

EEO PUBLIC FILE REPORT

KCPT(TV), Kansas City, MO and KTBG(FM), Warrensburg, MO

Kansas City, Missouri

October 1, 2020 - September 30, 2021

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Source Contact Info	# Interviewed	Interview Recruitment Source	Hire Recruitment Source
1	Development Assistant	6/1/21	8/9/21	KCPT Website KCPT Internal Bulletin Board	swoodson@kansascitypbs.org ccain@kansascitypbs.org	6		
				Nonprofit Connect PO Box 5813 Kansas City, MO 64171 816-809-2772	sales@indeed.com			4
				Dos Mundos PO Box 5161 Kansas City, KS 66119 816-221-4747 cla	classifieds@dosmundos.com			1
				LinkedIn Website	LinkedIn.com			2
				The Board	PublicMediaJobs.org			
				Community Advisory Board	swoodson@kansascitypbs.org			
				The Board	ferguson@kansascitypbs.org			
2	Donor Relations Manager	6/11/2021	9/7/21	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Source Contact Info	4		
				KCPT Website	swoodson@kansascitypbs.org			1
				KCPT Internal Bulletin BoardChristy Cain	ccain@kansascitypbs.org			1
				Nonprofit Connect PO Box 5813 Kansas City, MO 64171 816-809-2772	sales@indeed.com			2
				Dos Mundos PO Box 5161 Kansas City, KS 66119 816-221-4747 classifieds@dosmundos.com	classifieds@dosmundos.com			
				Lilla Garcia	classifieds@dosmundos.com			1
				LinkedIn Website	LinkedIn.com			
				The Board	ferguson@kansascitypbs.org			
				Community Advisory Board	swoodson@kansascitypbs.org			
3	Graphic Designer	6/4/2021	8/12/21	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Source Contact Info	6		
				KCPT Website	swoodson@kansascitypbs.org			
				KCPT Internal Bulletin BoardChristy Cain	ccain@kansascitypbs.org			
				Nonprofit Connect PO Box 5813 Kansas City, MO 64171 816-809-2772	sales@indeed.com			
				Referral				3
				LinkedIn Website	LinkedIn.com			3
				Broadcast One Source	broadcast1source.com			
				Community Advisory Board	swoodson@kansascitypbs.org			
				Dos Mundos PO Box 5161 Kansas City, KS 66119 816-221-4747 classifieds@dosmundos.com	classifieds@dosmundos.com			
				Lilla Garcia	classifieds@dosmundos.com			
4	Marketing Coordinator	7/7/2021	9/7/21	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Source Contact Info	4		
				KCPT Website	swoodson@kansascitypbs.org			2
				KCPT Internal Bulletin BoardChristy Cain	ccain@kansascitypbs.org			
				Nonprofit Connect PO Box 5813 Kansas City, MO 64171 816-809-2772	sales@indeed.com			2
				Referral	swoodson@kansascitypbs.org			1
				LinkedIn Website	LinkedIn.com			

				Broadcast One Source	broadcast1source.com			
				Community Advisory Board				
				Dos Mundos PO Box 5161 Kansas City, KS 66119 816-221-4747 classifieds@dosmundos.com Lilla Garcia	classifieds@dosmundos.com			
Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Source Contact Info	# Interviewed	Interview Recruitment Source	Hire Recruitment Source
5	Multimedia Producer/Director	6/10/2021	8/23/21			4		
				KCPT Website	swoodson@kansascitypbs.org			
				KCPT Internal Bulletin Board	ccain@kansascitypbs.org			
				Christy Cain				
				Nonprofit Connect PO Box 5813 Kansas City, MO 64171 816-809-2772	sales@indeed.com			1
				Referral				1
				LinkedIn Website	LinkedIn.com			2
				Broadcast One Source	broadcast1source.com			
				Kansas City Call Newspaper	1715 E. 18th Street, Kansas City, MO 64108			

Summary of Prong 3 Outreach Initiatives Report
From: KCPT - Public Television 19, Inc.

Summary of Prong 3 Outreach Initiative between 10/1/2020 to 9/30/2021

SL.NO.	Date	Activity Type	No. of Station Participants	Participant Name
1	6/21 - 9/21	Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment	1	Chris Lester, Sandy Woodson, Cole Blaise

Description: Interns for the Production, Digital Media, Marketing and Promotions Departments

Scope of Participation: Interns: University of Missouri-Columbia - Vicki Santana(2/1/21 - 4/2/21); Missouri State University - JP Haley(2/1/21 - 4/2/21). Dow Jones intership from University of Illinois at Urbana-Champaign - Marissa Pleascia (6/2/21-9/21)

SL.NO.	Date	Activity Type	Participants	Participant Name
2	10/20-9/21	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	8	Sandy Woodson, Marie Roberts, Becky Johnson, Gary Brock Lorna Doolittle, Matt McClelland

Description: Corporate Work Study Program with Cristo Rey Kansas City High School interns assisting in Data Entry for 3 of our stations schedules into the Nielsen site, Camera Operation during live shows, Participation in live shows, and assisting the Education department in compiling materials for trainings in the schools and community. Working for Youth through Hire KC who works with at-risk teens also participated in this program.

Scope of Participation: 2 -3 Students work with employees. Each student has one day every week. The Cristo Rey Network consists of 26 quality, Catholic, college preparatory high schools for urban youth with limited educational options. All students at Cristo Rey Network schools participate in a work-study program through which they finance the majority of the cost of their education, gain real world job experience, grow in self-confidence, and realize the relevance of their education. Darian Richardson, Zaire Adams, Asha Mohamed, Ne'Yomi James, Ana Renteria, Melissa Contreras-Martin, Arlette Marcos-Luna

SL.NO.	Date	Activity Type	No. of Station Participants	Participant Name
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		Participation in provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;		Donna Collene, Kliff Kuehl, Jeff Evans, Ted Place, Louise Lee, Rolonda Saulsbury, Michael Murphy, Bryan Truda, and all Staff.			
	3 10/1/21-9/30/21			2			
Description: Diversity and Inclusion training for management and all personnel at Kansas City PBS.							
Scope of Participation: A mandatory for all staff and management (60 KCPBS employees) was provided with a Diversity and Inclusion training conducted by Stephenie and Rodney Smith from Sophic Solutions, LLC. Diversity, Equity, Inclusion and Belonging Workshop, Facilitation of diversity, equity, inclusion and belonging training workshops on Apr 27, 2021. Participants will walk away with additional strategies to advance diversity, equity, inclusion and belonging in their personal and professional lives. This was a follow up workshop to the last one and allows participants the opportunity to interrogate these topics in a safe environment. Training was done through a combination of facilitator-led discussion, group participation and dialogue. Focus on all staff, management, and senior executives. We have also retained Sophi Solutions, LLC monthly to assist with our ongoing efforts toward DEI. Staff DEI council was created and began meeting monthly on Oct. 9, 2020 with 10 members who are participating in the hiring process at the station.							
Additional virtual diversity training for all staff.							
SL.NO.	Date	Activity Type	No. of Station	Participant Name			
		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.					
	4 10/1-9/30/21			2 Ted Place, Christy Cain, Gary Brock, Julie Wallen			
Description: Local job fairs were attended by key hiring staff members							
Scope of Participation: Public Media Fair on Mar 17, 2021 and kcGen on Oct 27, 2020.							