

KCWE-TV, KMBC-TV
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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
Assistant News Director Open Date: 1/14/2016 Hire Date: 11/30/2016	2-6, 9-16, 18-19, 21-24, 29, 31-36, 38, 40-45	9
Reporter Open Date: 4/18/2016 Hire Date: 8/14/2017	2-3, 5-6, 10, 12-16, 18-19, 21-24, 27, 29, 32-38, 41-45	27
RF Engineer Open Date: 5/24/2016 Hire Date: 12/30/2016	2-6, 10, 12-19, 21-24, 28-29, 32-38, 41- 45	28
Reporter Open Date: 6/16/2016 Hire Date: 12/1/2016	1-3, 5-6, 10, 12-16, 18-19, 21-26, 29, 32-38, 41-45	25
Executive Assistant Open Date: 11/2/2016 Hire Date: 1/3/2017	2-6, 10, 12-22, 24, 29, 32-38, 41-45	5
News Producer Open Date: 11/7/2016 Hire Date: 12/2/2016	2-6, 10, 12-19, 21-22, 24, 29, 32-38, 41 -45	17
Account Executive Open Date: 11/14/2016 Hire Date: 1/30/2017	1-6, 10-16, 18-19, 21-22, 24, 29, 32-38, 41-45	11
National Sales Manager Open Date: 12/13/2016 Hire Date: 3/20/2017	1, 5-8, 10, 12-16, 18-19, 21, 24, 29, 34- 36, 38, 43-45	8
Account Executive Open Date: 2/9/2017 Hire Date: 3/13/2017	1-6, 10-16, 18-19, 21-22, 24, 29, 32-38, 41-45	11
Newscast Director Open Date: 3/7/2017 Hire Date: 3/26/2017	2-6, 8, 10, 12-16, 18-19, 21-22, 24, 29, 32-39, 41-45	8
Broadcast TV Engineer Open Date: 3/21/2017 Hire Date: 5/14/2017	2-6, 8, 10, 12-19, 21-22, 24, 29-30, 32- 39, 41-45	8
Client Service Specialist Open Date: 5/16/2017 Hire Date: 6/13/2017	1-6, 10-22, 24, 29, 32, 34-39, 41-45	17
News Director Open Date: 6/20/2017 Hire Date: 7/31/2017	2-6, 8, 10, 12-16, 18-19, 21-22, 24, 29, 32, 34-39, 41-45	8

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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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Url : http://602communications.com Email : gnewell@602communications.com Graeme Newell	N	0
2	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
3	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
4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Url : www.bates.ctc.edu/broadcasting Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
5	Careers.HearstTelevision.com 214 N Tryon Street Charlotte, North Carolina 28202 Phone : . Url : http://careers.hearsttelevision.com/Login.aspx Career Services Manual Posting	N	14
6	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : https://collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

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7	CoxReps One Dag Hammarskjold New York, New York 10017 Phone : 212-759-8787 Url : www.coxreps.com Traci Will	N	1
8	Current Employee	N	6
9	Dolan Media Management 3 North Court St. Frederick, Maryland 21701 Phone : 301-668-1511 Url : https://smartrecruit.com Email : info@smartrecruit.com Tom Dolan	N	4
10	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
11	Employee Referral	N	11
12	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818-654-0870 Jeff Palmatier Manual Posting	N	0
13	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	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
15	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
16	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
17	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Url : www.indeed.com Career Services Manual Posting	N	9
18	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

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19	Kansas Works.com 552 State Ave Kansas City, Kansas 66101 Phone : 913-279-2600 Url : http://www.kansasjoblink.com Email : kansascityjobs@kansasworks.com Career Services	N	0
20	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com/ Career Services Manual Posting	N	3
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	Missouri School of Journalism 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : https://journalism.missouri.edu Email : willisb@missouri.edu Barbara Willis	N	0
24	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

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25	Napoli Management 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211-3697 Phone : 310-385-8222 Url : http://tvtalement.com/ Career Services Manual Posting	N	2
26	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
27	NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 Url : https://nwtgroup.com Sandra Richards Manual Posting	N	1
28	Previous Employee	N	1
29	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-683-5020 Url : https://recruitmilitary.com Robert Walker Manual Posting	N	1
30	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

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31	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
32	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
33	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
34	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 Start Date: 2/21/2012	Y	0
35	TV Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-2115 Url : https://www.tvjobs.com Mark Halloway Manual Posting	N	1
36	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

