

EEO PUBLIC FILE REPORT-KSHB-KMCI TV

I. List of Recruitment Sources for Reporting period September 30, 2014 - September 29th, 2015

(including the number of interviewees referred during the reporting period)

Code	Recruitment Source	Address	Contact Person	Contact Phone	Number of Interviewees Referred
A	Scripps Career Center				14
	The E.W. Scripps Company's Recruiting Center provides all the Scripps-owned stations with a state of the art employment opportunity outreach and recruitment tool, using specialized recruiting staff who travel to industry trade shows on behalf of the stations, maintain records of prospective employees to match new vacancies, and post all the station's vacancies on a wide range of platforms nationwide, including:				
A1	America's Job Exchange				
A2	America's Job Exchange(OFCCP-EEOC compliant)				
A3	AWRT(American Women in Radio and TV)				
A4	BroadcastingMVP.com				
A5	BroadcastRecruiting.com				
A6	CareerBuilder				
A7	Craigslist-Kansas City				
A8	EntertainmentCareers.com				
A9	Google Base				
A10	Indeed.com				2
A11	iHire Sales People.com				
A12	HotJobs.com				
A13	Job.com				
A14	Job4You.com				1
A15	Jobirn.com(Insidersreferral.com, Inc)				
A16	Jobbob.com				
A17	Journalism Job Bank				
A18	Journalism Jobs				
A19	Journalism Next				
A20	JuJu.com				
A21	JustJobs.com				
A22	Kansas CityCareer.com				
A23	KansasJobStore.com				
A24	KCHasJobs.com				
A25	MediaJobMarket. Com				
A26	Medialine				1
A27	MediaWeek.com				
A28	Missouri.ColumbiaCareers				
A29	MissouriJobs.com				
A30	MissouriJobStore.com				
A31	Missouri.SpringfieldCareers				
A32	MOCareers.com				
A33	Monster.com US locations				3
A34	Nat Assoc of Broadcasters Educ Foundation				
A35	National Black MBA Association				
A36	National Society of Black Engineers				
A37	National Society of Hispanic MBA's				
A38	NewMediaHire				
A39	Oodle.com				
A40	Poynter Career Center				
A41	Saint Louis University Career Services				

A42	Sales Classifieds.com				
A43	SalesGravy.com				
A44	SalesJobs.com				
A45	ShowBizJobs.com				
A46	Simply Hired.com				
A47	Trovit U.S.				
A48	TV Jobs/Broadcast Employment				1
UNIVERSITY AND COLLEGES					
	<i>Missouri Sources</i>	Address	Contact	Phone	
B	Broadcast One Source - http://www.eeo1source.com/	1803 Sun Valley Dr Jefferson City, MO 65109	Suzanne Cook	573/636-6692	
B1	Broadcast Centre of St Louis	2360 Hampton St Louis, MO	Career Services	314/647-8181	
B2	Central Missouri State University	Wood 11, CMSU Warrensburg, MO 64093	Career Services	660/543-4155	3
B3	Missouri School of Journalism	120 Neff Hall Columbia MO 65201	Phou Sengsavahn	573-884-5400	1
B4	NW MO State University	800 University Dr Maryville MO 64468	Career Services	660/562-1250	
B5	University of MO-KC	5100 Rockhill Rd Kansas City, MO 64131	Career Services career@mail.nwmissouri.edu	816-235-1228	
<i>Illinois Sources</i>					
B6	Northwestern University	2840 Sheridan Rd Evanston IL 60201	Career Services	847/491-3707 847/467-7778	
<i>Kansas Sources</i>					
B10	Kansas State Univ	100 Holtz Hall	Career Services	785/532-1691	
B11	University of Kansas	Manhattan KS 66506 1435 Jayhawk Bld	Patty Noland	785/532-6802 785/864/4755	
B12	CareerExec-UMKC/JCCC	Lawrence, KS 4825 Troost Room 205	pnoland@ku.edu Career Services	816-235-1635	
B13	Pittsburg State Univ	KC, MO 64110 1701 S Broadway	Career Services	816-235-5534 620/235-4140	
B14	Washburn University	Pittsburg KS 66762 1700 SW College Ave	Judy Smith	620/235-4008 785/231-1010	

