

KMBC-TV, KCWE-TV
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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
Photographer Open Date: 12/22/2016 Hire Date: 4/16/2018	2-6, 8, 10-12, 14-15, 18-19, 22-24, 26-27, 29-36, 38-42	32
Maintenance Engineer Open Date: 3/7/2017 Hire Date: 3/1/2018	2-6, 8, 10-12, 14-15, 18-19, 22-24, 27-36, 38-42	5
Reporter Open Date: 5/18/2017 Hire Date: 12/18/2017	2-6, 8, 10-12, 14-15, 18-19, 22-25, 27, 29, 31-36, 38-42	25
Digital Media Manager Open Date: 8/4/2017 Hire Date: 10/23/2017	2-8, 10-12, 14-15, 17-19, 22-24, 27, 29, 31-36, 38-42	17
Creative Services Director Open Date: 8/24/2017 Hire Date: 10/9/2017	2-8, 10-12, 14-15, 18-19, 22-24, 27, 29, 31-36, 38-42	7
Account Executive Open Date: 10/4/2017 Hire Date: 11/20/2017	2-6, 8, 10-12, 14-15, 18-19, 22-24, 27, 29, 31-36, 38-42	5
Account Executive Open Date: 11/29/2017 Hire Date: 12/23/2017	1-8, 10-12, 14-15, 18-19, 22-24, 27, 29-36, 38-43	7
Meteorologist Open Date: 11/30/2017 Hire Date: 4/27/2018	2-6, 8, 10-12, 14-15, 18-19, 22-24, 27, 29-36, 38-43	5
Producer Open Date: 1/5/2018 Hire Date: 3/19/2018	2-6, 8-12, 14-16, 18-19, 22-24, 27, 29-36, 38-43	9
Digital Client Service Specialist Open Date: 1/10/2018 Hire Date: 2/12/2018	1-6, 8, 10-16, 18-19, 22-24, 27, 29-36, 38-43	16
Producer Open Date: 2/28/2018 Hire Date: 3/30/2018	2-3, 5-6, 8, 10-12, 14-16, 18-19, 22-24, 27, 29-43	16
Assignment Editor Open Date: 3/7/2018 Hire Date: 5/15/2018	2-3, 5-12, 14-16, 18-19, 22-24, 27, 29-43	7
Account Executive Open Date: 3/26/2018 Hire Date: 7/9/2018	1-3, 5-6, 8, 10-12, 14-16, 18-20, 22-24, 27, 29-43	20
Account Executive Open Date: 5/9/2018 Hire Date: 7/20/2018	1-3, 5-8, 10-12, 14-16, 18-20, 22-24, 27, 29-43	16

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Photographer Open Date: 5/16/2018 Hire Date: 9/28/2018	2-3, 5-6, 8-12, 14-15, 18-19, 22-24, 26-27, 29-43	9
Newscast Director Open Date: 5/17/2018 Hire Date: 6/29/2018	2-3, 5-6, 8-12, 14-16, 18-19, 22-24, 27, 29-43	16
Producer Open Date: 7/3/2018 Hire Date: 9/24/2018	2-3, 5-6, 8, 10-12, 14-16, 18-19, 21-24, 27, 29-43	16
Photographer Open Date: 8/8/2018 Hire Date: 9/28/2018	2-6, 8, 10-12, 14-15, 18-19, 21-24, 26-27, 29-43	5
Sales Account Associate Open Date: 8/22/2018 Hire Date: 9/4/2018	1-6, 8, 10-12, 14-15, 18-19, 21-24, 27, 29-43	5

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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 : rrobinson@bates.ctc.edu Roland Robinson	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	17
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	Current Employee	N	5
8	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
9	Employee Referral	N	4
10	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818-654-0870 Jeff Palmatier Manual Posting	N	0
11	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
12	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
13	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94941 Phone : 415-339-9105 Url : https://www.glassdoor.com Lee-Anne Farley	N	1

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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	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
15	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
16	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6802 Url : www.indeed.com Career Services Manual Posting	N	8
17	JournalismJobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-508-7386 Email : info@journalismjobs.com Career Services	N	1
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
19	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com/ Career Services Manual Posting	N	2
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 : http://www.medialine.com Email : medialine@medialine.com Career Services	N	0
23	Missouri Career Center 15301 East 23rd Street Independence, Missouri 64055 Phone : 816-521-5700 Email : tom.lay@ded.mo.gov Tom Lay	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
25	Napoli Management 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211-3697 Phone : 310-385-8222 Url : http://tvtaent.com/ Career Services Manual Posting	N	1

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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	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-683-5020 Url : https://recruitmilitary.com Robert Walker Manual Posting	N	0
28	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
29	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
30	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
31	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

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32	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
33	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
34	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
35	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
36	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

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37	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
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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			40

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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	10/19/2017	Participation in events or programs sponsored by educational institutions	A KMBC Meteorologist gave a tour of the station's weather center to University of Missouri-Kansas City "Intro to Weather & Climate" class and spoke to them about his career and education.	1	Meteorologist
2	10/25/2017	Participation in events or programs sponsored by educational institutions	Students from Lawson High School, who participate in a broadcast news/journalism class, visited KMBC's newsroom which was hosted by the station 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 Anchor Operations Technician Producer
3	11/28/2017	Participation in events or programs sponsored by educational institutions	KMBC evening news Anchors spoke to a group of students who visited from the University of Kansas William Allen White School of Journalism and Mass Communication department. The group was from an advanced TV reporting and producing class.	2	Anchor Anchor
4	12/7/2017	Participation in events sponsored by community groups	PREP-KC provides students in partner schools with opportunities to engage with professionals and higher education faculty to help them explore future career options. 6th graders from Argentine Middle School formed small groups and interviewed professionals about their jobs, education and experience. An Operations Technician from KMBC provided insight of the various jobs within the television industry.	1	Operations Technician
5	1/9/2018	Participation in events or programs sponsored by educational institutions	KMBC Chief Meteorologist spoke with Blue Valley Northwest High School students participating in a student news program about climate change.	1	Chief Meteorologist
6	2/26/2018	Participation in Job Fairs	KMBC/KCWE Digital Media Manager participated in the Kansas Association of Broadcasters Student Seminar, Student Awards and Career Fair at Kansas State University. Students interested in digital media jobs were interviewed.	1	Digital Media Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	4/9/2018	Provision of training to management	Station managers participated in a training session at KMBC, conducted by Hearst Director of Veteran Recruiting, on recruiting and hiring US military veterans.	10	President/GM News Director Director of Sales Creative Services Director
8	6/8/2018	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
9	8/28/2018	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, 7 students from the following universities participated in the program: Arizona State University Pepperdine University Syracuse University University of Arkansas-Fayetteville University of Kansas University of Missouri-Kansas City	1	Director of Community Affairs
10	9/4/2018	Establishment of training programs for station personnel	KMBC sales department established a new Account Executive in training position. The position will allow the person to learn various aspects of television sales, and after one year of job training, will help prepare the employee to sell television commercial air time as a full time Account Executive.	1	Director of Sales