

KY3, INC. EEO PUBLIC FILE REPORT - RECRUITMENT SOURCES

The following is a list of Prong 1 & Prong 2 recruitment sources used by the Reporting Station during the Reporting Period 10/1/10 - 9/30/11 (including the number of interviewees referred during the reporting period)

** Organizations requesting notifications of open positions

# of Interviewees	Recruitment Source Information	Address	Phone	Contact	Email or Website
20	KYTV on-air job advertisement	999 West Sunshine Springfield, Mo. 65807	417-268-3000		
27	KYTV web site	999 West Sunshine Springfield, Mo. 65807	417-268-3000		www.ky3.com
51	KY3, Inc. internal posting	999 West Sunshine Springfield, Mo. 65807	417-268-3000		
	K15CZ / The Ozarks CW on-air job advertisement	999 West Sunshine Springfield, Mo. 65807	417-268-3000		
1	KSPR on-air job advertisement	999 West Sunshine Springfield, Mo. 65807	417-831-1333		
3	KSPR web site	999 West Sunshine Springfield, Mo. 65807	417-831-1333		www.kspr.com
4	Schurz Communications, Inc.	1301 E. Douglas Ave Mishawaka, IN. 46545	574-247-7245	Rachel Adkins	www.schurz.com
	Gracie Center - MSU Multi-Cultural Center	901 S. National Springfield, Mo. 65804	417-836-5652		
	National Association of Black Journalists	1100 Knight Hall, Ste. 3100 College Park, MD. 20742	301-445-7100		
	Ozarks Technical Community College	P.O. Box 5958 Springfield, Mo. 65801	417-895-7207		www.collegecentral.com/otc
	Springfield NAACP	P.O. Box 8986 Springfield, Mo. 65801	417-866-8779		
	Truman State University - McKinney Center	100 E. Normal Kirksville, Mo. 63501-4221	660-785-4366		http://uark.experience.com
	University of Missouri-Columbia	120 Neff Hall Columbia, Mo. 65211-1200	573-882-4821		journalism@missouri.edu
	Evangel University	1111 N. Glenstone Springfield, Mo. 65802	417-865-2815		http://www.collegecentral.com/evangel
13	TVJobs.com	P.O. Box 4116 Oceanside, CA. 92052	800-374-0119	Mark Holloway	www.tvjobs.com jobs@tvjobs.com
	** Missouri Career Center / Missouri Works	1514 S. Glenstone Springfield, Mo. 65807	417-887-4343	Darron Acklin	www.greathires.org darron.acklin@ded.mo.gov
5	Missouri State University - Career Center	901 S. National Springfield, Mo. 65897	417-836-5636		http://www.myinterfase.com/missouristate/employer/home.htm
	Kansas State University- Career & Employment Services	100 Holtz Hall Manhattan, KS. 66506	785-532-6011		https://www.myinterfase.com/kstate/employer
	Southwest Baptist University - Mabee Chapel	1600 University Ave. Bolivar, Mo. 65613	417-328-1610		careerservices@sbuniv.edu
	Drury University- Findlay Student Center 114	900 N. Benton Ave. Springfield, Mo. 65802	417-873-7284		www.drury.edu
	Oklahoma State University	Stillwater, Oklahoma 74078	405-744-5000		https://www.myinterfase.com/okstate/employer
	St. Louis University	221 N. Grand Ave. St. Louis, Mo. 63103	314.977.2828		https://slu-csm.symplicity.com
	Springfield Chamber of Commerce	202 S. John Q. Hammons Pkwy Springfield, Mo. 65806	417-862-5567		www.springfieldchamber.com
	Northwest Missouri State University	800 University Drive Maryville, Mo. 64468	660-562-1212		www.nwmissouri.edu/careerserv.employers/index.htm
	College of the Ozarks	P.O. Box 17, Point Lookout, Mo. 65726	800-222-0525		career@cofo.edu
	DeVry University	3005 Highland Parkway Downers Grove, IL. 60515	866-338-7934	Gerald Ellis	gellis@kc.devry.edu
	Everest College	1010 W. Sunshine Springfield, Mo. 65807	888-741-4270		agannon@cci.edu
	Lincoln University	820 Chestnut St. Jefferson City, Mo. 65101	573-681-5000		ccs@lincolnu.edu
	Missouri Southern State University	3950 Newman Road Joplin, Mo. 64801-1595	417-625-9300		careerservices@mssu.edu
	Missouri Western State University	4525 Downs Dr., St. Joseph, MO 64507	816-271-4200		career@missouriwestern.edu
	The University of Kansas	Lawrence, Kansas 66045	785-864-2700		pnoland@ku.edu
	University of Missouri - Kansas City	Kansas City, Mo. 64110	816-235-1000		careerservices@umkc.edu
	WDBJ Television Inc.	2807 Hershberger Rd. Roanoke, VA. 24017	540-344-7000	Monica Taylor	mtaylor@wdbj7.com
	WSBT-TV	1301 E. Douglas Ave Mishawaka, IN. 46545	574-233-3141	Rhonda Malone	rmalone@wsbt.com
	KWCH 12	2815 E. 37th Street North Wichita, KS. 67219	316-838-1212	Melissa Lock	mlock@kwch.com
	KUUU-TV	701 E. Tudor Road Ste. 220 Anchorage, AK 99503	907-762-9202	Laura Swen	lswen@ktuu.com
	Broadcast Center	2360 Hampton Ave. St. Louis, Mo.	314-647-8181		placement@broadcastcenterinfo.com
	Radio and Television News Directors Association	1000 Connecticut Ave. NW Ste. 615 Washington, DC	202-659-6510		www.rtna.org
	National Press Photographer's Association	3200 Croasdalle Ste. 306 Durham, NC 27705	800-289-6772		www.nppa.org
	**Medialine	P.O. Box 51909 Pacific Grove, CA. 93950	800-237-8073		www.medialine.com
	National Academy of Television Arts & Sciences	P.O. Box 19737 St. Louis, Mo. 63144	314-963-0661		maggie@emmy-midamerica.org
	Journalismjobs.com	72 Plaza Drive Berkeley, CA. 94705	510-653-1521		www.journalismjobs.com
	602 Communications	1011 Lyndhurst Falls Lane Knightsdale, NC 27545	919-217-4438	Graeme Newell	slizik@602communications.com
	Shoptalk TVSpy/Vault	150 W. 22nd St. 5th Floor New York, NY. 10011			www.tvspy.com
	B-roll.net	243 17th St. SE Washington, DC. 20003	202-486-8842	Kevin Johnson	info@b-roll.net
	Broadcast & Cable Classified Ads		781-734-8441	Jon Kemp	jkemp@reedbusiness.com
	Spotsndots.com		888-884-2630		ads@spotsndots.com
24	Industry/Employee referrals				
	Outside referrals				
1	Agency referrals				

