



EEO PUBLIC FILE REPORT  
February 1, 2024–January 31, 2025

Smoky Hills Public Television (Smoky Hills PBS)

EEO Public File Report

February 1, 2024 - January 31, 2025

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>

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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	ConnectNWK <a href="http://connectnwk.org">http://connectnwk.org</a>	0	0
3	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
4	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>	0	0
5	Fort Hays State University 600 Park St Hays, KS 67601 <a href="http://www.fhsu.edu">www.fhsu.edu</a>	0	0
6	Handshake <a href="https://www.joinhandshake.com">https://www.joinhandshake.com</a>	0	0
7	Hays Has Jobs/Work Hays <a href="https://workhays.com">https://workhays.com</a>	0	0
8	Indeed <a href="http://www.indeed.com">www.indeed.com</a>	0	0
9	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
10	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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11	KansasWorks 1-800-255-2458 <a href="https://www.kansasworks.com">https://www.kansasworks.com</a>	0	0
12	KRSL 1984 North Main St Russell, KS 67665 (785) 483-3121 <a href="http://www.krsl.com">www.krsl.com</a>	0	0
13	Nex-Tech Classifieds Hays, KS <a href="https://www.nextechclassifieds.com">https://www.nextechclassifieds.com</a>	0	0
14	Oklahoma Association of Broadcasters 6520 N Western Ave #104 Oklahoma City, OK. 73116 (405) 848-0771 <a href="http://www.oabok.org">www.oabok.org</a>	0	0
15	Russell County Job Board <a href="http://www.russellcountyhasjobs.org">www.russellcountyhasjobs.org</a>	0	0
16	Smoky Hills PBS 604 Elm Street Bunker Hill, KS 67626 (785) 483-6990 <a href="http://www.smokyhillspbs.org">www.smokyhillspbs.org</a>	0	0
17	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
18	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
19	Western Kansas Jobs <a href="https://www.westernksjobs.com">https://www.westernksjobs.com</a>	0	0

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20	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 Throughout 2024	Other activities calculated to disseminate information on broadcast employment opportunities	Gave tour of station/studios (8)	2	GM & Master Control Operator
2 10/30,11/12, 11/9/24	Continued our established training program for station personnel to acquire skills to qualify for higher level positions	Attended the PBS GM Annual Meeting	1	General Manager
3 5/29-31/2024	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
4 1/9,10,16,17,23,24, 25,30, 2/6, 8/21, 9/18, 10/2,9/2024	Continued our established training program for station personnel to acquire skills to qualify for higher level positions	Attended Annual CPB Meetings/Required Trainings	1	General Manager
5 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
6 8/23/20-Present	Participated in programs designed to promote outreach generally	Teaches a high school course Video Production	1	Director of Broadcasting
7 Fall 2024	Provided training to management level personnel as to methods of ensuring equal employment opportunities and preventing discrimination	Harrasment Training provided to all staff	13	All Staff
8 Fall 2024	Provided training to management level personnel as to methods of ensuring equal employment opportunities and preventing discrimination	Diversity Training provided to all staff	13	All Staff
9 Ongoing	Continued our established training program for station personnel to acquire skills to qualify for higher level positions	Training Webinars on Corporate Support	2	Senior Sales/Underwriting Associate Senior Sales/Underwriting Associate
10 Ongoing	Continued our established training program for station personnel to acquire skills to qualify for higher level positions	Webinars on Membership Services	1	Membership Assistant
11 Ongoing	Continued our established training program for station personnel to acquire skills to qualify for higher level positions	Training Webinars on Marketing/Promotion	3	Director of Marketing Senior Sales/Underwriting Associate Director of Broadcasting
12 Ongoing	Continued our established training program for station personnel to acquire skills to qualify for higher level positions	Webinars on Engineering/Master Control	2	Chief Operator
13 10/21-22/2024	Participated in the annual state travel & tourism conference for edu & networking	Attended state travel and tourism conference	1	Senior Sales/Underwriting Associate