

**EEO PUBLIC FILE REPORT**

**Reporting Period:** October 1, 2017 - September 30, 2018

**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
<b>Common Sources</b>					
C1	Employee Referral				2
C2	Internal Candidate / WorkLife				43
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			45
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	3
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	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
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	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C27	MediaBistro	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C38	Asian American Journalists Association (AAJA)	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
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		12
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	3
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				2
C131	Agency/Search Firm				7
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		7

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C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C166	DRI International (Disaster Recovery Institute)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	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	

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L12	Washburn University	1700 SW College Ave Topeka, KS 66621		785/231-1010 785/232-2397	
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: 126**



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**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Director II [13653]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L6	Code Number: C2 Start Date: 2017-12-04
Director II [13653]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L6	Code Number: C2 Start Date: 2017-12-04
Director II [13653]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L6	Code Number: C2 Start Date: 2017-12-04
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Director II [13653]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L6	Code Number: C2 Start Date: 2017-12-04
Director II [14770]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C69, C97, C130, C131, C132, C134, C166, C167	Code Number: C3 Start Date: 2018-09-24
Director II [14770]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C69, C97, C130, C131, C132, C134, C166, C167	Code Number: C134 Start Date: 2018-09-17
Enterprise Editor [13972]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2018-03-12
Exec Producer [13814]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-01-29
Exec Producer, Digital [13953]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-02-26
JCP Participant [14251]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L4, L6, L8, L9	Code Number: C3 Start Date: 2018-07-02

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JCP Participant [14251]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L4, L6, L8, L9	Code Number: C3 Start Date: 2018-06-04
JCP Participant [14251]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L4, L6, L8, L9	Code Number: C3 Start Date: 2018-06-04
Morning News Anchor [13179]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L4, L18, L21	Code Number: C131 Start Date: 2017-11-06
Multimedia Journalist [14169]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L4, L21	Code Number: C2 Start Date: 2018-06-04
Multimedia Journalist [14169]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L4, L21	Code Number: C3 Start Date: 2018-07-16
Non-News Talent [14541]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L4	Code Number: C3 Start Date: 2018-09-04
Photographer II [13416]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, L15, L16	Code Number: C130 Start Date: 2018-01-02
Photographer II [14413]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C134 Start Date: 2018-08-27
Prod, Specialty Programming [13768]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-03-26
Producer [14234]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-05-21
Producer, Creative Services [14650]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-08-20
Producer, Creative Services [14801]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-09-24
Promotions Manager [14563]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-08-13

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<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Sr Producer, Creative Services [14726]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-09-10



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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 School of Journalism Job fair - Nov 7th 2017 - attended by the News Dept Executive Producer and HR Business Partner</p>
	<p>Kansas City Kaufman Scholars Career Fair on Jan 5 2018 - attended by HR Business Partner</p>
	<p>Kansas Assoc of Broadcasters Job Fair held at Kansas State University - April 3rd - attended by HR Business Partner</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>News Director Carrie Hofmann was keynote speaker at Kansas University School of Journalism career day - Nov 2017</p>
	<p>Meteorologist Nicolle Phillips was a speaker/presenter at Institute of Black Invention &amp; Technology Girls STEAM/Entrepreneurship - Oct 2017</p>
	<p>KSHB/KMCI Creative Services Director Randy Thurman and Scripps Corporate Leaders - Sean McLaughlin and Jessica Rapport were all speakers/presenters at Webster University Media Academy - March 2018</p>
	<p>KSHB/KMCI reporter Charlie Keegan participated in a Career Day at Academy Lafayette - French Immersion school in the Kansas City public school system - Oct 2017</p>
	<p>Promotions Manager Bob Hess participated in Career Day at Willard Elementary - May 2018</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>KSHB/KMCI-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 twelve 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 two total graduates.</p>
<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>KSHB/KMCI Sportscaster Ryan Marshall was keynote speaker at the University of Missouri - Kansas City , Multicultural Student Affairs - African American and Latino Male Empowerment Summit where he spoke on how critical it is to become an effective communicator to be successful in a sports broadcasting career.</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 August 1, 2018- Members of the KSHB/KMCI 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>

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	<p>KSHB/KMCI 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/KMCI 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>
	<p>KSHB/KMCI News Department conducted Enterprise Culture training - to help all reporters answer these questions. - What does it mean to enterprise a news story? Where can you find these story ideas? What makes up a good story pitch? Training was conducted on July 11, 2018</p>
<p>Establishment of a mentoring program for station personnel.</p>	<p>News Department established a mentoring program for all new reporters/Multi Media Journalists where they are partnered with an anchor who they can get career advice from</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>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. Northview Elementary Oct 2017, Brookridge Elementary Nov 2017, Countryside Elementary Jan 2018, Anthony Elementary Feb 2018, Johnson Elementary Nov 2017</p> <p>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 students each year to review their resumes and advise them on how to get started on a career path in Media Production.</p> <p>Two members from KSHB/KMCI participated in the March 2018 Career Day at Hogan Prep High School.</p> <p>Anchor Kevin Holmes participated in the Kansas City Public School district wide Career Fair - April 2018</p> <p>KSHB/KMCI has partnered with Kaufman Scholars organization to provide opportunities to their minority student participants to job shadow at the station and have also coordinated tours of the TV station for members of the organization</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>All Management level staff completed EEO hiring training and compliance requirements - Sept 2018</p>