

EEO PUBLIC FILE REPORT

Reporting Period: October 1, 2024 - September 30, 2025

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				22
C2	Internal Candidate / WorkLife				10
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			17
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		28
C130	Face-to-face Networking				3
C131	Agency/Search Firm				2
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		5
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	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	

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C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	

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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	
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	
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	

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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	
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 Pavey - 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 (jbryant@feckc.org)	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 (independence@dhewd.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 - - 2202 Frederick Ave. (Sydney@mo-kan.org)	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 - 2202 Frederick Ave. (Sydney@mo-kan.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
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	

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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.co m	925-786-90 66	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	

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C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monste r.com https://www.military.com/ /	212-548-83 95	
C3135	US_Diversity_Network	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.co m	925-786-90 66	
Local Sources					
L5	Northwest Missouri State University	800 University Dr Maryville, MO 64468	Career Services career@nwmissouri.edu	660/562-12 50	

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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		
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	
L18	Kansas Association Of Broadcasters	1916 SW Sieben Court Wichita, KS	Harriet Lange	785/235-1307	
Total Number of Interviewees Referred:					92

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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]
Client Content Producer/Host [JR034624]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, 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, C2424, C3135, L6, L7, L8, L11, L12	Code Number: C1 Start Date: 2025-05-05
Content Coord III [JR034925]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, 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, C2424, C3135, L6, L7, L8, L9, L11, L12	Code Number: C3 Start Date: 2025-07-14
Director II [JR034229]	C1, C2, C3, C5, C69, C97, C130, C131, 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, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, 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, C2424, L6, L8, L11, L12	Code Number: C1 Start Date: 2024-11-11
IT Ops Tech III [JR034330]	C1, C2, C3, C5, C69, C97, C130, C131, 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, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, 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, C2424, L5, L6, L7, L8, L11, L12	Code Number: C97 Start Date: 2024-12-02
Multimedia Journalist [JR033969]	C1, C2, C3, C5, C69, C97, C130, C131, 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, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, 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, C2424, L5, L6, L7, L8, L11, L12	Code Number: C97 Start Date: 2024-11-04

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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 III [JR035469]	C1, C2, C3, C5, C69, C97, C134, C181, 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, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, 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, C3135, L5, L6, L7, L8, L9, L11, L12	Code Number: C3 Start Date: 2025-09-29
Producer [JR033829]	C1, C2, C3, C5, C69, C97, C130, C131, 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, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, 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, C2424, L6, L7, L8, L11, L12	Code Number: C1 Start Date: 2025-01-27
Producer [JR034167]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424, L6, L8, L9, L11, L12	Code Number: C97 Start Date: 2025-02-03
Producer [JR034215]	C1, C2, C3, C5, C69, C97, C130, C131, 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, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, 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, C2424, L6, L8, L9, L11, L12	Code Number: C97 Start Date: 2024-11-25
Sales Support Asst II [JR034153]	C1, C2, C3, C5, C69, C97, C130, C131, 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, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, 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, C2424, L6, L8, L9, L11, L12	Code Number: C97 Start Date: 2024-12-02

EEO PUBLIC FILE REPORT**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]
Supv, Production [JR033843]	C1, C2, C3, C5, C69, C97, C130, C131, 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, C1624, C1625, C1626, C1627, C1628, C1629, C1630, C1631, C1632, C1633, 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, C2424, L6, L7, L8, L11, L12	Code Number: C5 Start Date: 2024-12-09

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	On October 14, 2024, Executive Reporter Ryan Takeo along with Scripps Director of Emerging Talent Chip Mahaney interviewed journalism students at the University of Missouri in Columbia, MO for career opportunities.
	The University of Kansas in Lawrence, KS hosted a job fair for students on October 17, 2024. Executive Reporter, Ryan Takeo along with MMJ Lily O'Shea Becker talked with students in attendance about career opportunities.
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.	On April 23, 2025, KSHB Director of Engineering Jay Nix participated as a panel member at Arrowhead Stadium for Kansas Association of Broadcasters discussion topic: Broadcasting's Backbone: Discovering Careers Behind the Scenes. He talked about his career and answered questions on the industry from students.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	KSHB employees can participate in The E.W. Scripps Educational Assistance Program to enable all company employees the opportunity to pursue higher education in a degreed program. Based on the calendar year, the program reimburses employees for the cost of tuition and books up to \$5,250 per year.
	KSHB and its employees can 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 stations-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill sets.
	KSHB Executive Reporter Ryan Takeo earned a Team Leadership from FranklinCovey as part of the Executive Reporter Leadership Training program offered to those in the Executive Reporter role across E W Scripps Company.

EEO PUBLIC FILE REPORT

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.	Station Manager/News Director Jeff Mulligan attended the Mercury Association for Professional Communication's Internship luncheon at the University of Missouri-Kansas City on November 4, 2024. Jeff shared his broadcasting experience with students and talked with students about career path and the internship program offered through Scripps and local stations.
	Scripps Sr Dir Storytelling and Content Strategy, Chris Nagus, KSHB Executive Reporter, Ryan Takeo, Reporters, Elyse Schoenig and Rachel Henderson spent two days at the Missouri School of Journalism on October 14 & 15, 2024 conducting storytelling workshops, and a "Leading with Impact" session for journalism students.
	On October 16, 2024, Multimedia journalist Ryan Gamboa visited Paola High School to work with students on interview techniques in gathering facts.
	Tod Palmer, multi media journalist at KSHB, was a guest speaker at Washburn University on November 11, 2024. He spoke to their Mass Media Class about his career path in Broadcasting and answered students' questions about the business.
	On March 24, 2025, Multi media journalist Fernanda Silva visited the University of Saint Mary to participate in panel discussions for their social media and interpersonal communication courses. She took questions about her role in broadcast journalism and her career path.
	On October 4, 2024, students from Missouri University broadcast program with interest in sports careers toured KSHB to learn more about broadcast television operations and career paths. Students interacted with several station staff members to ask questions and gain advice.
	On May 6, 2025, students from University of Missouri - Kansas City course First Gen Futures toured KSHB to learn more about news operations, meet our staff and ask questions about careers in broadcasting.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

KSHB provided job shadow opportunities for community students to observe newsroom workers and roles during a workday. Students are able to ask questions and interact with staff as they complete their daily work and follow news stories from pitch to air.