KY3, INC. EEO PUBLIC FILE REPORT - JOB VACANCIES														
The following job vacancies were filled by the Reporting Station during the Reporting Period 10/1/10 - 9/30/11														
Job Title	KSPR Reporter	Digital Media Acct. Exec	Master Control Operator	Sales Acct. Executive	KSPR Weekend Sports Anchor	Sales Acct. Executive	KSPR Anchor	Sales Acct. Executive	Sales Acct. Executive	KY3 Photographer	KSPR Assign. Editor	KY3 Multi-media Journalist	KY3, Inc. Gen. Manager	KY3 Producer
Hire date	10/1/2010	10/4/2010	10/25/2010	11/4/2010	11/17/2010	11/22/2010	11/29/2010	11/30/2010	12/14/2010	12/24/2010	1/5/2011	2/14/2011	2/23/2011	3/22/2011
Recruitment Source Information														
KYTV on-air job advertisement	X	X	X	HS	X	HS	X	X	HS	X	X	X		X
KYTV web site	X	X	HS	X	X	X	X	X	HS	X	X	X		HS
KY3, Inc. internal posting (Employee Promotion)	X	X	X	X	X	X	X	HS	X	X	X		X	X
K15CZ / The Ozarks CW on-air job advertisement	X	X	X	X	X	X	X	X	X	X	X	X		X
KSPR on-air job advertisement	X	X	X	X	X	X	X	X	X	X	X	X		X
KSPR web site	X	X	X	X	HS	X	X	X	X	X	X	X		X
Schurz Communications, Inc.	X	X	X	X	X	X	X	X	X	X	X	X	HS	X
Gracie Center - MSU Multi-Cultural Center	X	X	X	X	X	X	X	X	X	X	X	X		X
National Association of Black Journalists	X	X	X	X	X	X	X	X	X	X	X	X		X
Ozarks Technical Community College	X	X	X	X	X	X	X	X	X	X	X	X		X
Springfield NAACP	X	X	X	X	X	X	X	X	X	X	X	X		X
Truman State University - McKinney Center	X	X	X	X	X	X	X	X	X	X	X	X		X
University of Missouri-Columbia	X	X	X	X	X	X	X	X	X	X	X	X		X
Evangel University	X	X	X	X	X	X	X	X	X	X	X	X		X
TVJobs.com	HS	X	X	X	X	X	X	X	X	X	X	HS		X
** Missouri Career Center / Missouri Works	X	X	X	X	X	X	X	X	X	X	X	X		X
Missouri State University - Career Center	X	X	X	X	X	X	X	X	X	X	X	X		X
Kansas State University- Career & Employment Svcs.	X	X	X	X	X	X	X	X	X	X	X	X		X
Southwest Baptist University - Mabee Chapel	X	X	X	X	X	X	X	X	X	X	X	X		X
Drury University- Findlay Student Center 114	X	X	X	X	X	X	X	X	X	X	X	X		X
Oklahoma State University	X	X	X	X	X	X	X	X	X	X	X	X		X
St. Louis University	X	X	X	X	X	X	X	X	X	X	X	X		X
Springfield Chamber of Commerce	X	X	X	X	X	X	X	X	X	X	X	X		X
Northwest Missouri State University	X	X	X	X	X	X	X	X	X	X	X	X		X
College of the Ozarks	X	X	X	X	X	X	X	X	X	X	X	X		X
DeVry University	X	X	X	X	X	X	X	X	X	X	X	X		X
Everest College	X	X	X	X	X	X	X	X	X	X	X	X		X
Lincoln University	X	X	X	X	X	X	X	X	X	X	X	X		X
Missouri Southern State University	X	X	X	X	X	X	X	X	X	X	X	X		X
Missouri Western State University	X	X	X	X	X	X	X	X	X	X	X	X		X
The University of Kansas	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
WDBJ Television Inc.	X				X							X		
WSBT-TV	X				X							X		
KWCH 12	X				X							X		
KTUU-TV	X				X							X		
Broadcast Center	X				X							X		
Radio and Television News Directors Assoc.														
National Press Photographer's Association														
**Medialine	X				X							X		
National Academy of Television Arts & Sciences														
Journalismjobs.com														
602 Communications														
Shoptalk TVSpy/Vault														
B-roll.net														
Broadcast & Cable Classified Ads														
Spotsndots.com														
Industry / Employee referrals		HS					HS				HS			
Outside referrals														
Personal referrals														
Agency referrals														
** Recruitment source requested and received vacancy notice														
X = represents all recruitment sources that received vacancy notice														
HS = Recruitment source that referred the hire														

