

KYTV, KSPR-LD, KYCW-LD
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer	1, 3-6, 8-14, 17-28, 30-31, 33-35, 37-50	46
Producer	1, 3-6, 8-14, 17-28, 30-31, 33-35, 37-50	10
Multi-Media Journalist	1, 3-6, 9-14, 16-31, 33-35, 37-50	16
Multi-Media Journalist	1, 3-6, 9-14, 16-31, 33-35, 37-50	25
Producer	1, 3-6, 8-14, 17-28, 30-31, 33-35, 37-50	8
Multi-Media Journalist	1, 3-6, 9-14, 16-31, 33-35, 37-50	10
Multi-Media Journalist	1, 3-6, 9-14, 16-31, 33-35, 37-50	23
Morning Alert Desk Anchor	1, 3-6, 8-14, 17, 19, 21, 23-24, 26-31, 33-35, 37-50	12
KSPR Account Executive	1, 3, 5-6, 9, 11-12, 14, 18-23, 26-28, 30, 37-38, 42	21
Technical Media Producer	3, 5-6, 9, 11-12, 14, 18-23, 26, 28, 30, 36-38, 42	12
Digital Producer	1, 3-6, 9-14, 17-24, 26-31, 35, 37-50	14
National Sales Assistant	2-3, 6, 9, 11-12, 14, 18-23, 26, 28, 37- 38	2
On-Air Talent/Executive Producer	1, 3-6, 8-14, 17, 19, 21, 23-24, 26-31, 35, 37-50	8
On-Air Talent/Executive Producer	1, 3-6, 8-14, 17, 19, 21, 23-24, 26-31, 35, 37-50	8
Lifestyle Show Correspondent/Fill-In Host	1, 3-6, 8-9, 11-14, 19, 21, 23-31, 35, 37 -50	8
Video Photojournalist	1, 3-6, 9-15, 17-24, 26-31, 33-35, 37-50	10
Video Photojournalist	1, 3-6, 9-15, 17-24, 26-31, 33-35, 37-50	23
Video Photojournalist	1, 3-6, 9-15, 17-24, 26-31, 33-35, 37-50	15
KYTV Account Executive	1, 3, 5-6, 9-12, 14, 18-23, 25, 27-28, 30, 32, 36, 38, 42, 48	10
Capitol Bureau Chief	1, 3-6, 9-14, 17, 19, 21, 23-24, 26-31, 33-35, 37-50	10
KYTV Account Executive	1, 3, 5-6, 9-12, 14, 18-23, 25, 27-28, 30, 32, 36, 38, 42, 48	32
Technical Media Producer	3, 5-6, 9, 11-12, 14, 18-23, 26, 28, 30, 37-38	14
Technical Media Producer	3, 5-6, 9, 11-12, 14, 18-23, 25-26, 28, 30, 37-38	14
Technical Media Producer	3, 5-6, 9, 11-12, 14, 18-23, 25-26, 28, 30, 37-38	14

KYTV, KSPR-LD, KYCW-LD
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
National Sales Assistant	3, 5-6, 9, 11-12, 14, 18-23, 26, 28, 30, 37-38, 42	21
SPORTS MMJ - KYTV/KSPR	1, 3-7, 9, 11-14, 17-24, 26-31, 33-51	7
ACCOUNT EXECUTIVE - KYTV	1, 3-6, 9, 11-14, 17, 19, 21, 23-31, 33- 51	14

KYTV, KSPR-LD, KYCW-LD
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arkansas Tech University 215 W O St Russellville, Arkansas 72801 Phone : 479-968-0237 N/A N/A Manual Posting	N	0
2	Career or Job Fair - See Section III	N	2
3	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	1
4	Central Methodist University 411 Central Methodist Square Fayette, Missouri 65248 Phone : 877-268-1854 N/A N/A Manual Posting	N	0
5	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 800-222-0525 N/A N/A Manual Posting	N	0
6	Columbia College of Missouri 1001 Rogers St Columbia, Missouri 65216 Phone : 573-875-8700 N/A N/A Manual Posting	N	0
7	Corporate Recruiter	N	1
8	Current Employee	N	5
9	Drury University 900 N Benton Ave Springfield, Missouri 65802 Phone : 417-873-7284 N/A N/A Manual Posting	N	0
10	Employee Referral	N	11

**KYTV, KSPR-LD, KYCW-LD
EEO PUBLIC FILE REPORT**

October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Evangel University 1111 N Glenstone Ave Springfield, Missouri 65802 Phone : 417-865-2815 N/A N/A Manual Posting	N	0
12	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	13
13	Harding University 915 E Market Ave Searcy, Arkansas 72149 Phone : 501-279-4000 N/A N/A Manual Posting	N	0
14	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	16
15	Internal Transfer/Promotion	N	1
16	Internship Program	N	1
17	Kansas State University 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785-532-6011 N/A N/A Manual Posting	N	0
18	KSPR ON Air Advertisement 999 W Sunshine Springfield, Missouri 65807 Phone : 417-268-3000 N/A N/A Manual Posting	N	0

**KYTV, KSPR-LD, KYCW-LD
EEO PUBLIC FILE REPORT**

October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	KSPR Website 999 W Sunshine Springfield, Missouri 65807 Phone : 417-268-3000 N/A N/A Manual Posting	N	0
20	KYCW On Air Advertisement 999 W Sunshine Springfield, Missouri 65807 Phone : 417-268-3000 N/A N/A Manual Posting	N	0
21	KYTV Internal Posting 999 W Sunshine Springfield, Missouri 65807 Phone : 417-268-3000 N/A N/A Manual Posting	N	2
22	KYTV On Air Advertisement 999 W Sunshine Springfield, Missouri 65807 Phone : 417-268-3000 N/A N/A Manual Posting	N	1
23	KYTV Website 999 W Sunshine Springfield, Missouri 65807 Phone : 417-268-3000 N/A N/A Manual Posting	N	6
24	Lindenwood University 209 S Kingshighway St St Charles, Missouri 63301 Phone : 636-949-4949 N/A N/A Manual Posting	N	0
25	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	8

