

**KHAS-TV EEO PUBLIC FILE REPORT**

**JANUARY 22ND, 2005 THRU DECEMBER 31ST, 2005**

The following are all full-time job vacancies filled between January 22nd, 2005 thru December 31st, 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 REPORTER/PHOTOGRAPHER	Employee at KHAS-TV
TRAFFIC ASSISTANT	Hastings Tribune
NEWS ANCHOR/REPORTER	Medialine
NEWS REPORTER/VIDEOGRAPHER	Employee at KHAS-TV
WEATHER ANCHOR/GENERAL ASSIGNMENT REPORTER	Medialine
ANCHOR	TV Jobs.com
SALES REPRESENTATIVE	Previous Applications
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**RECRUITMENT SOURCES OF INTERVIEWEES**

<b>POSITION</b>	<b>RECRUITMENT SOURCE</b>
NEWS REPORTER/PHOTOGRAPHER	Employee at KHAS-TV TV Jobs.com
TRAFFIC ASSISTANT	Hastings Tribune (2) Grand Island Independent (3) Nebraska Workforce Development
NEWS ANCHOR/REPORTER	Medialine TV Jobs.com (2) On Air Management
NEWS REPORTER/VIDEOGRAPHER	Employee at KHAS-TV Medialine
ANCHOR	TV Jobs.com (2) Medialine (2)
SALES REPRESENTATIVE	Grand Island Independent (3) Hastings Tribune (3) Previous Applications
SALES REPRESENTATIVE	Grand Island Independent (2) Previous Applications

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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

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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.
Internship	A Hastings College Student served an internship with KHAS-TV in the news department. The student was in the newsroom three nights a week from June - July 2005 for a total of approximately 120 hours. The student was trained on a variety of newsroom practices and techniques. Time was spent observing and training with our 6pm & 10pm newscast producer. The student learned about producing, writing, editing and putting together a rundown. Also about the equipment used in the news gathering process, including cameras, microphones, tri-pods, editing machines, computer servers and newsroom computer systems. The student also talked one-on-one with newsroom management and employees to learn more about their positions and more about broadcast news journalism as a potential career.
Job Shadowing	Students from are schools spend a full or half a day at KHAS-TV job shadowing employees. Students interact and observe with employees to learn more about their positions and more about broadcasting as a potential career.
School & Organization Speaking Engagements	Employees of KHAS-TV have visited and spoke with several schools and organizations in regards to careers in broadcasting. Education, training, various broadcasting careers, and job outlooks are discussed.
EEO Training	An employee of KHAS-TV attended an EEO Training Seminar on August 11, 2005 which was sponsored by the Nebraska Broadcasters Association. The seminar focused on what the EEO rules are, what actions an employer must take each time they have a vacancy and on a ongoing basis.
Career Fair Sponsorship & Participation	KHAS-TV sponsored and participated in a career fair held on April 13th, 2005 in Kearney, Nebraska. The public were invited to explore career tracks of all kinds with more that a dozen radio and television organizations who participated and were seeking applicants.

**FUTURE INITIATIVES**

Job Shadowing  
Internships  
EEO Training  
Tours  
Speaking Engagements  
Career Fair