

**EEO PUBLIC FILE REPORT-KSHB-KMCI TV**

\*\* Organizations requesting notification of open positions.

**I. List of Recruitment Sources for Reporting period March 14, 2013 - September 29th, 2013**

**(including the number of interviewees referred during the reporting peri**

<b>Code</b>	<b>Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Contact Phone</b>	<b>Number of Interviewees Referred</b>
<b>CODE</b>	** Organizations requesting notification of open positions.				
A	<b>Smartpost - through Scripps Career Center</b>	312 Walnut Cincinnati, OH 45202-4067	Jessica Eggers-Recruiter	816.932.4360 / jessica.eggers@kshb.com	22
A1	America's Job Exchange				
A2	America's Job Exchange(OFCCP-EEOC compliant)				
A3	AWRT(American Women in Radio and TV)				
A4	BroadcastingMVP.com	[The "A" subgroup sources are contacted through the Scripps Career Center.]			
A5	BroadcastRecruiting.com				
A6	CareerBuilder				10
A7	Craigslist-Kansas City				
A8	EntertainmentCareers.com				
A9	Google Base				
A10	Indeed.com				
A11	iHire Sales People.com				
A12	HotJobs.com				
A13	Job.com				11
A14	Job4You.com				
A15	Jobirn.com(Insidersreferral.com, Inc)				
A16	Jobbob.com				3
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				2
A25	MediaJobMarket. Com				
A26	Medialine				
A27	MediaWeek.com				
A28	Missouri.ColumbiaCareers				
A29	MissouriJobs.com				
A30	MissouriJobStore.com				
A31	Missouri.SpringfieldCareers				
A32	MOCareers.com				
A33	Monster.com US locations				
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				7
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				5

A49	VetJobs.com				
A50	Dice.com				
<b>UNIVERSITY AND COLLEGES</b>					
<i>Missouri Sources</i>		<b>Address</b>	<b>Contact</b>		
B	Broadcast One Source - <a href="http://www.eeo1source.com/">http://www.eeo1source.com/</a>	1803 Sun Valley Dr. Jefferson City, MO 65109	Suzanne Cook		
B1	Broadcast Centre of St Louis	2360 Hampton St. Louis, MO	Career Services		
B2	Central Missouri State University	Wood 11, CMSU Warrensburg, MO 64093	Career Services		
B3	Missouri School of Journalism	120 Neff Hall Columbia MO 65201	Phou Sengsavahn		9
B4	NW MO State University	800 University Dr Maryville MO 64468	Career Services		
B5	University of MO-KC	5100 Rockhill Rd Kansas City, MO 64131	Career Services career@mail.nwmissouri.edu		
<i>Illinois Sources</i>					
B6	Northwestern University	2840 Sheridan Rd Evanston IL 60201	Career Services		
<i>Kansas Sources</i>					
B10	Kansas State Univ	100 Holtz Hall Manhattan KS 66506	Career Services		
B11	University of Kansas	1435 Jayhawk Bld Lawrence, KS	Patty Noland pnoland@ku.edu	785/864/4755	16
B12	CareerExec-UMKC/JCCC	4825 Troost Room 205 KC, MO 64110	Career Services		
B13	Pittsburg State Univ	1701 S Broadway Pittsburg KS 66762	Career Services		
B14	Washburn University	1700 SW College Ave Topeka KS 66621	Judy Smith judy.smith@washburn.edu		4
<b>MINORITY SOURCES</b>					
C1	Division of Workforce Dev	1716 Four Seasons Drive Jefferson City MO 65101	Harold Bullock hbullock@wfd.state.mo.us		
C2	KC Assoc of Black Journalists	PO Box 32744 Kansas City, MO 64111	Robyn King kcabj@kcabj.org		
C3	The Urban League	1710 Paseo Blvd Kansas City, MO 64108	Nina Jones njones@ulkc.org		
C4	Women's Employment Network	920 Main Street #100 Kansas City MO 64105	Lynette Williams lwilliams@kcwen.org		
C5	NABJ-Region V	PO Box 2904 Tulsa, OK 74101-2904	Russell LaCour russell.locour@tulsaWorld.com		9

