

**KYTV, KYCW, and KSPR  
EEO PUBLIC FILE REPORT  
October 1, 2020 – September 30, 2021**

## I. VACANCY LIST

**See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data**

[illegible]

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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	KYTV on-air job advertisement	No	
2	KYTV website – <a href="http://www.ky3.com">www.ky3.com</a>	No	5
3	KY3, Inc. internal posting – bulletin boards throughout building and an email to all staff	No	8
4	KYCW on-air job advertisement	No	
5	KSPR on-air job advertisement	No	
6	KSPR website – <a href="http://www.kspr.com">www.kspr.com</a>	No	
7	Gray Television Group website – <a href="http://www.gray.tv/applynow">www.gray.tv/applynow</a>	No	13
8	Ozarks Technical Community College 417-895-7207 <a href="https://students.etc.edu/careerservices/">https://students.etc.edu/careerservices/</a>	No	
9	University of Missouri – Columbia 573-882-4821 <a href="http://www.hiremizzoutigers.com">www.hiremizzoutigers.com</a>	No	2
10	TVJobs.com 800-374-0119 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	1
11	Missouri Career Center 417-887-4343 <a href="http://www.jobs.mo.gov">www.jobs.mo.gov</a>	No	
12	Missouri State University – Career Center 417-836-5636 <a href="http://careercenter.missouristate.edu">http://careercenter.missouristate.edu</a>	No	
13	Kansas State University – Career & Employment Services 785-532-6011 <a href="http://www.k-state.edu/careercenter/">http://www.k-state.edu/careercenter/</a>	No	
14	Southwest Baptist University 417-328-1610 <a href="https://www.collegecentral.com/sbuniv/">https://www.collegecentral.com/sbuniv/</a>	No	
15	Drury University 417-873-7284 <a href="https://www.collegecentral.com/drury/">https://www.collegecentral.com/drury/</a>	No	

<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>
16	Oklahoma State University 405-744-5000 <a href="http://www.hireosugrads.com/">http://www.hireosugrads.com/</a>	No	
17	St. Louis University 314-977-2828 <a href="https://myslu.slu.edu/">https://myslu.slu.edu/</a>	No	
18	Springfield Chamber of Commerce 417-862-5567 <a href="http://www.springfieldchamber.com">www.springfieldchamber.com</a>	No	
19	Northwest Missouri State University 660-562-1212 <a href="https://nwmissouri-csm.symplicity.com/">https://nwmissouri-csm.symplicity.com/</a>	No	
20	College of the Ozarks 800-222-0525 <a href="http://www.collegecentral.com/cofo">www.collegecentral.com/cofo</a>	No	
21	DeVry University 866-338-7934 <a href="https://www.devry.edu/why-devry/career-services/career-assistance.html">https://www.devry.edu/why-devry/career-services/career-assistance.html</a>	No	
22	Missouri Broadcasters Association 573-636-6692 <a href="http://www.mbaweb.org">www.mbaweb.org</a>	No	
23	Lincoln University 573-681-5000 <a href="https://www.lincolnu.edu/web/career-center">https://www.lincolnu.edu/web/career-center</a>	No	
24	Missouri Southern State University 417-625-9300 <a href="http://www.mssu.edu/student-affairs/career-services/">http://www.mssu.edu/student-affairs/career-services/</a>	No	
25	Missouri Western State University 816-271-4200 <a href="https://www.missouriwestern.edu/careerdevelopment/">https://www.missouriwestern.edu/careerdevelopment/</a>	No	
26	The University of Kansas 785-864-2700 <a href="http://www.careers.ku.edu">www.careers.ku.edu</a>	No	
27	University of Missouri – Kansas City 816-235-1000 <a href="https://umkc-csm.symplicity.com/">https://umkc-csm.symplicity.com/</a>	No	
28	Broadcast Center 314-647-8181 <a href="http://www.broadcastcenterinfo.com/">http://www.broadcastcenterinfo.com/</a>	No	

