

**EEO PUBLIC FILE REPORT**

**Reporting Period: October 1, 2019 - September 30, 2020**

**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.**

<b>Code</b>	<b>Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Phone</b>	<b>Number of Interviewees Referred</b>
<b>Common Sources</b>					
C1	Employee Referral				13
C2	Internal Candidate / WorkLife				37
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			60
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		43
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	6
C130	Face-to-face Networking				13
C131	Agency/Search Firm				14
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		16
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C187	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1

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C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	4
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1620	Department of Veterans Affairs - James Albracht - 4801 Linwood Blvd (James.Albracht@med.va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1621	Excelsior Springs Job Corps - Peggy Johnson - 701 St. Louis Avenue (johnson.peggy@jobcorps.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1622	Full Employment Council - Andrea Robins - 1740 Paseo (arobins@feckc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1623	Hispanic Chamber of Commerce of Greater KC - Carlos Gomez - 1600 Baltimore Ave (angiec@hccgkc.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1624	Kansas City Downtown Vocational Rehabilitation - Andrea Robins - 615 E 13Th Street (teresa.nianga@vr.dese.mo.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1625	Kansas Commission on Veterans' Affairs - Glenda Pavay - 100 S 20Th Street (vsr005@toto.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1626	Missouri Career Center - Central Kansas City - - 1740 Paseo Blvd. (lincoln.johnson@ded.mo.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1627	Missouri Career Center - Independence - Tom Lay - 15301 East 23rd Street South (tom.lay@ded.mo.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1628	Missouri Career Center - Northland Human Services Center - - 3100 NE 83rd Street, Suite 1201 (evelyn.floyd@ded.mo.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1629	Missouri Career Center - South Kansas City/Southern Jackson County - - 6801-A Longview Road (harry.gray@ded.mo.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1630	Missouri Career Center - South Kansas City/Southern Jackson County - - 6801-A Longview Road (ricardo.velasco@ded.mo.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1631	Missouri Career Center - St. Joseph - - 301 South 7th Street (david.clevenger@ded.mo.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1632	Missouri Career Center - St. Joseph - Steve Dempsey - 301 South 7th Street (steve.dempsey@ded.mo.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1633	Missouri Career Center - Warrensburg - - 1034 South Maguire St., Suite C (wdbjr@island.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1634	Missouri Career Center (St. Joseph) - - 301 South 7th Street (ejalbert@mail.ncmissouri.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1635	Missouri Career Center Warrensburg - Warrensburg, MO 64093 - 1034 South Maguire St., Suite C (wdbjr@island.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1636	Urban League of Greater Kansas City - Arnetta Marshall - 1710 Paseo (ashelton@ulkc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1637	Women's Employment Network - - 920 Main Street (tbomar@kcwen.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	Lee County Adult Learning Center - Beattyville, KY 41311 - 242 Lee Avenue (cheryl.botner@kentuckyvalley.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2033	Missouri Career Center - Clinton - - 1661 North Second Street (wayne.woodworth@ded.mo.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2034	Missouri Career Center (Clinton) - Clinton, MO 64735 - 1661 North Second Street (robert.gainous@ded.mo.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-906 6	
Local Sources					
L1	Broadcast One Source	1803 Sun Valley Dr Jefferson City, MO 65109	Suzanne Cook	314/647-818 1	
L2	Broadcast Centre of St Louis	2360 Hampton St Louis, MO	Career Services	314/647-818 1	
L3	Central Missouri State University	Wood 11 Warrensburg, MO 64093	Career Services	660/543-415 5	
L4	Missouri School of Journalism	120 Neff Hall Columbia, MO 65201	Phou Sengsavahn	573-884-540 0	
L5	Northwest Missouri State University	800 University Dr Maryville, MO 64468	Career Services	660/562-125 0	
L6	University of Missouri - Kansas City	5100 Rockhill Rd Kansas City, MO 64131	Career Services	816-235-122 8	

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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	
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		
L26	Kauffman Scholars	4801 Rockhill Rd Kansas City, MO 64110	Mako Miller Mako Miller https://www.kauffman.org/kauffman-scholars/	816-932-1136	
L27	National Assoc of Black Journalists	1100 Knight Hall College Park, MD 20742		301-405-0248	

**Total Number of Interviewees Referred: 215**

**EEO PUBLIC FILE REPORT**

**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>
Account Exec, Integrated [JR021783]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637, C2033, C2034	Code Number: C1 Start Date: 2019-12-02
Dir, Creative Services [JR021928]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637	Code Number: C2 Start Date: 2020-01-13
Evening Anchor, MMJ [JR022579]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637	Code Number: C97 Start Date: 2020-06-22
Exec Producer [JR021698]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C187, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637	Code Number: C2 Start Date: 2019-10-14
General Manager, TV [JR021419]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637	Code Number: C2 Start Date: 2019-10-21
IT Ops Tech III [JR023722]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637, C1906, C1912, C2033, C2034, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C1 Start Date: 2020-08-31



