

**KCTV, KSMO**  
**EEO PUBLIC FILE REPORT**  
**September 30, 2016 - September 30, 2017**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Creative Services Director	10, 23, 29, 34	29
News Producer	1, 3-5, 13, 15-23, 28-31, 33, 35-37, 41-42, 45-46	17
Multi Media Journalist	1, 3-9, 13-16, 18-24, 27-40, 42-43, 45-46	34
Multi Media Journalist	1-9, 13-16, 18-25, 27-40, 42-43, 45-46	34
KSMO Account Executive	1-9, 11, 13-24, 26-40, 42-43, 45-46	11
Account Executive	1, 3-7, 9, 13-16, 18-22, 24, 27-40, 42-43, 45-46	34
Newscaster	1, 4-9, 14, 19-20, 24, 27-28, 31-32, 38-40, 42-43, 45-46	40
Account Executive	1, 3-9, 11, 13-16, 18-20, 22-24, 26-33, 38-40, 42, 45-46	26
Producer-Better Kansas City	1, 3-11, 13-16, 18-24, 27-33, 35-40, 42-43, 45-46	9
Traffic Reporter/Newscaster	1-9, 13-16, 18-25, 27-40, 42-43, 45-46	34
Better Kansas City Multi-Media Journalist	1-9, 13-16, 18-25, 27-33, 35-40, 42-43, 45-46	40
Multi Media Journalist	1-9, 13-16, 18-25, 27-33, 35-40, 42-43, 45-46	29
Investigative Reporter	1-9, 11, 13-16, 18-25, 27-33, 35-40, 42-43, 45-46	11
Account Executive	1-9, 11, 13-16, 18-25, 27-33, 35-40, 42-43, 45-46	23
Account Executive	1-9, 11, 13-16, 18-25, 27-33, 35-40, 42-43, 45-46	11
Senior Accountant	1, 3-11, 13-24, 26-33, 35-40, 42-43, 45-46	9
Multi Media Journalist	1-10, 13-16, 18-23, 25, 27-33, 35-36, 38-40, 42-43, 45	10
News Producer	1-9, 13-16, 18-25, 27-33, 35-40, 42-43, 45-46	29
Account Executive	1-9, 13-16, 18-40, 42-43, 45-46	34
News Producer	1-9, 13-16, 18-25, 27-33, 35-40, 42-43, 45-46	23
Sr. Graphics Editor/Producer	1-10, 12-16, 18-33, 35-40, 42-43, 45-46	10
Graphic Artist	1-4, 6-9, 11, 13-33, 35-40, 42-43, 45-46	14
Graphic Artist	1-4, 6-10, 13-33, 35-40, 42-43, 45-46	10

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News Photographer	1-4, 6-9, 11, 13-16, 18-25, 27-40, 42-43, 45-46	34
Marketing Specialist	1-4, 6-9, 11, 13-16, 19-25, 27-33, 35-40, 42-43, 45-46	11
News Producer	1-4, 6-9, 13-25, 27-33, 35, 37-40, 42-43, 45-46	17
News Producer	1-4, 6-9, 13-16, 18-25, 27-35, 37-40, 42-46	34
Human Resources Director	1-4, 6-9, 11, 13-17, 19-33, 35-40, 42-46	9
Multi Media Journalist	1-4, 6-9, 13-16, 18-33, 35-40, 42-46	29

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	A.F.T.R.A 911 Washington Ave #207 St. Louis, Missouri 63101 Phone : 816-753-4557 Url : <a href="http://www.safaftra.org/mv">http://www.safaftra.org/mv</a> Email : <a href="mailto:tanya.cella@safaftra.org">tanya.cella@safaftra.org</a> Fax : 1-816-753-1234 Tanya Cella	N	0
2	America's Job Exchange 200 Minuteman Rd Andover, Massachusetts 1810 Phone : 866-926-6284 Url : <a href="http://www.americasjobexchange.com">http://www.americasjobexchange.com</a> Job Listings Manual Posting	N	0
3	American Indian Council 310 Armour Road Kansas City, Missouri 64116 Phone : 816-471-4898 Url : <a href="http://www.kcindiancenter.org">http://www.kcindiancenter.org</a> Fax : 1-816-471-8543 Angelina Cully	N	0
4	Avila University 11901 Wornall Road Kansas City, Missouri 64145 Phone : 816-501-3767 Url : <a href="http://www.avila.edu">http://www.avila.edu</a> Email : <a href="mailto:careers@avila.edu">careers@avila.edu</a> Elizabeth McKinley	N	0
5	Benedictine College 1020 North 2nd Street Atchison, Kansas 66002 Phone : 913-360-7578 Url : <a href="http://www.benedictine.edu">http://www.benedictine.edu</a> Email : <a href="mailto:lblair@benedictine.edu">lblair@benedictine.edu</a> Katie McDowell	N	0
6	Better Jobs.com 200 N. LaSalle Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.betterjobs.com">http://www.betterjobs.com</a> Classified Department Manual Posting	N	0