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37	UMKC/Johnson County Community College 5227 Holmes Kansas City, Missouri 64110 Phone : 816-235-2900 Url : www.umkc.edu Email : careerservices@umkc.edu Career Services	N	0
38	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
39	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
40	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
41	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

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42	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
43	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
44	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
45	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			54

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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	10/10/2016	Participation in events or programs sponsored by educational institutions	KMBC Creative Services Director serves on the University of Nebraska College of Journalism Professional Advisory Board. He attended the October meeting in which digital and social media, sports journalism, and news coverage with drones were topics of discussion as the school looks for expanding ways to prepare students for professional careers in broadcast media.	1	KMBC Creative Services Director
2	10/20/2016	Provision of training to management	KMBC/KCWE Director of Engineering attended an in-person training session in Omaha, Nebraska which was held by KMBC's corporate parent. At the session, Hearst's Director of Veteran Recruiting provided training related to the hiring of US Armed Forces veterans. Among the topics covered in the session were how to evaluate past employment and duties of armed services personnel, and the transferability or applicability of those skills and qualifications to a broadcast/newsgathering/digital business.	1	Director of Engineering
3	10/25/2016	Participation in events or programs sponsored by educational institutions	A KMBC First News Anchor spoke at Richmond High School's multimedia class about broadcast journalism, her career at the station, and her educational background.	1	News Anchor
4	11/1/2016	Participation in Job Fairs	KMBC/KCWE Director of Engineering and Director of Community Affairs participated in the Fort Leavenworth Job and Education Fair on the Fort Leavenworth Army Base in Kansas. The fair was targeted toward military service members who will soon transition from their military careers to civilian jobs.	2	Director of Engineering Director of Community Affairs
5	11/9/2016	Participation in events sponsored by community groups	KMBC/KCWE Director of Community Affairs participated in the Grantham University Military Transition Networking Event in Leavenworth, Kansas. The event was open to all military veterans and active duty service members.	1	Director of Community Affairs

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6	4/5/2017	Participation in other activities designed by the station employment unit	A training session on recruiting and hiring US military veterans was conducted at KMBC/KCWE by Hearst's Director of Veteran Recruiting.	10	President & General Manager News Director Director of Engineering KMBC General Sales Manager
7	4/19/2017	Participation in events or programs sponsored by educational institutions	The KMBC weather team put on a 45 minute school assembly at Longview Elementary School that included severe weather safety, extensive discussion about their careers as broadcast meteorologists, the education required for the job, and the skills required for this type of work.	5	Chief Meteorologist Meteorologist Meteorologist Meteorologist
8	4/26/2017	Participation in events or programs sponsored by educational institutions	The KMBC weather team put on a 45 minute school assembly at Pioneer Trail Middle School that included severe weather safety, extensive discussion about their careers as broadcast meteorologists, the education required for the job, and the skills required for this type of work.	5	Chief Meteorologist Meteorologist Meteorologist Meteorologist
9	5/3/2017	Participation in events or programs sponsored by educational institutions	The KMBC weather team put on a 45 minute school assembly at Raytown Middle School that included severe weather safety, extensive discussion about their careers as broadcast meteorologists, the education required for the job, and the skills required for this type of work.	5	Chief Meteorologist Meteorologist Meteorologist Meteorologist
10	5/5/2017	Participation in other activities designed by the station employment unit	KMBC/KCWE managers sat in on a Hearst WebEx seminar regarding the new Employee Recruitment Initiative. Katherine Barnett and her Hearst Television personnel team introduced new initiatives to be launched by Hearst to better recruit new employees and help prospective employees learn about the company.	4	KMBC Creative Services Director KCWE Creative Services Director Programming Director Director of Community Affairs

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11	5/10/2017	Participation in events or programs sponsored by educational institutions	The KMBC weather team put on a 45 minute school assembly at Eastgate Middle School that included severe weather safety, extensive discussion about their careers as broadcast meteorologists, the education required for the job, and the skills required for this type of work.	5	Chief Meteorologist Meteorologist Meteorologist Meteorologist
12	6/9/2017	Participation in scholarship programs	KMBC/KCWE financially supports the Kansas Association of Broadcasters Student Scholarship Program and the Missouri Broadcasters Association Student Scholarship Program. KMBC/KCWE Director of Community Affairs participates on the screening and selection committees of both state associations.	1	Director of Community Affairs
13	8/29/2017	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, 6 students participated in the program.	1	Director of Community Affairs