

**KCTV, KSMO**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

**I. VACANCY LIST**

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

| <b>Job Title</b>                                      | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|---|--|-------------------------------|
| Anchor / MMJ Hybrid                                   | 4, 8, 11-12  | 12                            |
| Multi Media Journalist                                | 1-4, 7-11, 13-18, 21-31                                    | 8                             |
| Multi Media Journalist                                | 1-4, 7-11, 13-18, 21-31                                    | 8                             |
| Multi Media Journalist                                | 1-4, 7-11, 13-18, 21-31                                    | 8                             |
| METEOROLOGIST   | 1-4, 7-11, 13-18, 21-31                                    | 4                             |
| Videographer/Editor                                   | 4, 8, 11, 20   | 11                            |
| Videographer/Editor                                   | 4, 8, 11, 20   | 4                             |
| Videographer/Editor                                   | 4, 8, 11, 20   | 8                             |
| Videographer/Editor                                   | 4, 8, 11, 20   | 8                             |
| Technical Media Producer                              | 4, 8, 11   | 8                             |
| METEOROLOGIST (W/END) - KCTV                          | 1-4, 7-8, 10-11, 14-18, 20-31                              | 8                             |
| NEWS DIRECTOR - KCTV                                  | 1-4, 7-8, 10-11, 14-18, 20-31                              | 8                             |
| PROMOTIONS MANAGER - KCTV                             | 1-8, 10-11, 14-18, 20-31                                   | 20                            |
| DIGITAL PRODUCER/ASSIGNMENT EDITOR<br>(HYBRID) - KCTV | 1-4, 7-8, 10-11, 14-18, 21-31                              | 8                             |
| Videographer/Editor                                   | 1-4, 6-8, 10-12, 14-18, 20-30                              | 6                             |
| Videographer/Editor                                   | 1-4, 6-8, 10-12, 14-18, 20-30                              | 20                            |
| Videographer/Editor                                   | 1-4, 6-8, 10-12, 14-18, 20-30                              | 6                             |
| DIGITAL SALES EXECUTIVE - KCTV                        | 1-4, 6-8, 10-11, 14-18, 20-31                              | 20                            |
| DIGITAL SALES EXECUTIVE - KCTV                        | 1-4, 6-8, 10-11, 14-18, 20-31                              | 6                             |
| NEWS PRODUCER - KCTV                                  | 1-4, 7-8, 10-11, 14-17, 21-27, 29-31                       | 8                             |
| TRAFFIC REPORTER/ MMJ - KCTV                          | 1-4, 6-8, 10-11, 14, 16-17, 20-27, 29-31                   | 8                             |
| NEWS EDITOR - KCTV                                    | 1-4, 7-8, 10-11, 14-17, 20-27, 29-31                       | 20                            |
| DIGITAL PRODUCER/ASSIGNMENT EDITOR<br>(Hybrid) - KCTV | 1-4, 6-8, 10-11, 14-17, 21-27, 29-31                       | 8                             |
| DIGITAL PRODUCER/ASSIGNMENT EDITOR<br>(Hybrid) - KCTV | 1-4, 6-8, 10-11, 14-17, 21-27, 29-31                       | 6                             |
| DIRECTOR OF AUDIENCE ENGAGEMENT - KCTV                | 1-8, 10-11, 14-17, 21-27, 29-31                            | 6                             |
| ASSIGNMENT MANAGER - KCTV                             | 1-4, 6-8, 10-11, 14, 16-17, 21-27, 29-31                   | 8                             |
| LIFESTYLE SHOW PRODUCER - KCTV                        | 1-4, 7-8, 10-11, 14-17, 20-27, 29-31                       | 8                             |
| LIFESTYLE HOST - KCTV                                 | 1-4, 7-8, 10-11, 14-17, 20-27, 29-31                       | 8                             |
| SALES SUPPORT COORDINATOR - KCTV                      | 1-8, 10-11, 14-17, 20-27, 29-31                            | 20                            |

