

KCTV & KSMO-TV EEO PUBLIC FILE REPORT

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, KCTV & KSMO-TV submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the KCTV & KSMO-TV website and in the KCTV & KSMO-TV Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from October 1, 2010, through September 30, 2011 entitled the "**Recruitment Sources Report**" which includes the following information:

*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.

*The Recruitment Sources used to fill those job vacancies, identified by name.

*The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled "Interviewee Records Report" listing the following information:

*Each Recruitment Source listed by name, contact name, address and phone number.

*The total number of persons interviewed for job vacancies between October 1, 2010, through September 30, 2011.

3. A brief description of Recruitment Initiatives.

**KCTV & KSMO-TV
Recruitment Sources Report**

For the period of October 1, 2010, through September 30, 2011 KCTV & KSMO-TV filled the following vacancies as defined by the FCC EEO rules.

Recruitment Sources	Continuous News Mng. 05/31/11		Assistant Assignmnt Ed. 06/08/11		Engineer 06/13/11		Multimedia Web/Prod. 06/13/11		Promotion Producer 08/01/11		Newsroom/Desk Asst. 08/03/11		Promotion Manager 08/08/11		News Producer 09/19/11																	
	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS	RS/O	X HS		
A.F.T.R.A.	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
American Indian Council	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Avila College	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Benedictine College	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Full Employment Council	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Haskell Indian Nations University	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
IBEW Local 53	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Johnson County Community College	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Kansas Association of Broadcasters	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Kansas City Art Institute	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Kansas State Employment Service	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
KCK Area Vocational Technical School	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Media line	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
MidAmerica Nazarene University	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Missouri Broadcasters Association	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Missouri State Employment Service	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
NAAACP	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
National Association of Hispanic Journalists	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Park University	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Penn Valley Community College	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Rockhurst College	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
United Minority Media Association	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
University of Missouri/Kansas City	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
William Jewel College	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
Women Employment Network	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
KCTV/KSMO Web Site	x		x	HS	x		x	HS	x		x		x		x		x		x		x		x		x		x		x		x	
Meredith Web Site	x		x		x		x		x		x		x		x		x		x		x		x		x		x		x		x	
Wichita Eagle																																
Job Connection			X																													
Topeka Capital Journal																																
TVJobs.com																																
Spots.N.Dots																																
Collective Talent																																
Broadcasting & Cable																																
Career Builders																																
Broadcast Engineering																																
Society of Broadcast Engineers																																
Industry/Employee Referral			IR/ER																													
Internal Promotion																																
Rehired																																
Google																																
Linked in																																
Cynopsis																																
Other							HS																									

Key:
RS/O= Requesting Sources/Organizations that requested and received the job vacancy notice.
X= Represents All Recruiting Sources that received the job vacancy notice.
HS = Recruitment Source that referred the Hire.
IR/ER= Hire was referred by an Industry Referral/Employee Referral.
IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

KCTV-5 INTERVIEWEE RECORDS REPORT

Job Vacancies: October 1, 2010, through September 30, 2011

This report lists all Recruitment Sources and the total number Interviewees referred by each Recruitment Source during this reporting period.

