

**EEO PUBLIC FILE REPORT**

**FOR**

**KHBS/KHOG-TV**  
**Fort Smith/Fayetteville, AR**

**This EEO Public File Report  
Covers the One-Year Period  
Ending on January 31, 2016**

## **EEO Annual Public File Report**

### **KHBS/KHOG-TV**

This EEO Public File Report is filed in Stations KHBS and KHOG-TV's public inspection files 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, 2016 (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, Human Resources, KHBS/KHOG-TV, 2809 Ajax Avenue, Suite 200, Rogers, AR 72758 (Phone: 479-631-4029).

\* \* \* \* \*

**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**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: 6/19/2014 Hire Date: 3/2/2015	2, 4-5, 8-9, 12-21, 23, 25-28, 30, 32, 36-37, 39-41, 45, 47-48, 50, 52, 54-61	14
Commercial Producer Open Date: 12/9/2014 Hire Date: 2/12/2015	1, 4-7, 9, 12-18, 20-21, 23, 25-28, 30-32, 37, 39-40, 45, 47-48, 52, 54-61	14
Digital Client Specialist Open Date: 12/18/2014 Hire Date: 2/3/2015	1, 4-7, 9, 12-15, 17-18, 20, 23, 25-29, 31-32, 37, 39-40, 47-48, 50, 52, 54-61	31
Anchor/Reporter Open Date: 12/18/2014 Hire Date: 4/27/2015	2, 4-9, 12-20, 23, 25-28, 30, 32, 35-37, 39-40, 42, 44-45, 47-48, 50-52, 54-61	44
Producer Open Date: 1/5/2015 Hire Date: 3/2/2015	1-2, 4-7, 9, 12-20, 23, 25-28, 30, 32, 36-37, 39-40, 47-48, 50, 52, 54-61	14
Photographer/Editor Open Date: 1/5/2015 Hire Date: 2/10/2015	1-2, 4-9, 12-18, 20-21, 23, 25-28, 30, 32, 36-37, 39-40, 45, 47-48, 50, 52, 54-61	21
Promotion Producer Open Date: 1/5/2015 Hire Date: 3/2/2015	1-2, 4-7, 9, 12-18, 20-21, 23, 25-28, 30, 32, 36-37, 39-40, 47-48, 50, 52, 54-61	21
Producer Open Date: 1/13/2015 Hire Date: 3/2/2015	1-2, 4-5, 7, 9, 12-20, 23-28, 30, 32, 36-37, 39-40, 47-48, 50, 52, 54-61	24
Graphic Artist Open Date: 2/6/2015 Hire Date: 3/16/2015	1, 5-8, 14-17, 19-21, 24-25, 27-28, 30-31, 36-37, 39, 45, 50, 52, 54-61	21
Photographer/Editor Open Date: 2/12/2015 Hire Date: 3/9/2015	2, 4-9, 12-20, 23, 25-28, 30, 32, 36-37, 39-40, 45, 47-48, 50, 52, 54-61	14
Chief Meteorologist Open Date: 2/23/2015 Hire Date: 6/1/2015	1-2, 4-7, 9, 12-21, 23-28, 30, 32-33, 36-37, 39-40, 47-48, 50, 52, 54-61	21
Assignment Editor Open Date: 3/19/2015 Hire Date: 4/7/2015	2, 5-9, 12-21, 23-28, 30, 32-33, 36-37, 39-40, 45, 47-48, 50, 52-61	21
Photographer/Editor Open Date: 4/9/2015 Hire Date: 5/25/2015	2, 5-9, 12-20, 23, 25-28, 30, 32-33, 36-37, 39-40, 45-48, 50, 52-61	14
Producer Open Date: 4/15/2015 Hire Date: 6/22/2015	1-2, 4-7, 9, 12-20, 23-28, 30, 32-33, 37, 39-40, 47-48, 50, 52, 54-61	14

