

EEO PUBLIC FILE REPORT

Reporting Period: October 1, 2016 - September 30, 2017

Stations Included in Report: KMCI-TV, KSHB-TV

I. List of Recruitment Sources

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

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				33
C2	Internal Candidate / WorkLife				34
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			81
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	6
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C27	MediaBistro	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		44
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	9
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				21
C131	Agency/Search Firm				6

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C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		23
C163	JobCase.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

Local Sources

L1	Broadcast One Source	1803 Sun Valley Dr Jefferson City, MO 65109	Suzanne Cook	314/647-8181	
L2	Broadcast Centre of St Louis	2360 Hampton St Louis, MO	Career Services	314/647-8181	
L3	Central Missouri State University	Wood 11 Warrensburg, MO 64093	Career Services	660/543-4155	
L4	Missouri School of Journalism	120 Neff Hall Columbia, MO 65201	Phou Sengsavahn	573-884-5400	
L5	Northwest Missouri State University	800 University Dr Maryville, MO 64468	Career Services	660/562-1250	
L6	University of Missouri - Kansas City	5100 Rockhill Rd Kansas City, MO 64131	Career Services	816-235-1228	
L7	Northwestern University	2840 Sheridan Rd Evanston, IL 60201	Career Services	847/491-3707 847/467-7778	
L8	Kansas State University	100 Holtz Hall Manhattan, KS 66506		785/532-1691 785/532-6802	
L9	University of Kansas	1435 Jayhawk Bld Lawrence, KS	pnoland@ku.edu		
L10	CareerExec-UMKC/JCCC	4825 Troost Room 205 Kansas City, MO 64110		816-235-1635	
L11	Pittsburg State University	1701 S Broadway Pittsburg, KS 66762		620/235-4008 620/235-4140	
L12	Washburn University	1700 SW College Ave Topeka, KS 66621		785/231-1010 785/232-2397	

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L13	Division of Workforce Dev	1716 Four Seasons Drive Jefferson City, MO 65101	Harold Bullock	573/526-8115	
L14	Kansas City Association of Black Journalists	PO Box 32744 Kansas City, MO 64111	Robyn King		
L15	The Urban League	1710 Paseo Blvd Kansas City, MO 64108	Jauqua Wilkins jwilkins@ulkc.org	816.471.3064	
L16	Women's Employment Network	920 Main Street #100 Kansas City, MO 64105	Tonia Bomar tbomar@kcwen.org	816/822-8083	
L17	RTNDA	529 14th Street, NW, Suite 425 Washington, DC 20045	russell.locour@tulsaWorld .com	202-659-6510 202-223-4007	
L18	Kansas Association Of Broadcasters	1916 SW Sieben Court Wichita, KS	Harriet Lange	785/235-1307	
L19	Workforce Partnership - Johnson County, KS	9221 Quiveria Road Overland Park, KS 66215		913/571/5900	
L20	Society of Broadcast Engineers	9247 N Meridian St Ste 305 Indianapolis, IN 46260	kjones@sbe.org		
L21	TV and Radio Jobs	PO Box 129 Kanab, UT 84741	April Causey		
L22	American Women in Radio and TV	8405 Greensboro Drive Ste 800 Maclean, VA 22102	Amy B Lotz	703-506-3290 703-506-3266	
L23	TV Spy	150 West 22nd St 5th Floor New York, NY 10011	www.tvspy.com		
L24	Kansas City Ad Club	1025 Jefferson Street Kansas City, MO 64112		816.822.0300	
L25	kansascityjobseekers.com		Mark Van Baale www.kansascityjobseekers.com		

Total Number of Interviewees Referred: 264

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [12358]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134	Code Number: C131 Start Date: 2016-12-05
Account Exec, Integrated [12358]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134	Code Number: C97 Start Date: 2017-06-05
Account Exec, Integrated [13089]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, C163	Code Number: C97 Start Date: 2017-07-10
Account Exec, Integrated [13089]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, C163	Code Number: C1 Start Date: 2017-09-18
Assoc Account Exec, TV [13023]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C97 Start Date: 2017-06-05
Asst News Director [12313]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134	Code Number: C2 Start Date: 2016-11-21
Content Coord III [12598]	C1, C2, C3, C5, C69, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-02-01
Content Coord III [13370]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C1 Start Date: 2017-09-11
Digital Content Producer [12563]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-02-27
Dir, HR Business Partner [12659]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134	Code Number: C97 Start Date: 2017-04-24
Evening Anchor, MMJ (C) [12162]	C1, C2, C3, C5, C69, C130, C131, C132, C134	Code Number: C130 Start Date: 2016-10-31
Exec Producer [12466]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134	Code Number: C5 Start Date: 2017-01-16
Exec Producer [12539]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-01-16

