

KMBC-TV, KCWE-TV
EEO PUBLIC FILE REPORT
October 1, 2024 - September 30, 2025

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Open Date: 5/16/2023 Hire Date: 7/1/2025	1-6, 8-10, 12-19, 21-23, 25-36	2
Operations Technician Open Date: 8/7/2023 Hire Date: 4/28/2025	1-2, 4-6, 8-10, 12-36	15
Maintenance Technician Open Date: 8/11/2023 Hire Date: 1/13/2025	1-6, 8-10, 12-36	2
Sales Support Specialist Open Date: 5/22/2024 Hire Date: 12/2/2024	1-2, 4-5, 8-17, 19, 21-23, 25-36	2
Meteorologist / General Assignment Reporter Open Date: 6/13/2024 Hire Date: 1/13/2025	1-2, 4-5, 8-10, 12-14, 16-17, 19, 21-23, 25-36	2
Digital Sales Manager Open Date: 7/9/2024 Hire Date: 1/13/2025	1-2, 4-5, 8-10, 12-17, 19, 21-23, 25-36	15
10pm Newscast Producer Open Date: 8/12/2024 Hire Date: 12/2/2024	1-2, 4-5, 8-10, 12-14, 16-17, 19, 21-23, 25-36	2
Digital Content Producer Open Date: 9/9/2024 Hire Date: 10/28/2024	1-2, 4-5, 7-10, 12-17, 19, 21-23, 25-36	2
Local News Reporter Open Date: 9/24/2024 Hire Date: 5/12/2025	1-2, 4-5, 8-10, 12-17, 19-23, 25-36	2
Broadcast Master Control Operator Open Date: 12/16/2024 Hire Date: 8/4/2025	1-2, 4-5, 9-10, 12-17, 19, 21-23, 25-36	2
Sales Support Specialist Open Date: 12/16/2024 Hire Date: 5/19/2025	1-2, 4-5, 9-10, 12-17, 19, 21-23, 25-36	2
Digital Client Specialist Open Date: 1/24/2025 Hire Date: 2/24/2025	1-2, 4-5, 9-10, 12-17, 19, 21-23, 25-36	15
Newscast Producer Open Date: 2/26/2025 Hire Date: 4/1/2025	1-2, 4-5, 9-10, 12-14, 16-17, 19, 21-23, 25-36	2
Newscast Producer Open Date: 3/25/2025 Hire Date: 5/26/2025	1-2, 4-5, 9-10, 12-17, 19, 21-23, 26-36	2

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Newscast Producer Open Date: 4/29/2025 Hire Date: 8/27/2025	1-2, 4-5, 9-10, 12-17, 19, 21-23, 25-36	15
Local News Reporter Open Date: 4/29/2025 Hire Date: 7/21/2025	1-2, 4-5, 9-10, 12-17, 19, 21-23, 25-36	2
Newscast Producer Open Date: 6/11/2025 Hire Date: 9/8/2025	1-2, 4-5, 9-10, 12-17, 19, 21-23, 25-36	2
Newscast Director Open Date: 7/31/2025 Hire Date: 9/1/2025	1-2, 4-5, 9-10, 12-14, 16-17, 19-23, 25-36	2

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Url : www.bates.ctc.edu/broadcasting Email : kwitkoe@Batestech.edu Ken Robinson	N	0
2	Careers.HearstTelevision.com 214 N Tryon Street Charlotte, North Carolina 28202 Phone : 704-208-2342 Url : http://careers.hearsttelevision.com/Login.aspx Career Services	N	52
3	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : https://collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	1
4	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
5	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
6	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	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
7	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94941 Phone : 415-339-9105 Url : https://www.glassdoor.com Lee-Anne Farley	N	1
8	Helping Hands/Goodwill Div of Edu Train & Employ 1817 Campbell Kansas City, Missouri 64106 Phone : 816-842-7424 x293 Url : www.mokangoodwill.org Email : kMaloney@mokangoodwill.org Ann Maloney	N	0
9	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 : bsalcedo@hccgkc.com Director of Placement	N	0
10	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
11	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Url : www.indeed.com Career Services Manual Posting	N	1
12	Johnson County Community College 5227 Holmes Kansas City, Missouri 64110 Phone : 816-235-2900 Url : www.umkc.edu Career Services Manual Posting	N	0

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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
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	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com/ Career Services Manual Posting	N	31
16	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : 800-205-7792 Career Services Manual Posting	N	0
17	Metropolitan Community College 3200 Broadway Kansas City, Missouri 64111 Career Services Manual Posting	N	0
18	Missouri Career Center 15301 East 23rd Street Independence, Missouri 64055 Phone : 816-521-5700 Email : pam.harris@ded.mo.gov Pam Harris	N	0