		Topeka KS 66621	judy.smith@washburn.edu	785/232-2397	
	MINORITY SOURCES				
C1	Division of Workforce Dev	1716 Four Seasons Drive	Harold Bullock	573/526-8115	
		Jefferson City MO 65101	hbullock@wfd.state.mo.us		
C2	KC Assoc of Black Journalists	PO Box 32744	Robyn King		
		Kansas City, MO 64111	kcabi@kcabi.org		
C3	The Urban League	1710 Paseo Blvd	Nina Jones	816.471.3064	
		Kansas City, MO 64108	niones@ulkc.org		
C4	Women's Employment Network	920 Main Street #100	Lynette Williams	816/822-8083	
		Kansas City MO 64105	lwilliams@kcwen.org		
C5	NABJ-Region V	PO Box 2904	Russell LaCour	816-9026013	
		Tulsa, OK 74101-2904	russell.locour@tulsaWorld.com		
C6	AAJA-Asian American Journalism Assoc	1182 Market St, Ste 320	Albert Lee	415-346-2051 X107	
		San Francisco, CA 94102	Post@aaja.com		
C7	Investigative Reporters and Editors	141 Neff Annex, Missouri School of Journalism		http://www.ire.org/jobs/look.html	
		Columbia, MO 65211		573/882-2042	
C8	RTNDA	529 14th Street, NW, Suite 425	Jane Nassiri	202-659-6510	
		Washington, DC 20045	janen@rtnda.org	202-223-4007 fax	
	INDUSTRY SPECIFIC SOURCES				
D	Kansas Assoc. Of Broadcasters	1916 SW Sieben Court	Harriet Lange	785/235-1307	
		Wichita, KS	email-harriet@kab.net		
D1	Workforce Partnership - Johnson County, KS	9221 Quiveria Road		913/571/5900	
		Overland Park, KS 66215	overlandparkjobs@kansasworks.com		
D2	KSHB/KMCI Websites	4720 Oak St, KC, MO 64112	Jessica Eggers	816-932-4360	3
			jessica.eggers@kshb.com		
D3	Scripps Website	312 Walnut, Cincinnati, OH	Scripps.com		37
D4	Employee Referral Program	4720 Oak Street, KC, MO 64112	Jessica Eggers	816/753-4141	13
			jessica.eggers@kshb.com		
D5	Spots and Dots	167 Oakdale Road	April Causey	1/888/884-2630	
		Johnson City, NY 13790	april@spotndots.com		
D6	Society of Broadcast Engineers	9247 N Meridian St, Ste 305	Scott Jones	kiones@sbe.org	
		Indianapolis, IN 46260			
D7	TV and Radio Jobs	PO Box 129	Hal Abrams	www.tvandradiojobs.com	4
		Kanab, UT 84741			
D8	Unsolicited resumes/calls	4720 Oak Street, KC, MO 64112	Jessica Eggers	jessica.eggers@kshb.com	
D9	Unknown				9
D10	Agency contacts	Various			3
D11	American Women in Radio and TV	8405 Greensboro Drive, Ste 800	Amy B Lotz	703-506-3290	
		Maclean VA 22102		703-506-3266	
D12	National Television Academy	111 W 57th St, Ste 600	Maggie Eubanks	Tel. 314-647-3669	
		NY, NY 10019	maggie@kaygroup.com		
D13	Broadcast Engineering(Prism)	9800 Metcalf	Susan Schaefer	Sschaef@prism2b.com	
		Overland Park, KS 66212			
D15	Rick Gevers Newsletter	Rick Gevers & Associates	Rick Gevers	rick@rickgevers.com	1
		PO Box 599	rick@rickgevers.com		

		Zionsville, IN 46077			
D16	Conferences/Career Fairs				
D17	Poynter Career Center	Poynter Institute	Colleen Eddy	727-553-4711	
		801 Third St	Bus Dev Director	727-553-4679 fax	
		St Petersburg, FL 33701	ceddy@poynter.org		
D18	TV Spy	150 West 22nd St, 5th Floor		www.tvspy.com	
		New York, NY 10011			
D19	KC Ad Club	1025 Jefferson Street			
		Kansas City, MO 64105			
		(v) 816.822.0300			
D20	LINKED IN	4720 Oak Street, KC, MO 64112	Jessica Eggers	www.linkedin.com	4
			jessica.eggers@kshb.com		
I	Internal Application / Promotion				16
HH	Collective Talent	Collective Talent	Sandra Kennell		
		26150 Hersheyvale	813.254.9695		
		Franklin, MI			
Total number interviewed:					116

EEO PUBLIC FILE REPORT-KSHB-TV/KMCI-TV
II. Full-Time Vacancies Filled During the Reporting Period
September 30, 2014 -September 29, 2015

