

EEO Public File Report

Arkansas PBS
February 1, 2020 - January 31, 2021

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	Media Operations Dir	2/19/2020	3/8/2020	AR State Jobs		
				ARPBS Internal Electronic Bulletin Board	3	1
				Personal Contact		
				Indeed.com		
				Arkansas JobLink		
1	RF Digital Transmission Spec	2/26/2020	3/23/2020	AR State Jobs		
				ARPBS Internal Electronic Bulletin Board		
				Personal Contact	1	1
				Indeed.com		
				Arkansas JobLink		
				LinkedIn		
				The Society of Broadcast Engineer		
				Facebook		
				Twitter		
1	Web & Digital Content Coord	2/28/2020	5/18/2020	AR State Jobs	3	1
				ARPBS Internal Electronic Bulletin Board		
				Personal Contact		
				Indeed.com		
				Arkansas JobLink		
				LinkedIn		
				Facebook		
				Twitter		
1	Promotions & Digital Content Spec	2/19/2020	7/27/2020	AR State Jobs	2	
				ARPBS Internal Electronic Bulletin Board	3	1
				Personal Contact		
				Indeed.com		
				Arkansas JobLink		
				LinkedIn		
				Facebook		
				Twitter		
1	Digital Marketing Proj Mgr	7/21/2020	10/5/2020	ARPBS Internal Electronic Bulletin Board		
				Personal Contact	1	
				Myarkansaspbs.org		
				LinkedIn.com	5	1
				ARCareers	7	
				Indeed.com		

				Arkansas JobLink	1	
				Twitter		
				Facebook		
				Current		
				The Job Network		
				Corporation for Public Broadcasting		
				Job Searchers		
				Jobs Arkansas/ AR Dem/Gaz		
				Current Diversity (45+ diversity sites)		
				Glassdoor		
				Monster		
				Zip Recruiter		
				Job Broadcasting Career Link		
				PMBA		
1	Sr. Animation Producer	7/21/2020	10/7/2020	ARPBS Internal Electronic Bulletin Board		
				Personal Contact		
				Myarkansaspbs.org		
				LinkedIn.com		
				ARCareers	4	1
				Indeed.com		
				Arkansas JobLink		
				Twitter		
				Facebook		
				Job Broadcasting Career Link		
				PMBA		
				Amination World network		
				Zip Recruiter		
3	Edu & Instruction Coord	9/29/2020	10/11/2020	ARPBS Internal Electronic Bulletin Board	6	3
				Personal Contact		
				Myarkansaspbs.org		
				ARCareers		
1	Educatrion Prog Coord	9/29/2020	10/11/2020	ARPBS Internal Electronic Bulletin Board	4	1
				Personal Contact		
				Myarkansaspbs.org		
				ARCareers		
3	Producer	10/21/2011	11/1/2020	ARPBS Internal Electronic Bulletin Board	4	3
				Personal Contact		
				Myarkansaspbs.org		
				ARCareers		
1	Education Research Coord	10/21/2011	11/1/2020	ARPBS Internal Electronic Bulletin Board	3	1
				Personal Contact		
				Myarkansaspbs.org		
				ARCareers		
1	Public Affairs Producer	10/21/2011	11/1/2020	ARPBS Internal Electronic Bulletin Board	1	1
				Personal Contact		
				Myarkansaspbs.org		

				ARCareers		
1	Production Mgr	10/21/2020	11/1/2020	ARPBS Internal Electronic Bulletin Board	5	1
				Personal Contact		
				Myarkansaspbs.org		
				ARCareers		

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	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	www.linkedin.com	650-687-3555
ARCareers	www.arcareers.arkansas.gov	501-682-9990
AR State Jobs	No longer available	
Indeed.com	www.indeed.com	800-475-4361
Arkansas JobLink	https://www.arjoblink.arkansas.gov/ada/r/	501-682-2121
Twitter	www.twitter.com	415-222-9670
Facebook	www.facebook.com	650-543-4800
Current	https://jobs.current.org/	202-885-6412
Current Diversity (45+ diversity sites)	https://jobs.current.org/	202-885-6412
The Job Network	https://jobs.thejobnetwork.com/	service@realmatch.com
Corporation for Public Broadcasting	https://www.cpb.org/jobline	202-879-9600
Jobs Arkansas/ AR Dem/Gaz	https://www.jobsarkansas.com/	501-378-3843
Glassdoor	www.glassdoor.com	www.glassdoor.com
Amination World network	https://www.awn.com/	(818) 786-5402
Job Broadcasting Career Link	https://www.broadcastcareerlink.com/	(202) 429-5498
Job Searchers	https://jobsearcher.com/	https://jobsearcher.com/
PMBA	https://www.pmbaonline.org/	(240) 844-3600
Monster	www.monster.com	www.monster.com
Zip Recruiter	www.ziprecruiter.com	www.ziprecruiter.com
The Society of Broadcast Engineer	http://sbe.org/	http://sbe.org/
National Assoc of Black Journalist	https://www.nabjcareers.org/	info@nabjcareers.org
National Assoc of Hispanic Journalist	https://www.nahjcareers.org/	626 792 3846
Producer Guild of American	https://jobs.producersguild.org/	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	Continuing to participate in job fairs by station personnel who have substantial responsibility in making hiring decisions.	Educate & recruit students in all	All levels, station-wide

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 a Mentoring Program	Continuation of the Mentoring Program for each new employee at ARPBS.	Mentors are selected by the Executive Director or Associate Director for new personnel. Assigned mentors are peers from all divisions.	All levels, station-wide
4	On-Going	Establishment of Training Programs	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
5	Nov-20	The State of Arkansas upgraded to a new recruiting website	The State of Arkansas implemented Successfactor as their new recruiting tool.	System upgrade for enhanced applicant screening for managers and applicant experience	Manager, HR Staff and Applicants