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19	Missouri Western State University 4525 Downs Drive St. Joseph, Missouri 64507 Career Services Manual Posting	N	0
20	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
21	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Dainne Siekmann Manual Posting	N	0
22	Park University 8700 NW River Park Drive Parkville, Missouri 64152 Career Services Manual Posting	N	0
23	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-683-5020 Url : https://recruitmilitary.com Robert Walker Manual Posting	N	0
24	SBE - Society of Broadcast Engineers 16 Greenhill Lane Chapter 55 St. Peters, Missouri 63376-1554 Phone : 317-846-9000 Url : http://www.sbe.org/ Kyle Jones	N	0

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25	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
26	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
27	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
28	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
29	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	University of Kansas Journalism Career Center 120 Stauffer-Flint Hall Lawrence, Kansas 66045 Phone : 785-864-7630 Url : http://journalism.ku.edu Email : Steve_rottinghaus@ku.edu Patty Noland	N	0
31	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Career Services Manual Posting	N	0
32	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
33	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
34	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	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
36	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			86

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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 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, paid hourly, and become temporary employees. Some also receive college credit for their learning experience at the station. Students gain experience in all aspects of news production and promotion. During this reporting period, four students participated in the program. Participating schools - University of Missouri and Kansas State University.	4	Director of Community Partnerships Creative Services Director Director of Studio Productions Assistant News Director
2	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
3	Ongoing Event	Establishment of a mentoring program	Beginning on 4/1/25, Hearst Television offered a 6-month mentorship program. The goal was to build productive relationships across the company. Employees benefited through career development support, by working in a diverse and inclusive environment, and through Hearst Television's leadership value of helping others succeed. KMBC/KCWE had 23 participants in the mentorship program who were either "Mentors" or "Mentees." Meeting in person at the station or via Teams with employees from other stations, they discussed career objectives, offered advice, and discussed their station projects.	23	Executive Producer Promotions Manager Director of Studio Productions Director of Sales

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4	Ongoing Event	Establishment of training programs for station personnel	Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned training to complete as well as self-led training. Topics include communication skills, technical skills, creativity, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company.	26	Business Manager Director of Sales Creative Services Director Chief Editor
5	10/1/2024	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 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	Sales Account Associate Director of Sales Local Sales Manager Local Sales Manager
6	11/12/2024	Participation in events or programs sponsored by educational institutions	KMBC/KCWE Director of Community Partnerships participated in the Park Hill Professional Studies Mock Interview Event. She interviewed students, provided feedback, and answered questions about the different roles within broadcasting.	1	Director of Community Partnerships
7	2/4/2025	Participation in events or programs sponsored by educational institutions	KMBC/KCWE Director of Studio Productions 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	Director of Studio Productions

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8	3/6/2025	Participation in events or programs sponsored by educational institutions	KMBC/KCWE Director of Community Partnerships participated in the University of Kansas Career Fair. She interviewed students, provided feedback, and answered questions about the different roles within broadcasting. Candidates for the KMBC/KCWE internship program were also interviewed.	2	Director of Community Partnerships Anchor/Reporter
9	4/23/2025	Participation in events sponsored by organizations representing the community	KMBC/KCWE Director of Studio Productions participated in the KAB (Kansas Association of Broadcasters) 2025 Student Broadcast Seminar. Students practiced on the green screen and teleprompter to polish their skills. Students also had a chance to learn about career opportunities and ask questions.	1	Director of Studio Productions
10	4/23/2025	Participation in events sponsored by organizations representing the community	KMBC/KCWE Creative Services Director participated in the KAB (Kansas Association of Broadcasters) 2025 Student Broadcast Seminar as a panelist. This session highlighted the vital roles that operate behind the scenes in broadcasting. Panelists discussed their career paths, daily responsibilities, skills needed, and advice for students considering careers beyond the spotlight and encouraged the audience to think beyond on-air roles and explore the broader world of broadcasting careers.	1	Creative Services Director

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11	5/19/2025	Establishment of an intern program designed to assist members of the community	Summer 2025, KMBC-TV welcomed an Emma Bowen Foundation Fellow to join the Creative Services department for the summer semester. As an HTV Emma Bowen Fellow, the Fellow learned how a television station operates and contributed to the operation. The Emma Bowen Foundation program provides a multi-year internship to students of color at media companies where they gain significant on the job training in their field. Students are placed in all areas of industry and focus on 3 programming tracks - Business of Media (Sales, Public Relations, Marketing, and Human Services); Content of Media (News Production, Broadcast Journalism, and Print Journalism); and Innovation of Media (Engineering, Software Development, Digital Marketing, and Coding). The Fellow's focus track this year was Business of Media.	2	Director of Community Partnerships Creative Services Director