

KCTV, KSMO
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
Sales Support Coordinator - KCTV/KSMO	1-5, 7, 11, 13-16, 18-21, 24, 26-31, 33	4
Multimedia Journalist - KCTV/KSMO	1, 3, 5, 8, 10-11, 14-16, 18-21, 24, 26-33	32
News Producer - KCTV5/KSMO	1-3, 5, 10-11, 14-16, 18-21, 24, 26-31, 33	14
Executive Producer - KCTV/KSMO	1-3, 5, 9-11, 14-16, 18-21, 24, 26-31, 33	9
Multimedia Journalist - Sports	1-3, 5, 7-8, 10-21, 23-31, 33	17
Multimedia Producer - KCTV	1-3, 5, 7-8, 10-16, 18-21, 23-31, 33	19
Multimedia Producer - KCTV	1-3, 5, 7-8, 10-16, 18-21, 23-31, 33	19
News Producer KCTV5	1-3, 5-8, 10-16, 18-21, 23-31, 33	6
News Producer KCTV5	1-3, 5, 7-8, 10-16, 18-31, 33	22
News Producer KCTV5	1-3, 5, 7-8, 10-16, 18-31, 33	22
Maint Engineer	1-5, 7-8, 10-16, 18-21, 23-31, 33	4
Sales Support Coordinator	1-3, 5, 7-8, 10-21, 23-31, 33	17

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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	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
2	American Indian Council 310 Armour Road Kansas City, Missouri 64116 Phone : 816-471-4898 Url : http://www.kcindiancenter.org Fax : 1-816-471-8543 Angelina Cully	N	0
3	Avila University 11901 Wornall Road Kansas City, Missouri 64145 Phone : 816-501-3767 Url : http://www.avila.edu Email : careers@avila.edu Elizabeth McKinley	N	0
4	Employee Referral	N	2
5	Full Employment Council 1740 Paseo Kansas City, Missouri 64108 Phone : 816-471-2330 Url : http://www.feckc.org Email : arobins@feckc.org Andrea Robins	N	0
6	GlassDoor.com - not directly contacted by SEU	N	1
7	Haskell Indian Nations University 155 Indian Ave Lawrence, Kansas 66046 Phone : 785-749-8437 Url : http://www.haskell.edu Fax : 1-785-749-8429 Tina Tourtillott	N	0

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8	IBEW Local 53 1100 Admiral Blvd. Room 211 Kansas City, Missouri 64106 Phone : 816--421-5464 Url : http://www.ibewlocal53.org Fax : 1-816-842-1447 Jim Lynch	N	0
9	Internet Ad-not directly contacted by SEU	N	1
10	Johnson County Community College 12345 College Blvd Overland Park, Kansas 66210 Phone : 913-469-3870 Url : http://www.jcc.edu Fax : 1-913-469-3825 Crystal Stokes	N	0
11	Kansas Association of Broadcasters 2709 SW 29th Street Topeka, Kansas 66614 Phone : 785-235-1307 Url : http://www.mbaweb.org Email : kent@kab.net Kent Cornish	N	0
12	Kansas City Art Institute 4415 Warwick Kansas City, Missouri 64145 Phone : 816-802-3444 Url : http://www.kcai.edu Email : afish@kcai.edu Ari Fish	N	0
13	Kansas Workforce Partnership 626 Minnesota Ave Kansas City, Kansas 66101 Phone : 913-279-2600 Url : http://www.workforcepartnership.com Fax : 1-913-342-9676 Danica Rhone	N	0
14	KCTV/KSMO Web Page 4500 Shawnee Mission Parkway Fairway, Kansas 66205 Phone : 913-677-5555 Url : http://www.kct5.com Email : monica.ngo@kctv5.com Monica Ngo	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
15	KU School of Journalism 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-7630 Url : http://www.journalism.ku.edu Email : steve_rottinghaus@ku.edu Steve Rottinghaus	N	0
16	Lindenwood University 209 S. Kingshighway Saint Charles , Missouri 63301 Phone : (636) 627 2917 Url : www.lindenwood.edu Natalie Soucy Manual Posting	N	0
17	Linked In - not directly contacted by SEU	N	2
18	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 706-364-7564 Url : http://www.medialine.com Email : medialine@medialine.com Charles Mills	N	0
19	Meredith Corporation Web site 1716 Locust Des Moines, Iowa 50309 Phone : 515-284-2159 Url : http://www.meredith.com Email : monica.ngo@kctv5.com Monica Ngo	N	2
20	Mid America Nazarene University 2030 E. College Way Olathe, Kansas 66062 Phone : 913-791-3382 Url : http://www.mnu.edu Fax : 1-573-634-8258 Mark Hamilton	N	0
21	MO Broadcasters Association P.O. Box 104445 Jefferson City, Missouri 65110 Phone : 513-791-3382 Url : http://www.mbaweb.org Email : tharper@mbaweb.org Terry Harper	N	0