Req Number	Job Title	Recruitment Sources Utilized to Fill Vacancy	Recruitment Source for Person Hired
		[by code number]	[by code number]
7997	Digital Assignment Editor	A,D3,D4,D8,A10,A6,D16,B3,B5,B11,B12,C1,D19,D20	D3
8164	Anchor - Afternoon/Evening	A,A1,D3,D4,D2,B11,D20,A10,A48,C8,HH,C5,C6,C7,A18,D	(2) - D3 & D4
8385	Account Executive	A,A1,D3,D4,D2,B11,D20,A10,A48,A33,A9,A6,D1,D9	D9
8457	News Photographer	A,D3,D4,D8,A10,A6,B3,B5,B11,C5,C7,C8,D2,HH	D4
8459	Meteorologist	A,A1,D3,D4,D2,B11,D20,A10,A48,C8,HH,C5,C6,C7,A18,D	D4
8460	Consumer Investigative Reporter	A,A1,D3,D4,D2,B11,D20,A10,A48,C8,HH,C5,C6,C7,A18,D	D3
8461	Anchor - Weekend	A,A1,D3,D4,D2,B11,D20,A10,A48,C8,HH,C5,C6,C7,A18,D	A
8465	Studio Tech I	A,A10,D2,D3,D4,D8,A10,A33	(2) - A33
8489	Director New Media	A,I	I
8528	Assoc. News Producer	A,A1,D3,D4,D2,B11,D20,A10,A48,A6,A33,A9,C7,C8,C6,C7	(3) - D3 & 2-D9
8631	Asst. News Director	A,A1,D3,D4,D2,B11,D20,A10,A48,C6,HH,C5,D7,A6,D15,C8	D15
8632	Executive Producer	A,D3,D4,D8,D10,D15,A10,A6,B3,B5,B11,C5,C7,C8,D2,D7,D15,D16,D20,H H	D20
8636	Multimedia Journalist	A,A1,D3,D4,D2,B11,D20,A10,A48,C8,HH,C5,C6,C7,A18,D7	D7
8676	Web Producer	A,I,D3,D4,D,	D20
8695	Sr. Producer, Creative Services	A,A1,D3,D4,D2,D5,B11,D20,A10,A48,A6,A33,A9,C7,C8,C6,C7	D3
8709	News Producer	A,A1,D3,D4,D2,B11,D20,A10,A48,A6,A33,A9,C7,C8,C6,C7	D4
8732	Digital Account Executive	D3,D4,B11,D2	D4
10008	Multimedia Journalist	A,A1,D3,D4,D2,B11,D20,A10,A48,C8,HH,C5,C6,C7,A18,D	(2) - D4 & A48
10059	Assoc Acct. Executive	A,A10,D2,D3,D4,D8,A10	D3
10085	Digital MMJ	A,A1,D3,D4,D2,B11,D20,A10,A26,A48,C8,HH,C5,C6,C7,A18,D,A6	A26
10128	Content Coordinator	A,A33,A48,D3,D4,D8,A10,A6,B3,B5,B11,C5,C7,C8,D2,I,HH	I
10130	Commercial Producer/Photographer III	A, A1,D3, D4, D2, B11, D20, A10, A48, A33, A06, C6, C7, A13, A20, A39, A48, A47, A49	D3
10203	Digital Sales Support Associate	A10,D3,D4,D2,B11,D20,A6,A33,A9	A10
10278	Sales Assistant	A,A1,D3,D4,D2,B11,D20,A10,A48,A33,A6,C6,C7,A13,A20,A39,A48,A47,A49	D3
10322	Multimedia Journalist	A,A1,D3,D4,D2,B11,D20,A10,A48,C8,I,HH,C5,C6,C7,A18,D	(3) - I, D3 & D4
10323	Investigative Reporter/MMJ	A,A1,D3,D4,D2,B11,D20,A10,A48,C8,HH,C5,C6,C7,A18,D	A48

10324	Photographer/MMJ	A,D3,D4,D8,D10,D15,A10,A6,B3,B5,B11,C5,C7,C8,D,D2,D1,D16,D20,HH	A
10426	Associate Account Executive	A,A1,D3,D4,D2,B11,D20,A10,A48,A33,A9,A6,I,D1	I
10427	JCP Producer Associate, Digital	A,D2,B3	A
10491	News Producer	A,A1,D3,D4,D2,B11,D20,A10,A48,A6,A33,A9,C7,C8,C6,C7	D3
10503	Anchor/MMJ Weekend	A,A1,D3,D4,D2,B11,D20,A10,A48,C8,HH, C5,C6,C7,A18,D10	D10
10529	Traffic Assistant	A,A1,D3,D4,D2,B11,D20,A10,A48,A33,A6,C6,A13,A20,A39,A46,A47,A49	A
10531	AE, 38 The Spot	A,A1,D3,D4,D2,B11,D20,A10,A48,A33,A9,A6,D1	A
10533	Sports Anchor	A,A1,D3,D4,D2,D10,B11,D20,A10,A48,A33,A9,D7,A6,A18,A26,C5,HH	D10
10541	Creative Services Producer	A,A1,D3,D4,D2,B11,D20,A10,A48,A6,A33,A9,C7,C8,C6,C7	D4
10552	Digital Sales Support Associate	A,D3,D4,D2,B11,D20,A6,A33,A9	A
10633	Account Executive	A,A1,D3,D4,D2,B11,D20,A10,A48,A33,A9,A6,D1	A
10634	Commercial Producer/Photographer III	A,A1,D3,D4,D2,B11,D20,A10,A48,A33,D7,I	I
10678	News Producer	A,A1,D3,D4,D2,B11,D20,A10,A48,A6,A33,A9,C7,C8,C6,C7,I	I
10681	Finance Director	A,I	I
10710	Editor/Photographer	A,D3,D4,D8,A10,A6,B3,B5,B11,C5,C7,C8,D2,I,HH	I
10756	Financial Analyst	A,I	I
10764	Multimedia Journalist	A,A1,D3,D4,D2,B11,D20,A10,A48,C8,HH,C5,C6,C7,A18,D	D3
10789	Studio Technician	A,D3,D4,D2,B11,D20,A9,A33,A9,D7	A
10862	Traffic Assistant	A,A1,D3,D4,D2,B11,D20,A10,A48,A33,A6,C6,A13,A20,A39,A46,A47,A49	D3

