

## KCTV-5 & KSMO EEO PUBLIC FILE REPORT

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, KCTV-5 & KSMO 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-5 & KSMO website and in the KCTV-5 & KSMO

Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from October 1, 2007, through September 30, 2008 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, 2007, through September 30, 2008.

3. A brief description of Recruitment Initiatives.

**KCTV-5 & KSMO**  
**Recruitment Sources Report**

For the period of October 1, 2007, through September 30, 2008 KCTV-5/KSMO filled the following vacancies as defined by the FCC EEO rules.

| Recruitment Sources                          | Asst Graphics          |          | Comm Prod |          | Acct Mgr |          | Mktg Mgr |          | Exec Prod |          | News Prod |          | Newscaster |          | Acct Exec |          | Newscaster |    | Newscaster |   | Sales Coord |      | Acct Exec |    | Local Sis Mgr |   | Acct Exec |      | Newscaster |    |  |
|--|------------------------|----------|-----------|----------|----------|----------|----------|----------|-----------|----------|-----------|----------|------------|----------|-----------|----------|------------|----|------------|---|-------------|------|-----------|----|---------------|---|-----------|------|------------|----|--|
|  | (Position Filled Date) | 10/01/07 | 10/03/07  | 10/09/07 | 10/15/07 | 10/17/07 | 10/22/07 | 11/26/07 | 11/26/07  | 12/10/07 | 01/21/08  | 02/01/08 | 02/04/08   | 03/31/08 | 04/07/08  | 04/28/08 |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
|  | 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          |    |  |
| American Indian Council                      | 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          |    |  |
| Benedictine College                          | 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          |    |  |
| Haskell Indian Nations University            | 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          |    |  |
| Johnson County Community College             | 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          |    |  |
| Kansas City Art Institute                    | 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          |    |  |
| MidAmerica Nazarene University               | 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          |    |  |
| Missouri State Employment Service            | x                      | x        |           | x        | x        |          | x        | x        |           | x        | x         |          | x          | x        |           | x        | x          |    | x          | x |             | x    | x         |    | x             | x |           | x    | x          |    |  |
| Missouri Western State College               | x                      | x        |           | x        | x        |          | x        | x        |           | x        | x         |          | x          | x        |           | x        | x          |    | x          | x |             | x    | x         |    | x             | x |           | x    | x          |    |  |
| NAACP  | 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          |    |  |
| Park University                              | 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          |    |  |
| Rockhurst College                            | 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          |    |  |
| 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          |    |  |
| William Jewel College                        | 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          |    |  |
| KCTV/KSMO Web Site                           | x                      | x        |           | x        | x        |          | x        | x        |           | x        | x         |          | 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         |    | x             | x |           | x    | x          |    |  |
| Kansas City Star                             |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Kansas City Call                             |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Wichita Eagle                                |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Topeka Capital Journal                       |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Columbia Daily Tribune                       |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Springfield News Leader                      |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| TVJobs.com                                   |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Electronic Media                             |                        |          |           | x        |          |          | x        |          |           | x        |           |          | x          |          |           | x        |            |    | x          |   |             | x    |           |    | x             |   |           |      |            |    |  |
| Spots.N.Dots                                 |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Collective Talent                            |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Broadcasting & Cable                         |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Kansas City Hispanic News                    |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Career Builders                              |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Broadcast Engineering                        |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Magid  |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Medialine                                    |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Industry/Employee Referral                   |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Internal Promotion                           |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Rehired                                      |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| IRE & Poynter                                |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |
| Job Connection                               |                        |          |           |          |          |          |          |          |           |          |           |          |            |          |           |          |            |    |            |   |             |      |           |    |               |   |           |      |            |    |  |

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= Source referring Hiree. Choose one of the following:  
 HS = Recruitment Source that referred the Hiree.  
 IR/ER= Hiree 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 & KSMO**

**Recruitment Sources Report**

For the period of October 1, 2007, through September 30, 2008 KCTV-5/KSMO filled the following vacancies as defined by the FCC EEO rules.

