

KCTV & KSMO-TV EEO PUBLIC FILE REPORT

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, KCTV & KSMO-TV submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the KCTV & KSMO-TV website and in the KCTV & KSMO-TV Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from October 1, 2010, through September 30, 2011 entitled the **"Recruitment Sources Report"** which includes the following information:

*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.

*The Recruitment Sources used to fill those job vacancies, identified by name.

*The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled "Interviewee Records Report" listing the following information:

*Each Recruitment Source listed by name, contact name, address and phone number.

*The total number of persons interviewed for job vacancies between October 1, 2010, through September 30, 2011.

3. A brief description of Recruitment Initiatives.

**KCTV & KSMO-TV
Recruitment Sources Report**

For the period of October 1, 2010, through September 30, 2011 KCTV & KSMO-TV filled the following vacancies as defined by the FCC EEO rules.

Recruitment Sources	(Position Filled Date)	Account Executive 09/13/10	Sales Assistant 10/13/10	News Producer 10/28/10	Admn. Coordinator 10/28/10	Sales Assistant 11/15/10	Director of Engineering 11/22/10	Promotion Producer 12/20/10	Marketing Director 01/13/11	Creative Serv. Dir. 03/07/11	News/Reporter 05/07/11	Account Executive 05/21/11	Account Executive 09/28/11	Executive News Prod. 04/01/11	Local Sales Manager 05/17/11	Multimedia Prod./Web 05/25/11
		RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS
A.F.T.R.A.		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
American Indian Council		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Avila College		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Benedictine College		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Full Employment Council		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Haskell Indian Nations University		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
IBEW Local 53		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Johnson County Community College		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Kansas Association of Broadcasters		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Kansas City Art Institute		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Kansas City Kansas Community College		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Kansas State Employment Service		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
KCK Area Vocational Technical School		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Medialine		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
MidAmerica Nazarene University		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Missouri Broadcasters Association		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Missouri State Employment Service		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
NAACP		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
National Association of Hispanic Journalists		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Penn University		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Rockhurst College		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
United Minority Media Association		X	X	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	X	X
William Jewell College		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Women Employment Network		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
KCTV/KSMO Web Site		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Meredith Web Site		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Wichita Eagle		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Job Connection		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Topeka Capital Journal		X	X	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	X	X	X	X	X
Spots.N.Dots		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Collective Talent		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Broadcasting & Cable		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Career Builders		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Broadcast Engineering		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Society of Broadcast Engineers		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Industry/Employee Referral		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Internal Promotion		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Rehired		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Google		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Cynopsis		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Other		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

Key:
 RS/O - Requesting Source/Organizations that requested and received the job vacancy notice.
 X - Recruitment Source that requested the job vacancy notice.
 HS - Recruitment Source that referred the Hire.
 IR/ER - Hire was referred by an Industry Referral/Employee Referral.
 IP - Internal Promotion - this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

KCTV & KSMO-TV

For the period of October 1, 2010, through September 30, 2011 KCTV & KSMO-TV filled the following:

Recruitment Source	Continuous News Mngt. 05/31/11	Assistant Assignment Ed. 06/08/11	Engineer 06/13/11	Multimedia Web/Prod. 06/13/11	Promotion Producer 08/01/11	Newsroom/Desk Asst. 08/03/11	Promotion Manager 08/08/11	News Producer 09/19/11
A.F.T.R.	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS
American Indian Council	X	X	X	X	X	X	X	X
Avila College	X	X	X	X	X	X	X	X
Benedictine College	X	X	X	X	X	X	X	X
Full Employment Council	X	X	X	X	X	X	X	X
Haskell Indian Nations University	X	X	X	X	X	X	X	X
IBEW Local 33	X	X	X	X	X	X	X	X
Johnson County Community College	X	X	X	X	X	X	X	X
Kansas Association of Broadcasters	X	X	X	X	X	X	X	X
Kansas City Art Institute	X	X	X	X	X	X	X	X
Kansas State Employment Service	X	X	X	X	X	X	X	X
KCK Area Vocational Technical School	X	X	X	X	X	X	X	X
Media line	X	X	X	X	X	X	X	X
MidAmerica Nazarene University	X	X	X	X	X	X	X	X
Missouri Broadcasters Association	X	X	X	X	X	X	X	X
Missouri State Employment Service	X	X	X	X	X	X	X	X
NAACP	X	X	X	X	X	X	X	X
National Association of Hispanic Journalists	X	X	X	X	X	X	X	X
Park University	X	X	X	X	X	X	X	X
Penn Valley Community College	X	X	X	X	X	X	X	X
Rockhurst College	X	X	X	X	X	X	X	X
United Minority Media Association	X	X	X	X	X	X	X	X
University of Missouri/Kansas City	X	X	X	X	X	X	X	X
William Jewell College	X	X	X	X	X	X	X	X
Women Employment Network	X	X	X	X	X	X	X	X
KCTV/KSMO Web Site	X	HS	X	HS	X	X	X	HS
Meredith Web Site	X	X	X	X	X	X	X	X
Wichita Eagle		X						
Job Connection		X						
Topeka Capital Journal								
TVJobs.com								
Spots.N.Dots								
Collective Talent								
Broadcasting & Cable								
Career Builders								
Broadcast Engineering								
Society of Broadcast Engineers								
Industry/Employee Referral								
Internal Promotion								
Rehired								
Google								
Linked In								
Cynopsis								
Other								

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KCTV-5 INTERVIEWEE RECORDS REPORT

Job Vacancies: October 1, 2010, through September 30, 2011
This report lists all Recruitment Sources and the total number interviewees referred by each Recruitment Source during this reporting period.

Interviewees

Name	Contact Name Title	Phone Number/Fax Number	Email Address	Address1	Address2	City	State	Zip
A.F.T.R.A.	Sylvia Stuckey	816-753-4557/816-753-1234	stuckey@aftra.com	P.O. Box 32167		Kansas City	MO	64111
American Indian Council	Christine Mollie	816-471-4888/816-471-8543	alcmlmiller@kc.rr.com	310 Armour Rd, Suite 205		Kansas City	MO	64116
Avila University	Mary Corless	816-501-3686		11901 Wornall Road		Kansas City	MO	64145
Benedictine College	Career Development	913-360-7578		1020 North Second Street		Atchison	KS	66002
Full Employment Council	Don Huffman	816-468-8767	don.huffman@cedd.mo.gov	3100 NE 83rd Street, Suite 1201		Kansas City	MO	64156
Haskell Indian Nations University	Career Planning & Placement Office	785-748-8437	jlynch55@hotmail.com	155 Indian Avenue		Lawrence	KS	66046
IBEW Local 53	Jim Lynch	816-421-5464/816-842-1447	lunningham06@iccc.edu	1100 Admiral Blvd., Room 211		Kansas City	MO	64106
Johnson County Community College	LeAnn Cunningham	913-468-3870/813-468-3825		12345 College at Quivera		Overland Park	KS	66210
Kansas Association of Broadcasters	Kent Cornish	816-802-3444		1916 SW Sieben Ct		Topeka	KS	66111-1856
Kansas City Art Institute	John Casner	913-281-3000/813-281-0069	None	4415 Warwick		Kansas City	MO	64145
Kansas State Employment Service	Gayle Norton	913-627-4100/813-627-4109	ganorton@kckps.org	552 State Avenue		Kansas City	KS	66101
KOK Area Vocational Technical School	Mark Shilstone			2220 N. 59th Street		Kansas City	KS	66104
Medialine	Aaron Bennett	913-791-3382						
MidAmerica Nazarene University				2030 E. College Way		Olathe	KS	66062-1899
Missouri Broadcasters Association				P.O. Box 104445		Kansas City	MO	64110-4445
Missouri State Employment Service				1740 Paseo, Kansas City Mo 64108		Kansas City	MO	64105
NAAAP				1801 East 18th Street, Suite 250		Kansas City	MO	64108
Natl Assn. of Hispanic Journalists	Leicia Salazar	816-691-2231/816-471-3916	kybraugh@wfd.state.mo.us	1193 National Press Bldg.		Washington	KC	20045
Park University	Traci Klasing	816-421-1191						
Penn Valley Community College	Anne Skinner	202-662-7145						
Rockhurst University	M.C. Richardson	816-759-4155/816-759-4087	Melanie.Bowman@kcmetro.edu	3201 Southwest Trafficway		Kansas City	MO	64111
United Minority Media Association	Judy Rycklewski	816-501-4861/816-501-4615	jobs@rockhurst.edu	1100 Rockhurst Road		Kansas City	MO	64110
University of Missouri-Kansas City	Tanya Bowmar	816-822-1313/816-822-8002 (fax)	ummaserv@umkc.edu	6025 Prospect		Kansas City	MO	64130
William Jewell College	Paula Ruiz	816-471-0550/816-471-3064	careerservices@umkc.edu	4825 Troost, Suite 205		Kansas City	MO	64110
Women's Employment Network	Linda John	816-781-7700	www.kcwen.org	500 College Hill		Liberty	MO	64068-1896
KCTV/KSMO Web Page	Classified Dept/Joyce	816-822-8083/	www.kctv5.com	1734 E. 63rd St, Suite 300		Kansas City	MO	64110
Meredith Corporation Web Site	Classified Dept/Martin Graham	316-288-6389/316-288-6234 (fax)	classified@wchiteagle.com	4500 Shawnee Mission Pkwy		Fairway	KS	66205
Wichita Eagle	Classified Dept	785-295-1226/785-295-1198	martin.graham@cionline.com	825 E. Douglas		Wichita	KS	67201
Job Connection	Classified Dept	800-374-0119	info@rvjobs.com	616 S.E. Jefferson		Topeka	KS	66607-1120
Topeka Capitol Journal	Classified Dept	607-729-7331 (fax)	SellTV@aol.com	157 Oakdale Rd.		Johnson City	NY	13790
TVJobs.com	Classified Dept	646-746-6949/646-746-6954	yatsumi@eedbusiness.com	360 Park Avenue South, 14th Fl		New York	NY	10010
Spots N.Dots	Classified Dept	800-891-8880/770-300-9015	www.careerbuilder.com	300 Research Court, Suite 200		Norcross	GA	30092
Collective Talent								
Broadcasting & Cable								
CareerBuilders								
Broadcast Engineering								
Society of Broadcast Engineers								
Industry/Employee Referral								
Internal Candidate								
Rehire								
Google								
LinkedIn								
Cynopsis								
Other (Monster)								
KPTV.com								
Television Week								
CBSAtlanta.com								
Indeed.com								
B-Roll.net								
Internship Program								
TOTAL		55						

