

**KMBC-TV, KCWE-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

**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: 5/18/2018 Hire Date: 11/5/2018	1, 3, 6, 9, 11-13, 15-20, 23, 26, 28, 30-42	6
IT Manager Open Date: 6/13/2018 Hire Date: 11/30/2018	2-3, 6-9, 11-24, 26, 28-42	8
Reporter Open Date: 7/3/2018 Hire Date: 11/5/2018	2-3, 6-9, 11-13, 15-16, 18-19, 21-24, 26, 28-42	8
Producer Open Date: 7/3/2018 Hire Date: 10/1/2018	2-3, 6-7, 9, 11-13, 15-19, 21-24, 26, 28-42	17
Operations Technician Open Date: 9/10/2018 Hire Date: 10/31/2018	2-4, 6-9, 11-13, 15-19, 21-24, 26, 28-42	8
Account Executive Open Date: 9/12/2018 Hire Date: 10/22/2018	1-4, 6-7, 9, 11-13, 15-16, 18-19, 21-24, 26, 28-42	6
Sales Account Associate Open Date: 10/5/2018 Hire Date: 2/4/2019	1-4, 6-7, 9, 11-13, 15-19, 21-24, 26, 28-42	6
Producer Open Date: 10/16/2018 Hire Date: 4/29/2019	1-7, 9, 11-13, 15-24, 26, 28-42	6
Newscast Editor Open Date: 10/31/2018 Hire Date: 12/10/2018	2-4, 6-7, 9, 11-13, 15-19, 21-24, 26, 28-42	6
Maintenance Technician Open Date: 11/27/2018 Hire Date: 8/26/2019	2-4, 6-7, 9, 11-13, 15-19, 21-24, 26-42	27
Account Executive Open Date: 12/4/2018 Hire Date: 2/4/2019	1-4, 6-7, 9, 11-13, 15-16, 18-19, 21-24, 26, 28-42	6
Producer Open Date: 1/3/2019 Hire Date: 2/18/2019	2-4, 6-7, 9, 11-13, 15-16, 18-19, 21-26, 28-42	6
Operations Technician Open Date: 1/28/2019 Hire Date: 4/15/2019	2-4, 6-7, 9, 11-13, 15-19, 21-26, 28-42	6
Master Control Operator Open Date: 1/28/2019 Hire Date: 3/25/2019	2-4, 6-7, 9, 11-19, 21-26, 28-42	17

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**October 1, 2018 - September 30, 2019**

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Newscast Director Open Date: 1/31/2019 Hire Date: 3/11/2019	2-4, 6-7, 9-13, 15-19, 21-24, 26, 28, 30-42	10
Producer Open Date: 2/13/2019 Hire Date: 6/5/2019	2-4, 6-7, 9, 11-13, 15-16, 18-24, 26, 28-42	20
Digital Client Service Specialist Open Date: 3/12/2019 Hire Date: 4/22/2019	2-4, 6-7, 9, 11-13, 15-24, 26, 28-42	20
Executive Assistant Open Date: 3/12/2019 Hire Date: 4/9/2019	2-4, 6-7, 9, 11-13, 15-19, 21-24, 26, 28-42	17
Account Executive Open Date: 4/19/2019 Hire Date: 7/1/2019	2-4, 6-7, 9, 11-13, 16, 18-26, 28-42	6
Account Executive Open Date: 5/17/2019 Hire Date: 7/18/2019	2-4, 6-7, 9-13, 16-19, 21-26, 28-42	6
Newscast Editor Open Date: 6/11/2019 Hire Date: 7/1/2019	2-4, 6-7, 9-13, 16-19, 21-26, 28-42	10
Sales Account Associate - Entry Level Open Date: 6/28/2019 Hire Date: 8/19/2019	2-4, 6-7, 9-14, 16-26, 28-42	10

