

KY3, INC. EEO PUBLIC FILE REPORT - RECRUITMENT SOURCES					
The following is a list of Prong 1 & Prong 2 recruitment sources used by the Reporting Station during the Reporting Period 10/1/11 - 9/30/12 (including the number of interviewees referred during the reporting period)					
** Organizations requesting notifications of open positions					
# of Interviewees	Recruitment Source Information	Address	Phone	Contact	Email or Website
23	KYTV on-air job advertisement	999 West Sunshine Springfield, Mo. 65807	417-268-3000		
43	KYTV web site	999 West Sunshine Springfield, Mo. 65807	417-268-3000		www.ky3.com
47	KY3, Inc. internal posting	999 West Sunshine Springfield, Mo. 65807	417-268-3000		
7	K15CZ / The Ozarks CW on-air job advertisement	999 West Sunshine Springfield, Mo. 65807	417-268-3000		
0	KSPR on-air job advertisement	999 West Sunshine Springfield, Mo. 65807	417-831-1333		
4	KSPR web site	999 West Sunshine Springfield, Mo. 65807	417-831-1333		www.kspr.com
1	Schurz Communications, Inc.	1301 E. Douglas Ave Mishawaka, IN. 46545	574-247-7245	Rachel Adkins	www.schurz.com
0	Gracie Center - MSU Multi-Cultural Center	901 S. National Springfield, Mo. 65897	417-836-5652		
0	National Association of Black Journalists	1100 Knight Hall, Ste. 3100 College Park, MD. 20742	301-445-7100		
0	Ozarks Technical Community College	P.O. Box 5958 Springfield, Mo. 65801	417-895-7207		www.collegecentral.com/otc
0	Springfield NAACP	P.O. Box 8983 Springfield, Mo. 65801	417-866-8779		
0	Truman State University - McKinney Center	100 E. Normal Kirksville, Mo. 63501-4221	660-785-4366		http://uark.experience.com
0	University of Missouri-Columbia	120 Neff Hall Columbia, Mo. 65211-1200	573-882-4821		journalism@missouri.edu
0	Evangel University	1111 N. Glenstone Springfield, Mo. 65802	417-865-2815		http://www.collegecentral.com/evangel
7	TVJobs.com	P.O. Box 4116 Oceanside, CA. 92052	800-374-0119		www.tvjobs.com jobs@tvjobs.com
1	** Missouri Career Center / Missouri Works	1514 S. Glenstone Springfield, Mo. 65807	417-887-4343	Darron Acklin	www.greathires.org darron.acklin@ded.mo.gov
0	Missouri State University - Career Center	901 S. National Springfield, Mo. 65897	417-836-5636		http://www.myinterfase.com/missouristate/employer/home.htm
0	Kansas State University- Career & Employment Services	100 Holtz Hall Manhattan, KS. 66506	785-532-6011		https://www.myinterfase.com/okstate.employer
0	Southwest Baptist University - Mabey Chapel	1600 University Ave. Bolivar, Mo. 65613	417-328-1610		careerservices@sbuniv.edu
0	Drury University- Findlay Student Center 114	900 N. Benton Ave. Springfield, Mo. 65802	417-873-7284		career@drury.edu www.drury.edu
0	Oklahoma State University	Stillwater, Oklahoma 74078	405-744-5000		https://www.myinterfase.com/okstate/employer
0	St. Louis University	221 N. Grand Ave. St. Louis, Mo. 63103	314.977.2828		https://slu-csm.symplicity.com
1	Springfield Chamber of Commerce	202 S. John Q. Hammons Pkwy. Springfield, Mo. 65806	417-862-5567		www.springfieldchamber.com
0	Northwest Missouri State University	800 University Drive Maryville, Mo. 64468	660-562-1212		www.nwmissouri.edu/careerserv.employers/index.htm
0	College of the Ozarks	P.O. Box 17, Point Lookout, Mo. 65726	800-222-0525		career@cofo.edu
0	DeVry University	3005 Highland Parkway Downers Grove, IL. 60515	866-338-7934	Gerald Ellis	gellis@kc.devry.edu
0	Everest College	1010 W. Sunshine Springfield, Mo. 65807	888-741-4270		agannon@cci.edu
0	Lincoln University	820 Chestnut St. Jefferson City, Mo. 65101	573-681-5000		ccs@lincolnu.edu
0	Missouri Southern State University	3950 Newman Road Joplin, Mo. 64801-1595	417-625-9300		careerservices@mssu.edu
0	Missouri Western State University	4525 Downs Dr., St. Joseph, MO 64507	816-271-4200		career@missouriwestern.edu
0	The University of Kansas	Lawrence, Kansas 66045	785-864-2700		pnoland@ku.edu
0	University of Missouri - Kansas City	Kansas City, Mo. 64110	816-235-1000		careerservices@umkc.edu
0	WDBJ Television Inc.	2807 Hershberger Rd. Roanoke, VA. 24017	540-344-7000	Monica Taylor	mtaylor@wdbj7.com
0	WSBT-TV	1301 E. Douglas Ave Mishawaka, IN. 46545	574-233-3141	Shannon Galloway	sgalloway@wsbt.com
