



EEO PUBLIC FILE REPORT  
February 1, 2020 – January 31, 2021

Smoky Hills Public Television (Smoky Hills PBS)

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Full-Time Positions Filled

<b>Job Title</b>	<b>Date Filled</b>	<b>Recruitment Sources Used to Fill Vacancy</b>	<b>RS Used by Hiree</b>	<b># of Interviewees</b>	<b>Interviewees RS Sources</b>
Traffic Director	3/16/20	1, 4-6, 9, 11, 12, 14-16, 18	14	4	11, 12, 14 (x2)
Senior Sales/Underwriting Associate	4/13/20	1, 3, 6-8, 11-12, 14, 17	14	3	3, 7, 14
Accounting Assistant/Special Events	6/1/20	6, 7, 11, 12, 14	7	6	6, 7, 11 (x2), 12, 14
Director of IT	8/31/20	1, 5-8, 11, 12, 14	7	6	6, 7 (x3), 14 (x2)
Membership Assistant	9/1/20	6, 7, 11, 12, 14	6	5	6, 7 (x3), 11
Senior Sales/Underwriting Associate	9/1/20	1, 6, 7, 10-12, 14, 17	14	3	14, 17
Master Control Operator	12/3/20	1, 6, 7, 11, 12, 14	14	1	14

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Master Recruitment Source List ("MRSL")

RS #	RS Information	# of Interviewees Referred from RS During Reporting Period	Hired from RS
1	Central Kansas Jobs <a href="https://www.centrankansasjobs.com">https://www.centrankansasjobs.com</a>	0	0
2	Corporation for Public Broadcasting 401 9th Street, NW Washington DC 20004-2129 (202) 879-9600 <a href="https://www.cpb.org">https://www.cpb.org</a>	0	0
3	Dodge City Has Jobs Dodge City/Ford County Development Corp. 101 E Wyatt Earp Dodge City, KS 67801 (620) 227-9501 <a href="https://www.dodgecityhasjobs.com">https://www.dodgecityhasjobs.com</a>	1	0
4	Fort Hays State University 600 Park St Hays, KS 67601 <a href="http://www.fhsu.edu">www.fhsu.edu</a>	0	0
5	Handshake <a href="https://www.joinhandshake.com">https://www.joinhandshake.com</a>		0
6	Hays Has Jobs/Work Hays <a href="https://workhays.com">https://workhays.com</a>	3	1
7	Indeed <a href="http://www.indeed.com">www.indeed.com</a>	8	2
8	Kansas Association of Broadcasters 214 SW 6th Ave Topeka, KS 66603 (785) 235-1307 <a href="https://kab.net">https://kab.net</a>	0	0
9	Kansas State University Manhattan, KS 66506 (785) 532-6011 <a href="https://www.k-state.edu/careercenter/employers/postajob.html">https://www.k-state.edu/careercenter/employers/postajob.html</a>	0	0

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10	KansasWorks 1-800-255-2458 <a href="https://www.kansasworks.com">https://www.kansasworks.com</a>	0	0
11	KRSL 1984 North Main St Russell, KS 67665 (785) 483-3121 <a href="http://www.krsl.com">www.krsl.com</a>	4	0
12	Nex-Tech Classifieds Hays, KS <a href="https://www.nextechclassifieds.com">https://www.nextechclassifieds.com</a>	2	0
13	Russell County Job Board <a href="http://www.russellcountyhasjobs.org">www.russellcountyhasjobs.org</a>	0	0
14	Smoky Hills PBS 604 Elm Street Bunker Hill, KS 67626 (785) 483-6990 <a href="http://www.smokyhillspbs.org">www.smokyhillspbs.org</a>	8	4
15	University of Nebraska-Kearney 2504 9th Ave Kearney, NE 68849 (308) 865-8441 <a href="https://www.unk.edu/offices/acs/job-search-tools.php">https://www.unk.edu/offices/acs/job-search-tools.php</a>	0	0
16	Washburn University 1700 SW College Ave Topeka, KS 66621 (785) 670-1010 <a href="https://www.washburn.edu">https://www.washburn.edu</a>	0	0
17	Western Kansas Jobs <a href="https://www.westernksjobs.com">https://www.westernksjobs.com</a>	1	0
18	Wichita State University 1845 Fairmount St Wichita, KS 67260 (316) 978-3456 <a href="https://www.wichita.edu/student_life/careerdevelopment/">https://www.wichita.edu/student_life/careerdevelopment/</a>	0	0

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III Recruitment Initiatives

Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	# of Station Participants	Participant Title
1	5/26-29/2020	Continued our established training program for station personnel to acquire skills to qualify for higher level positions	Attended the PMBA Conference	1 Director of Finance & Administration
2	7/27/20	Participated in programs designed to promote outreach generally	Provided Conference for Educator to use video production in their classrooms	1 Director of Broadcasting
3	7/30/20	Participated in programs designed to promote outreach generally	Provided Conference for Educator to use video production in their classrooms	1 Director of Broadcasting
4	8/23/20-Present	Participated in programs designed to promote outreach generally	Teaches a high school course Audio/Video Production Fundamentals	1 Director of Broadcasting
5	8/23/20-Present	Participated in programs designed to promote outreach generally	Teaches a high school course Video Production	1 Director of Broadcasting
6	Fall 2020	Provided training to management level personnel as to methods of ensuring equal employment opportunities and preventing discrimination	Harrasment Training provided to all staff	11 All Staff
7	Fall 2020	Provided training to management level personnel as to methods of ensuring equal employment opportunities and preventing discrimination	Diversity Training provided to all staff	11 All Staff
8	Ongoing	Continued our established training program for station personnel to acquire skills to qualify for higher level positions	Training Webinars on Corporate Support	1 Corporate Support Representatives
9	Ongoing	Continued our established training program for station personnel to acquire skills to qualify for higher level positions	Webinars on Membership Services	1 Director of Membership

\*\*\*Tours of Smoky Hills PBS were canceled/postponed due to Covid.