**KMBC-TV, KCWE-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

**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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Url : <a href="http://602communications.com">http://602communications.com</a> Email : <a href="mailto:gnewell@602communications.com">gnewell@602communications.com</a> Graeme Newell	N	0
2	AAJA 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="http://www.aaja.org/">http://www.aaja.org/</a> Corp Recruiter Manual Posting	N	0
3	Avila University Student Resource Center 11901 Wornall Road Kansas City, Missouri 64145 Phone : 816-501-2461 Url : <a href="http://www.collegecentral.com/avila">http://www.collegecentral.com/avila</a> Robin or Jeanne Manual Posting	N	0
4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Url : <a href="http://www.bates.ctc.edu/broadcasting">www.bates.ctc.edu/broadcasting</a> Email : <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> Roland Robinson	N	0
5	Broadcasting & Cable 11 West 42nd Street 15th Floor New York, New York 10036 Phone : 917-281-4750 Url : <a href="https://broadcastingcable-jobs.careerwebsite.com/">https://broadcastingcable-jobs.careerwebsite.com/</a> Mark Robichaux	N	1
6	Careers.HearstTelevision.com 214 N Tryon Street Charlotte, North Carolina 28202 Phone : . Url : <a href="http://careers.hearsttelevision.com/Login.aspx">http://careers.hearsttelevision.com/Login.aspx</a> Career Services Manual Posting	N	50

**KMBC-TV, KCWE-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

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7	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : <a href="https://collectivetalent.com">https://collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
8	Current Employee	N	3
9	Dos Mundos 1701 S. 55th. Street Kansas City, Missouri 66106 Phone : 816-221-4747 Url : <a href="http://www.dosmundos.com">www.dosmundos.com</a> Email : <a href="mailto:draymer@dosmundos.com">draymer@dosmundos.com</a> Dianna Raymer	N	0
10	Employee Referral	N	4
11	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818-654-0870 Jeff Palmatier Manual Posting	N	0
12	Full Employment Council 1740 Paseo Kansas City, Missouri 64134 Phone : 816-471-2330 Url : <a href="http://www.feckc.org">www.feckc.org</a> Email : <a href="mailto:rbehrmann@feckc.org">rbehrmann@feckc.org</a> Rohina Behrmann	N	0
13	Gladstone Dept. of Public Safety 7010 N. Holmes Gladstone, Missouri 64118 Phone : 816-423-4021 Url : <a href="http://www.gladstone.mo.us/publicsafety">www.gladstone.mo.us/publicsafety</a> Email : <a href="mailto:charlenel@gladstone.mo.us">charlenel@gladstone.mo.us</a> Robin Schubert  Prong 2 Start Date: 8/6/2012	Y	0

**KMBC-TV, KCWE-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

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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>
14	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94941 Phone : 415-339-9105 Url : <a href="https://www.glassdoor.com">https://www.glassdoor.com</a> Lee-Anne Farley	N	4
15	Helping Hands/Goodwill Div of Edu Train & Employ 1817 Campbell Kansas City, Missouri 64106 Phone : 816-842-7424 x293 Url : <a href="http://www.mokangoodwill.org">www.mokangoodwill.org</a> Email : <a href="mailto:amaloney@mokangoodwill.org">amaloney@mokangoodwill.org</a> Ann Maloney	N	0
16	Howard University Dept of Communications 525 Bryant St Room 246 Washington, District of Columbia 20059 Phone : 202-806-5806 Url : <a href="https://communications.howard.edu">https://communications.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
17	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Url : <a href="http://www.indeed.com">www.indeed.com</a> Career Services Manual Posting	N	24
18	Kansas State University Career & Job Placement 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785-532-6011 Url : <a href="http://www.k-state.edu/ces/">http://www.k-state.edu/ces/</a> Linda Diehl Manual Posting	N	0
19	Kansas Works 552 State Ave Kansas City, Kansas 66101 Phone : 913-279-2600 Url : <a href="http://www.kansasworks.com">http://www.kansasworks.com</a> Email : <a href="mailto:kansascityjobs@kansasworks.com">kansascityjobs@kansasworks.com</a> Career Services	N	0

**KMBC-TV, KCWE-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

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20	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : <a href="http://www.linkedin.com/">http://www.linkedin.com/</a> Career Services Manual Posting	N	9
21	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : 800-205-7792 Career Services Manual Posting	N	0
22	MediaLine 2515 Sparrow Crest Drive Katy, Texas 77494 Phone : 913-217-0685 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Career Services	N	0
23	Missouri Career Center 15301 East 23rd Street Independence, Missouri 64055 Phone : 816-521-5700 Email : <a href="mailto:tom.lay@ded.mo.gov">tom.lay@ded.mo.gov</a> Tom Lay	N	0
24	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : <a href="http://www.nahj12.com/">http://www.nahj12.com/</a> Career Services Manual Posting	N	0
25	National Press Photographers Association 3200 Croasdalie Drive Suite 306 Durham, North Carolina 27705 Phone : 919-383-7246 Url : <a href="https://nppa.org">https://nppa.org</a> Email : <a href="mailto:nppaediting@gmail.com">nppaediting@gmail.com</a> Career Services	N	0