**KCTV, KSMO**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

**I. VACANCY LIST**

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

| <b>Job Title</b>               | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|--------------------------------|--|-------------------------------|
| MULTIMEDIA JOURNALIST - KCTV   | 1-4, 7-8, 10-11, 14, 16-17, 20-23, 25-27, 29-31            | 8                             |
| MULTIMEDIA JOURNALIST - KCTV   | 1-4, 7-8, 10-11, 14, 16-17, 20-23, 25-27, 29-31            | 8                             |
| MULTIMEDIA JOURNALIST - KCTV   | 1-4, 7-8, 10-11, 14, 16-17, 20-23, 25-27, 29-31            | 8                             |
| ASSISTANT NEWS DIRECTOR - KCTV | 1-4, 7-8, 10-11, 14, 16-17, 21-27, 29-31                   | 8                             |
| LIFESTYLE SHOW PRODUCER - KCTV | 4, 8, 11, 19, 31   | 19                            |

**KCTV, KSMO**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <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                | America's Job Exchange<br>200 Minuteman Road Suite 203<br>Andover, Massachusetts 01810<br>Phone : 866-926-6284<br>Customer Care<br>Manual Posting  | N  | 0   |
| 2                | American Indian Council<br>310 Armour Road<br>Kansas City, Missouri 64116<br>Phone : 816-471-4898<br>Url : <a href="http://www.kcindiancenter.org">http://www.kcindiancenter.org</a><br>Fax : 1-816-471-8543<br>Angelina Cully                           | N  | 0   |
| 3                | Avila University<br>11901 Wornall Road<br>Kansas City, Missouri 64145<br>Phone : 816-501-3767<br>Url : <a href="http://www.avila.edu">http://www.avila.edu</a><br>Email : <a href="mailto:careers@avila.edu">careers@avila.edu</a><br>Elizabeth McKinley | N  | 0   |
| 4                | CareerBuilder.com (posted from Gray.TV/Careers)<br>200 N. LaSalle St.<br>Chicago, Illinois 60601<br>Job Listings<br>Manual Posting   | N  | 8   |
| 5                | Current Employee   | N  | 5   |
| 6                | Employee Referral  | N  | 11  |
| 7                | Full Employment Council<br>1740 Paseo<br>Kansas City, Missouri 64108<br>Phone : 816-471-2330<br>Url : <a href="http://www.feckc.org">http://www.feckc.org</a><br>Email : <a href="mailto:arobins@feckc.org">arobins@feckc.org</a><br>Andrea Robins       | N  | 0   |
| 8                | Gray TV Careers<br>4370 Peachtree Road, NE<br>Atlanta, Georgia<br>Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a><br>Human Resources<br>Manual Posting   | N  | 72  |

**KCTV, KSMO**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <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> |
|------------------|--|--|---|
| 9                | Haskell Indian Nations University<br>155 Indian Ave<br>Lawrence, Kansas 66046<br>Phone : 785-749-8437<br>Url : <a href="http://www.haskell.edu">http://www.haskell.edu</a><br>Fax : 1-785-749-8429<br>Tina Tourtillott                                 | N  | 0   |
| 10               | IBEW Local 53<br>1100 Admiral Blvd. Room 211<br>Kansas City, Missouri 64106<br>Phone : 816--421-5464<br>Url : <a href="http://www.ibewlocal53.org">http://www.ibewlocal53.org</a><br>Fax : 1-816-842-1447<br>Jim Lynch                                 | N  | 1   |
| 11               | Indeed.com (posted from Gray.TV/Careers)<br>6433 Champion Grandview Way<br>Austin, Texas 78750<br>Job Listings<br>Manual Posting   | N  | 5   |
| 12               | Internal Transfer/Promotion  | N  | 2   |
| 13               | Johnson County Community College<br>12345 College Blvd<br>Overland Park, Kansas 66210<br>Phone : 913-469-3870<br>Url : <a href="http://www.jcc.edu">http://www.jcc.edu</a><br>Fax : 1-913-469-3825<br>Crystal Stokes                                   | N  | 0   |
| 14               | Kansas Association of Broadcasters<br>2709 SW 29th Street<br>Topeka, Kansas 66614<br>Phone : 785-235-1307<br>Url : <a href="http://www.mbaweb.org">http://www.mbaweb.org</a><br>Email : <a href="mailto:kent@kab.net">kent@kab.net</a><br>Kent Cornish | N  | 0   |
| 15               | Kansas Workforce Partnership<br>626 Minnesota Ave<br>Kansas City, Kansas 66101<br>Phone : 913-279-2600<br>Url : <a href="http://www.workforcepartnership.com">http://www.workforcepartnership.com</a><br>Fax : 1-913-342-9676<br>Danica Rhone          | N  | 0   |

