63	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

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
64	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
65	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	Y	0
66	University of Florida PO Box 118507 Gainesville, Florida 32611 Phone : 352-392-1601 Career Services Manual Posting	N	0
67	University of Georgia Clark Howell Hall Athens, Georgia 30602 Career Services Manual Posting	N	0
68	University of Houston 106 Student Service Center 1 Houston, Texas 77024 Phone : 713-743-5100 Career Services Manual Posting	N	0
69	University of Illinois 715 S Wright St Champaign, Illinois 61820 Phone : 217 333-0820 Career Services Manual Posting	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
70	University of Iowa 100 Pomerantz Center Iowa City, Iowa 52242 Phone : 319-335-1023 Career Services Manual Posting	N	0
71	University of Kansas 1300 Sunnyside Avenue Lawrence, Kansas 66045 Phone : 485-864-3624 Career Services Manual Posting	N	0
72	University of Kentucky 408 Rose Street Lexington, Kentucky 40506 Phone : 859.257.2746 Career Services Manual Posting	N	0
73	University of Miami 5225 Ponce De Leon Blvd. Coral Gables, Florida 33146 Phone : 305-284-5451 Career Services Manual Posting	N	0
74	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Phone : (734) 764-7460 Career Services Manual Posting	N	0
75	University of Minnesota 222 Pleasant St SE Minneapolis, Minnesota 55455 Phone : 612-627-7577 Career Services Manual Posting	N	0
76	University of Mississippi 303 Martindale University, Mississippi Phone : 662-915-7174 Career Services Manual Posting	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
77	University of Nebraska 225 Nebraska Union Lincoln, Nebraska 68588 Phone : 402-472-3145 Career Services Manual Posting	N	0
78	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
79	University of South Carolina 1322 Greene St. Columbia, South Carolina Phone : 803-777-7280 Career Services Manual Posting	N	0
80	University of Tennessee 1015 Phillip Fulmer Way Knoxville, Tennessee 37996 Phone : 865-974-5435 Career Services Manual Posting	N	0
81	University of Texas 110 Inner Campus Drive Austin, Texas 74705 Phone : 512-471-2425 Career Services Manual Posting	N	0
82	University of the Ozarks 415 N College Ave Clarksville, Arkansas 72830 Phone : 479-979-1300 Url : http://www.ozarks.edu/ Email : careers@ozarks.edu Career Services	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
83	University of Wisconsin 1155 Observatory Drive Madison, Wisconsin 53706 Phone : 608-265-4497 Career Services Manual Posting	N	0
84	University 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
85	Western Kentucky University 1906 College Heights Blvd. Bowling Green,, Kentucky 42101 Phone : (270) 745-3095 Career Services Manual Posting	N	0
86	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			110

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2023	Establishment of a mentoring program	On February 1, 2023, Hearst Television offered a 6-month inaugural mentorship program. The goal was to build productive relationships across the company. Employees benefited through career development support, by working in a diverse and inclusive environment, and through Hearst Television's leadership value of helping others succeed. KHBS had 11 participants in the mentorship program who were either "Mentors" or "Mentees." Meeting in person at the station or via Zoom with employees from other stations, they discussed career objectives, offered advice, and discussed their station projects.	11	Anchor General Sales Manager National Sales Manager Account Executive
2	2/16/2023	Participation in events or programs sponsored by educational institutions	Spoke with students at Elkins Elementary about weather forecasting and the career path to be a broadcast television meteorologist.	1	Chief Meteorology
3	2/26/2023	Establishment of training programs for station personnel	Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include, communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company. A KHBS Part time Camera Operator completed leadership course better prepare them for leadership responsibilities.	1	PT Camera Operator
4	3/3/2023	Participation in Job Fairs	Had a booth at the University of Arkansas Spring 2023 Business Career Fair.	3	General Sales Manager Local Sales Manager Digital Sales Manager
5	3/3/2023	Participation in events or programs sponsored by educational institutions	Spoke with third grade class at Cavanaugh Elementary School in Fort Smith about the importance of reading, writing and how it's crucial to my job in broadcasting	1	Reporter

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	3/3/2023	Participation in events or programs sponsored by educational institutions	Spoke to 8th graders at Grimsley Junior High about careers in broadcast television.	1	Asst. News Director
7	3/7/2023	Establishment of training programs for station personnel	Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include, communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company. A KHBS Newscast Director completed leadership course better prepare them for leadership responsibilities.	1	Assistant Production Mgr
8	3/9/2023	Participation in events or programs sponsored by educational institutions	Spoke to seniors taking the journalism class at Hass Hall in Fayetteville about the broadcast industry, what the various roles require day-to-day, ethics in journalism, shared several stories from our newscast and some promos.	1	Anchor
9	4/18/2023	Establishment of training programs for station personnel	Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include, communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company. A KHBS Production Manager completed leadership course better prepare them for leadership responsibilities.	1	Production Manager

