

KMBC-TV, KCWE-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Creative Services Promotion Writer Producer Open Date: 6/28/2019 Hire Date: 10/14/2019	1-5, 7-10, 14, 16-25, 28-36, 38-43	16
Account Executive Open Date: 7/22/2019 Hire Date: 12/16/2019	1-2, 4-5, 7-10, 14, 17-25, 28-36, 38-43	19
Master Control Operator Open Date: 9/12/2019 Hire Date: 12/30/2019	1-2, 4-5, 7-10, 14, 17-25, 28-36, 38-43	4
Client Support Specialist Open Date: 11/18/2019 Hire Date: 12/30/2019	1, 4-5, 7-10, 12-15, 17-22, 25, 27, 30-38, 40-43	4
Account Executive Open Date: 11/18/2019 Hire Date: 1/21/2020	1, 4-5, 7-10, 12-14, 17-18, 20-22, 25, 27, 29-38, 40-43	4
Account Executive Open Date: 12/2/2019 Hire Date: 3/2/2020	1-2, 4-10, 14, 17-18, 20-21, 25, 28-36, 38-43	4
Account Executive Open Date: 12/2/2019 Hire Date: 2/1/2020	1-2, 4-10, 14, 17-18, 20-21, 25, 28-36, 38-43	6
Operations Technician Open Date: 12/11/2019 Hire Date: 2/16/2020	1-10, 14, 17-18, 20-21, 24-26, 28-36, 38-43	6
Executive Assistant Open Date: 12/13/2019 Hire Date: 2/19/2020	1-5, 7-11, 14-15, 17-21, 25, 28-36, 38-43	19
News Producer Open Date: 2/4/2020 Hire Date: 4/20/2020	1, 3-5, 7-10, 14, 17-18, 20-21, 25, 28-29, 31-36, 38, 40-43	4
News Producer Open Date: 2/21/2020 Hire Date: 6/1/2020	1, 3-5, 7-10, 14, 17-18, 20-21, 25, 28-29, 31-36, 38, 40-43	4
News Producer Open Date: 4/14/2020 Hire Date: 7/18/2020	1, 3-5, 7-10, 14, 17-18, 20-21, 25, 28-29, 31-36, 38, 40-43	4
Local Sales Manager Open Date: 4/15/2020 Hire Date: 6/8/2020	1, 3-10, 14, 17-18, 20-21, 25, 28-29, 31-36, 38, 40-43	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AAJA 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aaja.org/ Corp Recruiter Manual Posting	N	0
2	Avila University Student Resource Center 11901 Wornall Road Kansas City, Missouri 64145 Phone : 816-501-2461 Url : http://www.collegecentral.com/avila Robin or Jeanne Manual Posting	N	0
3	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Url : www.bates.ctc.edu/broadcasting Email : rrobinson@batestech.edu Roland Robinson	N	0
4	Careers.HearstTelevision.com 214 N Tryon Street Charlotte, North Carolina 28202 Phone : . Url : http://careers.hearsttelevision.com/Login.aspx Career Services Manual Posting	N	21
5	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : https://collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Current Employee	N	3
7	Dos Mundos 1701 S. 55th. Street Kansas City, Missouri 66106 Phone : 816-221-4747 Url : www.dosmundos.com Email : draymer@dosmundos.com Dianna Raymer	N	0

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8	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818-654-0870 Jeff Palmatier Manual Posting	N	0
9	Full Employment Council 1740 Paseo Kansas City, Missouri 64134 Phone : 816-471-2330 Url : www.feckc.org Email : rbehrmann@feckc.org Rohina Behrmann	N	0
10	Gladstone Dept. of Public Safety 7010 N. Holmes Gladstone, Missouri 64118 Phone : 816-423-4021 Url : www.gladstone.mo.us/publicsafety Email : charlenel@gladstone.mo.us Robin Schubert Prong 2 Start Date: 8/6/2012	Y	0
11	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94941 Phone : 415-339-9105 Url : https://www.glassdoor.com Lee-Anne Farley	N	3
12	Helping Hands/Goodwill Div of Edu Train & Employ 1817 Campbell Kansas City, Missouri 64106 Phone : 816-842-7424 x293 Url : www.mokangoodwill.org Email : amaloney@mokangoodwill.org Ann Maloney	N	0
13	Hispanic Chamber of Commerce of Greater Kansas City 1600 Baltimore Suite 250 Kansas City, Missouri 64108 Phone : (816) 472-6767 Url : www.hispanicchamberofkc.com/jobcenterinfo.asp Email : info@hispanicchamberofkc.com Director of Placement	N	0