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Non-Vacancy Specific Recruiting Efforts through reporting period September 30, 2014 through September 29, 2015

Career Fairs

3/4/2015	University of Kansas Career Fair - Lawrence KS
	Staffed by Jessica Eggers, Randy Thurman, Tammy Cunningham and Mike Campbell

Internship Program

KSHB-TV has partnered with the University of Missouri to hire journalism school graduates and employ them as News Producer or Digital Web Producer trainees. This is an intense six-month program to prepare graduates for these critical positions at KSHB or at other Scripps locations. The outcome of this partnership is that KSHB hired 8 total graduates from the school of journalism. Three were hired from June through December 2014 & 5 from January through June 2015

Journalism Career Program Coordinator: Jessica Eggers, HR Manager

Training

KSHB-TV/KMCI-TV trains new and existing employees to enable them to acquire skills for advancement. In addition to an online training program that offers required and voluntary courses, two separate training sessions to improve employees' writing and story skills were conducted in the reporting period by an outside facilitator.

EEO Public Service Announcement

KSHB/KMCI-TV's promotion department wrote and produced a PSA to be run Monday through Friday on a rotating schedule for both stations. The PSA is scheduled to run 4 times a week. It requests that organizations interested in receiving job notices at KSHB-TV or KMCI-TV contact the station.

Programs sponsored by educational institutions related to careers in broadcasting:

January	Gary Lezak, Chief Meteorologist, spoke to 80 students at Oak Hill Elementary about careers in broadcast and journalism.
January	Gary Lezak, Chief Meteorologist, spoke to 144 students at Red Bridge Elementary about careers in broadcast and journalism.
February	Gary Lezak, Chief Meteorologist, spoke to 100 students at Northland Mission Home School about careers in broadcast and journalism.
April	Gary Lezak, Chief Meteorologist, spoke to 375 students at Spring Hill Elementary about careers in broadcast journalism.
April	Gary Lezak, Chief Meteorologist, spoke to 75 students at Peculiar Elementary about careers in broadcast and journalism.
May	Gary Lezak, Chief Meteorologist, spoke to 350 students at Brook Wood Elementary about careers in broadcast and journalism.
May	Gary Lezak, Chief Meteorologist, spoke to 125 students at North Platt Intermediate about careers in broadcast and journalism.
October	Gary Lezak, Chief Meteorologist, spoke to 80 students at Oak Park Carpenter School about careers in broadcast and journalism.
July	Jeff Penner, Weekend Meteorologist, spoke to 45 students at Village Shalom about careers in broadcast and journalism about careers

in broadcast and journalism.

February	JD Rudd, Weekend Meteorologist, spoke to 357 students at Elm Grove Elementary about careers in broadcast and journalism.
May	JD Rudd, Weekend Meteorologist, spoke to 750 students at Paul Kinder Middle School about careers in broadcast journalism.
May	Kalee Dionne, Meteorologist, spoke to 135 students at McArthur Elementary about careers in broadcast journalism.
October	Kalee Dionne, Meteorologist, spoke to 390 students at Cameron Elementary about careers in broadcast journalism.
March	Lisa Benson, Multimedia Journalist, spoke to 20 students at Ingles Elementary about careers in broadcast journalism.
April	Lexi Sutter, Multimedia Journalist, spoke to 240 students at Frances Willard Elementary about careers in broadcast journalism.

Miscellaneous / Community Outreach

KSHB-TV AND KMCI-TV STATION TOURS

Date	Name of School or Association	# People
1/22/2015	NWS Tour	15
2/3/2015	NWMS Broad Class Station Tour	20
2/9/2015	Weather Center (LRC) Tour (Grace H)	3
2/20/2015	Auction Winner Station Tour	3
4/11/2015	NFM Weather Special	30
4/21/2015	Auction Winner Station Tour (Zachary C)	4
7/16/2015	Digital Media Class Station Tour	13