

EEO PUBLIC FILE REPORT

Reporting Period: October 1, 2018 - September 30, 2019

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				15
C2	Internal Candidate / WorkLife				32
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			37
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	
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	
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	
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		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		47

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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				3
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		27
C165	Jobtome.com	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	
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	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	
C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C179	nahj	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	
C182	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	5
C183	LinkedIn_Slots	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	
C193	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C194	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C197	NABJ	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	6
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	

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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	
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	
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	

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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	
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	

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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 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. (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	
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	

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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	
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	

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	
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		

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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: 179

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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]
Account Exec, Integrated [15027]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, 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: 2019-01-14
Account Exec, Integrated [JR020188]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C180, C181, C182, C183, 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: 2019-07-15
Account Exec, Integrated [JR020505]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C182, C183, 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: 2019-06-03
Account Exec, Integrated [JR020526]	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: 2019-04-22
Account Exec, Integrated [JR020754]	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: 2019-07-15

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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]
Assignment Editor [JR020050]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, 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: C3 Start Date: 2019-02-04
Assignment Editor [JR021551]	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: C134 Start Date: 2019-09-30
Asst Chief Engineer [JR021355]	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: 2019-08-19
Content Coord III [14856]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2018-11-05
Content Coord III [JR020357]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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: C3 Start Date: 2019-04-22
Content Coord III [JR020984]	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: 2019-06-10

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]
Digital Content Producer [JR020642]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C169, 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: C1 Start Date: 2019-05-28
Dir, Digital [JR020517]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C175, C176, C177, C178, C179, C181, C197, 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: 2019-06-10
Evening Anchor, MMJ [JR020767]	C1, C2, C3, C5, C69, C97, C100, 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, C2033, C2034	Code Number: C2 Start Date: 2019-09-23
IT Ops Tech III [JR020768]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C193, C194, 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: 2019-08-19
JCP Participant [JR020533]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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: 2019-06-10
JCP Participant [JR020537]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2019-06-10
JCP Participant [JR020538]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2019-06-10

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]
JCP Participant [JR020689]	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: C3 Start Date: 2019-06-10
Maintenance Engineer III [JR021701]	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: C1 Start Date: 2019-08-26
Multimedia Journalist [JR020963]	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: C1 Start Date: 2019-08-12
Photographer II [JR020793]	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: 2019-05-20
Producer [14818]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, C165, C167	Code Number: C3 Start Date: 2018-10-15
Producer [14818]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, C165, C167	Code Number: C3 Start Date: 2019-01-02
Producer [JR020651]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174	Code Number: C2 Start Date: 2019-06-03
Producer [JR020717]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C178, 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: 2019-05-27

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]
Producer [JR021006]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C177, C178, 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: 2019-08-05
Producer, Creative Services [JR020360]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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: 2019-04-15
Sales Marketing Manager [JR020500]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2019-03-01
Sales Support Asst II [14825]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167	Code Number: C1 Start Date: 2018-10-16
Specialty MMJ [JR021541]	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: 2019-08-26
Specialty Photographer [JR020766]	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: 2019-06-03

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.	Kansas University School of Journalism career fair on Nov 8 2018. Attended by HR Business Partner and KSHB Anchor Richard Sharp
	KSHB Participated in the Kaufman Scholars career fair on Jan 4 2019. The JIVE fair is a diversity career fair - JIVE stands for Job-Internship-Volunteer and Education. The HR Business Partner attended the fair
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	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 that were brought on board in June 2019.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	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.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	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. Countryside Elementary, Troost Elementary, Maplewood Elementary and Broken Arrow Elementary
	KSHB and the Kansas City Public Schools have established a Career Mentor program 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.
	KSHB Assignment Desk Editor Tod Palmer attended the Adrian MO High School Career Day where he spoke about his career in broadcasting

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>KSHB Reporter Andy Alcock hosted event for Camp Wildwood which serves disadvantaged youth in the community - Andy shared his career story and how others can get into a career in broadcasting</p>
	<p>KSHB Reporter McKenzie Nelson participated in the Johnson County Community College career expo where she spoke to students about her career in broadcasting</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 hosts their events multiple times a year. Their events have also been featured news stories as well.</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>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>All managers were required to attend 3.5 hour training conducted by Scripps Legal team that addressed Labor, Hiring and Employment Law - training was conducted in Jan 2019</p> <p>All management level employees are required to complete training courses which are aimed at ensuring equal opportunity and preventing discrimination. This course launches at the time of hire or promotion into a management level role and refresh courses are assigned periodically.</p>