

EEO Public File Report



February 1, 2021 - January 31, 2022  
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	Sr. Public Affairs Prod	11/6/2020	6/14/2021	ARPBS Internal Electronic Bulletin Board		
				Personal Contact	1	
				Myarkansaspbs.org		
				LinkedIn.com	2	
				ARCareers	2	1
				Indeed.com		
				Arkansas JobLink		
				Twitter		
				Memphis Association of Black Journalist		
				Facebook		
				Facebook Groups		
				NETA Content PLC		
				Reel AR		
				PBS Sigital Station Solution		
				Public Media Millennials		
				PBS Social Hub		
				Public Media Women in Leadership		
				Digital Strategy For NonProfits		
				NABJ Region III		
				CAABJ		
				Dallas Fort Worth Assoc of Black Journalist		
				Houston Association of Black Journalist		
				Jackson Assoc of Black Journalist		
				Memphis Association of Black Journalist		
				Gulf Coast Assoc of Black Journalist		
				NABJ Tulsa		
				University of Arkansas @ Pine Bluff		
				University of Mississippi		
				Xavier University		
				OK State University		
				Current		
				The Job Network		
				Corporation for Public Broadcasting		
				Job Searchers		
				Jobs Arkansas/ AR Dem/Gaz		
				Current Diversity (45+ diversity sites)		
				Glassdoor		
				Monster		
				Zip Recruiter		
				National Assoc of Black Journalist		
				National Assoc of Hispanic Journalist		
				Producer Guild of American		
1	RF Maintanance Tech	12/2/2020	2/16/2021			
				Personal Contact	1	
				Myarkansaspbs.org		
				LinkedIn.com	1	1
				ARCareers		

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
				Indeed.com		
				Arkansas JobLink		
				Twitter		
				Facebook		
				Broadcast Career		
				Society for Broadcast Engineers		
				Corporation for Public Broadcasting		
1	RF Maintenance Tech	1/25/2021	7/6/2021			
				Personal Contact		
				Myarkansaspbs.org		
				LinkedIn.com	3	1
				ARCareers		
				Indeed.com		
				Arkansas JobLink		
				Twitter		
				Facebook		
				Facebook Groups		
				Public Media women in Leader		
				Public Media Millennials		
				PBS Digital Station Solutions		
				Reel Arkansas		
				PBS Social Hub		
				Tower Climber/RF Engineer/Tower Maint		
				RF Engineer		
				RF Engineers Depot		
				NE Ohio Broadcast Engineers		
				Broadcast Career		
				Society for Broadcast Engineers		
				Corporation for Public Broadcasting		
				Veterans.gov		
				Arkansas Dept of Veterans Affairs		
				RecruitMilitary		
1	Studio Systems Engineer	6/15/2021	8/9/2010	ARPBS Internal Electronic Bulletin Board		
				Personal Contact		
				Myarkansaspbs.org		
				LinkedIn.com		
				ARCareers	4	1
				Indeed.com		
				Arkansas JobLink		
				Twitter		
				Facebook		
				Facebook Groups		
				Reel Arkansas		
				NABJ Region III		
1	Edu & Instruction Spec Extra Help	9/9/2021	10/25/2021	ARPBS Internal Electronic Bulletin Board		
				Personal Contact/Employee Referral		
				Myarkansaspbs.org	2	1
				ARCareers		
				LinkedIn		
				Facebook		
				NABJ Nashville		
				Dallas- Fort Worth Assoc of Black Journalist		

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
				American IndianCenter of Arkansas		
				Twitter		
				Arkansas JobLink		
				National Labor Exchange Job Bank		
1	Senior Producer	7/16/2021	10/17/2021	ARPBS Internal Electronic Bulletin Board	1	1
				Personal Contact/ Employee Referral		
				Myarkansaspbs.org		
				LinkedIn.com	2	
				ARCareers		
				Indeed.com		
				Arkansas JobLink		
				National Labor Exchange Job Bank		
				Twitter		
				Facebook		
				Facebook Groups		
				Public Media women in Leader		
				Public Media Millennials		
				PBS Digital Station Solutions		
				Reel Arkansas		
				PBS Social Hub		
				NABJ Region III		
				Digital Strategy		
				NETA Content PLC		
				CAAM		
				NABJ Nashville		
				Dallas- Fort Worth Assoc of Black Jornalist		
				American IndianCenter of Arkansas		
				Producer Guild of America		
				Firelight		
				CAAM		
				NABJ		
				NAHJ		
				Handshake		
				Alabama A& M		
				Alcorn State University		
				Arkansas State University		
				Arkansas Tech		
				Baylor University		
				Clark Atlanta University		
				Fayetteville State University		
				George Washington University		
				Grambling State		
				Jackson State University		
				John Brown University		
				Langston University		
				Livingstone College		
				Louisiana State University		
				Louisiana Tech University		
				Loyola University New Orleans		
				Morehouse College		
				Prairie View A&M		
				Southern Arkansas University		
				Southern A&M College @ Baton Rouge		
				Southern University		
				Spelman College		

