



EEO PUBLIC FILE REPORT
February 1, 2023–January 31, 2024

Smoky Hills Public Television (Smoky Hills PBS)

EEO Public File Report

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Full-Time Positions Filled

Job Title	Date Filled	Recruitment Sources Used to Fill Vacancy	RS Used by Hiree	# of Interviewees	Interviewees RS Sources
Producer/Director	4/17/23	8, 11, 12, 13, 15, 16, 21	8	3	8, 21,

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

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11	KansasWorks 1-800-255-2458 https://www.kansasworks.com	0	0
12	KRSL 1984 North Main St Russell, KS 67665 (785) 483-3121 www.krsl.com	0	0
13	Nex-Tech Classifieds Hays, KS https://www.nextechclassifieds.com	0	0
14	Oklahoma Association of Broadcasters 6520 N Western Ave #104 Oklahoma City, OK. 73116 (405) 848-0771 www.oabok.org	0	0
15	Russell County Job Board www.russellcountyhasjobs.org	0	0
16	Smoky Hills PBS 604 Elm Street Bunker Hill, KS 67626 (785) 483-6990 www.smokyhillspbs.org	1	0
17	University of Nebraska-Kearney 2504 9th Ave Kearney, NE 68849 (308) 865-8441 https://www.unk.edu/offices/acs/job-search-tools.php	0	0
18	Washburn University 1700 SW College Ave Topeka, KS 66621 (785) 670-1010 https://www.washburn.edu	0	0
19	Western Kansas Jobs https://www.westernksjobs.com	0	0

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20	Wichita State University 1845 Fairmount St Wichita, KS 67260 (316) 978-3456 https://www.wichita.edu/student_life/careerdevelopment/	0	0
21	LinkedIn Smoky Hills PBS	1	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 3/7, 3/21, 3/28, 8/9 2023	Other activities calculated to disseminate information on broadcast employment opportunities	Gave tour of station/studios (4)	3	Chief Operator Senior Producer Senior Sales/Underwriter
2 10/24-26/2023	Continued our established training program for station personnel to acquire skills to qualify for higher level positions	Attended the PBS Annual Meeting		General Manager Senior Sales/Underwriting Associate
3 8/4 & 8/16/2023	Continued our established training program for station personnel to acquire skills to qualify for higher level positions	Attended the PMBA Meeting	1	Director of Finance & Administration
4 1/18, 2/1, 6/14 9/13, 9/27, 10/4 10/11, 12/12 2023	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 2023	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 2023	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 Programming Services	1	Director of Programming
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	1	Chief Operator