

**KYTV, KYCW, and KSPR  
EEO PUBLIC FILE REPORT  
October 1, 2021 – September 30, 2022**

## I. VACANCY LIST

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

[illegible]

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**II. MASTER RECRUITMENT SOURCE LIST (“MRS�”)**

<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	7
2	KYTV website – <a href="http://www.ky3.com">www.ky3.com</a>	No	6
3	KY3, Inc. internal posting – bulletin boards throughout building and an email to all staff	No	4
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	9
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	
10	TVJobs.com 800-374-0119 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	
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.symplicity.com/">https://nwmissouri-csm.symplicity.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.symplicity.com/">https://umkc-csm.symplicity.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	Arkansas Tech University 479-968-0237 <a href="https://www.atu.edu">https://www.atu.edu</a>	No	
41	Central Methodist University 877-268-1854 <a href="https://www.centralmethodist.edu">https://www.centralmethodist.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	Columbia College of Missouri 573-875-8700 <a href="https://www.ccis.edu">https://www.ccis.edu</a>	No	
43	Lindenwood University 636-949-4949 <a href="https://www.lindenwood.edu">https://www.lindenwood.edu</a>	No	
44	The University of Oklahoma 405-325-0311 <a href="https://www.ou.edu">https://www.ou.edu</a>	No	
45	University of Arkansas Fayetteville 479-575-2000 <a href="https://www.uark.edu">https://www.uark.edu</a>	No	
46	University of Central Missouri 660-543-4111 <a href="https://www.ucmo.edu">https://www.ucmo.edu</a>	No	
47	Webster University 417-883-0200 <a href="https://www.webster.edu">https://www.webster.edu</a>	No	
48	Wichita State University 316-978-3456 <a href="https://www.wichita.edu">https://www.wichita.edu</a>	No	
49	University of Central Oklahoma 405-974-2727 <a href="https://www.uco.edu">https://www.uco.edu</a>	No	
50	Harding University 501-279-4000 <a href="https://www.harding.edu">https://www.harding.edu</a>	No	
51	Missouri Baptist University 314-434-1115 <a href="https://www.mobap.edu">https://www.mobap.edu</a>	No	
52	Northeastern State University 918-456-5511 <a href="https://www.nsuok.edu">https://www.nsuok.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	University of Central Arkansas 501-450-5000 <a href="https://uca.edu">https://uca.edu</a>		

<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	Indeed.com <a href="http://www.indeed.com">www.indeed.com</a>	No	12
56	LinkedIn <a href="http://www.linkedin.com">www.linkedin.com</a>	No	7
57	Word of Mouth	No	
58	Referral	No	22
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>67</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>	Provide EEO Training to Management Level Personnel	On 2/17/2022, 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.
<b>2</b>	Participated in Job Fair	On 1/25/2022, KYTV’s News Director participated in the University of Missouri Columbia Career Fair for journalism students.
<b>3</b>	Participated in Job Fair	On 3/23/2022, KYTV’s News Director participated in the University of Central Missouri’s virtual Digital Media Production career fair.
<b>4</b>	Host Job Fair	On 4/1/2022, KYTV sponsored a job fair held at the Ozark Empire Fairgrounds. KYTV invited over 50 other businesses to participate and widely promoted the event. KYTV’s General Manager and General Sales Manager attended to interview job candidates.
<b>5</b>	Management Training	On 6/23/2022, KYTV staff participated Implicit Bias Training presented by the Community Partnership of the Ozarks.
<b>6</b>	Participated in Events or Programs Sponsored by Community Groups Interested in Broadcast Employment Issues	On 6/10/2022, KYTV’s General Manager, General Sales Manager, and Account Executives attended the Missouri Broadcasters Association Conference.