**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**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
IT Manager Open Date: 4/21/2015 Hire Date: 6/29/2015	4-8, 14-17, 20-21, 23, 25-26, 29, 36, 39, 43, 45, 48-49, 52-58, 60	21
Producer Open Date: 5/5/2015 Hire Date: 7/8/2015	2, 4-9, 12-20, 23-28, 30, 32-33, 37, 39- 40, 45, 47-48, 50, 52, 54-61	24
Meteorologist/Reporter Open Date: 6/1/2015 Hire Date: 8/21/2015	2, 4-9, 12-20, 23-28, 30, 32-33, 36-37, 39-40, 45-48, 50, 52-61	24
Reporter Open Date: 6/23/2015 Hire Date: 8/3/2015	2, 4-7, 9, 12-20, 23-30, 32-33, 36-37, 39-40, 46-48, 50, 52-61	24
Account Executive Open Date: 6/23/2015 Hire Date: 7/15/2015	1, 4-7, 9, 12-18, 20, 23-28, 30-33, 38- 40, 46-48, 50, 52-61	38
Producer Open Date: 6/29/2015 Hire Date: 8/3/2015	2, 4-9, 12-20, 23, 25-28, 30, 32-33, 36- 37, 39-40, 45-48, 50, 52-61	14
Account Executive Open Date: 7/8/2015 Hire Date: 11/9/2015	1-2, 4-9, 12-20, 23, 25-33, 36-37, 39- 40, 45-48, 50, 52-61	31
Account Executive Open Date: 7/9/2015 Hire Date: 1/4/2016	1-2, 4-7, 9, 12-18, 20, 23-33, 36-40, 43, 46, 48, 50, 52-61	31
IT Assistant/Master Control Operator Open Date: 7/27/2015 Hire Date: 8/17/2015	2, 4-9, 11-18, 20-21, 25-30, 32-33, 36- 37, 39-40, 45-46, 48, 50, 52-61	21
Local Sales Manager Open Date: 7/30/2015 Hire Date: 9/1/2015	1-2, 4-9, 12-21, 23, 25-28, 30, 32-33, 36-37, 39-40, 45-48, 50, 52-61	21
Photographer/Editor Open Date: 8/6/2015 Hire Date: 10/5/2015	2, 4-9, 12-20, 23, 25-30, 32-33, 36-37, 39-40, 45-48, 50, 53-61	14
Anchor/Reporter Open Date: 8/6/2015 Hire Date: 1/11/2016	2, 4-9, 12-21, 23, 25-28, 30, 32-33, 36- 37, 39-40, 45-48, 50, 53-61	21
Photographer/Editor Open Date: 8/11/2015 Hire Date: 10/26/2015	2-9, 12-21, 23, 25-28, 30, 32-33, 36-37, 39-40, 42, 45-48, 50, 53-61	14
Editor Open Date: 8/18/2015 Hire Date: 8/31/2015	2-10, 12-20, 23, 25-30, 32-33, 36-37, 39-40, 42, 45-48, 50, 53-61	29

**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**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: 8/24/2015 Hire Date: 9/21/2015	2-7, 9-10, 12-18, 20, 23-28, 30, 32-33, 36-37, 39-40, 46-48, 50, 52-61	24
Executive Producer Open Date: 8/27/2015 Hire Date: 11/2/2015	2-7, 9, 12-21, 23, 25-28, 30, 32-33, 36- 37, 39-40, 42, 46-48, 50, 52-61	14
Account Executive Open Date: 9/24/2015 Hire Date: 1/19/2016	1-5, 7-10, 12-20, 23, 25-33, 36-37, 39- 40, 42-43, 45-48, 50, 52-61	31
Newscast Director Open Date: 9/24/2015 Hire Date: 11/8/2015	2-5, 7-10, 12-20, 23, 25-30, 32-33, 36- 37, 39-40, 42, 45-48, 50, 52-61	14
News Director Open Date: 10/1/2015 Hire Date: 1/11/2016	1-7, 9, 12-23, 25-28, 30, 32-33, 36-37, 39-40, 42, 46-48, 50, 52-61	22
Graphic Designer Open Date: 10/2/2015 Hire Date: 1/15/2016	2-7, 9, 12-18, 20-21, 23-30, 32-34, 36- 37, 39-40, 42, 46, 48, 50, 52-61	34
Master Control Operator Open Date: 10/20/2015 Hire Date: 11/9/2015	2-10, 12-21, 23, 25-28, 30, 32-33, 36- 37, 39-40, 42, 45-50, 52-58, 60-61	21
Photographer Open Date: 11/5/2015 Hire Date: 1/25/2016	1-10, 12-21, 23, 25-28, 30, 32-33, 36- 37, 39-40, 42, 45-48, 50, 52-61	21