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22	Non-Employee Referral	N	2
23	Park University 8700 NW River Park Drive Parkville, Missouri 64152 Phone : 816-741-2000 Url : http://www.park.edu Fax : 1-816-505-5445 Leah Fletcher	N	0
24	Penn Valley Community College 3201 SW Trafficway Kansas City, Missouri 64111 Phone : 816-759-4155 Url : http://www.mcckc.edu/ Email : maggie.garcia@mcckc.edu Maggie Garcia	N	0
25	Rockhurst University 1100 Rockhurst Road Kansas City, Missouri 64110 Phone : 816-501-4861 Url : http://www.rockhurst.edu Fax : 1-816-501-4822 Mike Theobald	N	0
26	TV Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : admin@tvjobs.com Job Listings	N	0
27	United Minority Media Association 5511 Woodland Ave. Suite 1 Kansas City, Missouri 64110-2921 Phone : 816-822-8866 Email : ummaseventyfour@yahoo.com Fax : 1-816-822-8002 M.C Richardson	N	0

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28	University of Missouri-Kansas City 4825 Troost Suite 205 Kansas City, Missouri 64110 Phone : 816-471-0550 Url : http://www.umkc.edu Email : career@missouri.edu Fax : 1-816-417-3064 Greg Hayes	N	0
29	Via Media 6299 Nall Ave Suite 210. Mission, Kansas 66202 Phone : 913-825-4988 Url : www.viamediatv.com Taylor Rubin Manual Posting	N	0
30	William Jewell College 500 College Hill Liberty, Missouri 64068 Phone : 816-781-7700 Url : http://www.williamjewell.edu Email : careerdevelopment@william.jewell.edu Fax : 1-816-415-5027 Marissa Bland	N	0
31	Women's Employment Network 920 Main Suite 100 Kansas City, Missouri 64105 Phone : 816-822-8083 Url : http://www.kcwen.org Email : tbomar@kcwen.org Tonia Bomar	N	0
32	Word of Mouth Referral	N	1
33	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:			8

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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	11/30/2020	Provision of training to management	Department head managers and middle managers participated in the Inclusive Leadership - Unconscious Bias Training offered by Meredith/KCTV/Paradigm. This training increases awareness of bias and it's impact. Meredith commitment to educate and help our leaders connect their employees with different experiences and backgrounds.	10	GM/VP Director of Sales Director of Engineering HR Director
2	4/9/2021	Establishment of training programs for station personnel	All KCTV/KSMO employees participated in the Anti-Harassment training conducted by Meredith's learning portal. This training discusses Meredith and KCTV/KSMO's commitment to providing equal opportunity and treatment in all aspects of employment, including intolerance of any illegal discrimination or harassment of any kind. In addition, managers/supervisors must participate in additional anti-harassment training.	120	VP/General Manager Director of Sales Director of Engineering Director of News
3	5/13/2021	Provision of training to management	All KCTV/KSMO managers were required to participate in the Performance Management training. This training provides effective performance management tools and philosophies for managers to be successful.	9	VP/General Manager Director of Sales Local Sales Manager Local Sales Manager
4	8/25/2021	Participation in job banks, internet programs and other programs designed to promote outreach	KCTV/KSMO participated in the virtual booth for the the Asian American Journalist Association Conference. This conference gives applicants different platforms to connect with leaders in the broadcast industry. KCTV/KSMO Meredith is committed in being out in the community and to building our applicant pipeline.	1	News Director