C6	AAJA-Asian American Journalism Assoc	1182 Market St, Ste 320 San Francisco, CA 94102	Albert Lee Post@aja.com		13
C7	Investigative Reporters and Editors	141 Neff Annex, Missouri School of Journalism Columbia, MO 65211			8
C8	RTNDA	529 14th Street NW, Suite 425 Washington, DC 20045	Jane Nassiri janen@rtnda.org		6
<b>INDUSTRY SPECIFIC SOURCES</b>					
D	Kansas Assoc. Of Broadcasters	1916 SW Sieben Court Wichita, KS	Harriet Lange harriet@kab.net		16
D1	Workforce Partnership - Johnson County, KS	9221 Quiveria Road Overland Park, KS 66215	<a href="mailto:overlandparkjobs@kansasworks.com">overlandparkjobs@kansasworks.com</a>		
D2	KSHB/KMCI Websites	4720 Oak St, KC, MO 64112	Jessica Eggers jessica.egggers@kshb.com		5
D3	Scripps Website	312 Walnut, Cincinnati, OH	Scripps.com		36
D4	Employee Referral Program	4720 Oak Street, Kansas City, MO 64112	Jessica Eggers jessica.egggers@kshb.com		12
D5	Spots and Dots	167 Oakdale Road Johnson City, NY 13790	April Causey april@spotndots.com		0
D6	Society of Broadcast Engineers	9247 N Meridian St, Ste 305 Indianapolis, IN 46260	Scott Jones		0
D7	TV and Radio Jobs	PO Box 129 Kanab, UT 84741	Hal Abrams		4
D8	Unsolicited resumes/calls	4720 Oak Street, KC, MO 64112	Jessica Eggers	<a href="mailto:jessica.egggers@kshb.com">jessica.egggers@kshb.com</a>	9
D9	Unknown				0
D10	Agency contacts	Various			16
D11	American Women in Radio and TV	8405 Greensboro Drive, Ste 800 Maclean VA 22102	Amy B Lotz		
D12	National Television Academy	111 W 57th St, Ste 600 New York, NY 10019	Maggie Eubanks maggie@kaygroup.com	Tel. 314-647-3669	
D13	Broadcast Engineering(Prism)	9800 Metcalf Overland Park, KS 66212	Susan Schaefer		
D15	Rick Gevers Newsletter	Rick Gevers & Associates PO Box 599 Zionsville, IN 46077	Rick Gevers rick@rickgevers.com		3
D16	Conferences/Career Fairs				

D17	Poynter Career Center	Poynter Institute 801 Third St Petersburg, FL 33701	St Colleen Eddy Bus Dev Director ceddy@poynter.org		
D18	TV Spy	150 West 22nd St, 5th Floor New York, NY 10011			
D19	KC Ad Club	1025 Jefferson Street Kansas City, MO 64105		816.822.0300	
D20	LINKED IN	4720 Oak Street, KC, MO 64112	Jessica Eggers jessica.eggers@kshb.com		7
I	Internal Application / Promotion				
HH	Collective Talent	Collective Talent 26150 Hersheyvale Franklin, MI	Sandra Kennell	813.254.9695	19

**Total number interviewed: 252**

<b>EEO PUBLIC FILE REPORT-KSHB-TV/KMCI-TV</b>			
<b>II. Full-Time Vacancies Filled During the Reporting Period</b>			
<b>Req Number</b>	<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy</b>	<b>Recruitment Source for Person Hired</b>
		<b>[by code number]</b>	<b>[by code number]</b>
5647	News Producer	A, A1, D3, D4,D2, B11, D20, A10 A48, I, A6, A33, A9, C7, C8,C6	D3
5739	Multimedia Journalist	A, A1, D3, D4 ,D2, B11, D20, A10, A48, C8,HH, C5,C6,C7,A18,D	A48
5762	Meteorologist, Weekend	A, A1, D3, D4 ,D2, B11, D20, A10, A48, C8,HH, C5,C6,C7,A18,D	HH
5778	Morning Anchor, MMJ	A, A1, D3, D4 ,D2, B11, D20, A10, A48, C8,HH, C5,C6,C7,A18,D	HH
5779	Evening Anchor, MMJ	A, A1, D3, D4 ,D2, B11, D20, A10, A48, C8,HH, C5,C6,C7,A18,D	A
5836	Digital Sales Support Assoc	D3,D4,D2, B11,D20,A6, A46, A33, A09	D20
5973	Credit & Collections Clerk II	D3, D4, D2, B11, D20, A1, A6, A13, A39, A47, A48, A49	D4
6074	Account Exec, Digital Sales	D3, D4, B11, D2	D20