**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**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 : <a href="http://www.602communications.com/">http://www.602communications.com/</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> 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 : <a href="mailto:dana@adamsconsulting.tv">dana@adamsconsulting.tv</a> 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 : <a href="http://www.arkbroadcasters.org/ark/">http://www.arkbroadcasters.org/ark/</a> Email : <a href="mailto:mail@arkbroadcasters.org">mail@arkbroadcasters.org</a> Angie Robinson	N	1
6	Arkansas Department of Workforce Services 2143 West Martin Luther King Blvd Fayetteville, Arkansas 72701 Phone : 479-521-5730 Url : <a href="http://www.arkansas.gov/esd/">http://www.arkansas.gov/esd/</a> Email : <a href="mailto:ANWS.info@arkansas.gov">ANWS.info@arkansas.gov</a> Fax : 1-479-521-1595 Career Services	N	0

**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**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
7	Arkansas State University 2105 E. Aggie Road Room 2167 State University, Arkansas 72467 Phone : 870-972-3025 Url : <a href="https://employer.myinterfase.com/astate/employer">https://employer.myinterfase.com/astate/employer</a> Perry Jackson Manual Posting	N	0
8	Arkansas Tech University 1605 Coliseum Drive Russellville, Arkansas 72801 Phone : 479-968-0278 Url : <a href="http://www.atu.edu/career">www.atu.edu/career</a> Email : <a href="mailto:dtribble@atu.edu">dtribble@atu.edu</a> 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 : <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> Ken Witkoe	N	0
11	Broadcasting & Cable Magazine 28 East 28th Street 12th Floor New York, New York 10016 Phone : 212-378-0400 x517 Url : <a href="http://www.broadcastingcable.com/">http://www.broadcastingcable.com/</a> Zahra Majma Manual Posting	N	1
12	Butler University Atherton Union, Room 315 Indianapolis, Indiana 46208 Phone : 917-940-9624 Url : <a href="http://www.butler.edu/">http://www.butler.edu/</a> Email : <a href="mailto:career@butler.edu">career@butler.edu</a> Career Services	N	0

**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**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	California Chicano News Media Association 727 West 27th St Room 201 Los Angeles, California 90007 Phone : 424-229-9482 Url : <a href="http://www.ccnma.org/">http://www.ccnma.org/</a> Career Services Manual Posting	N	0
14	Careers.HearstTelevision.com 214 N. Tryon St. Charlotte, North Carolina 28202 Phone : 704-348-8073 HTV Careers Manual Posting	N	51
15	Carl Albert College 1507 S McKenna St Poteau, Oklahoma 74953 Phone : 918-647-1200 Url : <a href="http://www.carlalbert.edu/">http://www.carlalbert.edu/</a> Email : <a href="mailto:sstaats@carlalbert.edu">sstaats@carlalbert.edu</a> Career Services	N	0
16	Chickasaw Nation of Oklahoma 520 Arlington Street Ada, Oklahoma 74820 Phone : 580-436-7259 Url : <a href="http://www.chickasaw.net/index.htm">http://www.chickasaw.net/index.htm</a> Career Services Manual Posting	N	0
17	Choctaw Nation 2807 Enterprise Blvd PO Box 1210 Durant, Oklahoma 74702 Phone : 866-933-2260 Url : <a href="http://www.choctawnation.com/">http://www.choctawnation.com/</a> Email : <a href="mailto:careerdevelopment@choctawnation.com">careerdevelopment@choctawnation.com</a> Career Services	N	0
18	Collective Tallent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com/">http://www.collectivetalent.com/</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Career Services	N	0



**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**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
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 : <a href="http://www.muscogeenation-nsn.gov/">http://www.muscogeenation-nsn.gov/</a> Email : <a href="mailto:dmcgirt@mcn-nsn.gov">dmcgirt@mcn-nsn.gov</a> Debbie McGirt	N	0
21	Current Employee	N	21
22	Dolan Media Management 3 North Court St Fredrick, Maryland 21701 Phone : 301-668-1511 Url : <a href="http://www.smartrecruit.com/">http://www.smartrecruit.com/</a> Email : <a href="mailto:info@smartrecruit.com">info@smartrecruit.com</a> Career Services	N	2
23	Emma L. Bowen Foudation of Minority Interest in Media 524 W. 57th St New York, New York 10019 Phone : 212-975-2545 Email : <a href="mailto:Sandra.Rice@nbcuni.com">Sandra.Rice@nbcuni.com</a> Career Services	N	0
24	Employee Referral	N	12
25	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
26	Harding University 915 East Market Ave. Searcy, Arkansas 72149 Phone : 501-279-4454 Email : <a href="mailto:careercenter@harding.edu">careercenter@harding.edu</a> Megan Johnson	N	0

