

**KHAS-TV EEO PUBLIC FILE REPORT**

**JANUARY 22ND, 2004 THRU JANUARY 21ST, 2005**

The following are all full-time job vacancies filled between January 22nd, 2004 thru January 21st, 2005, identified by job title and indicating the recruitment source that referred the successful candidate.

**FULL TIME POSITIONS FILLED DURING REPORT PERIOD:**

<b>POSITION</b>	<b>RECRUITMENT SOURCE</b>
NEWS ANCHOR/REPORTER	Vermont College Website
NEWS PRODUCER	University of Nebraska - Lincoln
WEEKEND ANCHOR/REPORTER	Medialine
WEATHER ANCHOR/REPORTER	Medialine
NEWS VIDEOGRAPHER	Illinois Broadcasters Assoc. via Nebraska Broadcasters website
SALES REPRESENTATIVE	KHAS-TV Advertisement On-Air
SALES REPRESENTATIVE	KHAS-TV Advertisement On-Air
SALES REPRESENTATIVE	Hastings Tribune
SALES REPRESENTATIVE	Word of Mouth
SALES REPRESENTATIVE	Hastings Tribune

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**RECRUITMENT SOURCES OF INTERVIEWEES**

<b>POSITION</b>	<b>RECRUITMENT SOURCE</b>
NEWS ANCHOR/REPORTER	Vermont College Website
NEWS PRODUCER	University of Nebraska - Lincoln Station Bulletin Board Hastings College
WEEKEND ANCHOR/REPORTER	Medialine
WEATHER ANCHOR/REPORTER	Medialine (3)
NEWS VIDEOGRAPHER	Illinois Broadcasters Assoc. via Nebraska Broadcasters website
SALES REPRESENTATIVE	KHAS-TV Advertisement On-Air
SALES REPRESENTATIVE	KHAS-TV Advertisement On-Air
SALES REPRESENTATIVE	Hastings Tribune (2) Grand Island Independent (2)
SALES REPRESENTATIVE	Word of Mouth Grand Island Independent Hastings Tribune (2) Walk In
SALES REPRESENTATIVE	Hastings Tribune

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**THE FOLLOWING RECRUITMENT SOURCES WERE USED:**

**AGENCIES: (PLEASE SEE ATTACHED)**

NBA LIST

HASTINGS COLLEGE

SYRACUSE UNIVERSITY

UNIVERSITY OF NEBRASKA

**MEDIA**

TV JOBS - MARK HALLOWAY/TVJOBS.COM

MEDIALINE - MARK SHILESTONE/MEDIALINE.COM

KHAS-TV ON - AIR

HASTINGS TRIBUNE

GRAND ISLAND INDEPENDENT

POSTED ON STATION BULLETIN BOARD

KHAS-TV STATION BULLETIN BOARD

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### **INITIATIVES**

Tours

Throught the year KHAS-TV allows tours of our facilities by various youth groups, schools and adult groups that have an interest in broadcasting. Tours are given by department heads of KHAS-TV and also include information on careers in broadcasting, education required, college degrees, etc.

Internships

Two students from Hastings College served internships at KHAS-TV during the summer of 2004 in the news department. They were trained on numerous aspects of the news room. He worked with our producer, reporters, and learned about the equipment used in the news gathering process. Talked one on one with management & employees to learn more about broadcast news journalism as a potential career.

Internship

A student from Hastings College served an internship at KHAS-TV in the Production Department. He sat through most every facet of television commercial & news production. Techniques, use of equipment, daily workflow, working with anchors, reporters and the live truck were some of the experiences the student had.

### **FUTURE INITIATIVES**

KHAS-TV is working with other organizations in planning a career fair for April 2005.