6091	News Producer	A, A1, D3, D4, D2, B11, D20, A10, A48, I, A6, A33, A09, C7, C8	D3
6110	Dir, Local Sales	D3,D4,D2,B11, D20, A44, A1, A2, A42, A10	A48
6145	Master Control Tech II	D3,D4,D2,B11, D20 A09,A10	D3
6188	Sales Support Asst I	A, A1,D3, D4, D2, B11, D20, A10, A48, A33, A06, C6, C7, A13, A20, A39, A48, A47, A49	B11
6191	News Producer	A, A1, D03, D04, D02, B11, D20, A10, A48 I, A06, A33, A09, C07, C08, C06, C07	C5
6276	Account Exec	A, A1, D3, D4, D2, B11, D20, A10 A48, A33, A09, A06, D1	B11
6322	Meteorologist, Weekend	A, A1, D3, D4, D2, B11, D20 A10 A48, C8, HH, I	A10
6354	Asst News Director	A, A1, D3, D4, D2, B11, D20, A10, A48, C06, HH, C05, D07, A06, D15, C08	D20
6424	News Producer	A, A2,G,H,F,V,Y,QQ, A10, A48, I, A06, A33, A09, C07	A48
6446	Studio Tech I	D03, D04, D02, B11, D20, A09, A33, A09, D07,	D20
6448	Account Exec	A, A1, A3, D4, D2, B11, D20 A10, A33, A09, A06, D1	D3
6450	Specialty Photographer	A, A1, D3, D4, D2, B11, D20 A10, A48, A33, D7, I	D4
6457	Digital Content Tech I	A, A1, D3, D4, D2, B11, D20, A10, A48, A33,A18, A06, D07, D01	A33
6516	Multimedia Journalist	A, A1, D3, D4, D2, B11, D20, A10, A48, A33, A06, C05, C07, C06, A26, D07, HH, A48	A48
6548	Account Exec	A, A1, D3, D4, D2, B11, D20, A10, A48, A43, A09, A06, D1	B11
6596	Weekend Sports Anchor	A, A01, D3, D04, D02,B11, D20, A10, A48, A33, A09, D07, A06, A18, A26, C05, HH	HH

6688	Traffic Assistant II	A, A01, D3, D04, D02,B11, D20, A10, A48, A33, A06, C06, A13, A20, A39, A46, A47, A49	D4
6732	News Producer	A, A01, D3, D04, D02,B11, D20, A10, A48, I, A06, A33, A09, C07	D4

### EEO PUBLIC FILE REPORT-KSHB/KMCI TV

Non-Vacancy Specific Recruiting Efforts through reporting period March 14, 2013 through September 29, 2013

### Career Fairs

- 4/2/13 KAB (Kansas Association of Broadcasters) Career Fair - Topeka, KS  
Recruitment Booth staffed by Tammy Fruits and Jessica Eggers
- 4/3/13 CNBAM (College Newspaper Business & Advertising Managers) - San Diego, CA  
Recruitment Booth staffed by Stephanie Monahan and Ty Carver
- 6/20/13 IRE (Investigative Reporter and Editors)-San Antonio, TX  
Recruitment Booth staffed by Melissa Greenstein
- 7/31/13 NABJ (National Association of Black Journalists)-Orlando, FL  
Recruitment Booth staffed by Tanya Minella
- 8/24/13 RTDNA (Radio Television Digital News Association)- Anaheim, CA  
Recruitment Booth staffed by Carrie Hofmann

### Internship Program

KSHB-TV and KMCI-TV have established an ongoing internship program. The summer of 2013, we had 4 interns who spent 7 weeks with our company. They trained in every department within the station during the program (sales, news, web and local production).

During the reporting period, the station had 1 intern from the following schools for 7 weeks (from 06/10 - 07/28/13):

- University of Kansas
- Baker University
- University of Missouri
- University of St. Mary's

Intern 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:**

- March The station hosted the University of Missouri-Columbia Journalism School students for a career day at KSHB-TV.
- May Gary Lezak, Chief Meteorologist, spoke to 470 students at Bradley Elementary about careers in broadcast and journalism.
- June Jeff Penner, Meteorologist MMJ, spoke to 80 elementary students at Briarwood Elementary about careers in broadcast and journalism.

### **Miscellaneous / Community Outreach**

#### **KSHB-TV AND KMCI-TV STATION TOURS**

<b>Date</b>	<b>Name of School or Association</b>	<b># People</b>
3/15/13	Elizabeth Black/Auction Winner	15
3/19/13	Lee Summit HS Meteorology class	6
3/21/13	St Joe News Press / HS Students	70
3/22/13	Girl Scouts	30
3/26/13	Lee Summit South HS Meteorology Class	20
4/4/13	Parkhill South HS-Journalism Class	50
4/19/13	Girl Scouts	30
4/29/13	Boy Scout	15
8/7/13	YMCA older Adults	30