**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**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	Henderson State University 1100 Henderson Street Box 7722 Arkadelphia, Arkansas 71999 Phone : 870-230-5442 Url : <a href="http://www.hsu.edu/">http://www.hsu.edu/</a> Email : <a href="mailto:career@hsu.edu">career@hsu.edu</a> Career Services	N	0
28	Hispanic Women's Organization of Arkansas 614 E Emma Ave #410 Springdale, Arkansas 72764 Phone : 479-751-9494 Url : <a href="http://www.hwoa.org/">http://www.hwoa.org/</a> Email : <a href="mailto:hwoa@hwoa.org">hwoa@hwoa.org</a> Career Services	N	0
29	Indeed.com 177 Broad St 6th Floor Stamford, Connecticut 06901 Phone : . Url : <a href="http://www.indeed.com">www.indeed.com</a> Career Services Manual Posting	N	17
30	John Brown University 2000 W. University Siloam Springs, Arkansas 72761 Phone : 479-524-7263 Url : <a href="http://www.pulaskitech.edu/">http://www.pulaskitech.edu/</a> Career Services Manual Posting	N	1
31	LinkedIn.com 2029 Stierlin CT Mountain View, California 94043 Phone : . Media Recruiter Manual Posting	N	37
32	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com/">http://www.medialine.com/</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Career Services	N	0

**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**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	Mississippi State University Department of Communciations Mississippi State, Mississippi 39761 Phone : (662) 325-7952 Email : career@career.msstate.edu Allen Snow	N	0
34	Monster.com 622 Third Ave 39th Floor New York, New York Phone : 800-666-7837 Career Services Manual Posting	N	1
35	Naopoli Management 8844 West Olympic Blvd Suite 100 Beverly Hills, California 90211 Phone : 310-385-8222 Career Services Manual Posting	N	1
36	National Association of Hispanic Journalists 1000 National Press Building Washington, District of Columbia 20045 Phone : 202-622-7145 Url : <a href="http://www.nahj.org/">http://www.nahj.org/</a> Career Services Manual Posting	N	0
37	National Lesbian/Gay Journalist Association 1420 K Street, NW Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Url : <a href="http://www.nlgjany.org/">http://www.nlgjany.org/</a> Email : <a href="mailto:info@nlgja.org">info@nlgja.org</a> Career Services	N	0
38	Non-Employee Referral	N	3
39	NWA Community College One College Drive Bentonville, Arkansas 72203 Phone : 479-986-4001 Url : <a href="http://vcc.nwacc.edu/nwacc/employerlogin.php">http://vcc.nwacc.edu/nwacc/employerlogin.php</a> Career Services Manual Posting	N	1

**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**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
40	NWA LULAC Council P O Box 1842 Rogers, Arkansas 72757 Phone : 479-381-0688 Url : <a href="http://lulacnwa754.org/">http://lulacnwa754.org/</a> Email : <a href="mailto:contact@lulacnwa754.org">contact@lulacnwa754.org</a> Career Services	N	0
41	NWT Group 2110 Elmwood Bryan, Texas Phone : 817-987-3600 x706 Url : <a href="http://www.NoWhiningTalent.com">www.NoWhiningTalent.com</a> Carolyn Kane Manual Posting	N	1
42	OTA Talent Agency . Denver, Colorado Phone : (719) 388-9765 Email : <a href="mailto:Jeff@OTATalent.com">Jeff@OTATalent.com</a> Jeff Marcu	N	1
43	Previous Applicant	N	4
44	Previous Employee	N	1
45	Pulaski Technical College 3000 W Scenic Dr North Little Rock, Arkansas 72118 Phone : 501-812-2220 Url : <a href="http://www.pulaskitech.edu/">http://www.pulaskitech.edu/</a> Email : <a href="mailto:rboswell@pulaskitech.edu">rboswell@pulaskitech.edu</a> Rebecca Boswell	N	0
46	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-683-5020 Robert Walker Manual Posting	N	0