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
				Tennessee State University		
				Texas A&M University - Central Texas		
				Texas A&M University - Texarkana		
				Texas A&M University-San Antonio		
				Texas Christian University		
				Texas Southern University		
				Texas Women's University		
				The University of Texas at San Antonio		
				Tulane University		
				University of Arkansas @ Fayetteville		
				University of Arkansas @ Pine Bluff		
				University of Arkansas at Little Rock		
				University of Central Arkansas		
				University of Kentucky		
				University of Louisiana - Monroe		
				University of Maryland Eastern Shore		
				University of Memphis		
				University of Mississippi		
				University of Oklahoma		
				University of Southern Mississippi		
				University of Texas at Dallas		
				Xavier University		
				Xavier University of Louisiana		
				HBCU Careers.com		
				OK State University		
1	Television Production Coordinator	9/21/2021	11/29/2021	ARPBS Internal Electronic Bulletin Board		
				Personal Contact/Employee Referral		
				Myarkansaspbs.org	4	
				ARCareers		
				LinkedIn	4	1
				Twitter		
				Facebook		
				Facebook Groups		
				Public Media women in Leader		
				Public Media Millennials		
				PBS Digital Station Solutions		
				Reel Arkansas		
				PBS Social Hub		
				NABJ Region III		
				Digital Strategy		
				NETA Content PLC		
				CAABJ		
				NABJ Nashville		
				Dallas- Fort Worth Assoc of Black Journalist		
				American Indian Center of Arkansas		
				Arkansas Film United		
				Handshake		
				Alabama A&M		
				Alcorn State University		
				Arkansas State University		
				Arkansas Tech		
				Baylor University		
				Clark Atlanta University		
				Fayetteville State University		

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
				George Washington University		
				Grambling State		
				Jackson State University		
				John Brown University		
				Langston University		
				Livingstone College		
				Louisiana State University		
				Louisiana Tech University		
				Loyola University New Orleans		
				Mississippi Valley State University		
				Morehouse College		
				Oklahoma State University Institute of Technology		
				Prairie View A&M		
				Southern Arkansas University		
				Southern A&M College @ Baton Rouge		
				Southern University		
				Spelman College		
				Tennessee State University		
				Texas A&M University - Central Texas		
				Texas A&M University - Texarkana		
				Texas A&M University-San Antonio		
				Texas Christian University		
				Texas Southern University		
				Texas Women's University		
				The University of Texas at San Antonio		
				Tulane University		
				University of Arkansas @ Fayetteville		
				University of Arkansas @ Pine Bluff		
				University of Arkansas at Little Rock		
				University of Central Arkansas		
				University of Kentucky		
				University of Louisiana - Monroe		
				University of Maryland Eastern Shore		
				University of Memphis		
				University of Mississippi		
				University of North Texas at Dallas		
				University of Oklahoma		
				University of Southern Mississippi		
				University of Tennessee Southern		
				University of Texas at Dallas		
				University of the Ozarks		
				Xavier University - Cincinnati OH		
				Xavier University of Louisiana		
				Today's Communique'		
1	Mgr Curriculum & Learning Svcs	10/6/2021	10/17/2021	ARPBS Internal Electronic Bulletin Board	1	1
				Personal Contact/ Employee Referral		
				Myarkansaspbs.org	1	
				ARCareers		
				LinkedIn		
1	Mrg of Programming	10/7/2021	10/17/2021	ARPBS Internal Electronic Bulletin Board	2	1
				Personal Contact/ Employee Referral		
				Myarkansaspbs.org		
				ARCareers	1	
				LinkedIn		

