

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 September 21, 2015, through September 30, 2016 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, 2015, through September 30, 2016.

3. A brief description of Recruitment Initiatives.

KCTV & KSMO-TV
Recruitment Sources Report

For the period of September 21, 2015, through September 30, 2016 KCTV & KSMO-TV filled the following vacancies as defined by the FCC EEO rules.

	Chief Photographer (Position Filled Date)			Engineer			News Producer			Newscaster			Inv. Newscster			Assgn. Editor			Studio Tech.			Admn. Coord.			Account Exec.			PT Newsroom Asst			Multimedia Jour			Facilities Tech			Newscaster		
	09/21/15			09/28/15			10/05/15			10/19/15			10/19/15			10/19/15			11/02/15			12/16/15			01/04/16			01/04/16			01/04/16			01/12/16			03/03/16		
Recruitment Sources	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	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	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	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	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	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	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	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	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	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	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	x		x	x		x	x		x	x		x	x		x	x	
Kansas Workforce Partnership	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Kansas University School of Journalism and Mass Comm.	x	x		x	x		x	x		x	x		x	x		x	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	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	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	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	x		x	x		x	x		x	x		x	x		x	x	
Park University	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Penn Valley Community College	x	x		x	x		x	x		x	x		x	x		x	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	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	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	x		x	x		x	x		x	x		x	x		x	x	
William Jewel College	x	x		x	x		x	x		x	x		x	x		x	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	x		x	x		x	x		x	x		x	x		x	x	
KCTV/KSMO Web Site		x	HS		x			x			x			x			x			x	HS		x			x			x			x	HS		x			x	
Meredith Corporation Web Site		x			x			x			x			x			x			x			x			x			x			x			x			x	
Better Jobs.com								x			x			x			x			x			x			x			x			x			x			x	
Beyond.com, Inc								x			x			x			x			x			x			x			x			x			x			x	
Career Arc - Tweet My Jobs		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	
Glassdoor								x			x			x			x			x			x			x			x			x			x			x	
The Ladders								x			x			x			x			x			x			x			x			x			x			x	
Media Bistro								x			x			x			x			x			x			x			x			x			x			x	
Monster Worldwide, Inc								x			x			x			x			x			x			x			x			x			x			x	
Simply Hired, Inc								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	
Industry/Employee Referral		x			x	ER		x	IR		x	IR		x	ER		x	ER		x			x			x	ER		x			x	IR		x			x	IR
Internal Promotion		x			x			x			x			x			x			x			x			x			x			x			x			x	
Rehired		x			x			x			x			x			x			x			x	HS		x			x			x			x			x	
Indeed.com		x			x			x			x			x			x			x			x			x			x	HS		x			x			x	
Twitter		x			x			x			x			x			x			x			x			x			x			x			x			x	
Agent		x			x			x			x			x			x			x			x			x			x			x			x			x	

Key:
RS/O= Requesting Sources/Organizations that requested and received the job vacancy notice.
X= Represents All Recruiting Sources that received the job vacancy notice.
HS = Recruitment Source that referred the Hiree.
IR/ER= Hiree 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
Recruitment Sources Report

For the period of September 21, 2015, through September 30, 2016 KCTV & KSMO-TV filled the following vacancies as defined by the FCC EEO rules.

	News Producer			Digital Content Mg			Local Sales Mg			Local Sales Mg			Multimedia Prod			News Producer			Multimedia Jour			Meteorologist			MMJ			MMJ			News Prod.			News Prod.			Assign Editor			News Director			Acct. Exec.			Multi Media Prod			
(Position Filled Date)	03/07/16			03/16/16			03/28/16			04/25/16			05/18/16			06/06/16			06/13/16			06/20/16			07/11/16			07/18/16			08/01/16			08/08/16			08/15/16			08/17/16			08/22/16			09/06/16			
Recruitment Sources	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	x		x	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	x		x	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	x		x	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	x		x	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	x		x	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	x		x	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	x		x	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	x		x	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	x		x	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	x		x	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	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Kansas Workforce Partnership	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Kansas University School of Journalism and Mass	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	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	x		x	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	x		x	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	x		x	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	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Park University	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
Penn Valley Community College	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	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	x		x	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	x		x	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	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		
William Jewel College	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	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	x		x	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	HS			x			x			x			x	HS			
Meredith Corporation Web Site		x			x			x			x			x			x			x			x			x			x			x			x			x			x			x			x		
Better Jobs.com		x			x			x			x			x			x			x			x			x			x			x			x			x			x			x			x		
Beyond.com, Inc		x			x			x			x			x			x			x			x			x			x			x			x			x			x			x			x		
Career Arc - Tweet My Jobs		x			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			x		
Glassdoor		x			x			x			x			x			x			x			x			x			x			x			x			x			x			x			x		
The Ladders		x			x			x			x			x			x			x			x			x			x			x			x			x			x			x			x		
Media Bistro		x			x			x			x			x			x			x			x			x			x			x			x			x			x			x			x		
Monster Worldwide, Inc		x			x			x			x			x			x			x			x			x			x			x			x			x			x			x			x		
Simply Hired, Inc.		x			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			x		
Industry/Employee Referral			ER			IP			IP			ER			ER						ER																												
Internal Promotion																																																	
Rehired																																																	
Indeed.com																																																	
Twitter																																																	
Agent																																																	