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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>
JCP Participant [JR023288]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C3 Start Date: 2020-06-08
JCP Participant [JR023289]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C3 Start Date: 2020-07-20
Meteorologist, Weekend [JR023430]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C131 Start Date: 2020-08-10
Multimedia Journalist [JR020970]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637, C1906, C1912, C2033, C2034, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C131 Start Date: 2020-04-06
Non-News Talent [JR023474]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637, C1906, C1912, C2033, C2034, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C3 Start Date: 2020-08-24

**EEO PUBLIC FILE REPORT**

**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>
Producer [JR022461]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637	Code Number: C134 Start Date: 2020-01-06
Producer [JR023201]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C2 Start Date: 2020-06-01
Producer [JR023376]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C134 Start Date: 2020-06-01
Producer, Creative Services [JR022273]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637	Code Number: C1 Start Date: 2020-02-24
Sales Support Asst II [JR021805]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637, C2033, C2034	Code Number: C2 Start Date: 2019-10-28
Sales Support Asst II [JR022072]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181	Code Number: C97 Start Date: 2019-10-28
Sales Support Asst II [JR022680]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637	Code Number: C2 Start Date: 2020-01-20

**EEO PUBLIC FILE REPORT**

**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>
Sales Support Asst II [JR022841]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637	Code Number: C1 Start Date: 2020-03-23
Specialty MMJ [JR021884]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637, C2033, C2034	Code Number: C131 Start Date: 2020-01-06
Sports Anchor [JR021855]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637	Code Number: C1 Start Date: 2019-10-07
Sports Anchor [JR023054]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C5 Start Date: 2020-04-20
Sr Dir, News [JR021936]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637	Code Number: C235 Start Date: 2019-12-30
Sr Dir, Sales [JR023279]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637, C1906, C1912, C2033, C2034, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C2 Start Date: 2020-08-03
Sr Mgr, Broadcast [JR022758]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637	Code Number: C130 Start Date: 2020-03-09

**EEO PUBLIC FILE REPORT**

**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>
Sr Producer, Creative Services [JR021349]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637	Code Number: C97 Start Date: 2019-10-01
Weekend Anchor, MMJ [JR021865]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637	Code Number: C3 Start Date: 2019-10-14
Weekend Anchor, MMJ [JR021902]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1620, C1621, C1622, C1623, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, C1634, C1635, C1636, C1637	Code Number: C210 Start Date: 2019-12-09

**EEO PUBLIC FILE REPORT**

**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 career fair on Oct 24 2019. Attended by HR Business Partner and KSHB Journalism Career Program participant Lauren Wolfe who is a graduate of the KU School of Journalism</p>
	<p>Kansas City Kaufman Scholars Diversity Career Fair held in KC on Jan 10 2020. HR Business Partner and several station personnel attended. We ended up hiring David Medina who is a Kaufman Scholar as a diversity hire into our Journalism Career Program in June 2020</p>
	<p>Kansas University School of Journalism career fair on March 5 2020. Attended by HR Business Partner and KSHB Journalism Career Program participant Lauren Wolfe who is a graduate of the KU School of Journalism</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, Kansas University School of Journalism, Northwest Missouri State University and the University of Colorado 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 Scripps has hired two total graduates. KSHB/KMCI currently has four JCP participants in the program.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>Station 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 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>Sales: We enroll all new Account Executives and Associate Account Executives into the Scripps Sales Process Training. This training process allows us train all experience levels whether about sales in general or specific to Scripps processes and procedures.</p>

**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

	<p>Scripps has an education reimbursement program designed to reimburse employees who are still going to school and pursuing a degree within their field or would allow them to advance their careers with the company</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>KSHB and the Kansas City Public Schools established a Career Mentor program in 2018-2019 school year and continues currently where employees from KSHB have volunteered to mentor a high school age student and provide career guidance, career exposure and career planning support. Approximately 20 employees have gone thru the 90 minute training and background check process. The employee visits their mentee at least two times a month at Paseo high school.</p> <p>The station meteorologists spoke with students at several schools and educational institutions throughout the Kansas City area during the current reporting period Briarcliff Elementary Dec 10, 2019 Brookridge Elementary Jan 9, 2020 Little Blue Elementary Feb 19, 2020 They spoke about the career of a weatherperson and jobs within journalism at a TV station.</p> <p>KSHB Anchor Cynthia Newsome is the president of the local Awesome Ambitions group that mentors disadvantaged young females and how to set them up for success in their careers. The station hosted planning meetings for the groups primary fundraising event on Aug 1 2020 and was also a title sponsor of the event.</p> <p>KSHB Digital Assignment Desk Editor Tod Palmer attended the Independence School District Career Day on Jan 23, 2020 where he spoke about his career in broadcasting</p> <p>KSHB Anchors Daisha Jones and Rae Daniel participated in the Kansas City Frontier Schools career fair on Feb 6, 2020 where they spoke to students about their careers in broadcasting</p>
<p>Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.</p>	<p>All open positions are posted to multiple job sites and boards that focus on diversity candidates</p>

**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

In March 2020, KSHB/KMCI held a four-session training course mandatory for all managers and employees on Equity, Diversity and Inclusion. The purpose of this training is to further ingrain concepts and practices into how we work, how we interact, and how we communicate. It's goal was for the staff to have a common language when discussing equity, diversity, and inclusion, and for us to have eyes wide open to how our differences can and should unite us.