

EEO PUBLIC FILE

REPORT FOR

KHBS/KHOG-TV

This EEO Public File Report
Covers the One-Year Period
Ending on January 31, 2017

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, 2017 (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, 2016 - January 31, 2017

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
Digital Sales Manager Open Date: 9/17/2015 Hire Date: 3/1/2016	1-12, 14-21, 23, 25-29, 31, 33-35, 38-39, 41-43, 45-59	26
Account Executive Open Date: 11/6/2015 Hire Date: 2/3/2016	1, 4-7, 9, 11-12, 14-18, 20, 23, 25, 27-31, 33-36, 38-39, 41-42, 44, 46, 48-59	33
Newscast Director Open Date: 12/2/2015 Hire Date: 2/7/2016	2-12, 14-21, 23, 25, 27-31, 34-35, 38-39, 41-43, 45-46, 48-59	21
Account Executive Open Date: 12/2/2015 Hire Date: 2/1/2016	1-7, 9, 11-12, 14-18, 20, 23-25, 27-31, 33-35, 38-39, 41, 46, 48-59	33
Account Executive Open Date: 1/5/2016 Hire Date: 4/24/2016	1-12, 14-20, 23-25, 27-31, 33-35, 38-39, 41-43, 45-59	24
Digital Media Manager Open Date: 1/6/2016 Hire Date: 3/29/2016	1-7, 9, 11-12, 14-21, 23, 25, 27-29, 31, 34-35, 38-39, 41-43, 46, 48-59	21
Photographer/Editor Open Date: 2/16/2016 Hire Date: 3/28/2016	1-7, 9, 11-12, 14-21, 23-25, 27-29, 31, 34-35, 38-39, 41-42, 46-59	14
News Producer Open Date: 2/16/2016 Hire Date: 5/23/2016	2-7, 9, 11-12, 14-20, 22-25, 27-29, 31, 34-35, 38-39, 41-43, 46-59	24
Camera Operator/Prompter Open Date: 3/9/2016 Hire Date: 5/23/2016	5-6, 8, 10, 14, 25, 45, 50-55	14
Assignment Manager Open Date: 4/11/2016 Hire Date: 5/2/2016	2-7, 9, 11-12, 14-23, 25, 27-29, 31, 34-35, 38-39, 41-42, 46, 48-59	21
Digital Client Specialist Open Date: 4/19/2016 Hire Date: 6/13/2016	1-2, 4-7, 9, 11-12, 14-20, 23, 25, 27-29, 31, 34-35, 38-39, 41-42, 46, 48-59	14
Account Executive Open Date: 4/26/2016 Hire Date: 5/19/2016	1-12, 14-20, 22-23, 25, 27-29, 31, 33-35, 38-39, 41-43, 45-59	33
Executive Producer Open Date: 4/29/2016 Hire Date: 6/8/2016	2-7, 9, 11-12, 14-20, 22-25, 27-29, 31, 34-35, 38-39, 41-43, 46, 48-59	24
Producer Open Date: 4/29/2016 Hire Date: 9/6/2016	2-7, 9, 11-12, 14-23, 25, 27-29, 31, 34-35, 38-39, 41-42, 46-59	21

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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: 5/12/2016 Hire Date: 6/27/2016	2-12, 14-20, 22-23, 25, 27-29, 31-32, 34-35, 38-39, 41-43, 45-59	32
CW Account Executive Open Date: 5/23/2016 Hire Date: 10/10/2016	2-12, 14-20, 22-23, 25, 27-29, 31, 33- 35, 38-39, 41, 43, 45-59	33
Account Executive Open Date: 5/26/2016 Hire Date: 7/1/2016	1-12, 14-20, 22-23, 25, 27-29, 31, 34- 35, 38-41, 43-59	44
Account Executive Open Date: 6/14/2016 Hire Date: 7/1/2016	1-12, 14-20, 22-25, 27-29, 31, 34-35, 38-39, 41, 43, 45-59	24
Photographer/Editor Open Date: 6/16/2016 Hire Date: 7/18/2016	2-12, 14-20, 22-25, 27-31, 34-35, 38- 39, 41, 43, 45-59	24
Account Executive Open Date: 7/28/2016 Hire Date: 9/12/2016	1-12, 14-20, 22-23, 25, 27-29, 31, 33- 35, 38-41, 43-59	40
Photographer/Editor Open Date: 8/2/2016 Hire Date: 8/29/2016	2-12, 14-20, 22-25, 27-31, 34-35, 38- 39, 41, 43, 45-55, 57-59	24
Photographer/Editor Open Date: 9/2/2016 Hire Date: 9/27/2016	1-7, 9-12, 14-18, 20-21, 23, 25, 27-29, 31, 34-35, 38-39, 41, 46, 48-59	14
Account Executive Open Date: 9/12/2016 Hire Date: 10/24/2016	1, 4-7, 9, 11-12, 14-17, 20, 24-25, 27- 29, 31, 33-35, 38-39, 41, 46, 48-59	24
Multimedia Journalist Open Date: 9/21/2016 Hire Date: 12/29/2016	2-20, 22-25, 27-29, 31, 34-35, 37-39, 41, 43, 45-59	24