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 Production Manager	10/13/2021	10/17/2021	ARPBS Internal Electronic Bulletin Board	1	1
				Personal Contact/ Employee Referral		
				Myarkansaspbs.org		
				ARCareers	2	
				LinkedIn		
1	Education & Instrction Coordinator	10/25/2021	11/15/2021	ARPBS Internal Electronic Bulletin Board	1	
				Personal Contact/ Employee Referral		
				Myarkansaspbs.org		
				ARCareers	2	1
				LinkedIn		
1	Producer (Production)	9/13/2021	1/24/2022	ARPBS Internal Electronic Bulletin Board		
				Personal Contact/Employee Referral		
				Myarkansaspbs.org		
				ARCareers	2	1
				Arkansas JobLink		
				National Labor Exchange Job Bank		
				Twitter		
				Linkedin		
				Facebook		
				Facebook Groups		
				Public Media women in Leader		
				Public Media Millennials		
				PBS Digital Station Solutions		
				Reel Arkansas		
				PBS Social Hub		
				NABJ Region III		
				Digital Strategy		
				NETA Content PLC		
				CAAM		
				NABJ Nashville		
				Dallas- Fort Worth Assoc of Black Jornalist		
				American IndianCenter of Arkansas		
				Handshake		
				Alabama A& M		
				Alcorn State University		
				Arkansas State University		
				Arkansas Tech		
				Baylor University		
				Clark Atlanta University		
				Fayetteville State University		
				George Washington University		
				Grambling State		
				Jackson State University		
				John Brown University		
				Langston University		
				Livingstone College		
				Louisiana State University		
				Louisiana Tech University		
				Loyola University New Orleans		
				Mississippi Valley State University		
				Morehouse College		
				Oklahome State University Institute of Technology		

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				Prairie View A&M		
				Southern Arkansas University		
				Southern A&M College @ Baton Rouge		
				Southern University		
				Spelman College		
				Tennessee State University		
				Texas A&M University - Central Texas		
				Texas A&M University - Texarkana		
				Texas A&M University-San Antonio		
				Texas Christian University		
				Texas Southern University		
				Texas Women's University		
				The University of Texas at San Antonio		
				Tulane University		
				University of Arkansas @ Fayetteville		
				University of Arkansas @ Pine Bluff		
				University of Arkansas at Little Rock		
				University of Central Arkansas		
				University of Kentucky		
				University of Louisiana - Monroe		
				University of Maryland Eastern Shore		
				University of Memphis		
				University of Mississippi		
				University of North Texas at Dallas		
				University of Oklahoma		
				University of Southern Mississippi		
				University of Tennessee Southern		
				University of Texas at Dallas		
				University of the Ozarks		
				Xavier University - Cincinnati OH		
				Xavier University of Louisiana		
				Central Arkansas Association of Black Journalist		
				HBCU Careers		
				NABJ		
				NAHJ		
				Today's Communique'		
				NETA Online		
1	Producer (Education)	9/13/2021	1/18/2022	ARPBS Internal Electronic Bulletin Board	1	
				Personal Contact/Employee Referral		
				Myarkansapbs.org		
				ARCareers	4	1
				Handshake		
				Alabama A& M		
				Alcorn State University		
				Arkansas State University		
				Arkansas Tech		
				Baylor University		
				Clark Atlanta University		
				Fayetteville State University		
				George Washington University		
				Grambling State		
				Jackson State University		
				John Brown University		
				Langston University		
				Livingstone College		
				Louisiana State University		





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
<b>13</b>	<b>TOTALS</b>				<b>45</b>	<b>13</b>