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14	Howard University Dept of Communications 525 Bryant St Room 246 Washington, District of Columbia 20059 Phone : 202-806-5806 Url : https://communications.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
15	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Url : www.indeed.com Career Services Manual Posting	N	2
16	JournalismJobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-508-7386 Email : info@journalismjobs.com Career Services	N	1
17	Kansas State University Career & Job Placement 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785-532-6011 Url : http://www.k-state.edu/ces/ Linda Diehl Manual Posting	N	0
18	Kansas Works 552 State Ave Kansas City, Kansas 66101 Phone : 913-279-2600 Url : http://www.kansasworks.com Email : kansascityjobs@kansasworks.com Career Services	N	0
19	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com/ Career Services Manual Posting	N	7

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20	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : 800-205-7792 Career Services Manual Posting	N	0
21	MediaLine 2515 Sparrow Crest Drive Katy, Texas 77494 Phone : 913-217-0685 Url : http://www.medialine.com Email : medialine@medialine.com Career Services	N	0
22	Missouri Career Center 15301 East 23rd Street Independence, Missouri 64055 Phone : 816-521-5700 Email : tom.lay@ded.mo.gov Tom Lay	N	0
23	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : http://www.nahj12.com/ Career Services Manual Posting	N	0
24	National Press Photographers Association 3200 Croasdalie Drive Suite 306 Durham, North Carolina 27705 Phone : 919-383-7246 Url : https://nppa.org Email : nppaediting@gmail.com Career Services	N	0
25	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-683-5020 Url : https://recruitmilitary.com Robert Walker Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	SBE - Society of Broadcast Engineers 16 Greenhill Lane Chapter 55 St. Peters, Missouri 63376-1554 Phone : 317-846-9000 Url : http://www.sbe.org/ Email : kjones@sbe.org Kyle Jones	N	0
27	Ser Corp 650 Minnesota Ave Kansas City, Kansas 66101 Phone : 913-232-9249 Url : http://www.sercorp.com/ Email : jlmartinez@sercorp.com Jose Martinez	N	0
28	Southeast Missouri State University One University Plaza, MS 1000 Academic Hall 057 Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : https://semo.edu Michele Tapp Manual Posting	N	0
29	The Naso Group PO Box 305 Woodstock, New York 12498 Phone : 845-679-9376 Url : https://www.nasogroup.com Email : michael@nasogroup.com Michael Naso	N	0
30	TMTM, Inc. (Teach Me the Minority) 6020 Blue Ridge Blvd Raytown, Missouri 64133 Phone : 816-308-5250 Email : MICHRUSS@live.com Michelle Russell Prong 2 Ended Date: 9/14/2020	N	0
31	TV Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-2115 Url : https://www.tvjobs.com Mark Halloway Manual Posting	N	0

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32	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-486-1111 Url : https://www.tvb.org Career Services Manual Posting	N	0
33	UMKC/Johnson County Community College 5227 Holmes Kansas City, Missouri 64110 Phone : 816-235-2900 Url : www.umkc.edu Career Services Manual Posting	N	0
34	United Believer Community Church 12305 East 77th Terr. Kansas City, Missouri 64138 Phone : 816-423-3532 Email : Dbriggssr@yahoo.com David Briggs Sr Prong 2 Start Date: 11/7/2013	Y	0
35	University of Central Missouri PO Box 800 Warrensburg, Missouri 64093 Phone : 660-543-4923 Url : www.ucmo.edu Email : jhmoore@ucmo.edu Joe Moore Prong 2 Start Date: 2/10/2017	Y	0
36	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : 303-492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting Prong 2 Start Date: 1/22/2018	Y	0