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29	RTDNA 202-659-6510 <a href="http://www.rtdna.org">www.rtdna.org</a>	No	
30	National Press Photographer's Association 800-289-6772 <a href="http://www.nppa.org">www.nppa.org</a>	No	
31	Medialine 800-237-8073 <a href="http://www.medialine.com">www.medialine.com</a>	No	
32	National Academy of Television Arts & Sciences 314-963-0661 <a href="http://jobbank.emmyonline.org/">http://jobbank.emmyonline.org/</a>	No	
33	Journalismjobs.com 510-653-1521 <a href="http://www.journalismjobs.com">www.journalismjobs.com</a>	No	
34	602 Communications 919-217-4438 <a href="http://602communications.com/">http://602communications.com/</a>	No	
35	National Association of Black Journalists 301-445-7100 <a href="http://www.nabjcareers.org">www.nabjcareers.org</a>	No	
36	AdWeek 212-389-2000 <a href="http://www.tvspy.com">www.tvspy.com</a>	No	
37	B-roll.net 202-486-8842 <a href="http://www.b-roll.net">www.b-roll.net</a>	No	
38	Broadcast & Cable Classified Ads 781-734-8841 <a href="http://www.broadcastingcable.com">www.broadcastingcable.com</a>	No	
39	Spotsndots.com 888-884-2630 <a href="http://www.spotsndots.com">www.spotsndots.com</a>	No	
40	Arkansas Tech University 479-968-0237 <a href="https://www.atu.edu">https://www.atu.edu</a>	No	
41	Central Methodist University 877-268-1854 <a href="https://www.centralmethodist.edu">https://www.centralmethodist.edu</a>	No	

<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>
42	Columbia College of Missouri 573-875-8700 <a href="https://www.ccis.edu">https://www.ccis.edu</a>	No	
43	Lindenwood University 636-949-4949 <a href="https://www.lindenwood.edu">https://www.lindenwood.edu</a>	No	
44	The University of Oklahoma 405-325-0311 <a href="https://www.ou.edu">https://www.ou.edu</a>	No	
45	University of Arkansas Fayetteville 479-575-2000 <a href="https://www.uark.edu">https://www.uark.edu</a>	No	
46	University of Central Missouri 660-543-4111 <a href="https://www.ucmo.edu">https://www.ucmo.edu</a>	No	
47	Webster University 417-883-0200 <a href="https://www.webster.edu">https://www.webster.edu</a>	No	
48	Wichita State University 316-978-3456 <a href="https://www.wichita.edu">https://www.wichita.edu</a>	No	
49	Evangel University 417-865-2815 <a href="https://www.evangel.edu">https://www.evangel.edu</a>	No	
50	Harding University 501-279-4000 <a href="https://www.harding.edu">https://www.harding.edu</a>	No	
51	Missouri Baptist University 314-434-1115 <a href="https://www.mobap.edu">https://www.mobap.edu</a>	No	
52	Northeastern State University 918-456-5511 <a href="https://www.nsuok.edu">https://www.nsuok.edu</a>	No	
53	University of Arkansas – Pine Bluff 870-575-8000 <a href="https://www.uabp.edu">https://www.uabp.edu</a>	No	
54	University of Central Arkansas 501-450-5000 <a href="https://www.uca.edu">https://www.uca.edu</a>	No	

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55	Western Illinois University 309-298-1414 <a href="https://www.wiu.edu">https://www.wiu.edu</a>		
56	University of Kentucky 859-257-9000 <a href="https://www.uky.edu">https://www.uky.edu</a>		
57	Indeed.com <a href="http://www.indeed.com">www.indeed.com</a>	No	4
58	Word of Mouth	No	3
59	Referral	No	15
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			47

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Scholarship Program	KYTV funds and administers a scholarship program each year. High school and college students in the Springfield, MO DMA are encouraged to apply for two scholarships based on their interest in the field of journalism. Recipients are chosen by the department heads in an anonymous application process (name of the applicant is deleted so awarding scholarship is done on a merit basis). Each recipient receives a \$1,000 scholarship.
<b>2</b>	Provide EEO Training to Management Level Personnel	On 11/19/20, the Office Manager participated in a webinar, “The FCC’s Equal Employment Opportunity Rules: A Webinar for Gray Television Stations” presented by Joan Stewart of Wiley Rein, LLP.
<b>3</b>	Management Training	May 11 – June 10, 2021 – KYTV’s General Sales Manager participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Items covered in this training include: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and micro-aggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.
<b>4</b>	Management Training	March 18 – March 19, 2021 – KYTV’s General Manager participated in a training series “United Academy of Inclusion and Belonging” administered by United Way of the Ozarks and Missouri State University’s Division for Diversity and Inclusion. Participants of the

		training learned the principles of social justice and how to foster an inclusive environment.
5	Management Training	January – April 2021 – KYTV’s News Director participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Items covered in this training include: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and micro-aggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.