**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**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
47	Rick Gevers & Assoc PO Box 577 Zionsville, Indiana 46077 Phone : 317-769-7900 Url : <a href="http://www.rickgevers.com/">http://www.rickgevers.com/</a> Email : <a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a> Fax : 1-317-769-7910 Rick Gevers	N	0
48	Seminole Nation PO Box 1498 Wewoka, Oklahoma 74884 Phone : 405-257-7200 Url : <a href="http://www.seminolenation.com/">http://www.seminolenation.com/</a> Email : <a href="mailto:hailey.a@sno-nsn.gov">hailey.a@sno-nsn.gov</a> Ashlee Hailey	N	0
49	Society of Broadcast Engineers 9102 N Meridian St Suite 150 Indianapolis, Indiana Phone : 317-846-9000 Scott Jones Manual Posting	N	0
50	Syracuse University 235 Schine Center 303 University Place Syracuse, New York 13244 Phone : 315-433-3616 Url : <a href="http://syr-csm.symplicity.com/employers">http://syr-csm.symplicity.com/employers</a> Career Services Manual Posting	N	0
51	Talent Dynamics 600 Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3139 Url : <a href="http://www.talentedynamics.com/index.cfm">http://www.talentedynamics.com/index.cfm</a> Career Services Manual Posting	N	1
52	TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a> Career Services Manual Posting	N	4

**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
53	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
54	University of Arkansas 232 Silas H Hunt Hall 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 800-377-8632 Url : <a href="http://www.uark.edu/home/">http://www.uark.edu/home/</a> Email : <a href="mailto:dcarpent@uark.edu">dcarpent@uark.edu</a> Career Services	N	0
55	University of Arkansas @ Fort Smith 5210 Grand Avenue Fort Smith, Arkansas 72904 Phone : 479-788-7017 Url : <a href="https://uafortsmith-csm.symplicity.com/employers/">https://uafortsmith-csm.symplicity.com/employers/</a> Fax : 1-479-424-6017 Career Services	N	0
56	University of Arkansas @ Little Rock 2801 S. University Avenue Little Rock, Arkansas 72204 Phone : 501-569-3356 Url : <a href="http://ualr.edu/">http://ualr.edu/</a> Email : <a href="mailto:recruit@ualr.edu">recruit@ualr.edu</a> Career Services	N	0
57	University of Arkansas @ Monticello 1514 Scogin Dr-Harris Hall 2nd Floor PO Box 3458 Monticello, Arkansas 71656 Phone : 870-460-1454 Url : <a href="http://www.uamont.edu/">http://www.uamont.edu/</a> Fax : 1-870-460-1354 Career Services	N	0
58	University of Central Arkansas-FT Only Bernard Hall Room 311 201 Donaghey Ave Conway, Arkansas 72035 Phone : 501-450-3154 Url : <a href="http://www.arkansasbusiness.com/aj_home.asp">http://www.arkansasbusiness.com/aj_home.asp</a> Email : <a href="mailto:teresam@uca.edu">teresam@uca.edu</a> Career Services	N	0

**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**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
59	University of Oklahoma 900 ASP Ave Room 323 Norman, Oklahoma 73019 Phone : 405-325-1974 Url : <a href="http://www.ou.edu/web.html">http://www.ou.edu/web.html</a> Career Services Manual Posting	N	0
60	University of the Ozarks 415 N College Ave Clarksville, Arkansas 72830 Url : <a href="http://www.ozarks.edu/">http://www.ozarks.edu/</a> Email : <a href="mailto:careers@ozarks.edu">careers@ozarks.edu</a> Career Services	N	0
61	Unverisity of Missouri 104 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-6801 Url : <a href="http://www.missouri.edu/">http://www.missouri.edu/</a> Email : <a href="mailto:mujourcareerservices@missouri.edu">mujourcareerservices@missouri.edu</a> Career Services	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>161</b>