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7	Beyond.com 1060 1st Ave. Suite 100 King of Prussia, Pennsylvania 19406 Phone : 866-694-5681 Url : <a href="http://www.beyond.com">http://www.beyond.com</a> Global Headquarters Manual Posting	N	0
8	Career Arc (Tweet my Jobs) 2600 W. Olive Ave Ste 710 Burbank, California 91505 Phone : 888-303-2526 Url : <a href="http://www.careerarc.com">http://www.careerarc.com</a> Robin Richards Manual Posting	N	0
9	Career Builders 200 N. LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Classified Department Manual Posting	N	7
10	Current Employee	N	7
11	Employee Referral	N	11
12	Former Employee	N	1
13	Full Employment Council 1740 Paseo Kansas City, Missouri 64108 Phone : 816-471-2330 Url : <a href="http://www.feckc.org">http://www.feckc.org</a> Email : <a href="mailto:arobins@feckc.org">arobins@feckc.org</a> Andrea Robins	N	0
14	Glassdoor.com 100 Shoreline Highway Building A Mill Valley, California 94941 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Carmel Galvin Manual Posting	N	5

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	Haskell Indian Nations University 155 Indian Ave Lawrence, Kansas 66046 Phone : 785-749-8437 Url : <a href="http://www.haskell.edu">http://www.haskell.edu</a> Fax : 1-785-749-8429 Tina Tourtillott	N	0
16	IBEW Local 53 1100 Admiral Blvd. Room 211 Kansas City, Missouri 64106 Phone : 816--421-5464 Url : <a href="http://www.ibewlocal53.org">http://www.ibewlocal53.org</a> Fax : 1-816-842-1447 Jim Lynch	N	0
17	Indeed.com - Not Directly Contacted by SEU	N	17
18	Johnson County Community College 12345 College Blvd Overland Park, Kansas 66210 Phone : 913-469-3870 Url : <a href="http://www.jcc.edu">http://www.jcc.edu</a> Fax : 1-913-469-3825 Crystal Stokes	N	0
19	Kansas Association of Broadcasters 2709 SW 29th Street Topeka, Kansas 66614 Phone : 785-235-1307 Url : <a href="http://www.mbaweb.org">http://www.mbaweb.org</a> Email : <a href="mailto:kent@kab.net">kent@kab.net</a> Kent Cornish	N	0
20	Kansas City Art Institute 4415 Warwick Kansas City, Missouri 64145 Phone : 816-802-3444 Url : <a href="http://www.kcai.edu">http://www.kcai.edu</a> Email : <a href="mailto:afish@kcai.edu">afish@kcai.edu</a> Ari Fish	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
21	Kansas City KS Community College 7250 State Ave Kansas City, Kansas 66112 Phone : 913-288-7284 Url : <a href="http://www.kckcc.edu">http://www.kckcc.edu</a> Email : <a href="mailto:mcgray@kckcc.edu">mcgray@kckcc.edu</a> Marisa Gray	N	0
22	Kansas Workforce Partnership 626 Minnesota Ave Kansas City, Kansas 66101 Phone : 913-279-2600 Url : <a href="http://www.workforcepartnership.com">http://www.workforcepartnership.com</a> Fax : 1-913-342-9676 Danica Rhone	N	0
23	KCTV/KSMO Web Page 4500 Shawnee Mission Parkway Fairway, Kansas 66205 Phone : 913-677-5000 Url : <a href="http://www.kct5.com">http://www.kct5.com</a> Email : <a href="mailto:scottie.pennington@kctv5.com">scottie.pennington@kctv5.com</a> Scottie Pennington	N	7
24	KU School of Journalism 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-7630 Url : <a href="http://www.journalism.ku.edu">http://www.journalism.ku.edu</a> Email : <a href="mailto:steve_rottinghaus@ku.edu">steve_rottinghaus@ku.edu</a> Steve Rottinghaus	N	1
25	Lindenwood University 209 S. Kingshighway Saint Charles , Missouri 63301 Phone : (636) 627 2917 Url : <a href="http://www.lindenwood.edu">www.lindenwood.edu</a> Cara Gitchos Manual Posting	N	0
26	Linked In - not directly contacted by SEU	N	12

