

**KYTV, KYCW, and KSPR  
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**

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
1	KYTV on-air job advertisement	No	1
2	KYTV website – <a href="http://www.ky3.com">www.ky3.com</a>	No	8
3	KY3, Inc. internal posting – bulletin boards throughout building and an email to all staff	No	6
4	KYCW on-air job advertisement	No	
5	KSPR on-air job advertisement	No	
6	KSPR website – <a href="http://www.kspr.com">www.kspr.com</a>	No	
7	Gray Television Group website – <a href="http://www.gray.tv/applynow">www.gray.tv/applynow</a>	No	3
8	Ozarks Technical Community College 417-895-7207 <a href="https://students.otc.edu/careerservices/">https://students.otc.edu/careerservices/</a>	No	
9	University of Missouri – Columbia 573-882-4821 <a href="http://www.hiremizzoutigers.com">www.hiremizzoutigers.com</a>	No	1
10	TVJobs.com 800-374-0119 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	8
11	Missouri Career Center 417-887-4343 <a href="http://www.jobs.mo.gov">www.jobs.mo.gov</a>	No	
12	Missouri State University – Career Center 417-836-5636 <a href="http://careercenter.missouristate.edu">http://careercenter.missouristate.edu</a>	No	
13	Kansas State University – Career & Employment Services 785-532-6011 <a href="http://www.k-state.edu/careercenter/">http://www.k-state.edu/careercenter/</a>	No	
14	Southwest Baptist University 417-328-1610 <a href="https://www.collegecentral.com/sbuniv/">https://www.collegecentral.com/sbuniv/</a>	No	
15	Drury University 417-873-7284 <a href="https://www.collegecentral.com/drury/">https://www.collegecentral.com/drury/</a>	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Oklahoma State University 405-744-5000 <a href="http://www.hireosugrads.com/">http://www.hireosugrads.com/</a>	No	
17	St. Louis University 314-977-2828 <a href="https://myslu.slu.edu/">https://myslu.slu.edu/</a>	No	
18	Springfield Chamber of Commerce 417-862-5567 <a href="http://www.springfieldchamber.com">www.springfieldchamber.com</a>	No	
19	Northwest Missouri State University 660-562-1212 <a href="https://nwmissouri-csm.symlicity.com/">https://nwmissouri-csm.symlicity.com/</a>	No	
20	College of the Ozarks 800-222-0525 <a href="http://www.collegecentral.com/cofo">www.collegecentral.com/cofo</a>	No	
21	DeVry University 866-338-7934 <a href="https://www.devry.edu/why-devry/career-services/career-assistance.html">https://www.devry.edu/why-devry/career-services/career-assistance.html</a>	No	
22	Missouri Broadcasters Association 573-636-6692 <a href="http://www.mbaweb.org">www.mbaweb.org</a>	No	
23	Lincoln University 573-681-5000 <a href="https://www.lincolnu.edu/web/career-center">https://www.lincolnu.edu/web/career-center</a>	No	
24	Missouri Southern State University 417-625-9300 <a href="http://www.mssu.edu/student-affairs/career-services/">http://www.mssu.edu/student-affairs/career-services/</a>	No	
25	Missouri Western State University 816-271-4200 <a href="https://www.missouriwestern.edu/careerdevelopment/">https://www.missouriwestern.edu/careerdevelopment/</a>	No	
26	The University of Kansas 785-864-2700 <a href="http://www.careers.ku.edu">www.careers.ku.edu</a>	No	
27	University of Missouri – Kansas City 816-235-1000 <a href="https://umkc-csm.symlicity.com/">https://umkc-csm.symlicity.com/</a>	No	
28	Broadcast Center 314-647-8181 <a href="http://www.broadcastcenterinfo.com/">http://www.broadcastcenterinfo.com/</a>	No	

<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>
29	RTDNA 202-659-6510 <a href="http://www.rtdna.org">www.rtdna.org</a>	No	
30	National Press Photographer's Association 800-289-6772 <a href="http://www.nppa.org">www.nppa.org</a>	No	
31	Medialine 800-237-8073 <a href="http://www.medialine.com">www.medialine.com</a>	No	
32	National Academy of Television Arts & Sciences 314-963-0661 <a href="http://jobbank.emmyonline.org/">http://jobbank.emmyonline.org/</a>	No	
33	Journalismjobs.com 510-653-1521 <a href="http://www.journalismjobs.com">www.journalismjobs.com</a>	No	
34	602 Communications 919-217-4438 <a href="http://602communications.com/">http://602communications.com/</a>	No	
35	National Association of Black Journalists 301-445-7100 <a href="http://www.nabjcareers.org">www.nabjcareers.org</a>	No	
36	AdWeek 212-389-2000 <a href="http://www.tvspy.com">www.tvspy.com</a>	No	
37	B-roll.net 202-486-8842 <a href="http://www.b-roll.net">www.b-roll.net</a>	No	
38	Broadcast & Cable Classified Ads 781-734-8841 <a href="http://www.broadcastingcable.com">www.broadcastingcable.com</a>	No	
39	Spotsndots.com 888-884-2630 <a href="http://www.spotsndots.com">www.spotsndots.com</a>	No	
40	Indeed.com <a href="http://www.indeed.com">www.indeed.com</a>	No	5
41	Gracie Center – MSU Multi-Cultural Center 417-836-5652 <a href="http://careercenter.missouristate.edu">http://careercenter.missouristate.edu</a>	No	