**KCTV, KSMO**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <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               | KCTV/KSMO Web Page<br>4500 Shawnee Mission Parkway<br>Fairway, Kansas 66205<br>Phone : 913-677-7131<br>Url : <a href="http://www.kct5.com">http://www.kct5.com</a><br>Email : <a href="mailto:Larry.Eighme@kctv5.com">Larry.Eighme@kctv5.com</a><br>Larry Eighme                                       | N  | 0   |
| 17               | KU School of Journalism<br>1435 Jayhawk Blvd<br>Lawrence, Kansas 66045<br>Phone : 785-864-7630<br>Url : <a href="http://www.journalism.ku.edu">http://www.journalism.ku.edu</a><br>Email : <a href="mailto:steve_rottinghaus@ku.edu">steve_rottinghaus@ku.edu</a><br>Steve Rottinghaus                 | N  | 0   |
| 18               | Lindenwood University<br>209 S. Kingshighway<br>Saint Charles , Missouri 63301<br>Phone : (636) 627 2917<br>Url : <a href="http://www.lindenwood.edu">www.lindenwood.edu</a><br>Natalie Soucy<br>Manual Posting  | N  | 0   |
| 19               | Linked In - Not Directly Contacted by SEU  | N  | 1   |
| 20               | LinkedIn (Paid Posting)<br>1000 West Maude Ave.<br>Sunnyvale, California 94085<br>Job Listings<br>Manual Posting   | N  | 37  |
| 21               | Mid America Nazarene University<br>2030 E. College Way<br>Olathe, Kansas 66062<br>Phone : 913-791-3382<br>Url : <a href="http://www.mnu.edu">http://www.mnu.edu</a><br>Email : <a href="mailto:mba@missouribroadcasters.org">mba@missouribroadcasters.org</a><br>Fax : 1-573-634-8258<br>Mark Hamilton | N  | 0   |

**KCTV, KSMO**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <b>RS<br/>Number</b> | <b>RS Information</b>  | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|--|--|---|
| 22                   | MO Broadcasters Association<br>P.O. Box 104445<br>Jefferson City, Missouri 65110<br>Phone : 513-791-3382<br>Url : <a href="http://www.mbaweb.org">http://www.mbaweb.org</a><br>Email : <a href="mailto:tharper@mbaweb.org">tharper@mbaweb.org</a><br>Terry Harper              | N  | 0   |
| 23                   | Penn Valley Community College<br>3201 SW Trafficway<br>Kansas City, Missouri 64111<br>Phone : 816-759-4155<br>Url : <a href="http://www.mcckc.edu/">http://www.mcckc.edu/</a><br>Email : <a href="mailto:maggie.garcia@mcckc.edu">maggie.garcia@mcckc.edu</a><br>Maggie Garcia | N  | 0   |
| 24                   | Rockhurst University<br>1100 Rockhurst Road<br>Kansas City, Missouri 64110<br>Phone : 816-501-4861<br>Url : <a href="http://www.rockhurst.edu">http://www.rockhurst.edu</a><br>Fax : 1-816-501-4822<br>Mike Theobald   | N  | 0   |
| 25                   | TV Jobs.com<br>P.O. Box 4116<br>Oceanside, California 92052<br>Phone : 760-754-8177<br>Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a><br>Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a><br>Job Listings                                       | N  | 0   |
| 26                   | United Minority Media Association<br>5511 Woodland Ave. Suite 1<br>Kansas City, Missouri 64110-2921<br>Phone : 816-822-8866<br>Email : <a href="mailto:ummaseventyfour@yahoo.com">ummaseventyfour@yahoo.com</a><br>Fax : 1-816-822-8002<br>M.C Richardson                      | N  | 0   |