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37	University of Kansas Journalism Career Center 120 Stauffer-Flint Hall Lawrence, Kansas 66045 Phone : 785-864-7630 Url : http://journalism.ku.edu Email : pnoland@ku.edu Patty Noland	N	0
38	University of Missouri Student Success Center 909 Lowry Mall Columbia, Missouri 65211 Phone : 573-882-6803 Url : http://www.hiremizzougrads.com Amanda Neil Manual Posting	N	0
39	Vatterott College Career Services Dept 8955 E 38th Terrace Kansas City, Missouri 64129 Phone : 816-861-1000 Url : www.vatterott.edu/careers Debra Martin Manual Posting	N	0
40	Vocational Rehab Division of Kansas City Downtown Office 615 E. 13th Street Kansas City, Missouri 64106 Phone : 816-251-0610 Email : vrbusiness@vr.dese.mo.gov Fax : 1-816-622-0618 Timothy Jackson Prong 2 Start Date: 11/28/2010	Y	0
41	Vocational Rehab Gladstone Office 310 NW Englewood Suite 300 Gladstone, Missouri 64118 Phone : 816-467-7900 Email : james.ankrom@vr.dese.mo.gov Fax : 1-816-467-7924 James Ankrom Prong 2 Start Date: 11/30/2008	Y	0

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42	Women's Employment Network 920 Oak Suite 100 Kansas City, Missouri 64105 Phone : 816-595-2396 Url : http://kcwen.org Email : tbomar@kcwen.org Tonia Bomar	N	0
43	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			37

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of training programs for station personnel	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role.	4	Director of Sales Local Sales Manager Sales Account Associate Account Executive
2	10/10/2019	Participation in events or programs sponsored by educational institutions	Members of the KMBC/KCWE News Team and Creative Services department participated in the Blue Valley North Career Day. We hosted a student interested in broadcasting who toured the newsroom, set, and control room. The student spent time in Creative Services learning about different roles and duties in promotion.	3	Executive Producer Anchor/Reporter Writer/Producer
3	10/11/2019	Participation in events or programs sponsored by educational institutions	KMBC/KCWE Director of Engineering is on the Professional Advisory Committee at Northwest Missouri State University. The PAC is comprised of working professionals representing broadcast production, multimedia journalism, advertising, sports media and interactive digital media who advise faculty and staff on changes in the industry. Members also meet individually with graduating seniors in their respective areas of interest and conduct mock job interviews.	1	Director of Engineering

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4	1/29/2020	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 14 week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles. KMBC/KCWE Director of News Operations participated in the program this reporting period.	1	Director of News Operations
5	1/31/2020	Participation in events or programs sponsored by educational institutions	KMBC/KCWE Director of News Operations participated in the Shadow Search Day Career Fair at Discovery Middle School. He spoke to students about his role and a variety of roles in broadcasting. He demonstrated the drone, SkyView9, and explained how it is used for news and the jobs associated with it.	1	Director of News Operations
6	2/27/2020	Participation in Job Fairs	KMBC/KCWE Community Affairs Manager attended the Media & Communications Career & Meet Up Fair at K-State University. Students interested in broadcasting were interviewed and learned more about the broadcasting industry.	1	Community & News Operations Manager
7	3/5/2020	Participation in events or programs sponsored by educational institutions	KMBC/KCWE News Director visited the University of Missouri to speak with Journalism and Broadcasting students. He spoke about broadcasting opportunities, offered critiques and feedback on reels and stories, and conducted interviews.	1	News Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	5/15/2020	Establishment of an intern program designed to assist members of the community	KMBC/KCWE has had an internship program for more than 30 years. Interns are college students who receive course credit for their learning experience at the station. Students gain experience in all aspects of news production and promotion. During this reporting period, one student from the University of Kansas participated in the program.	1	Community & News Operations Manager
9	8/5/2020	Participation in Job Fairs	KMBC/KCWE News Director participated in the National Association of Black Journalists & National Association of Hispanic Journalists Virtual Convention and Career Fair. He interviewed candidates, students and emerging professionals to help prepare them for meaningful roles in journalism and communications.	1	News Director
10	Ongoing Event	Participation in events or programs sponsored by educational institutions	KMBC/KCWE established an ongoing mentorship program to mentor broadcasting students in the University of Kansas William Allen White School of Journalism. The goal is to provide college students feedback on writing and reporting skills, industry preparedness, and understanding the expectations in their first jobs.	2	Community & News Operations Manager Anchor/Reporter