

**KYTV, KYCW, and KSPR
EEO PUBLIC FILE REPORT
October 1, 2019 – September 30, 2020**

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 (“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	7
2	KYTV website – www.ky3.com	No	16
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 – www.kspr.com	No	
7	Gray Television Group website – www.gray.tv/applynow	No	11
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	4
10	TVJobs.com 800-374-0119 www.tvjobs.com	No	
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	1
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	Arkansas Tech University 479-968-0237 https://www.atu.edu	No	
41	Central Methodist University 877-268-1854 https://www.centralmethodist.edu	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Columbia College of Missouri 573-875-8700 https://www.ccis.edu	No	
43	Lindenwood University 636-949-4949 https://www.lindenwood.edu	No	
44	The University of Oklahoma 405-325-0311 https://www.ou.edu	No	
45	University of Arkansas Fayetteville 479-575-2000 https://www.uark.edu	No	
46	University of Central Missouri 660-543-4111 https://www.ucmo.edu	No	
47	Webster University 417-883-0200 https://www.webster.edu	No	
48	Wichita State University 316-978-3456 https://www.wichita.edu	No	
49	University of Central Oklahoma 405-974-2727 https://www.uco.edu	No	
50	Harding University 501-279-4000 https://www.harding.edu	No	
51	Missouri Baptist University 314-434-1115 https://www.mobap.edu	No	
52	Northeastern State University 918-456-5511 https://www.nsuok.edu	No	
53	University of Arkansas – Pine Bluff 870-575-8000 https://www.uabp.edu	No	
54	University of Central Arkansas 501-450-5000 https://uca.edu		

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
55	Indeed.com www.indeed.com	No	5
56	Word of Mouth	No	2
57	Referral	No	23
TOTAL INTERVIEWEES OVER REPORTING PERIOD			75

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participated in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	During the reporting year, five area high school students interested in the field of journalism job shadowed in our news room.
2	Participated in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On 2/20/2020, KYTV's Morning Meteorologist participated in career day at Parkview High School.
3	Participated in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On 3/4/2020, KYTV's Meteorologist participated in career day at Republic High School.
4	Internship Program	<p>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, we had the following interns:</p> <p>Spring Semester: One journalism student interned with our news department. The student was from Ozarks Technical Community College.</p>
5	Management Training	July 9 - August 4, 2020 – KYTV's General Manager and News Director participated in a training series "Foundations in Diversity, Equity and Inclusion" from Adaway Consulting, a program developed for Gray Television. Items covered in this training include: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and micro-aggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.