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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 : 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, 2016 - January 31, 2017

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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 : kwitkoe@bates.ctc.edu Ken Witkoe	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.cnma.org/ Career Services Manual Posting	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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
13	Careerbuilder.com 200 N. LaSalle, Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Services Manual Posting	N	1
14	Careers.HearstTelevision.com 214 N. Tryon St. Charlotte, North Carolina 28202 Phone : 704-348-8073 HTV Careers Manual Posting	N	18
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 Career Services Manual Posting	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	Collective Tallent 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, 2016 - January 31, 2017

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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	Columbia School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-8608 Career Services Manual Posting	N	0
20	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
21	Current Employee	N	11
22	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
23	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
24	Employee Referral	N	13
25	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
26	Former Employee	N	1
27	Harding University 915 East Market Ave. Searcy, Arkansas 72149 Phone : 501-279-4454 Email : careercenter@harding.edu Megan Johnson	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	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
29	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
30	Indeed.com 177 Broad St 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Career Services Manual Posting	N	11
31	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
32	JournalismJobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-653-1521 Career Services Manual Posting	N	1
33	LinkedIn.com 2029 Stierlin CT Mountain View, California 94043 Phone : . Media Recruiter Manual Posting	N	35

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	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
35	Mississippi State University Department of Communciations Mississippi State, Mississippi 39761 Phone : (662) 325-7952 Email : career@career.msstate.edu Allen Snow	N	0
36	Monster.com 622 Third Ave 39th Floor New York, New York Phone : 800-666-7837 Career Services Manual Posting	N	2
37	NABJ (National Assoc of Black Journalists) 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : http://www.nabj.org/ Career Services Manual Posting	N	1
38	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
39	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
40	Non-Employee Referral	N	4

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	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
42	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
43	OTA Talent Agency . Denver, Colorado Phone : (719) 388-9765 Email : Jeff@OTATalent.com Jeff Marcu	N	0
44	Previous Applicant	N	3
45	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
46	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-683-5020 Robert Walker Manual Posting	N	0
47	Rick Gevers & Assoc PO Box 577 Zionsville, Indiana 46077 Phone : 317-769-7900 Url : http://www.rickgevers.com/ Email : rick@rickgevers.com Fax : 1-317-769-7910 Rick Gevers	N	0

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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
48	Seminole Nation PO Box 1498 Wewoka, Oklahoma 74884 Phone : 405-257-7200 Url : http://www.seminolenation.com/ Email : hailey.a@sno-nsn.gov Ashlee Hailey	N	0
49	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
50	TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Career Services Manual Posting	N	1
51	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
52	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
53	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

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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54	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
55	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
56	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 Email : teresam@uca.edu Career Services	N	0
57	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
58	University of the Ozarks 415 N College Ave Clarksville, Arkansas 72830 Url : http://www.ozarks.edu/ Email : careers@ozarks.edu Career Services	N	0
59	Unverisity of Missouri 104 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-6801 Url : http://www.missouri.edu/ Email : mujourcareerservices@missouri.edu Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			102

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	3/4/2016	Participation in events or programs sponsored by educational institutions	Talked with students at Mary Mae Jones Elementary about careers in TV broadcasting and meteorology.	1	Darby Bybee Chief Meteorologist	0.25
2	3/10/2016	Participation in events or programs sponsored by educational institutions	Talked to students at Westwood Elementary in Greenwood about careers in TV broadcasting and meteorology.	1	Darby Bybee Chief Meteorologist	0.25
3	3/23/2016	Provision of training to management	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	8	Shawn Oswald GM & President Colleen Clement News Director Chad Happersett General Sales Manager Susan Searle CW CSD	1.00

KHBS-TV, KHOG-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	10/20/2016	Provision of training to management	On October 20, 2016, the station's Chief Engineer and IT/Operations Manager attended, in person, a training session in Omaha, Nebraska, held by the station's corporate parent. At the session, Hearst's Director of Veteran Recruiting provided training 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.	2	Wendell Pitt IT/Operations Manager Larry Friddle Chief Engineer	1.00
5	11/29/2016	Participation in events or programs sponsored by educational institutions	Chief Met spoke at Northside Elementary in Rogers AR for career day activities, talked to students about careers in TV news and meteorology.	1	Darby Bybee Chief Meteorologist	0.25
TOTAL POINTS OVER REPORTING PERIOD:						2.75