KY3, INC. EEO PUBLIC FILE REPORT - JOB VACANCIES

The following job vacancies were filled by the Reporting Station during the Reporting Period 10/1/10 - 9/30/11

Job Title	Sales Acct Executive	KY3 Part time Studio Operator	KSPR Weekend Anchor/Reporter	KSPR Weekend Meteorologist	Human Resources Coordinator	KY3 Part time Studio Operator	KY3 Photographer	KSPR Photographer	KY3 Sales Acct. Exec.	Local Sales Manager	KY3 Weekend Meteorologist	Full time Studio Op.	KSPR PT Studio Op.	KY3, Inc Chief Photo
Hire date	3/28/2011	4/2/2011	4/5/2011	4/5/2011	5/9/2011	5/10/2011	5/13/2010	6/16/2011	6/27/2011	7/6/2011	7/12/2011	7/18/2011	7/18/2011	7/25/2011
Recruitment Source Information														
KYTV on-air job advertisement	HS	X	X	X	X	X	X	X	HS	X	X	X	X	
KYTV web site	X	HS	X	X	X	HS	X	X	X	X	HS	X	X	
KY3, Inc. internal posting (Employee Promotion)	X	X	X	X	X	X	X	HS	X	HS	X	HS	X	HS
K15CZ / The Ozarks CW on-air job advertisement	X	X	X	X	X	X	X	X	X	X	X	X	X	
KSPR on-air job advertisement	X	X	X	X	X	X	X	X	X	X	X	X	X	HS
KSPR web site	X	X	X	X	X	X	X	X	X	X	X	X	X	
Schurz Communications, Inc.	X	X	X	X	X	X	X	X	X	X	X	X	X	
Gracie Center - MSU Multi-Cultural Center	X	X	X	X	X	X	X	X	X	X	X	X	X	
National Association of Black Journalists	X	X	X	X	X	X	X	X	X	X	X	X	X	
Ozarks Technical Community College	X	X	X	X	X	X	X	X	X	X	X	X	X	
Springfield NAACP	X	X	X	X	X	X	X	X	X	X	X	X	X	
Truman State University - McKinney Center	X	X	X	X	X	X	X	X	X	X	X	X	X	
University of Missouri-Columbia	X	X	X	X	X	X	X	X	X	X	X	X	X	
Evangel University	X	X	X	X	X	X	X	X	X	X	X	X	X	
TVJobs.com	X	X	HS	HS	X	X	X	X	X	X	X	X	X	
** Missouri Career Center / Missouri Works	X	X	X	X	X	X	X	X	X	X	X	X	X	
Missouri State University - Career Center	X	X	X	X	X	X	X	X	X	X	X	X	X	
Kansas State University- Career & Employment Svcs.	X	X	X	X	X	X	X	X	X	X	X	X	X	
Southwest Baptist University - Mabee Chapel	X	X	X	X	X	X	X	X	X	X	X	X	X	
Drury University- Findlay Student Center 114	X	X	X	X	X	X	X	X	X	X	X	X	X	
Oklahoma State University	X	X	X	X	X	X	X	X	X	X	X	X	X	
St. Louis University	X	X	X	X	X	X	X	X	X	X	X	X	X	
Springfield Chamber of Commerce	X	X	X	X	X	X	X	X	X	X	X	X	X	
Northwest Missouri State University	X	X	X	X	X	X	X	X	X	X	X	X	X	
College of the Ozarks	X	X	X	X	X	X	X	X	X	X	X	X	X	
DeVry University	X	X	X	X	X	X	X	X	X	X	X	X	X	
Everest College	X	X	X	X	X	X	X	X	X	X	X	X	X	
Lincoln University	X	X	X	X	X	X	X	X	X	X	X	X	X	
Missouri Southern State University	X	X	X	X	X	X	X	X	X	X	X	X	X	
Missouri Western State University	X	X	X	X	X	X	X	X	X	X	X	X	X	
The University of Kansas	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	
WDBJ Television Inc.			X	X							X			
WSBT-TV			X	X							X			
KWCH 12			X	X							X			
KTUU-TV			X	X							X			
Broadcast Center			X	X							X			
Radio and Television News Directors Assoc.														
National Press Photographer's Association														
**Medialine			X	X							X			
National Academy of Television Arts & Sciences														
Journalismjobs.com														
602 Communications														
Shoptalk TVSpy/Vault														
B-roll.net								X						
Broadcast & Cable Classified Ads														
Spotsndots.com										X				
Industry / Employee referrals					HS									
Outside referrals														
Personal referrals														
Agency referrals														
** Recruitment source requested and received vacancy notice														
X = represents all recruitment sources that received vacancy not														
HS = Recruitment source that referred the hire														