**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/3/2015	Participation in events or programs sponsored by educational institutions	Spoke to 4th graders at Northwest Arkansas Academy of the Arts in Bentonville about careers in TV, reporting and meteorology. What skills are required and what track to take in school.	1	Chief Meteorologist
2	2/10/2015	Participation in events or programs sponsored by educational institutions	Spoke to students at Reagan Elementary School in Rogers about careers in TV, reporting and meteorology. What skills are required and what track to take in school.	1	Chief Meteorologist
3	2/19/2015	Participation in events or programs sponsored by educational institutions	Spoke to students at Grace Lutheran School in Lowell about careers in TV, reporting and meteorology. What skills are required and what track to take in school	1	Chief Meteorologist
4	3/2/2015	Participation in events or programs sponsored by educational institutions	Spoke to students at Stepping Stone School in Alma about careers in TV, reporting and meteorology. What skills are required and what track to take in school	1	Chief Meteorologist
5	3/12/2015	Participation in events or programs sponsored by educational institutions	Spoke to students at Asbell Elementary in Fayetteville about careers in TV, reporting and meteorology. What skills are required and what track to take in school	1	Chief Meteorologist
6	3/17/2015	Participation in events or programs sponsored by educational institutions	Spoke to students at University of Arkansas about careers in TV, journalism and social media and its use in newsrooms today..	1	News Director
7	3/20/2015	Participation in events or programs sponsored by educational institutions	Spoke to students at Darr Elementary in Rogers about careers in TV, reporting and meteorology. What skills are required and what track to take in school	1	Chief Meteorologist
8	3/20/2015	Participation in events or programs sponsored by educational institutions	Spoke to students at Northside Elementary in Rogers about careers in TV, reporting and meteorology. What skills are required and what track to take in school	1	Chief Meteorologist
9	4/2/2015	Participation in events or programs sponsored by educational institutions	Spoke to students at University of Arkansas. Discussed the role media plays in our communities and careers in journalism and broadcast television.	1	News Director



**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
10	4/6/2015	Participation in events or programs sponsored by educational institutions	Spoke to students at Jean Tyson Academy in Fayetteville about careers in TV, reporting and meteorology. What skills are required and what track to take in school	1	Meteorologist
11	4/7/2015	Participation in events or programs sponsored by educational institutions	Spoke with students at Janie Darr Elementary about careers in broadcast television. Television meteorology and journalism careers. Also discussed study track.	1	Chief Meteorologist
12	4/7/2015	Participation in events sponsored by community groups	Spoke with people at Concordia Village in Bella Vista about careers in broadcast television. Television meteorology and journalism careers.	1	Chief Meteorologist
13	4/10/2015	Participation in events or programs sponsored by educational institutions	Spoke to students at Bentonville Adventist School about careers in TV, reporting and meteorology. What skills are required and what track to take in school	1	Meteorology
14	4/13/2015	Participation in events or programs sponsored by educational institutions	spoke to students at Randall lynch Middle School in Farmington about careers in broadcast meteorology, journalism, and television. Discussed what skills are needed and what study track to take.	1	Chief Meteorology
15	4/13/2015	Participation in events or programs sponsored by educational institutions	Spoke with the Advanced News Production class at the University of Arkansas Lemke Dept. of Journalism about careers in broadcast television and critiqued their newscasts.	1	Producer
16	4/14/2015	Participation in events or programs sponsored by educational institutions	spoke to students at Sunshine School in Rogers about careers in broadcast meteorology, journalism, and television. Discussed what skills are needed and what study track to take.	1	Chief Meteorologist
17	4/15/2015	Participation in Job Fairs	During the National Association of Broadcasters (NAB) Annual Conference in Las Vegas, the National Association of Broadcasters Education Foundation (NABEF) hosted a Career Fair. Two Hearst Television representatives attended the career fair representing all HTV locations. The two representatives met with over 100 prospective applicants for open positions throughout HTV.	2	Director of Engineering Chief Engineer

**KHBS-TV, KHOG-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 - January 31, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
18	4/17/2015	Participation in events or programs sponsored by educational institutions	spoke to students at Lavaca Elementary School about careers in broadcast meteorology, journalism, and television. Discussed what skills are needed and what study track to take.	1	Chief Meteorologist
19	5/4/2015	Participation in events or programs sponsored by educational institutions	Spoke to students at Spradling Elementary School in Fort Smith about careers in broadcast meteorology, reporting on television, what study track to follow, and what skills are needed.	1	Chief Meteorologist
20	10/16/2015	Establishment of an intern program designed to assist members of the community	A student from the University of Arkansas interned in the News Department from May 1,2015 until August 21, 2015.	1	Assistant ND