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
General Manager, TV [12859]	C1, C2, C3, C5, C69, C130, C131, C132, C134	Code Number: C1 Start Date: 2017-05-02
JCP Participant [12417]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L4	Code Number: C3 Start Date: 2017-01-09
JCP Participant [12854]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L4	Code Number: C97 Start Date: 2017-07-05
JCP Participant [12854]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L4	Code Number: C130 Start Date: 2017-06-05
JCP Participant [12854]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L4	Code Number: C130 Start Date: 2017-06-05
Local Sales Manager [12125]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134	Code Number: C97 Start Date: 2016-10-17
Multimedia Journalist [11805]	C1, C2, C3, C5, C69, C130, C131, C132, C134	Code Number: C3 Start Date: 2016-10-03
Multimedia Journalist [12918]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C95, C100, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-07-31
Multimedia Journalist [12918]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C95, C100, C130, C131, C132, C134	Code Number: C100 Start Date: 2017-05-15
Multimedia Journalist [12918]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C95, C100, C130, C131, C132, C134	Code Number: C131 Start Date: 2017-07-10
Multimedia Journalist [12918]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C95, C100, C130, C131, C132, C134	Code Number: C100 Start Date: 2017-06-01
Multimedia Journalist [12918]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C95, C100, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-06-12
Photographer II [12467]	C1, C2, C3, C5, C69, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-01-30

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Photographer II [12601]	C1, C2, C3, C5, C69, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-03-13
Photographer II [12856]	C1, C2, C3, C5, C69, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-05-08
Producer [12164]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, L4	Code Number: C3 Start Date: 2017-02-20
Producer [12431]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134	Code Number: C134 Start Date: 2017-03-06
Producer [12665]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C95, C97, C98, C100, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-02-27
Producer [12709]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C95, C97, C98, C100, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-06-19
Producer [12709]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C95, C97, C98, C100, C130, C131, C132, C134	Code Number: C97 Start Date: 2017-06-12
Producer, Creative Services [12796]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-03-20
Promotions Manager [12564]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C116, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-01-16
Sales Assistant - TV [12449]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C116, C130, C131, C132, C134	Code Number: C2 Start Date: 2016-11-28
Sales Support Asst II [13113]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C116, C130, C131, C132, C134	Code Number: C130 Start Date: 2017-06-26
Sales Support Asst II [13350]	C1, C2, C3, C5, C69, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-08-28
Specialty Photographer [12389]	C1, C2, C3, C5, C69, C130, C131, C132, C134	Code Number: C2 Start Date: 2016-12-19

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Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Sports Anchor [13050]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C100, C130, C131, C132, C134	Code Number: C130 Start Date: 2017-06-19
Sr Producer, Creative Services [12599]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-03-13
Supervising Producer [12379]	C1, C2, C3, C5, C69, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-01-02

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>Kansas University Job fair - Nov 1st 2016 - attended by the Director of Sales, HR Business Partner and Local Sales Manager</p>
<p>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.</p>	<p>Director of Sales presented to the Greater Kansas City Better Business Bureau on Jan 17, 2017 - gave overview of Broadcast Sales positions and what it takes to be successful in TV Sales</p> <p>Manager of Digital Media on March 30, 2017 presented to college Marketing and Journalism students at Johnson County Community College about career opportunities at the station and how she got to her position and what is needed for a career in digital media.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>KSHB-TV Has partnered with the University of Missouri - School of Journalism to hire journalism school graduates and employ them as News Producers or Digital Content Producer trainees. This is an intense six month program to prepare graduates for these critical positions at KSHB or other Scripps stations across the country. During this reporting period KSHB has hired five total graduates.</p>
<p>Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).</p>	<p>Digital Media Executive Producer Taylor Shaw presented to the National Association of Black Journalists student group - aspiring journalists regarding the Online Digital Movement at the NABJ Convention and Career Fair - July 27 2017</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>Investigative Reporters and Editors (IRE) training conducted on site on March 20, 2017- Members of the KSHB staff used training obtained at the off-site IRE Conference as well as other training and experience to provide best-case examples to fellow staff on best ways to cover breaking news and better inform our community.</p> <p>KSHB and its employees participate in The E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all KSHB employees enjoy the opportunity to pursue career advancement through online training in station-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill-sets. This eLearning system is also used for EEO training and other mandatory compliance training.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	The station meteorologists spoke with students at several schools and educational institutions throughout the Kansas City area during the current reporting period. They spoke about the career of a weatherperson and jobs within journalism at a TV station. October 2016 - Northview Elementary. February 2017 - Butler Elementary and Prairie Branch Elementary. March 2017 - Kellybrook Elementary. April 2017 - Rosehill Elementary, and Henry Leavenworth Elementary. May 2017 - James Lewis Elementary, Hogan Prep and Woodlands Elementary. July 2017 - St. Andrew's Academy. August 2017 - South Valley Middle School.
	Production Manager Tom Brown partners with Northwest Missouri State University's Communications school to share the latest trends in Media and Communications and how to implement them into their education program. Tom also mentors/advises 2 students each year to review their resumes and advise them on how to get started on a career path in Media Production.
	Three members from KSHB participated in the March 2017 Career Day at Hogan Prep High School.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Station management attended a half-day session on January 18, 2017 where they were trained on our compliance and their role with employment law. Specific training topics included: anti-harassment, taking complaints, EEO laws, disability and leave issues, performance management, and terminations.