KY3, INC. EEO PUBLIC FILE REPORT - JOB VACANCIES						
The following job vacancies were filled by the Reporting Station during the Reporting Period 10/1/10 - 9/30/11						
Job Title	KY3 PT	KY3, Inc.	KSPR AM	KSPR Man.	Part time Reg.	KY3 Part time
Hire date	Studio Op.	Asst. Chief Photog	Anchor	Editor	Mktg. Spec.	Producer
	7/25/2011	8/1/2011	8/8/2011	8/9/2011	8/17/2011	9/20/2011
Recruitment Source Information						
KYTV on-air job advertisement	X		X	X	X	X
KYTV web site	X		x	x	HS	HS
KY3, Inc. internal posting (Employee Promotion)	X	HS	X	X	X	X
K15CZ / The Ozarks CW on-air job advertisement	X		X	X	X	X
KSPR on-air job advertisement	X		X	X	X	X
KSPR web site	X		X	X	X	X
Schurz Communications, Inc.	X		X	X	X	X
Gracie Center - MSU Multi-Cultural Center	X		X	X	X	X
National Association of Black Journalists	X		X	X	X	X
Ozarks Technical Community College	X		X	X	X	X
Springfield NAACP	X		X	X	X	X
Truman State University - McKinney Center	X		X	X	X	X
University of Missouri-Columbia	X		X	X	X	X
Evangel University	X		X	X	X	X
TVJobs.com	X		X	HS	X	X
** Missouri Career Center / Missouri Works	X		X	X	X	X
Missouri State University - Career Center	X		X	X	X	X
Kansas State University- Career & Employment Svcs.	X		X	X	X	X
Southwest Baptist University - Mabee Chapel	X		X	X	X	X
Drury University- Findlay Student Center 114	X		X	X	X	X
Oklahoma State University	X		X	X	X	X
St. Louis University	X		X	X	X	X
Springfield Chamber of Commerce	X		X	X	X	X
Northwest Missouri State University	X		X	X	X	X
College of the Ozarks	X		X	X	X	X
DeVry University	X		X	X	X	X
Everest College	X		X	X	X	X
Lincoln University	X		X	X	X	X
Missouri Southern State University	X		X	X	X	X
Missouri Western State University	X		X	X	X	X
The University of Kansas	X		X	X	X	X
University of Missouri - Kansas City	X		X	X	X	X
WDBJ Television Inc.			X	X		X
WSBT-TV			X	X		X
KWCH 12			X	X		X
KTUU-TV			X	X		X
Broadcast Center			X	X		X
Radio and Television News Directors Assoc.						
National Press Photographer's Association						
**Medialine			X	X		X
National Academy of Television Arts & Sciences						
Journalismjobs.com						
602 Communications						
Shoptalk TVSpy/Vault						
B-roll.net						
Broadcast & Cable Classified Ads						
Spotsndots.com						
Industry / Employee referrals	HS		HS			
Outside referrals						
Personal referrals						
Agency referrals						
** Recruitment source requested and received vacancy notice						
X = represents all recruitment sources that received vacancy not						
HS = Recruitment source that referred the hiree						