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(Position Filled Date)	Sr. Executive Prod.			News Photographer														
	09/12/16			09/19/16														
<u>Recruitment Sources</u>	<u>RS/O</u>	<u>X</u>	<u>HS</u>	<u>RS/O</u>	<u>X</u>	<u>HS</u>	<u>RS/O</u>	<u>X</u>	<u>HS</u>	<u>RS/O</u>	<u>X</u>	<u>HS</u>	<u>RS/O</u>	<u>X</u>	<u>HS</u>	<u>RS/O</u>	<u>X</u>	<u>HS</u>
. A.F.T.R.A.	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	
. Avila College	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	
. Full Employment Council	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	
. IBEW Local 53	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	
. Kansas Association of Broadcasters	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	
. Kansas City Kansas Community College	x	x		x	x		x	x		x	x		x	x		x	x	
. Kansas Workforce Partnership	x	x		x	x		x	x		x	x		x	x		x	x	
. Kansas University School of Journalism and Mass	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	
. MidAmerica Nazarene University	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	
. NAACP	x	x		x	x		x	x		x	x		x	x		x	x	
. Park University	x	x		x	x		x	x		x	x		x	x		x	x	
. Penn Valley Community College	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	
. United Minority Media Association	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	
. William Jewel College	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	
KCTV/KSMO Web Site		x			x			x			x			x			x	
Meredith Corporation Web Site		x			x			x			x			x			x	
Better Jobs.com		x			x			x			x			x			x	
Beyond.com, Inc		x			x			x			x			x			x	
Career Arc - Tweet My Jobs		x			x			x			x			x			x	
Career Builders		x			x			x			x			x			x	
Glassdoor		x			x			x			x			x			x	
The Ladders		x			x			x			x			x			x	
Media Bistro		x			x			x			x			x			x	
Monster Worldwide, Inc		x			x			x			x			x			x	
Simply Hired, Inc.		x			x			x			x			x			x	
TVJobs.com		x			x			x			x			x			x	
Industry/Employee Referral																		
Internal Promotion			HS			ER												
Rehired																		
Indeed.com																		
Twitter																		
Agent																		

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RS/O= Requesting Sources/Organizations that requested and received the job vacancy notice.
X= Represents All Recruiting Sources that received the job vacancy notice.
HS = Recruitment Source that referred the Hiree.
IR/ER= Hiree 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-5 INTERVIEWEE RECORDS REPORT

