

EEO Public File Report



February 1, 2024 - January 31, 2025

Full-Time Positions Filled

Full Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Television Producer 22133912	1/8/2024	2/8/2024	ARCareers	3	1
	Prod/Public Affairs			Personal Contact/Employee Referral Myarkansaspbs.org		
1	Accounting Coordinator 22082214	5/31/2024	7/22/2024	ARCareers	3	1
	Finance			Personal Contact/Employee Referral Myarkansaspbs.org Arkansas Democrat-Gazette/Jobs Arkansas		
1	Admin & Finance Director 22082219	3/11/2024	NA	ARCareers	1	0
	Finance			Personal Contact/Employee Referral Myarkansaspbs.org		
1	Associate Director 22082226	3/11/2024	4/15/2024	Personal Contact/Employee Referral	1	1
	Adminstration					
1	Administrative Services Manager 22082165	4/15/2024	9/3/2024	ARCareers	4	1
	Human Resources			Personal Contact/Employee Referral Myarkansaspbs.org Indeed CAHRA Arkansas Democrat-Gazette/Jobs Arkansas		
1	Administrative Specialist III 22133927	4/26/2024	10/15/2024	ARCareers	4	1
	Education			Personal Contact/Employee Referral Myarkansaspbs.org		
1	Television Producer 22082164	5/8/2024	NA	ARCareers	0	0
	Education			Personal Contact/Employee Referral Myarkansaspbs.org		
1	Graphic Artist	5/20/2024	8/5/2024	ARCareers	4	1
	Marketing & Outreach			Personal Contact/Employee Referral Myarkansaspbs.org		
1	Education Program Coordinator 22082163	12/23/2024		ARCareers		
	Education			Personal Contact/Employee Referral Myarkansaspbs.org		

Full Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	On-Going	Participate in Job Fairs /Community Outreach		Continuing to participate in job fairs by station personnel who have substantial responsibility in making hiring decisions. Participate in Community Outreach efforts to include information on available position and internships. See attached for more information.	Educate & recruit students in all areas of television for positions within our agency.	See attached
2	On-Going	Establishment of an Internship Program		Continuing to accept students into this program which is designed to develop broadcast employment skills.	Educate & recruit students in all areas of television and support activities for college credit.	All levels, station-wide
3	On-Going	Establishment of Training Programs		Offer continuous training to ARPBS Staff through the Inter-Agency Training Program (IATP) & On-Site Training Opportunities. See attached for more information.	Training needs are defined by state and agency policy for eligible employees to be promoted.	All levels, station-wide
4	On-Going	List each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities		Targeted advertising of Arkansas PBS job openings for professional or technical positions with various media for statewide, regional coverage, and national coverage. Jobs also are posted on the state's web page, Arkansas PBS's web page, LinkedIn, Indeed, Current, CPB, and target Facebook groups such as: PBS Digital Station Solution; NETA Content PLC; Public Media "Millennials"; Public Media Women in Leadership; NABJ; Arkansas Film United.	Posting of vacancy information during applicable recruitments	Human Resources



FCC/EEOC Recruitment Report for Calendar Years 2024-2025
January 2025

Completion of four (4) recruitment initiatives over a two-year period ending at our license renewal anniversary (February 1). **February 1, 2024– January 31, 2025:**

- a) Participate in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.

Results:

- *Arkansas PBS participated in Career Fairs at the following locations:*
 - *UALR STEM Fair, October 2, 2024. The recruitment booth was set up by the following personnel: Jennifer Killough, Human Resources Analyst.*
 - *Arkansas Tech STEM Fair, October 16, 2024. The recruitment booth was set up by the following personnel: Jennifer Killough, Human Resources Analyst.*
 - *Arkansas Tech All Majors Fair, November 6, 2024. The recruitment booth was set up by the following personnel: Jennifer Killough, Human Resources Analyst.*
- *Attended UCA Volunteer Fair, September 3, 2024. Information on volunteer opportunities was provided. Personnel attended: Katie Aschbrenner.*
- *Attended Hendrix Tabling Session, September 10, 2024. Information on volunteer opportunities was provided. Personnel attended: Katie Aschbrenner*
- *Attended a “Serve the Rock” event October 10, 2024, at Dickey Stephens. Personnel attended: Aaron Utley*

- b) Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Results: *Arkansas PBS offers an ongoing intern program accepting students interested in any career field related to TV broadcast.*

- c) Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

Results: *Arkansas PBS offered various training programs to staff through the state’s Training Program, independent sources, in-house training sessions, conferences, and webinars. Arkansas PBS staff, supervisors and directors participated in the following:*

Ongoing training through the Arkansas State Employees Training Program included HRkansas for Supervisors; Hiring Talent; Interpersonal Communications; You’ve Got Problems, We’ve Got Solutions; Performance Goals & Compensation; Accounting and Purchasing Forums.

Staff training on Harassment Awareness, Diversity & Inclusion for all staff, PBS Standards & Practices

- d) List each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Results: *Targeted advertising of Arkansas PBS job openings for professional or technical positions with various media for statewide, regional coverage, and national coverage. Jobs also are posted on the state’s web page, Arkansas PBS’s web page, LinkedIn, Indeed, Current, CPB, and target Facebook groups such as: PBS Digital Station Solution; NETA Content PLC; Public Media “Millennials”; Public Media Women in Leadership; NABJ; Arkansas Film United.*