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	4/21/2023	Establishment of training programs for station personnel	Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include, communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company. A KHBS Newscast Director completed leadership course better prepare them for leadership responsibilities.	1	Newscast Director
11	4/22/2023	Participation in events or programs sponsored by educational institutions	Served on a panel Society of Professional Journalists Region 12 Conference at the University of Arkansas	1	Anchor
12	4/28/2023	Provision of training to management	Participants in the Diversity, Equity, and Inclusion (DEI) workshop learned the definition of diversity, equity, and inclusion, how to understand and articulate why DEI matters and how to recognize unconscious bias to effectively manage blind spots. Various activities were completed throughout the workshop to provide further understanding of these learning objectives. Included in the takeaways are various ways hiring managers can implement their learnings into the hiring process and into their current management style to foster an inclusive workplace culture. This was mandatory training for all station personnel.	4	President & General Manager News Director General Sales Manager Creative Services Director

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	5/3/2023	Establishment of training programs for station personnel	Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include, communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company. A KHBS Newscast Director completed leadership course better prepare them for leadership responsibilities.	1	Newscast Director
14	6/5/2023	Establishment of an intern program designed to assist members of the community	Summer 2023, KHBS welcomed an Emma Bowen Foundation Fellow to join their News Dept. department for 12 weeks. As an HTV Emma Bowen Fellow, the Fellow learned how a television station operates and contributed to the operation. The Emma Bowen Foundation program provides a multi-year internship to students of color at media companies where they gain significant on the job training in their field. Students are placed in all areas of the industry and focus on 3 programming tracks - Business of Media (Sales, Public Relations, Marketing, and Human Services); Content of Media (News Production, Broadcast Journalism, and Print Journalism); and Innovation of Media (Engineering, Software Development, Digital Marketing, and Coding). For Hearst Television, the focus track was content of media.	1	Emma Bowen

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	6/5/2023	Establishment of an intern program designed to assist members of the community	Summer 2023, KHBS welcomed an Emma Bowen Foundation Fellow to join their Creative Services department for 12 weeks. As an HTV Emma Bowen Fellow, the Fellow learned how a television station operates and contributed to the operation. The Emma Bowen Foundation program provides a multi-year internship to students of color at media companies where they gain significant on the job training in their field. Students are placed in all areas of the industry and focus on 3 programming tracks - Business of Media (Sales, Public Relations, Marketing, and Human Services); Content of Media (News Production, Broadcast Journalism, and Print Journalism); and Innovation of Media (Engineering, Software Development, Digital Marketing, and Coding). For Hearst Television, the focus track was content of media.	1	Emma Bowen Fellow
16	6/5/2023	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.	3	Sales Account Associate General Sales Manager Local Sales Manager

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
17	6/19/2023	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 10-week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.	2	Local Sales Manager Business Manager
18	9/12/2023	Participation in Job Fairs	Had a booth at the All Careers Fair at the University of Arkansas.	6	Asst. News Director Local Sales Manager GM and President News Director
19	10/16/2023	Provision of training to management	The Hearst Conscious Inclusion program underscores the company's commitment to an equitable, inclusive and diverse culture that speaks to our company's culture. Participants in the program learned the INCLUDE model that provides the fundamental knowledge and skills necessary to become more aware of how biases can impact behaviors in the workplace. Participants completed 6 sessions over a course of 6 months. These sessions include, Conscious Inclusion (two part), Allyship in Action, Race Matters, Moments of Truth and a wrap up session. Once participants complete this program, they earn the Change Agent certification.	1	Business Manager

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
20	10/16/2023	Provision of training to management	The Hearst Conscious Inclusion program underscores the company's commitment to an equitable, inclusive and diverse culture that speaks to our company's culture. Participants in the program learned the INCLUDE model that provides the fundamental knowledge and skills necessary to become more aware of how biases can impact behaviors in the workplace. Participants completed 6 sessions over a course of 6 months. These sessions include, Conscious Inclusion (two part), Allyship in Action, Race Matters, Moments of Truth and a wrap up session. Once participants complete this program, they earn the Change Agent certification.	1	Creative Services Director