Recruiting Sources Details	Contact Name/web address	Contact Number/email
ARPBS Internal Electronic Bulletin Board	Kevin Lewis	501-682-2386
Myarkansaspbs.org	Steven Hefner	501-682-2386
LinkedIn.com	<a href="http://www.linkedin.com">www.linkedin.com</a>	650-687-3555
ARCareers	<a href="http://www.arcareers.arkansas.gov">www.arcareers.arkansas.gov</a>	501-682-9990
AR State Jobs	No longer available	
Indeed.com	<a href="http://www.indeed.com">www.indeed.com</a>	800-475-4361
Arkansas JobLink	<a href="https://www.arjoblink.arkansas.gov/ada/t/">https://www.arjoblink.arkansas.gov/ada/t/</a>	501-682-2121
Twitter	<a href="http://www.twitter.com">www.twitter.com</a>	415-222-9670
Memphis Association of Black Journalist	<a href="https://www.linkedin.com/company/memphis-association-of-black-journalists/?fbclid=IwAR19ucRVFaBqIhDmahnxHAkwi76okk_AyfxQasfVaTJ5jO3xV8ntyjO1q0o">https://www.linkedin.com/company/memphis-association-of-black-journalists/?fbclid=IwAR19ucRVFaBqIhDmahnxHAkwi76okk_AyfxQasfVaTJ5jO3xV8ntyjO1q0o</a>	
Facebook	<a href="http://www.facebook.com">www.facebook.com</a>	650-543-4800
Facebook Groups		
Public Media Woment in Leadership	<a href="https://www.facebook.com/groups/1558435007731899/permalink/2837610639814323">https://www.facebook.com/groups/1558435007731899/permalink/2837610639814323</a>	
Digital Marketing Jobs	<a href="https://www.facebook.com/groups/152670448782724">https://www.facebook.com/groups/152670448782724</a>	
Public Media Millennials	<a href="https://www.facebook.com/groups/PublicMediaMillennials">https://www.facebook.com/groups/PublicMediaMillennials</a>	
Jobs on Facebook		
Digital Strategy for Campaigns and nonprofits	<a href="https://www.facebook.com/groups/digitalstrategyforcampaignsandnonprofits">https://www.facebook.com/groups/digitalstrategyforcampaignsandnonprofits</a>	
PBS Digital Station Solutions	<a href="https://www.facebook.com/groups/PBSDigitalStationSolutions">https://www.facebook.com/groups/PBSDigitalStationSolutions</a>	
Reel Arkansas	<a href="https://www.facebook.com/groups/101481596615960">https://www.facebook.com/groups/101481596615960</a>	
PBS Social Hub	<a href="https://www.facebook.com/groups/131866820168541">https://www.facebook.com/groups/131866820168541</a>	
NETA Content PLC	<a href="https://www.facebook.com/groups/2119887941613062">https://www.facebook.com/groups/2119887941613062</a>	
Central Arkansas Association of Black Journalist	<a href="https://www.facebook.com/CAABJARKANSAS">https://www.facebook.com/CAABJARKANSAS</a>	
Tower Climber/RF Engineer/ Tower Maintenance	<a href="https://www.facebook.com/groups/1387085271571392">https://www.facebook.com/groups/1387085271571392</a>	
RF Engineer	<a href="https://www.facebook.com/groups/208022825898406">https://www.facebook.com/groups/208022825898406</a>	
RF Engineers Depot	<a href="https://www.facebook.com/groups/RFEngineers">https://www.facebook.com/groups/RFEngineers</a>	
Arkansas Film United	<a href="https://www.facebook.com/ArkansasFilmUnited/">https://www.facebook.com/ArkansasFilmUnited/</a>	
NABJ Reion III	<a href="https://www.facebook.com/groups/1479924308953414">https://www.facebook.com/groups/1479924308953414</a>	
Dallas- Fort Worth Assoc of Black Jornalist	<a href="https://www.facebook.com/dfwabj">https://www.facebook.com/dfwabj</a>	
Houston Assoc of Black Journalist	<a href="https://www.facebook.com/HoustonABJ">https://www.facebook.com/HoustonABJ</a>	
Jackson Assoc of Black Journalist	<a href="https://www.facebook.com/jabjinfo">https://www.facebook.com/jabjinfo</a>	
Gulf Coast Association of Black Journalist	<a href="https://www.facebook.com/gcabjmobile">https://www.facebook.com/gcabjmobile</a>	
NABJ Tulsa	<a href="https://www.facebook.com/NABJTulsa">https://www.facebook.com/NABJTulsa</a>	
NABJ Nashville	<a href="https://www.facebook.com/nashvillenabj">https://www.facebook.com/nashvillenabj</a>	
San Antonio Black Journalist	<a href="https://www.facebook.com/SanAntonioBlackJournalists/">https://www.facebook.com/SanAntonioBlackJournalists/</a>	

