

KYTV, KYCW, and KSPR
EEO PUBLIC FILE REPORT
October 1, 2017 – September 30, 2018

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
Multi Media Journalist	1-28, 31, 32, 34, 40	7
Sports Multi Media Journalist	1-28, 31, 32, 34, 40	7
Multi Media Journalist	1-28, 31, 32, 34, 40, 43	43
Account Executive	1-7, 10, 12, 18, 22, 40, 43	43
Multi Media Journalist	1-28, 31, 32, 34, 40	7
Digital Sales Manager	1-7, 10, 12, 18, 22, 40, 43	43
Producer	1-28, 31, 32, 34, 40	2
Producer	1-28, 31, 32, 34, 40	3
Account Executive	1-7, 10, 12, 18, 22, 40	3
Weekend Sports Anchor/MMJ	1-28, 31, 32, 34, 40	10
Creative Services Producer	1-13, 15, 17-18, 20, 22, 31, 34, 40	7
Multi Media Journalist	1-28, 31, 32, 34, 40, 43	43
Multi Media Journalist	1-28, 31, 32, 34, 40	7
Marketing Director	1-29, 31, 32, 34, 40, 43	43
Account Executive	1-7, 10, 12, 18, 22, 40, 43	43
Producer	1-28, 31, 32, 34, 40, 43	43
Multi Media Journalist	1-28, 31, 32, 34, 40	10
Multi Media Journalist	1-28, 31, 32, 34, 40, 43	43

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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	KYTV on-air job advertisement	No	2
2	KYTV website – www.ky3.com	No	1
3	KY3, Inc. internal posting – bulletin boards throughout building and an email to all staff	No	3
4	KYCW on-air job advertisement	No	
5	KSPR on-air job advertisement	No	
6	KSPR website – www.kspr.com	No	
7	Gray Television Group website – www.gray.tv/applynow Posts automatically to Indeed.com (source 40)	No	13
8	Ozarks Technical Community College 417-895-7207 https://students.otc.edu/careerservices/	No	
9	University of Missouri – Columbia 573-882-4821 www.hiremizzoutigers.com	No	3
10	TVJobs.com 800-374-0119 www.tvjobs.com	No	6
11	Missouri Career Center 417-887-4343 www.jobs.mo.gov	No	
12	Missouri State University – Career Center 417-836-5636 http://careercenter.missouristate.edu	No	
13	Kansas State University – Career & Employment Services 785-532-6011 http://www.k-state.edu/careercenter/	No	
14	Southwest Baptist University 417-328-1610 https://www.collegecentral.com/sbuniv/	No	
15	Drury University 417-873-7284 https://www.collegecentral.com/drury/	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 http://www.hireosugrads.com/	No	
17	St. Louis University 314-977-2828 https://myslu.slu.edu/	No	
18	Springfield Chamber of Commerce 417-862-5567 www.springfieldchamber.com	No	
19	Northwest Missouri State University 660-562-1212 https://nwmissouri-csm.symplicity.com/	No	
20	College of the Ozarks 800-222-0525 www.collegecentral.com/cofo	No	
21	DeVry University 866-338-7934 https://www.devry.edu/why-devry/career-services/career-assistance.html	No	
22	Missouri Broadcasters Association 573-636-6692 www.mbaweb.org	No	
23	Lincoln University 573-681-5000 https://www.lincolnu.edu/web/career-center	No	
24	Missouri Southern State University 417-625-9300 http://www.mssu.edu/student-affairs/career-services/	No	
25	Missouri Western State University 816-271-4200 https://www.missouriwestern.edu/careerdevelopment/	No	
26	The University of Kansas 785-864-2700 www.careers.ku.edu	No	
27	University of Missouri – Kansas City 816-235-1000 https://umkc-csm.symplicity.com/	No	
28	Broadcast Center 314-647-8181 http://www.broadcastcenterinfo.com/	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	RTDNA 202-659-6510 www.rtdna.org	No	
30	National Press Photographer's Association 800-289-6772 www.nppa.org	No	
31	Medialine 800-237-8073 www.medialine.com	No	
32	National Academy of Television Arts & Sciences 314-963-0661 http://jobbank.emmyonline.org/	No	
33	Journalismjobs.com 510-653-1521 www.journalismjobs.com	No	
34	602 Communications 919-217-4438 http://602communications.com/	No	
35	National Association of Black Journalists 301-445-7100 www.nabjcareers.org	No	
36	AdWeek 212-389-2000 www.tvspy.com	No	
37	B-roll.net 202-486-8842 www.b-roll.net	No	
38	Broadcast & Cable Classified Ads 781-734-8841 www.broadcastingcable.com	No	
39	Spotsndots.com 888-884-2630 www.spotsndots.com	No	
40	Indeed.com www.indeed.com	No	2
41	Gracie Center – MSU Multi-Cultural Center 417-836-5652 http://careercenter.missouristate.edu	No	
42	Word of Mouth	No	4
43	Referral	No	24

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWEES OVER REPORTING PERIOD			58

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participated in Job Fair	On 1/15/2018, KYTV participated in the Multicultural Festival Career Fair at Missouri State University. Participants included the General Sales Manager, Marketing Director, General Manager and Community Relations Manager.
2	Participated in Job Fair	On 2/16/2018, KYTV's News Director participated in a Southeast Journalist Conference Career Fair.
3	Participated in Job Fair	On 3/16/2018, KYTV's News Director participated in the University of Missouri Columbia Career Fair for journalism students.
4	Participated in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	During the reporting year, four (4) area high school students interested in the field of journalism job shadowed in our news room.
5	Participated in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On 12/7/2018, KYTV's Weekend Meteorologist participated in career day at Pleasant Hope High School.
6	Participated in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On 2/1/2018, KYTV's Morning Meteorologist participated in career day at Parkview High School.
7	Participated in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On 3/1/2018, KYTV's Community Relations Manager participated in career day at Blue Eye High School.
8	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	On 6/1/18, our General Manager, General Sales Manager, and Account Executives attended the Missouri Broadcasters Association Conference.
9	Internship Program	KYTV has an active internship program. We offer the opportunity to intern in various departments within the station to students

		<p>enrolled in college. During this reporting year, we had the following interns:</p> <p>Spring Semester: One journalism student interned with our news department. The student was from Missouri State University.</p> <p>Summer Semester: One journalism student interned with our news department. The student was from University of Missouri.</p> <p>Fall Semester: One journalism student interned with our news department. The student was from Missouri State University.</p>
10	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>