

**KHAS-TV EEO PUBLIC FILE REPORT**

**FEBRUARY 1ST, 2007 THRU JANUARY 31ST, 2008**

**The following are all full-time job vacancies filled between February 1st, 2007 thru January 31st, 2008, 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>
ACCOUNT EXECUTIVE	NEWSPAPER
NEWS REPORTER (2)	TVJOBS.COM
NEWS ANCHOR/REPORTER	KHAS-TV WEBSITE TVJOBS.COM
NEWS PRODUCER (2)	TVJOBS.COM EMPLOYEE
ACCOUNT EXECUTIVE	WEBSITE
ANCHOR	TVJOBS.COM
SPORTS ANCHOR/REPORTER	TVJOBS.COM
ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL

**KHAS-TV EEO PUBLIC FILE REPORT**

**FEBRUARY 1ST, 2007 THRU JANUARY 31ST, 2008**

**RECRUITMENT SOURCES OF INTERVIEWEES**

<b>POSITION</b>	<b>RECRUITMENT SOURCE</b>
ACCOUNT EXECUTIVE	NEWSPAPER/WORD OF MOUTH
NEWS REPORTER	TVJOBS.COM MEDIALINE
NEWS ANCHOR/REPORTER	ILLINOIS BROADCASTERS ASSOC. TVJOBS.COM KHAS-TV WEBSITE
NEWS PRODUCER	TVJOBS.COM NE. WORKFORCE DEVELOPMENT KHAS BULLETIN BOARD/WEBSITE EMPLOYEE
ACCOUNT EXECUTIVE	WEBSITE
ANCHOR	TVJOBS.COM
SPORTS ANCHOR/REPORTER	TVJOBS.COM MEDIALINE
ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL

**KHAS-TV EEO PUBLIC FILE REPORT**

**FEBRUARY 1ST, 2007 THRU JANUARY 31ST, 2008**

**THE FOLLOWING RECRUITMENT SOURCES WERE USED:**

**AGENCIES: (PLEASE SEE ATTACHED)**

NBA LIST  
HASTINGS COLLEGE  
SYRACUSE UNIVERSITY  
UNIVERSITY OF NEBRASKA  
NEBRASKA WORKFORCE DEVELOPMENT

**MEDIA**

TV JOBS - MARK HALLOWAY/TVJOBS.COM  
MEDIALINE - MARK SHILESTONE/MEDIALINE.COM  
HASTINGS TRIBUNE  
GRAND ISLAND INDEPENDENT  
POSTED ON STATION BULLETIN BOARD  
KHAS-TV WEBSITE  
NBA WEBSITE

## **KHAS-TV EEO PUBLIC FILE REPORT**

**FEBRUARY 1ST, 2007 THRU JANUARY 31ST, 2008**

### **INITIATIVES**

Tours	<p>Throughout 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.</p> <p>KHAS-TV worked with the Vocational Rehabilitation office in Grand Island and gave a tour to approximately 15-20 area high school students. After the tour, KHAS-TV's General Manager talked with the students and discussed careers in broadcasting, various positions at the station and the education required.</p>
Job Shadowing	<p>A high school student job shadowed in the news department on 4/9. The student was given a tour of the station, observed the news cut-ins, spent time with our news and weather anchors. Discussed the various jobs in the news department and journalism as a career.</p> <p>A high school student job shadowed at the station on 3/14. The student was given a tour of the facility, discussed the jobs and responsibilities of reporters, anchors and videographers. The student also observed how a weather forecast is prepared and watched the the 11:30am newscast in the studio.</p>
EEO Training	<p>The General Manager and Local Sales Manager attended an EEO seminar sponsored by the Nebraska Broadcasters Association on Thursday August 16th, 2007. The seminar provided training for ensuring broad outreach for hiring, equal employment opportunity and preventing discrimination as required by the Rules &amp; Regulations of the Federal Communications Commission.</p>
KHAS-TV/NBA Scholarship	<p>Two \$1600 scholarships were awarded to two qualified students who are currently attending a Nebraska public or private university or college and majoring in broadcasting, communications or related field.</p>
Career Fair Sponsorship & Participation	<p>KHAS-TV sponsored and participated in a career fair held in Grand Island, Nebraska. The public were invited to explore career tracks of all kinds with more than a dozen radio and television organizations who participated and were seeking applicants. The General Manager of KHAS-TV participated in the set up of the career fair and attended the event.</p>

**FUTURE INITIATIVES**

Job Shadowing  
Internships  
EEO Training  
Tours  
Speaking Engagements  
Career Fair  
Scholarship