*If contacts change during the reporting period, note date and name changes below.

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Code of Business Conduct and Ethics Web Base Training Program	10/01/10-09/30/11	New employees participated in the code of Business Conduct and Ethics Web Base Training Program. This program reviewed business practices and procedures, including an overview of the Equal Employment Opportunity policy regarding harassment and discrimination.	Meredith Corporation and Employee Relations Dept.
Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
College student intern pro	10/01/10-09/30/11	The student internship program is designed to give students a hands-on work experience in all aspects of our station. We have internships available in News, Production, Marketing, and Sales. This program is overseen by the Director of Human Resources	JCCC-Mark Raduziner KCKCC-Eric Kirkwood Kansas University-Patty Noland Kansas Univ. - Dan Anderson NW MO St.-Doug Sudhoff UMKC-Carol Koehler Univ. of MO-Barbara Willis Wilberforce Univ.-Tanya Morah
Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Facility and Studio Tour	10/01/10-09/30/11	KCTV & KSMO-TV provide tours to help educate the public and students specifically on communications, media, broadcasting, and journalism. Tours were led by the Director of Human Resources, National Sales Assistant and/or News Talent	N/A

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Participate in at least four Job Fairs every two years	10/01/10-09/30/11	<p>Aug. 3rd to Aug. 7th, 2011; NABJ Career Fair; Several News Directors, Assistant News Directors, members of Management represented Meredith Broadcasting at the NABJ convention in Philadelphia, PA. Part of the convention is a Media Showcase and Career Expo during which Meredith Broadcasting was an exhibitor. During the career fair, volunteers at our booth met with close to 300 attendees and provided information about Meredith Corporation, job opportunities at our Broadcasting stations, and critiques demo reels.</p> <p>Assistant News Director Brenda Poor participated in a job fair held on March 3rd at the Kansas Union Hall on the KU campus.</p>	N/A