

KMBC-TV, KCWE-TV
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Open Date: 8/25/2020 Hire Date: 2/1/2021	1-4, 6-9, 11, 13-16, 18-31	3
IT Support Specialist - Entry/Mid-Level Open Date: 8/31/2020 Hire Date: 4/12/2021	1-4, 6-11, 13-16, 18-31	3
Producer Open Date: 9/22/2020 Hire Date: 1/11/2021	1, 3, 6-9, 11-15, 18-19, 21-31	3
Account Executive Open Date: 10/16/2020 Hire Date: 4/26/2021	3, 6, 8-9, 11, 13-16, 18-19, 21-31	3
Director of Sales Open Date: 10/27/2020 Hire Date: 2/8/2021	3, 6, 8-9, 13-16, 18-19, 21-31	3
Executive Assistant Open Date: 2/23/2021 Hire Date: 3/29/2021	3-4, 6, 8-16, 18-19, 22-31	10
Producer Open Date: 4/21/2021 Hire Date: 6/26/2021	1-6, 8-9, 11, 13-16, 18-19, 21-31	5
Digital Media Manager Open Date: 7/9/2021 Hire Date: 8/15/2021	2-6, 8-9, 11, 13-19, 22-31	5

KMBC-TV, KCWE-TV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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	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
3	Careers.HearstTelevision.com 214 N Tryon Street Charlotte, North Carolina 28202 Phone : . Url : http://careers.hearsttelevision.com/Login.aspx Career Services	N	34
4	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : https://collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	1
5	Current Employee	N	2
6	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
7	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818-654-0870 Jeff Palmatier Manual Posting	N	0

KMBC-TV, KCWE-TV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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
8	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
9	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
10	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94941 Phone : 415-339-9105 Url : https://www.glassdoor.com Lee-Anne Farley	N	2
11	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
12	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Url : www.indeed.com Career Services Manual Posting	N	2
13	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

KMBC-TV, KCWE-TV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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
14	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
15	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : 800-205-7792 Career Services Manual Posting	N	0
16	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
17	Missouri Western State University 4525 Downs Drive St. Joesph, Missouri 64507 Career Services Manual Posting	N	0
18	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-683-5020 Url : https://recruitmilitary.com Robert Walker Manual Posting	N	0
19	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

KMBC-TV, KCWE-TV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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
20	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
21	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
22	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-486-1111 Url : https://www.tvb.org Email : htv.careers@hearst.com Career Services	N	0
23	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
24	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

KMBC-TV, KCWE-TV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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
25	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
26	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
27	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
28	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

KMBC-TV, KCWE-TV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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
29	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
30	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
31	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:			41

KMBC-TV, KCWE-TV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in events or programs sponsored by educational institutions	KMBC/KCWE established an ongoing mentorship program to mentor broadcasting students. The goal is to provide college students feedback on writing and reporting skills, industry preparedness, and understanding the expectations in their first jobs. During this period, six college students from the University of Kansas participated.	3	Anchor/Reporter Community & News Operations Manager News Director
2	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.	3	Director of Sales Local Sales Manager Sales Account Associate
3	Ongoing Event	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 Emma Bowen Foundation, who is currently enrolled at Indiana University, participated in the program.	1	Community & News Operations Manager

KMBC-TV, KCWE-TV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	Ongoing Event	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
5	10/28/2020	Participation in events or programs sponsored by educational institutions	KMBC/KCWE Community & News Operations Manager participated in the University of Kansas Journalism Fair. She interviewed students, provided feedback, and answered questions about the variety of roles within broadcasting.	1	Community & News Operations Manager
6	11/11/2020	Participation in events or programs sponsored by educational institutions	A KMBC/KCWE Reporter spoke to Liberty North High School broadcasting students about his role and further careers in broadcasting. He spoke about the skills needed and academic paths to journalism.	1	Reporter
7	1/19/2021	Participation in events sponsored by community groups	A KMBC/KCWE Reporter participated in the Latinas in Journalism Mentorship Program. It is for Latina women working in news and seeking mentorship from fellow Latinas in the industry. This initiative aims to make mentorship more accessible for Latinas by connecting them directly with mentors who are ready to listen and help take their career to the next level.	1	Reporter

KMBC-TV, KCWE-TV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	1/27/2021	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. 4 KMBC/KCWE employees participated in the program this reporting period.	4	Executive Producer Chief Engineer Local Sales Manager Director of Engineering
9	2/1/2021	Participation in events or programs sponsored by educational institutions	KMBC/KCWE News Director visited the University of Missouri to speak with students interested in journalism and broadcasting. He spoke about broadcasting opportunities, offered critiques and feedback on reels and stories, and conducted interviews.	1	News Director
10	2/10/2021	Participation in events or programs sponsored by educational institutions	A KMBC/KCWE Reporter visited with Wolf Creek School about broadcasting and his role as a Reporter. He gave information about interviewing skills and how to turn that into a story.	1	Reporter
11	2/11/2021	Participation in Job Fairs	KCWE National Sales Manager and the Hearst Director of Veteran Recruiting participated in the Fort Leavenworth Career Fair to talk with military service members about careers in broadcasting.	2	National Sales Manager Director of Veteran Recruiting
12	3/24/2021	Participation in events or programs sponsored by educational institutions	A KMBC/KCWE Reporter participated in the Guadalupe Middle School Career Fair. She spoke about her role as a reporter, skills needed, and the academic path to a career in journalism. She answered questions and offered feedback.	1	Reporter

KMBC-TV, KCWE-TV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	4/8/2021	Participation in events sponsored by community groups	A Sales Account Executive participated in the KAB Round Table Career Fair. He spoke about broadcasting opportunities, interviewed students, answered questions, and spoke about careers in broadcasting.	1	Account Executive