Interviewees

	Name	Contact Name/Title	Phone Number/Fax Number	E-Mail/Address	Address1	Address2	City	State	Zip
.	A.F.T.R.A.	Sylvia Stuckey	816-753-4557/816-753-1234	sstucky@aftra.com	P.O. Box 32167		Kansas City	MO	64111
.	American Indian Council	Christine Molle	816-471-4898/816-471-8543	aicrmiller@kc.rr.com	310 Armour Rd. Suite 205		Kansas City	MO	64116
.	Avila University	Mary Corless	816-501-3666		11901 Wornall Road		Kansas City	MO	64145
.	Benedictine College	Career Development	913-360-7578		1020 North Second Street		Atchison	KS	66002
.	Full Employment Council	Don Huffman	816-468-8767	don.huffman@ded.mo.gov	3100 NE 83rd Street, Suite 1201		Kansas City	MO	64156
.	Haskell Indian Nations University	Career Planning & Placement Office	785-749-8437		155 Indian Avenue		Lawrence	KS	66046
.	IBEW Local 53	Jim Lynch	816-421-5464/816-842-1447	jlynch53@hotmail.com	1100 Admiral Blvd., Room 211		Kansas City	MO	64106
.	Johnson County Community College	LeAnn Cunningham	913-469-3870/913-469-3825	lcunningham06@jccc.edu	12345 College at Quivera		Overland Park	KS	66210
.	Kansas Association of Broadcasters	Kent Cornish			1916 SW Sieben Ct		Topeka	KS	66111-1656
.	Kansas City Art Institute	Career Services Department	816-802-3444		4415 Warwick		Kansas City	MO	64145
.	Kansas State Employment Service	John Casner	913-281-3000/913-281-0069	None	552 State Avenue		Kansas City	KS	66101
.	KCK Area Vocational Technical School	Gayle Norton	913-627-4100/913-627-4109	ganorto@kckps.org	2220 N. 59th Street		Kansas City	KS	66104
.	Medialine	Mark Shilstone							
.	MidAmerica Nazarene University	Aaron Bennett	913-791-3382		2030 E. College Way		Olathe	KS	66062-1899
.	Missouri Broadcasters Association				P.O. Box 104445		Kansas City	MO	64110-4445
.	Missouri State Employment Service		816-691-2231/816-471-3916	kyarbraugh@wfd.state.mo.us	1740 Paseo, Kansas City Mo 64108		Kansas City	MO	64105
.	NAACP		816-421-1191		1601 East 18th Street, Suite 250		Kansas City	MO	64108
.	Nat'l Assn. of Hispanic Journalists	Leticia Salazar	202-662-7145		1193 National Press Bldg.		Washington	KC	20045
.	Park University	Traci Klasing							
.	Penn Valley Community College	Career Placement Office	816-759-4155/816-759-4087	Melanie.Bowman@kcmetro.edu	3201 Southwest Trafficway		Kansas City	MO	64111
.	Rockhurst University	Anne Skinner	816-501-4861/816-501-4615	jobs@rockhurst.edu	1100 Rockhurst Road		Kansas City	MO	64110
.	United Minority Media Association	M.C. Richardson	816-822-1313/816-822-8002 (fax)	ummaseventyfour@yahoo.com	6025 Prospect		Kansas City	MO	64130
.	University of Missouri-Kansas City	Career Placement Office	816-471-0550/816-471-3064	careerservices@umkc.edu	4825 Troost, Suite 205		Kansas City	MO	64110
.	William Jewell College	Judy Rychlewski	816-781-7700		500 College Hill		Liberty	MO	64068-1896
.	Women's Employment Network	Tanya Bowmar	816-822-8083/	www.kcwen.org	1734 E. 63rd St. Suite 300		Kansas City	MO	64110
11	KCTV/KSMO Web Page	Paula Ruiz		www.kctv5.com	4500 Shawnee Mission Pkwy		Fairway	KS	66205
1	Meredith Corporation Web Site	Linda John							
.	Wichita Eagle	Classified Dept/Joyce	316-268-6389/316-268-6234 (fax)	classified@wichitaeagle.com	825 E. Douglas		Wichita	KS	67201
.	Job Connection								
.	Topeka Capitol Journal	Classified Dept/Martin Graham	785-295-1226/785-295-1198	martin.graham@cjonline.com	616 S.E. Jefferson		Topeka	KS	66607-1120
.	TVJobs.com		800-374-0119	info@tviobs.com					
.	Spots.N.Dots	Classified Dept	607-729-7331 (fax)	SellTV@aol.com	167 Oakdale Rd.		Johnson City	NY	13790
.	Collective Talent								
.	Broadcasting & Cable	Classified Dept	646-746-6949/646-746-6954	yatsumi@reedbusiness.com	360 Park Avenue South, 14th Fl		New York	NY	10010
2	CareerBuilders	Classified Dept	800-891-8880/770-300-9015	www.careerbuilder.com	300 Research Court, Suite 200		Norcross	GA	30092
.	Broadcast Engineering								
.	Society of Broadcast Engineers								
21	Industry/Employee Referral								
10	Internal Candidate								
.	Rehire								
1	Google								
.	Linked In								
.	Cynopsis								
5	Other (Monster)								
.	KPTV.com								
.	Television Week								
.	CBSatlanta.com								
4	Indeed.com								
.	B-Roll.net								
.	Internship Program								

TOTAL 55

*If contacts change during the reporting period, note date and name changes below.

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Code of Business Conduct and Ethics Web Base Training Program	10/01/10-09/30/11	New employees participated in the code of Business Conduct and Ethics Web Base Training Program. This program reviewed business practices and procedures, including an overview of the Equal Employment Opportunity policy regarding harassment and discrimination.	Meredith Corporation and Employee Relations Dept.
Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
College student intern pro	10/01/10-09/30/11	The student internship program is designed to give students a hands-on work experience in all aspects of our station. We have internships available in News, Production, Marketing, and Sales. This program is overseen by the Director of Human Resources	JCCC-Mark Raduziner KCKCC-Eric Kirkwood Kansas University-Patty Noland Kansas Univ. - Dan Anderson NW MO St.-Doug Sudhoff UMKC-Carol Koehler Univ. of MO-Barbara Willis Wilberforce Univ.-Tanya Morah
Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Facility and Studio Tour	10/01/10-09/30/11	KCTV & KSMO-TV provide tours to help educate the public and students specifically on communications, media, broadcasting, and journalism. Tours were led by the Director of Human Resources, National Sales Assistant and/or News Talent.	N/A

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Participate in at least four Job Fairs every two years	10/01/10-09/30/11	<p>Aug. 3rd to Aug. 7th, 2011; NABJ Career Fair; Several News Directors, Assistant News Directors, members of Management represented Meredith Broadcasting at the NABJ convention in Philadelphia, PA. Part of the convention is a Media Showcase and Career Expo during which Meredith Broadcasting was an exhibitor. During the career fair, volunteers at our booth met with close to 300 attendees and provided information about Meredith Corporation, job opportunities at our Broadcasting stations, and critiques demo reels.</p> <p>Assistant News Director Brenda Poor participated in a job fair held on March 3rd at the Kansas Union Hall on the KU campus.</p>	N/A