0	KWCH 12	2815 E. 37th Street North Wichita, KS. 67219	316-838-1212	Melissa Lock	mlock@kwch.com
0	KUUU-TV	701 E. Tudor Road Ste. 220 Anchorage, AK 99503	907-762-9202	Laura Swen	lswen@ktuu.com
0	Broadcast Center	2360 Hampton Ave. St. Louis, Mo.	314-647-8181		placement@broadcastcenterinfo.com
0	Radio and Television News Directors Association	1000 Connecticut Ave. NW Ste. 615 Washington, DC	202-659-6510		www.rtnda.org
0	National Press Photographer's Association	3200 Croasdaile Ste. 306 Durham, NC 27705	800-289-6772		www.nppa.org
0	**Medialine	P.O. Box 51909 Pacific Grove, CA. 93950	800-237-8073		www.medialine.com
0	National Academy of Television Arts & Sciences	P.O. Box 19737 St. Louis, Mo. 63144	314-963-0661		maggie@emmy-midamerica.org
0	Journalismjobs.com	72 Plaza Drive Berkeley, CA. 94705	510-653-1521		www.journalismjobs.com
0	602 Communications	1011 Lyndhurst Falls Lane Knightsdale, NC 27545	919-217-4438	Graeme Newell	slizik@602communications.com
0	Shoptalk TVSpy/Vault	150 W. 22nd St. 5th Floor New York, NY. 10011	212-389-2000		www.tvspy.com
0	B-roll.net	243 17th St. SE Washington, DC. 20003	202-486-8842	Kevin Johnson	info@b-roll.net
0	Broadcast & Cable Classified Ads		781-734-8441	Jon Kemp	jkemp@reedbusiness.com
0	Spotsndots.com		888-884-2630		ads@spotsndots.com
38	Industry/Employee referrals				
0	Outside referrals				
1	Agency referrals				

[illegible]

KY3, INC. EEO PUBLIC FILE REPORT - JOB VACANCIES													
The following job vacancies were filled by the Reporting													
Station during the Reporting Period 10/1/11 - 9/30/12													
Job Title	KSPR	Web Sports	Ozone Content	Master	KY3	KSPR Wkday	KSPR	Ozone	KSPR	KSPR Wkd.	KSPR Multi-	Ozone PT	KY3 PT
	AM Anchor	Producer	Coordinator	Control Op.	Photographer	Sports Anchor	Photographer	Stats Coord.	Automation Dir.	Anchor/Rep	Media Journalist	Web Prod	Studio Op.
Hire date	4/27/2012	5/1/2012	5/22/2012	5/24/2012	6/13/2012	6/18/2012	6/18/2012	6/18/2012	6/20/2012	6/22/2012	6/22/2012	6/25/2012	7/5/2012
Recruitment Source Information													
KYTV on-air job advertisement	X	X	X	X	X	X	X	X	X	X	X	X	X
KYTV web site	X	X	HS	HS	X	X	X	X	X	X	X	HS	HS
KY3, Inc. internal posting (Employee Promotion)	X	X	X	X	HS	HS	HS	HS	HS	X	X	X	X
K15CZ / The Ozarks CW on-air job advertisement	X	X	X	X	X	X	X	X	X	X	X	X	X
KSPR on-air job advertisement	X	X	X	X	X	X	X	X	X	X	X	X	X
KSPR web site	X	X	X	X	X	X	X	X	X	X	X	X	X
Schurz Communications, Inc.	X	X	X	X	X	X	X	X	X	X	X	X	X
Gracie Center - MSU Multi-Cultural Center	X	X	X	X	X	X	X	X	X	X	X	X	X
National Association of Black Journalists	X	X	X	X	X	X	X	X	X	X	X	X	X
Ozarks Technical Community College	X	X	X	X	X	X	X	X	X	X	X	X	X
Springfield NAACP	X	X	X	X	X	X	X	X	X	X	X	X	X
University of Missouri-Columbia	X	X	X	X	X	X	X	X	X	X	X	X	X
TVJobs.com	X	X	X	X	X	X	X	X	X	X	HS	X	X
** Missouri Career Center / Missouri Works	X	X	X	X	X	X	X	X	X	X	X	X	X
Missouri State University - Career Center	X	X	X	X	X	X	X	X	X	X	X	X	X
Kansas State University- Career & Employment Svcs.	X	X	X	X	X	X	X	X	X	X	X	X	X
Southwest Baptist University - Mabee Chapel	X	X	X	X	X	X	X	X	X	X	X	X	X
Drury University- Findlay Student Center 114	X	X	X	X	X	X	X	X	X	X	X	X	X
Oklahoma State University	X	X	X	X	X	X	X	X	X	X	X	X	X
St. Louis University	X	X	X	X	X	X	X	X	X	X	X	X	X
Springfield Chamber of Commerce	X	X	X	X	X	X	X	X	X	X	X	X	X
Northwest Missouri State University	X	X	X	X	X	X	X	X	X	X	X	X	X
College of the Ozarks	X	X	X	X	X	X	X	X	X	X	X	X	X
DeVry University	X	X	X	X	X	X	X	X	X	X	X	X	X
Everest College	X	X	X	X	X	X	X	X	X	X	X	X	X
Lincoln University	X	X	X	X	X	X	X	X	X	X	X	X	X
Missouri Southern State University	X	X	X	X	X	X	X	X	X	X	X	X	X
Missouri Western State University	X	X	X	X	X	X	X	X	X	X	X	X	X
The University of Kansas	X	X	X	X	X	X	X	X	X	X	X	X	X
University of Missouri - Kansas City	X	X	X	X	X	X	X	X	X	X	X	X	X
WDBJ Television Inc.	X	X	X	X	X	X	X	X	X	X	X	X	X
WSBT-TV	X	X	X	X	X	X	X	X	X	X	X	X	X
KWCH 12	X	X	X	X	X	X	X	X	X	X	X	X	X
KTUU-TV	X	X	X	X	X	X	X	X	X	X	X	X	X
Broadcast Center	X	X	X	X	X	X	X	X	X	X	X	X	X
Evangel University													
Truman State University - McKinney Center													
Radio and Television News Directors Assoc.													