**KYTV, KSPR-LD, KYCW-LD
EEO PUBLIC FILE REPORT**

October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Missouri Baptist University 1 College Park Dr St. Louis, Missouri 63141 Phone : 314-434-1115 N/A N/A Manual Posting	N	0
27	Missouri Broadcasters Association 1205 Northeast Dr Jefferson City, Missouri 65109 Phone : 573-636-66292 N/A N/A Manual Posting	N	0
28	Missouri Career Center 1514 S Glenstone Ave Springfield, Missouri 65807 Phone : 417-836-4343 N/A N/A Manual Posting	N	0
29	Missouri Southern State University 3950 Newman Rd Joplin, Missouri 64801 Phone : 866-818-6778 N/A N/A Manual Posting	N	0
30	Missouri State University 901 S National Ave Springfield, Missouri 65897 Phone : 417-836-5636 N/A N/A Manual Posting	N	0
31	Missouri Western State University 4525 Downs Dr St Joseph, Missouri 64507 Phone : 816-271-4200 N/A N/A Manual Posting	N	0
32	Non-Employee Referral	N	1

**KYTV, KSPR-LD, KYCW-LD
EEO PUBLIC FILE REPORT**

October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Northeastern State University 600 N Grand Ave Talequah, Oklahoma 74464 Phone : 918-456-5511 N/A N/A Manual Posting	N	0
34	Northwest Missouri State University 800 University Dr Maryville, Missouri 64468 Phone : 660-562-1212 N/A N/A Manual Posting	N	0
35	Oklahoma State University Stillwater, Oklahoma 74078 Phone : 405-744-5000 N/A N/A Manual Posting	N	0
36	Ozarks Technical Community College PO Box 5958 Springfield, Missouri 65801 Phone : 417-895-7207 N/A N/A Manual Posting	N	0
37	Southwest Baptist University 1600 University Ave Bolivar, Missouri 65613 Phone : 417-328-1610 N/A N/A Manual Posting	N	0
38	Springfield Chamber of Commerce 202 S John Q Hammons Pkwy Springfield, Missouri 65806 Phone : 417-862-5567 N/A N/A Manual Posting	N	0
39	St. Louis University 221 N Grand Ave Springfield, Missouri 63103 Phone : 314-977-2828 N/A N/A Manual Posting	N	0

**KYTV, KSPR-LD, KYCW-LD
EEO PUBLIC FILE REPORT**

October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	The University of Kansas 1450 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-2700 N/A N/A Manual Posting	N	0
41	The University of Oklahoma 660 Parrington Oval Norman, Oklahoma 73019 Phone : 405-325-0311 N/A N/A Manual Posting	N	0
42	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 N/A N/A Manual Posting	N	0
43	University of Arkansas - Fayetteville 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2000 N/A N/A Manual Posting	N	0
44	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Phone : 870-575-8000 N/A N/A Manual Posting	N	0
45	University of Central Arkansas 201 Donaghey Ave Conway, Arkansas 72035 Phone : 501-450-5000 N/A N/A Manual Posting	N	0
46	University of Central Missouri 116 W South St Warrensburg, Missouri 64093 Phone : 660-543-4111 N/A N/A Manual Posting	N	1

**KYTV, KSPR-LD, KYCW-LD
EEO PUBLIC FILE REPORT**

October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	University of Missouri - Columbia 120 Neff Hall Columbia, Missouri 65211 Phone : 573-882-4821 N/A N/A Manual Posting	N	0
48	Webster University 470 E Lockwood Ave Webster Groves, Missouri 63119 Phone : 314-968-6900 N/A N/A Manual Posting	N	0
49	Western Illinois University 1 University Cir Macomb, Illinois 61455 Phone : 309-298-1414 N/A N/A Manual Posting	N	0
50	Wichita State University 1845 Fairmount St Wichita, Kansas 67260 Phone : 316-978-3456 N/A N/A Manual Posting	N	0
51	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			70

**KYTV, KSPR-LD, KYCW-LD
EEO PUBLIC FILE REPORT**

October 1, 2022 - September 30, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/22/2022	Hosting of Job Fair	On 10/22/2022, KYTV sponsored a job fair held at the Ozark Empire Fairgrounds. KYTV invited over 75 other business to participate and widely promoted the event. KYTV's General Sales Manager attended to interview job candidates.	1	General Sales Manager
2	4/20/2023	Provision of training to management	On 4/20/2023, the Office Manager participated in a webinar "The FCC's Equal Opportunity Rules: A Webinar for Gray Television Stations" presented by Joan Stewart of Wiley Rein, LLP.	1	Office Manager
3	4/26/2023	Hosting of Job Fair	On 4/26/2023, KYTV sponsored a job fair held at the Ozark Empire Fairgrounds. KYTV invited over 75 other business to participate and widely promoted the event. KYTV's General Sales Manager attended to interview job candidates.	1	General Sales Manager
4	6/2/2023	Participation in events or programs sponsored by educational institutions	On 9/15/2023, KYTV's News Director participated in the College of the Ozarks Fall Career Expo.	1	News Director