**KMBC-TV, KCWE-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

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26	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-683-5020 Url : <a href="https://recruitmilitary.com">https://recruitmilitary.com</a> Robert Walker Manual Posting	N	0
27	SBE - Society of Broadcast Engineers 16 Greenhill Lane Chapter 55 St. Peters, Missouri 63376-1554 Phone : 317-846-9000 Url : <a href="http://www.sbe.org/">http://www.sbe.org/</a> Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> Kyle Jones	N	1
28	Southeast Missouri State University One University Plaza, MS 1000 Academic Hall 057 Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : <a href="https://semo.edu">https://semo.edu</a> Michele Tapp Manual Posting	N	0
29	The Naso Group PO Box 305 Woodstock, New York 12498 Phone : 845-679-9376 Url : <a href="https://www.nasogroup.com">https://www.nasogroup.com</a> Email : <a href="mailto:michael@nasogroup.com">michael@nasogroup.com</a> Michael Naso	N	0
30	TMTM, Inc. ( Teach Me the Minority) 6020 Blue Ridge Blvd Raytown, Missouri 64133 Phone : 816-308-5250 Email : <a href="mailto:MICHRUSS@live.com">MICHRUSS@live.com</a> Michelle Russell  Prong 2 Start Date: 2/21/2012	Y	0
31	TV Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-2115 Url : <a href="https://www.tvjobs.com">https://www.tvjobs.com</a> Mark Halloway Manual Posting	N	1

**KMBC-TV, KCWE-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

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32	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-486-1111 Url : <a href="https://www.tvb.org">https://www.tvb.org</a> Career Services Manual Posting	N	0
33	UMKC/Johnson County Community College 5227 Holmes Kansas City, Missouri 64110 Phone : 816-235-2900 Url : <a href="http://www.umkc.edu">www.umkc.edu</a> Career Services Manual Posting	N	0
34	United Believer Community Church 12305 East 77th Terr. Kansas City, Missouri 64138 Phone : 816-423-3532 Email : <a href="mailto:Dbriggssr@yahoo.com">Dbriggssr@yahoo.com</a> 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 : <a href="http://www.ucmo.edu">www.ucmo.edu</a> Email : <a href="mailto:jhmoore@ucmo.edu">jhmoore@ucmo.edu</a> 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 : <a href="http://colorado.edu/">http://colorado.edu/</a> Christine Mahoney Manual Posting  Prong 2 Start Date: 1/22/2018	Y	0



**KMBC-TV, KCWE-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

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37	University of Missouri Student Success Center 909 Lowry Mall Columbia, Missouri 65211 Phone : 573-882-6803 Url : <a href="http://www.hiremizzougrads.com">http://www.hiremizzougrads.com</a> Amanda Neil Manual Posting	N	0
38	Vatterott College Career Services Dept 8955 E 38th Terrace Kansas City, Missouri 64129 Phone : 816-861-1000 Url : <a href="http://www.vatterott.edu/careers">www.vatterott.edu/careers</a> Debra Martin Manual Posting	N	0
39	Vocational Rehab Division of Kansas City Downtown Office 615 E. 13th Street Kansas City, Missouri 64106 Phone : 816-251-0610 Email : <a href="mailto:vrbusiness@vr.dese.mo.gov">vrbusiness@vr.dese.mo.gov</a> Fax : 1-816-622-0618 Timothy Jackson  Prong 2 Start Date: 11/28/2010	Y	0
40	Vocational Rehab Gladstone Office 310 NW Englewood Suite 300 Gladstone, Missouri 64118 Phone : 816-467-7900 Email : <a href="mailto:james.ankrom@vr.dese.mo.gov">james.ankrom@vr.dese.mo.gov</a> Fax : 1-816-467-7924 James Ankrom  Prong 2 Start Date: 11/30/2008	Y	0
41	Women's Employment Network 920 Oak Suite 100 Kansas City, Missouri 64105 Phone : 816-595-2396 Url : <a href="http://kcwen.org">http://kcwen.org</a> Email : <a href="mailto:tbomar@kcwen.org">tbomar@kcwen.org</a> Tonia Bomar	N	0