**KCTV, KSMO**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <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> |
|--|--|--|---|
| 27   | University of Missouri-Kansas City<br>4825 Troost Suite 205<br>Kansas City, Missouri 64110<br>Phone : 816-471-0550<br>Url : <a href="http://www.umkc.edu">http://www.umkc.edu</a><br>Email : <a href="mailto:career@missouri.edu">career@missouri.edu</a><br>Fax : 1-816-417-3064<br>Greg Hayes  | N  | 0   |
| 28   | Via Media<br>6299 Nall Ave Suite 210.<br>Mission, Kansas 66202<br>Phone : 913-825-4988<br>Url : <a href="http://www.viamediatv.com">www.viamediatv.com</a><br>Taylor Rubin<br>Manual Posting   | N  | 0   |
| 29   | William Jewell College<br>500 College Hill<br>Liberty, Missouri 64068<br>Phone : 816-781-7700<br>Url : <a href="http://www.williamjewell.edu">http://www.williamjewell.edu</a><br>Email : <a href="mailto:careerdevelopment@williamjewell.edu">careerdevelopment@williamjewell.edu</a><br>Fax : 1-816-415-5027<br>Marissa Bland                        | N  | 0   |
| 30   | Women's Employment Network<br>920 Main Suite 100<br>Kansas City, Missouri 64105<br>Phone : 816-822-8083<br>Url : <a href="http://www.kcwen.org">http://www.kcwen.org</a><br>Email : <a href="mailto:tbomar@kcwen.org">tbomar@kcwen.org</a><br>Tonia Bomar  | N  | 0   |
| 31   | <a href="http://www.mediagignow.com">www.mediagignow.com</a><br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a><br>Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a><br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>142</b>  |

**KCTV, KSMO**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                    | <b>Brief Description Of Activity</b>  | <b>No. of Stations Participants</b> | <b>Participant Title</b>                     |
|---|-------------|---|---|-------------------------------------|--|
| 1 | 10/20/2022  | Participation in Job Fairs  | University of Kansas Journalism Job Fair  | 2                                   | General Manager<br>Business Manager          |
| 2 | 2/16/2023   | Provision of training to management                                       | Kansas Association of Broadcasters Management Training on EEO Matters   | 2                                   | General Manager<br>Business Manager          |
| 3 | 3/2/2023    | Participation in Job Fairs  | University of Kansas Journalism Career Fair   | 2                                   | General Manager<br>Business Manager          |
| 4 | 3/13/2023   | Participation in other activities designed by the station employment unit | A high school student job shadowed our Meteorologist to learn about the job responsibilities.   | 1                                   | Meteorologist                                |
| 5 | 3/29/2023   | Participation in other activities designed by the station employment unit | 2 KU Journalism students spent the day in the station learning about broadcast opportunities in the sales side of the station. They will be completing a report for their class at KU. Local Sales Manager speaks with their class at KU informing students of opportunities in broadcast tv. | 2                                   | Local Sales Manager<br>General Sales Manager |
| 6 | 4/20/2023   | Provision of training to management                                       | Our market participated in a training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley.   | 1                                   | Business Manager                             |
| 7 | 4/24/2023   | Participation in events or programs sponsored by educational institutions | Local Sales Manager talked to University of Kansas Journalism School's sales strategy class.  | 1                                   | Local Sales Manager                          |
| 8 | 6/21/2023   | Participation in other activities designed by the station employment unit | KCTV hosted Walz Tetrick Advertising Interns to the station to learn about employment opportunities in television.  | 2                                   | General Sales Manager<br>Account Executive   |