National Press Photographer's Association													
**Medialine	X	X	X		X	X	X	X	X	X	X		
National Academy of Television Arts & Sciences													
Journalismjobs.com											X	X	
602 Communications													
Shoptalk TVSpy/Vault													
B-roll.net													
Broadcast & Cable Classified Ads													
Spotsndots.com													
Industry / Employee referrals	HS	HS								HS			
Outside referrals													
Agency referrals													
** Recruitment source requested and received vacancy notice													
X = represents all recruitment sources that received vacancy notice													
HS = Recruitment source that referred the hiree													

KY3, INC. EEO PUBLIC FILE REPORT - JOB VACANCIES						
The following job vacancies were filled by the Reporting						
Station during the Reporting Period 10/1/11 - 9/30/12						
Job Title	Digital Content	KY3	PM	PT Master	KSPR	KSPR
	Manager	Producer	Receptionist	Control Op.	Reporter	Photographer
Hire date	7/20/2012	8/16/2012	8/22/2012	8/29/2012	9/6/2012	9/17/2012
Recruitment Source Information						
KYTV on-air job advertisement	X	HS	HS	X	X	X
KYTV web site	X	X	X	HS	X	X
KY3, Inc. internal posting (Employee Promotion)	HS	X	X	X	X	X
K15CZ / The Ozarks CW on-air job advertisement	X	X	X	X	X	X
KSPR on-air job advertisement	X	X	X	X	HS	X
KSPR web site	X	X	X	X	X	HS
Schurz Communications, Inc.	X	X	X	X	X	X
Gracie Center - MSU Multi-Cultural Center	X	X	X	X	X	X
National Association of Black Journalists	X	X	X	X	X	X
Ozarks Technical Community College	X	X	X	X	X	X
Springfield NAACP	X	X	X	X	X	X
University of Missouri-Columbia	X	X	X	X	X	X
TVJobs.com	X	X	X	X	X	X
** Missouri Career Center / Missouri Works	X	X	X	X	X	X
Missouri State University - Career Center	X	X	X	X	X	X
Kansas State University- Career & Employment Svcs.	X	X	X	X	X	X
Southwest Baptist University - Mabee Chapel	X	X	X	X	X	X
Drury University- Findlay Student Center 114	X	X	X	X	X	X
Oklahoma State University	X	X	X	X	X	X
St. Louis University	X	X	X	X	X	X
Springfield Chamber of Commerce	X	X	X	X	X	X
Northwest Missouri State University	X	X	X	X	X	X
College of the Ozarks	X	X	X	X	X	X
DeVry University	X	X	X	X	X	X
Everest College	X	X	X	X	X	X
Lincoln University	X	X	X	X	X	X
Missouri Southern State University	X	X	X	X	X	X
Missouri Western State University	X	X	X	X	X	X
The University of Kansas	X	X	X	X	X	X
University of Missouri - Kansas City	X	X	X	X	X	X
WDBJ Television Inc.	X	X	X	X	X	X
WSBT-TV	X	X	X	X	X	X
KWCH 12	X	X	X	X	X	X
KTUU-TV	X	X	X	X	X	X
Broadcast Center	X	X	X	X	X	X
Evangel University						
Truman State University - McKinney Center						
Radio and Television News Directors Assoc.						
National Press Photographer's Association						
**Medialine	X	X			X	X
National Academy of Television Arts & Sciences						
Journalismjobs.com						
602 Communications						
Shoptalk TVSpy/Vault						
B-roll.net						
Broadcast & Cable Classified Ads						
Spotsndots.com						
Industry / Employee referrals						
Outside referrals						
Agency referrals						
** Recruitment source requested and received vacancy notice						
X = represents all recruitment sources that received vacancy notice						
HS = Recruitment source that referred the hiree						