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	NE Ohio Broadcast Engineers			<a href="https://www.facebook.com/groups/1531334283752368/?notif_id=1614040673629469&amp;notif_t=group_r2j_approved&amp;ref=notif">https://www.facebook.com/groups/1531334283752368/?notif_id=1614040673629469&amp;notif_t=group_r2j_approved&amp;ref=notif</a>		
	American Indian Center of Arkansas			<a href="https://www.facebook.com/ArkansasIndianCenter/">https://www.facebook.com/ArkansasIndianCenter/</a>		
	Handshake			<a href="https://joinhandshake.com/employers/">https://joinhandshake.com/employers/</a>		<a href="https://joinhandshake.com/">https://joinhandshake.com/</a>
	Univerrrsity of Arkansas Pine Bluff			<a href="http://www.uapb.edu/administration/student_affairs/career_services.aspx">http://www.uapb.edu/administration/student_affairs/career_services.aspx</a>		
	Xavier - Louisanna			<a href="https://www.xula.edu/career-services">https://www.xula.edu/career-services</a>		
	Univeristy of Mississippi			<a href="https://career.olemiss.edu/">https://career.olemiss.edu/</a>		
	OK State			<a href="http://hiresugrads.com/StudentsAlumni/">http://hiresugrads.com/StudentsAlumni/</a>		
	Current			<a href="https://jobs.current.org/">https://jobs.current.org/</a>		202-885-6412
	Current Diversity (45+ diversity sites)			<a href="https://jobs.current.org/">https://jobs.current.org/</a>		202-885-6412
	The Job Network			<a href="https://jobs.thejobnetwork.com/">https://jobs.thejobnetwork.com/</a>		service@realmatch.com
	Corporation for Public Broadcasting			<a href="https://www.cpb.org/jobline">https://www.cpb.org/jobline</a>		202-879-9600
	Jobs Arkansas/ AR Dem/Gaz			<a href="https://www.jobsarkansas.com/">https://www.jobsarkansas.com/</a>		501-378-3843
	Glassdoor			<a href="http://www.glassdoor.com">www.glassdoor.com</a>		<a href="http://www.glassdoor.com">www.glassdoor.com</a>
	Amination World network			<a href="https://www.awn.com/">https://www.awn.com/</a>		(818) 786-5402
	Job Broadcasting Career Link			<a href="https://www.broadcastcareerlink.com/">https://www.broadcastcareerlink.com/</a>		(202) 429-5498
	Job Searchers			<a href="https://jobsearcher.com/">https://jobsearcher.com/</a>		<a href="https://jobsearcher.com/">https://jobsearcher.com/</a>
	PMBA			<a href="https://www.pmbaonline.org/">https://www.pmbaonline.org/</a>		(240) 844-3600
	Monster			<a href="http://www.monster.com">www.monster.com</a>		<a href="http://www.monster.com">www.monster.com</a>
	Zip Recruiter			<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>		<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>
	The Society of Broadcast Engineer			<a href="http://sbe.org/">http://sbe.org/</a>		<a href="http://sbe.org/">http://sbe.org/</a>
	Veterans.gov			<a href="https://www.veterans.gov/">https://www.veterans.gov/</a>		<a href="https://www.veterans.gov/">https://www.veterans.gov/</a>
	AR Dept of Veteran's Affairs			<a href="http://veterans.arkansas.gov/jobs">http://veterans.arkansas.gov/jobs</a>		<a href="http://veterans.arkansas.gov/">http://veterans.arkansas.gov/</a>
	RecruitMilitary			<a href="https://board.recruitmilitary.com/employer/dashboard">https://board.recruitmilitary.com/employer/dashboard</a>		<a href="https://board.recruitmilitary.com/employer/dashboard">https://board.recruitmilitary.com/employer/dashboard</a>
	National Assoc of Black Journalist			<a href="https://www.nabjcareers.org/">https://www.nabjcareers.org/</a>		info@nabjcareers.org
	National Assoc of Hispanic Journalist			<a href="https://www.nahjcareers.org/">https://www.nahjcareers.org/</a>		626 792 3846
	Firelight			<a href="https://www.firelightmedia.tv/">https://www.firelightmedia.tv/</a>		(212) 222-1068
	Center for Asian American Media (CAAM)			<a href="https://caamedia.org/">https://caamedia.org/</a>		sapana@caamedia.org
	Today's Communique'			<a href="https://todayscommunique.com/">https://todayscommunique.com/</a>		butterfly10305@sbcglobal.net
	HBCU Careers			<a href="https://www.hbcucareers.com/">https://www.hbcucareers.com/</a>		<a href="https://www.hbcucareers.com/">https://www.hbcucareers.com/</a>
	NETA Online			<a href="https://www.netaonline.org/professional-development/job-listing">https://www.netaonline.org/professional-development/job-listing</a>		
	WCASHRM			<a href="https://wcashrm.org/index.php">https://wcashrm.org/index.php</a>		<a href="https://wcashrm.org/index.php">https://wcashrm.org/index.php</a>
	CAHRA			<a href="https://cahra.net/index.php">https://cahra.net/index.php</a>		<a href="https://cahra.net/index.php">s://cahra.net/index.php</a>
	SHRM			<a href="https://jobs.shrm.org/">https://jobs.shrm.org/</a>		<a href="http://www.shrm.org">www.shrm.org</a>
	National Labor Exchange Job Bank			<a href="http://usnlx.com">usnlx.com</a>		
	Producer Guild of American			<a href="https://jobs.producersguild.org//">https://jobs.producersguild.org//</a>		310-358-9020

### Prong 3 Longer-Term Recruitment Initiatives Implemented During Previous Year

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
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.	Educate & recruit students in all areas of television for positions within our agency.	All levels, station-wide

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2	On-Going			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			Offer continuous training to ARPBS Staff through the Inter-Agency Training Program (IATP) & On-Site Training Opportunities.	Training needs are defined by state and agency policy for eligible employees to be promoted.	All levels, station-wide