**KMBC-TV, KCWE-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

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42	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>97</b>

**KMBC-TV, KCWE-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

**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	10/1/2018	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 Sales Account Associate
2	1/7/2019	Participation in events or programs sponsored by educational institutions	The Assistant News Director participated in Syracuse University's Newhouse Alumni Partnership Program. A Senior broadcast and digital journalism student from Syracuse University spent several days shadowing members of the KMBC news room.	5	Assistant News Director Director of News Operations Executive Producer Assignment Manager
3	1/24/2019	Participation in events or programs sponsored by educational institutions	The Community & News Operations Manager participated in the Independence School District Academy Jamboree at Truman High School. Students and parents would visit to learn more about careers in broadcasting.	1	Community & News Operations Manager

**KMBC-TV, KCWE-TV**  
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**October 1, 2018 - September 30, 2019**

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4	1/28/2019	Provision of training to management	Hearst's Director of Veteran Recruiting visited KMBC/KCWE to provide training to hiring managers relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	9	President/GM News Director Director of Sales Director of Engineering
5	1/29/2019	Participation in Job Fairs	Hearst Director of Veteran Recruiting and KCWE National Sales Manager participated in the Kansas City Area Veteran Career and Transition Fair to talk with veterans about careers in broadcasting.	2	Hearst Director of Veteran Recruiting National Sales Manager
6	3/7/2019	Participation in events or programs sponsored by educational institutions	KMBC/KCWE President & General Manager visited Guadalupe Middle School for Career Day. A slide show presentation illustrated a typical day in her role, education and skills needed for different roles, and skills needed for jobs at the station.	1	President/GM
7	3/8/2019	Participation in events sponsored by community groups	AmeriCorp City Year members shadowed members of the KMBC/KCWE engineering department. They watched news casts while engineers demonstrated the different roles in the production control area – technical director, audio, director and camera control – and also observed master control and live operations.	5	Director of Engineering IT Manager Operations Technician Operations Technician
8	3/22/2019	Participation in events or programs sponsored by educational institutions	Two morning news anchors visited Summit Christian Academy to share about their roles with KMBC/KCWE. The anchors shared stories from their news casts and explained their duties as journalists.	2	Anchor/Reporter Anchor/Reporter

**KMBC-TV, KCWE-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

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9	4/2/2019	Participation in Job Fairs	KMBC/KCWE Community & News Operations Manager and a News Anchor participated in the Kansas Association of Broadcasters Student Career Fair at the University of Kansas. Students interested in broadcasting were interviewed and learned more about the broadcasting industry.	2	Community & News Operations Manager Anchor/Reporter
10	4/3/2019	Participation in events or programs sponsored by educational institutions	The Director of Engineering is on the Professional Advisory Committee at Northwest Missouri State University that supports the professional development of students in their field. A NWMSU student shadowed the engineering department learning about different roles in the technical and production positions at the station.	3	Director of Engineering Chief Engineer IT Manager
11	4/12/2019	Participation in events or programs sponsored by educational institutions	Students from Gardner-Edgerton High School's broadcasting class visited KMBC's newsroom which was hosted by the station's Director of News Operations. Students observed the final half hour of the morning newscast and spoke with Anchors and Engineers working on the production.	7	Director of News Operations Newscast Director Anchor/Reporter Operations Technician
12	5/9/2019	Participation in events or programs sponsored by educational institutions	An Executive Producer from KMBC/KCWE participated in the DeSoto Junior High Career Day. The virtual Skype session took a tour of the newsroom, set, control room and explained different roles in broadcasting.	1	Executive Producer
13	5/15/2019	Participation in events or programs sponsored by educational institutions	The Director of News Operations participated in John F. Kennedy School's career day. He showed video clips and spoke to students about his job in broadcasting.	1	Director of News Operations
14	5/17/2019	Participation in events or programs sponsored by educational institutions	An Evening Anchor of KMBC/KCWE visited the Jag TV Broadcasting Class at Blue Springs South High School. He shared his experiences as a journalist and answered questions from the future broadcasters.	1	Anchor/Reporter

**KMBC-TV, KCWE-TV**  
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**October 1, 2018 - September 30, 2019**

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15	6/3/2019	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, 5 students from the following universities participated in the program: University of Missouri Evangel University Kansas State University Northwest Missouri State University	1	Community & News Operations Manager