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27	Media Bistro 825 8th Ave. 29th Floor New York, New York 10019 Phone : 212-389-2000 Url : <a href="http://www.mediabistro.com">http://www.mediabistro.com</a> Amy Condon Manual Posting	N	0
28	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 706-364-7564 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Charles Mills	N	0
29	Meredith Corporation Web site 1716 Locust Des Moines, Iowa 50309 Phone : 515-284-2159 Url : <a href="http://www.meredith.com">http://www.meredith.com</a> Email : <a href="mailto:scottie.pennington@kctv5.com">scottie.pennington@kctv5.com</a> Scottie Pennington	N	13
30	Mid America Nazarene University 2030 E. College Way Olathe, Kansas 66062 Phone : 913-791-3382 Url : <a href="http://www.mnu.edu">http://www.mnu.edu</a> Fax : 1-573-634-8258 Mark Hamilton	N	0
31	MO Broadcasters Association P.O. Box 104445 Jefferson City, Missouri 65110 Phone : 513-791-3382 Url : <a href="http://www.mbaweb.org">http://www.mbaweb.org</a> Email : <a href="mailto:tharper@mbaweb.org">tharper@mbaweb.org</a> Terry Harper	N	0
32	Monster Worldwide, Inc 137 Varick St. Suite 8 New York, New York 10013 Phone : 866-800-4640 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Marc Cenedella Manual Posting	N	1

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33	NAACP 1601 E. 18th Street Suite 250 Kansas City, Missouri 64108 Phone : 816-421-1191 Url : <a href="http://www.naacp.org">http://www.naacp.org</a> Fax : 1-816-421-4939 Anita Russell	N	0
34	Non-Employee Referral	N	10
35	Park University 8700 NW River Park Drive Parkville, Missouri 64152 Phone : 816-741-2000 Url : <a href="http://www.park.edu">http://www.park.edu</a> Fax : 1-816-505-5445 Leah Fletcher	N	0
36	Penn Valley Community College 3201 SW Trafficway Kansas City, Missouri 64111 Phone : 816-759-4155 Url : <a href="http://www.mcckc.edu/">http://www.mcckc.edu/</a> Email : <a href="mailto:maggie.garcia@mcckc.edu">maggie.garcia@mcckc.edu</a> Maggie Garcia	N	0
37	Rockhurst University 1100 Rockhurst Road Kansas City, Missouri 64110 Phone : 816-501-4861 Url : <a href="http://www.rockhurst.edu">http://www.rockhurst.edu</a> Fax : 1-816-501-4822 Mike Theobald	N	0
38	Simply Hired, Inc. 525 Almanor Ave Suite 100 Sunnyvale, California 94085 Phone : 408-400-4700 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> James Beriker Manual Posting	N	0



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39	The Ladders 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Rony Kahan Manual Posting	N	0
40	TV Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Job Listings	N	3
41	Twitter - not directly contacted by SEU	N	1
42	United Minority Media Association 6025 Prospect Ave Kansas City, Missouri 64130 Phone : 816-822-1313 Email : <a href="mailto:ummaseventyfour@yahoo.com">ummaseventyfour@yahoo.com</a> Fax : 1-816-822-8002 M.C Richardson	N	0
43	University of Missouri-Kansas City 4825 Troost Suite 205 Kansas City, Missouri 64110 Phone : 816-471-0550 Url : <a href="http://www.umkc.edu">http://www.umkc.edu</a> Email : <a href="mailto:mujourcareerservices@missouri.edu">mujourcareerservices@missouri.edu</a> Fax : 1-816-417-3064 Greg Hayes	N	0
44	Unknown (source not adequately identified upon inquiry by SEU)	N	4
45	William Jewell College 500 College Hill Liberty, Missouri 64068 Phone : 816-781-7700 Url : <a href="http://www.williamjewell.edu">http://www.williamjewell.edu</a> Email : <a href="mailto:careerdevelopment@williamjewell.edu">careerdevelopment@williamjewell.edu</a> Fax : 1-816-415-5027 Marissa Bland	N	0

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46	Women's Employment Network 920 Main Suite 100 Kansas City, Missouri 64105 Phone : 816-822-8083 Url : <a href="http://www.kcwen.org">http://www.kcwen.org</a> Email : <a href="mailto:tbomar@kcwen.org">tbomar@kcwen.org</a> Tonia Bomar	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>100</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/1/2016	Provision of training to management	New Employees participate in the mandatory Code of Business Conduct and Ethics web-based training. This training discusses Meredith and KCTV/KSMO's commitment to providing equal opportunity in all aspects of employment, including intolerance of any illegal discrimination or harassment of any kind. In addition, supervisors must participate in the mandatory Equal Employment Opportunity online course.	12	VP/General Manager Director of Sales Director of Engineering Senior Executive Producer
2	6/6/2017	Establishment of an intern program designed to assist members of the community	The KCTV/KSMO internship is a paid internship of approximately 20 hours per week. It is designed to provide meaningful and challenging projects for individuals interested in the News Department of a local broadcast station. This internship experiences and assists in the various jobs related to broadcast news.	3	HR Director Senior Executive Producer News Director