Job Vacancies: September 21, 2015, through September 30, 2016
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	E-Mail Address	Address1	Address2	City	State	Zip
.	.	A.F.T.R.A.	Tanya Cella	816-753-4557/816-753-1234	tanya.cella@sagafta.org					
.	.	American Indian Council	Christine Molle	816-471-4898/816-471-8543		310 Armour Rd., Suite 205		Kansas City	MO	64116
.	.	Avila University	Career Planning	816-501-3666	careers@avila.edu	11901 Wornall Road		Kansas City	MO	64145
.	.	Benedictine College	Leah Blair	913-360-7578	lblair@benedictine.edu	1020 North Second Street		Atchison	KS	66002
.	.	Full Employment Council	Charles LeGrand	816-468-8767		1740 Paseo		Kansas City	MO	64108
.	.	Haskell Indian Nations University	Career Placement Office	785-749-8437		155 Indian Avenue		Lawrence	KS	66046
.	.	IBEW Local 53	Jim Lynch	816-421-5464/816-842-1447		1100 Admiral Blvd., Room 211		Kansas City	MO	64106
.	.	Johnson County Community College	Career Development Center	913-469-3870/913-469-3825		12345 College at Quivera		Overland Park	KS	66210
.	.	Kansas Association of Broadcasters	Kent Cornish	785-235-1307		2709 SW 29th Street		Topeka	KS	66614
.	.	Kansas City Art Institute	Ari Fish	816-802-3444	afish@kcai.edu	4415 Warwick		Kansas City	MO	64145
.	.	Kansas City Kansas Community College	Career Placement Office	913-334-1100		P.O. Box 12951		Kansas City	KS	66112
.	.	Kansas University School of Journalism & Communi	Steve Rottinghaus	785-864-7630	steve.rottinghaus@ku.edu	1435 Jayhawk Blvd., Room 120		Lawrence	KS	66045
.	.	Kansas Workforce Partnership	Danica Rhone	913-279-2600		626 Minnesota Avenue		Kansas City	KS	66101
.	.	Medialine	Charles N. Mills	706-364-7564	medialine@medialine.com	P.O. Box 51909		Pacific Grove	CA	93950
.	.	MidAmerica Nazarene University	Mark Hamilton	913-791-3382		2030 E. College Way		Olathe	KS	66062-1899
.	.	Missouri Broadcasters Association	Terry Harper	573-636-6692	tharper@mbaweb.org	P.O. Box 104445		Jefferson City	MO	65110-4445
.	.	NAACP	Anita Russell	816-421-1191		1601 East 18th Street, Suite 250		Kansas City	MO	64108
.	.	Park University	Leah Fletcher	816-505-5445 (Fax)						
.	.	Penn Valley Community College	Career Placement Office	816-759-4155/816-759-4087		3201 Southwest Trafficway		Kansas City	MO	64111
.	.	Rockhurst University	Jennifer Vargo	816-501-4000		1100 Rockhurst Road		Kansas City	MO	64110
.	.	University Minority Media Association	M.C. Richardson	816-822-1313/816-822-8002 (Fax)	ummaseventyfour@yahoo.com	6025 Prospect		Kansas City	MO	64130
.	.	University of Missouri-Kansas City	Career Placement Office	816-471-0550/816-471-3064	mujourcareerservices@missouri.edu	4825 Troost, Suite 205		Kansas City	MO	64110
.	.	William Jewell College	Marissa Bland	816-781-7700/816-415-5027	careerdevelopment@william.jewell.edu	500 College Hill		Liberty	MO	64068-1896
.	.	Women's Employment Network	Tonia Bomar	816-822-8083	tbomar@kcwen.org	920 Main, Suite 100		Kansas City	MO	64105
.	5	KCTV/KSMO Web Page	Paula Ruiz		www.kctv5.com	4500 Shawnee Mission Pkwy		Fairway	KS	66205
.	.	Meredith Corporation Web Site	Marcia Schoeppner	515-284-2159		1716 Locust		Des Moines	IA	50309
.	.	TV Jobs.com	Broadcast Employment Services	760-754-8177	admn@tvjobs.com	P.O. Box 4116		Oceanside	CA	92052
.	.	Media Bistro	Amy Condon	212-389-2000	www.mediabistro.com	825 8th Avenue, 29th Floor		New York	NY	10019
.	.	Career Arc (Tweet My Jobs)	Robin D. Richards	888-303-2526		2600 West Olive Ave., Ste. 710		Burbank	CA	91505
.	.	CareerBuilders	Classified Dept.	773-527-3600	clientsupport@careerbuilders.com	200 N. LaSalle, Suite 1100		Chicago	IL	60601
.	18	Industry/Employee Referral								
.	3	Internal Candidate								
.	2	Rehire								
.	.	Simply Hired, Inc.	James K. Beriker	408-400-4700	www.simplyhired.com	525 Almanor Ave., Suite 100		Sunnyvale	CA	94085
.	.	Monster Worldwide, Inc.	Timothy T. Yates	978-461-8000	www.monster.com	133 Boston Post Road		Weston	MA	02493
.	.	The Ladders	Marc Cenedella		www.theladders.com	137 Varick St., Suite 8		New York	NY	10013
.	1	Indeed.com	Rony Kahan		www.indeed.com					
.	.	Glassdoor.com	Carmel Galvin	415-339-9105	www.glassdoor.com	100 Shoreline Highway, Bldg. A		Mill Valley	CA	94941
.	.	Better Jobs.com	Classified Dept.	773-527-3600	www.betterjobs.com	200 N. LaSalle, Suite 1100		Chicago	IL	60601
.	.	Beyond.com	Global Headquarters	866-694-JOBS	www.beyond.com	1060 1st Ave., Suite 100		King of Prussia	PA	
.	1	Agent	Jeff Marcu	719-388-9765	jeff@otatalent.com	11301 W. Olympic Blvd., Ste 360		Los Angeles	CA	90064
.	1	Twitter	Jack Dorsey	415-222-9670	press@twitter.com			San Francisco	CA	

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*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	9/21/15-09/30/16	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	9/21/15-09/30/16	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 our News department. This program is overseen by the Director of Human Resources	
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	9/21/15-09/30/16	KCTV5 & KSMO-TV provide tours to help educate students specifically on communications, media, broadcasting, and journalism. Tours were led by the HR Director Asst. News Director 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	9/21/15-09/30/16	Jill West HR Director and Ed Kosowski, News Director participated in a job Fair on the MU campus. Jill West HR Director and Brenda Poor, Asst. News Director participated in a job fair at the K-State campus. Ed Kosowski, News Director and Julie Kellogg participated in a job fair on the KU campus. Jill West, HR Director attended a KAB Event at Emporia State	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 Job Shadowing for students.	9/21/15-09/30/16	During this reporting period, various news staff (weather dept. sports dept.). Participated in job shadowing with students.	