<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>
42	Arkansas Tech University 479-968-0237 <a href="https://www.atu.edu">https://www.atu.edu</a>	No	
43	Central Methodist University 877-268-1854 <a href="https://www.centralmethodist.edu">https://www.centralmethodist.edu</a>	No	
44	Columbia College of Missouri 573-875-8700 <a href="https://www.ccis.edu">https://www.ccis.edu</a>	No	
45	Lindenwood University 636-949-4949 <a href="https://www.lindenwood.edu">https://www.lindenwood.edu</a>	No	
46	The University of Oklahoma 405-325-0311 <a href="https://www.ou.edu">https://www.ou.edu</a>	No	
47	University of Arkansas Fayetteville 479-575-2000 <a href="https://www.uark.edu">https://www.uark.edu</a>	No	
48	University of Central Missouri 660-543-4111 <a href="https://www.ucmo.edu">https://www.ucmo.edu</a>	No	
49	Webster University 417-883-0200 <a href="https://www.webster.edu">https://www.webster.edu</a>	No	
50	Wichita State University 316-978-3456 <a href="https://www.wichita.edu">https://www.wichita.edu</a>	No	
51	University of Central Oklahoma 405-974-2727 <a href="https://www.uco.edu">https://www.uco.edu</a>	No	
52	Missouri Baptist University 314-434-1115 <a href="https://www.mobap.edu">https://www.mobap.edu</a>	No	
53	University of Arkansas – Pine Bluff 870-575-8000 <a href="https://www.uabp.edu">https://www.uabp.edu</a>	No	
54	Harding University 501-279-4000 <a href="https://www.harding.edu">https://www.harding.edu</a>	No	

<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>
55	Northeastern State University 918-456-5511 <a href="https://www.nsuok.edu">https://www.nsuok.edu</a>	No	
56	Word of Mouth	No	
57	Referral	No	17
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			49

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participated in Job Fair	On 9/17/2019, KYTV's Assistant News Director participated Missouri State University's Arts & Letters Career Fair.
<b>2</b>	Participated in Job Fair	On 4/13/2019, our General Manager and News Director participated in the Missouri College Media Associations and Missouri Broadcast Educators Association annual Career Fair.
<b>3</b>	Participated in Job Fair	On 3/7/2019, KYTV's News Director participated in the Oklahoma State University's career fair for journalism students
<b>4</b>	Participated in Job Fair	On 3/11/2019, KYTV's News Director participated in the University of Missouri Columbia career fair for journalism students
<b>5</b>	Participated in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	During the reporting year, twelve area high school students interested in the field of journalism job shadowed in our news room.
<b>6</b>	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	On 6/7/2019, our General Manager, General Sales Manager, and Account Executives attended the Missouri Broadcasters Association Conference.
<b>7</b>	Participated in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On 9/26/2019, KYTV's Multi Media Journalist participated in career day at Bolivar High School.
<b>8</b>	Participated in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On 2/7/2019, KYTV's News Director spoke to a journalism class at the University of Missouri Columbia.
<b>9</b>	Internship Program	KYTV has an active internship program. We offer the opportunity to intern in various departments within the station to students enrolled in college. During this reporting year,

		<p>we had the following interns:</p> <p>Spring Semester: Three journalism students interned with our news department. The students were from Missouri State University.</p> <p>Summer Semester: Three journalism students interned with our news department. The students were from Arkansas State University, Olivet Nazarene University, and Liberty University.</p>
<b>10</b>	Scholarship Program	<p>KYTV funds and administers a scholarship program each year. High school and college students in the Springfield, MO DMA are encouraged to apply for two scholarships based on their interest in the field of journalism. Recipients are chosen by the department heads in an anonymous application process (name of the applicant is deleted so awarding scholarship is done on a merit basis). Each recipient receives a \$1,000 scholarship.</p>
<b>11</b>	Provide EEO Training to Management Level Personnel	<p>On 6/20/19, the Office Manager participated in a webinar, "The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Stations" presented by Joan Stewart of Wiley Rein, LLP.</p>