

**KYTV, KYCW-LD and employees at KSPR**  
**EEO PUBLIC FILE REPORT**  
**February 16, 2016 – September 30, 2016<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
KYTV Sales Account Executive	1-4, 9-23, 26-29, 35, 36	35
KSPR News Producer	3, 5-7, 7-23, 25-29	3
KSPR News Reporter	5-7, 7-23, 25-29, 35, 36	12
KSPR Sales Account Executive	1-6, 8, 10-19, 22-29, 35, 36	36
Receptionist	1-10	1
KSPR Multimedia Journalist	5-36	6
KSPR Morning Meteorologist	6, 7, 9-10, 11-18, 21-30, 32, 35, 36	12
KSPR Weekend Meteorologist	6, 7, 9-10, 11-18, 21-30, 32, 35, 36	12
Digital Stats Coordinator	1-29, 35, 36	36
Regional Marketing Specialist	1-4, 7, 11, 14, 20, 30, 35, 36	1
KYTV News Producer	1-4, 7, 9-29, 35, 36	3
KYTV Multi-Media Journalist	1-4, 7-21, 24-31, 35, 36	2
KSPR National Sales Manager	3, 5-30, 35, 36	36

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<sup>1</sup> KYTV and KYCW-LD were acquired by Gray Television Licensee, LLC on February 16, 2016. This report covers only the period of time since Gray Television acquired the stations. Additionally, Gray Television Licensee, LLC programs KSPR. As required, this report reflects recruitment activity for Gray employees that work at KSPR.

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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	3
2	KYTV website – <a href="http://www.ky3.com">www.ky3.com</a>	No	4
3	KY3, Inc. Internal Posting – bulletin board through building and email to all staff	No	14
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	1
7	Gray Television Group – internal posting to all Gray employees	No	
8	Gracie Center – MSU Multi-Cultural Center 901 S. National; Springfield, MO <a href="http://careercenter.missouristate.edu">http://careercenter.missouristate.edu</a>	No	
9	Ozarks Technical Community College 417-895-7207 <a href="http://www.collegecentral.com/otc">www.collegecentral.com/otc</a>	No	
10	Indeed.com – <a href="http://www.indeed.com">www.indeed.com</a>	No	3
11	University of Missouri-Columbia 573-882-4821 Hiremizzoutigers.com	No	
12	TVjobs.com 800-374-0119 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	14
13	Missouri Career Center 417-887-4343 <a href="http://Jobs.mo.gov/employer/login.aspx">Jobs.mo.gov/employer/login.aspx</a>	No	
14	Missouri State University – Career Center 417-836-5636 <a href="http://careercenter.missouristate.edu">http://careercenter.missouristate.edu</a>	No	
15	Kansas State University – Career & Employment Services 785-532-6011 <a href="https://www.myinterfase.com/kstate/employer">https://www.myinterfase.com/kstate/employer</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>
16	Southwest Baptist University 417-328-1610 <a href="mailto:careerservices@sbuniv.edu">careerservices@sbuniv.edu</a>	No	
17	Drury University 417-873-7284 Collegecentral.com/drury	No	
18	Oklahoma State University 405-744-5000 <a href="https://www.myinterfase.com/okstate/employer">https://www.myinterfase.com/okstate/employer</a>	No	
19	St. Louis University 314-977-2828 <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	No	
20	Springfield Chamber of Commerce 417-862-5567 <a href="http://www.springfieldchamber.com">www.springfieldchamber.com</a>	No	
21	Northwest Missouri State University 660-562-1212 <a href="http://www.nwmissouri.edu/careerserv.employers/index.htm">www.nwmissouri.edu/careerserv.employers/index.htm</a>	No	
22	College of the Ozarks 800-222-0525 Collegecentral.com/cofo	No	
23	DeVry University 866-338-7934 <a href="mailto:Kcc-careerservices@devry.edu">Kcc-careerservices@devry.edu</a>	No	
24	Everest College 888-741-4270 <a href="mailto:agannon@cci.edu">agannon@cci.edu</a>	No	
25	Lincoln University 573-681-5000 <a href="mailto:canadar@lincolnu.edu">canadar@lincolnu.edu</a>	No	
26	Missouri Southern State University 417-625-9300 <a href="http://www.myinterfase.com/mssu/employer">www.myinterfase.com/mssu/employer</a>	No	
27	Missouri Western State University 816-271-4200 <a href="http://www.myinterfase.com/missouriwestern/employer">www.myinterfase.com/missouriwestern/employer</a>	No	
28	The University of Kansas 785-864-2700 Careers.ku.edu	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	University of Missouri – Kansas City 816-235-1000 <a href="http://UMKC-CSM.SYMPPLICITY.COM/EMPLOYERS">http://UMKC-CSM.SYMPPLICITY.COM/EMPLOYERS</a>	No	
30	Broadcast Center 314-647-8181 <a href="mailto:placement@broadcastcenterinfo.com">placement@broadcastcenterinfo.com</a>	No	
31	RTNDA 202-659-6510 <a href="http://www.rtna.org">www.rtna.org</a>	No	
32	National Press Photographer's Association 800-289-6772 <a href="http://www.nppa.org">www.nppa.org</a>	No	
33	Medialine 800-237-8073 <a href="http://www.medialine.com">www.medialine.com</a>	No	
34	National Academy of Television Arts & Sciences 314-963-0661 Jobbank.emmyonline.org	No	
35	Word of mouth	No	6
36	Referral	No	8
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>53</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On 3/17/16, our Community Relations Director spoke at the Blue Eye High School Career Day
<b>2</b>	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	On 6/11/16, our General Manager, Community Relations Director, General Sales Manager, Account Executives, Promotions Director and staff attended the Missouri Broadcasters Association Conference. General Sales Manager is the convention chair
<b>3</b>	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	On 9/14/16, our Community Relations Director attended the Missouri State University Civic Engagement Conference
<b>4</b>	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	On 9/15-17/16, our General Sales Manager and an account executive attended the National Association of Broadcasters SMTE conference.
<b>5</b>	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On April 2016, our General Sales Manager attended the Missouri University Advisory Council event for the Department of Communications
<b>6</b>	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	During this reporting year, four area high school students interested in the field of journalism job shadowed in our news rooms.
<b>7</b>	Internship Program	<p>KY3 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, we had the following interns:</p> <p>Spring Semester: Two journalism students interned in our news department. The students were from Drury University and Ozark Technical Community College.</p> <p>Summer Semester: Six journalism students interned in our news department. The students were from University of Missouri (3), Liberty University,</p>

		<p>Southwest Baptist University, University of Central Missouri.</p> <p>Fall Semester: We have one journalism student interning with our news department during the Fall Semester. The student is from Missouri State University.</p>
16	Scholarship program	<p>KY3 funds and administers a scholarship program each year. High school and college students in the Springfield, MO DMA are encouraged to apply for 2 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 of scholarship is done on a merit basis). Each recipient receives a \$1,000 scholarship.</p>