| (Position Filled Date)                       | Newscaster<br>06/02/08 |   |    | Acct Exec<br>07/14/08 |   |    | Asst Desk Ed<br>07/15/08 |    |    | EP-Spec Proj<br>07/21/08 |    |    | Engineer<br>08/08/08 |   |    | News Prod<br>08/11/08 |   |    | Acct Exec<br>08/25/08 |   |    | Payroll Adm.<br>08/25/08 |   |    |
|--|------------------------|---|----|-----------------------|---|----|--------------------------|----|----|--------------------------|----|----|----------------------|---|----|-----------------------|---|----|-----------------------|---|----|--------------------------|---|----|
|  | 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 |    |
| American Indian Council                      | 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 |    |
| Benedictine College                          | 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 |    |
| Haskell Indian Nations University            | 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 |    |
| Johnson County Community College             | 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 |    |
| Kansas City Art Institute                    | 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 |    |
| MidAmerica Nazarene University               | 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 |    |
| Missouri State Employment Service            | x                      | x |    | x                     | x |    | x                        | x  |    | x                        | x  |    | x                    | x |    | x                     | x |    | x                     | x |    | x                        | x |    |
| Missouri Western State College               | x                      | x |    | x                     | x |    | x                        | x  |    | x                        | x  |    | x                    | x |    | x                     | x |    | x                     | x |    | x                        | x |    |
| NAACP  | 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 |    |
| Park University                              | 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 |    |
| Rockhurst College                            | 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 |    |
| University of Missouri/Kansas City           | 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 |    |
| Women Employment Network                     | x                      | x |    | x                     | x |    | x                        | x  |    | x                        | x  |    | x                    | x |    | x                     | x |    | x                     | x |    | x                        | x |    |
| KCTV/KSMO Web Site                           | x                      | x |    | x                     | x |    | x                        | x  |    | x                        | x  | HS | 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 |    |
| Kansas City Star                             |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Kansas City Call                             |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Wichita Eagle                                |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Topeka Capital Journal                       |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Columbia Daily Tribune                       |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Springfield News Leader                      |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| TVJobs.com                                   | x                      |   |    |                       |   |    | x                        | HS | x  |                          |    |    |                      |   | x  |                       |   |    |                       |   |    | x                        |   |    |
| Electronic Media                             |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Spots.N.Dots                                 |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Collective Talent                            | x                      |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Broadcasting & Cable                         |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Kansas City Hispanic News                    |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Career Builders                              |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Broadcast Engineering                        |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Magid  |                        |   | HS |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Medialine                                    |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Industry/Employee Referral                   |                        |   |    |                       |   | ER |                          |    |    |                          |    |    |                      |   | ER |                       |   |    |                       |   | IR |                          |   |    |
| Internal Promotion                           |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Rehired                                      |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| IRE & Poynter                                |                        |   |    |                       |   |    |                          |    |    |                          | HS |    |                      |   |    |                       |   |    |                       |   |    |                          |   |    |
| Job Connection                               |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          | x | HS |
| Adecco                                       |                        |   |    |                       |   |    |                          |    |    |                          |    |    |                      |   |    |                       |   |    |                       |   |    |                          | x |    |

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= Source referring Hiree. Choose one of the following:

HS = Recruitment Source that referred the Hiree.

IR/ER= Hiree 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, 2007, through September 30, 2008

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       | <a href="mailto:sstucky@aftra.com">sstucky@aftra.com</a>                             | P.O. Box 32167                   | Kansas City   | MO    | 64111      |
| .    | American Indian Council                | Christine Molle                    | 816-471-4898/816-471-8543       | <a href="mailto:aicrmiller@kc.rr.com">aicrmiller@kc.rr.com</a>                       | 310 Armour Rd. Suite 205         | Kansas City   | MO    | 64116      |
| .    | Avila University                       | Career Service                     | 816-501-3666                    |  | 11901 Wornall Road               | Kansas City   | MO    | 64145      |
| .    | Benedicine College                     | Career Development                 | 913-360-7578                    |  | 1020 North Second Street         | Atchison      | KS    | 66002      |
| .    | Full Employment Council                | Don Huffman                        | 816-468-8767                    | <a href="mailto:don.huffman@ded.mo.gov">don.huffman@ded.mo.gov</a>                   | 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       | <a href="mailto:jlynch53@hotmail.com">jlynch53@hotmail.com</a>                       | 1100 Admiral Blvd., Room 211     | Kansas City   | MO    | 64106      |
| .    | Johnson County Community College       | LeAnn Cunningham                   | 913-469-3870/913-469-3825       | <a href="mailto:lcunningham06@jccc.edu">lcunningham06@jccc.edu</a>                   | 12345 College at Quivera         | Overland Park | KS    | 66210      |
| .    | Kansas Association of Broadcasters     | Harriet Lange                      |                                 |  | 1916 SW Sieben Ct                | Topeka        | KS    | 66111-1656 |
| .    | Kansas City Kansas Community College   | Career Placement Office            | 913-288-7243/913-288-7624       | <a href="mailto:lwvatt@toto.net">lwvatt@toto.net</a>                                 | P.O. Box 12951                   | Kansas City   | KS    | 66112-9978 |
| .    | 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       | <a href="mailto:ganorto@kckps.org">ganorto@kckps.org</a>                             | 2220 N. 59th Street              | Kansas City   | KS    | 66104      |
| .    | 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       | <a href="mailto:kyarbraugh@wfd.state.mo.us">kyarbraugh@wfd.state.mo.us</a>           | 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      |
| .    | Penn Valley Community College          | Career Placement Office            | 816-759-4155/816-759-4087       | <a href="mailto:Melanie.Bowman@kcmetro.edu">Melanie.Bowman@kcmetro.edu</a>           | 3201 Southwest Trafficway        | Kansas City   | MO    | 64111      |
| .    | Rockhurst University                   | Career Services Office             | 816-501-4861/816-501-4615       | <a href="mailto:jobs@rockhurst.edu">jobs@rockhurst.edu</a>                           | 1100 Rockhurst Road              | Kansas City   | MO    | 64110      |
| .    | The Kansas City Art Institute          | Career Services Department         | 816-802-3444                    |  | 4415 Warwick                     | Kansas City   | MO    | 64145      |
| .    | United Minority Media Association      | M.C. Richardson                    | 816-822-1313/816-822-8002 (fax) | <a href="mailto:ummaseventyfour@yahoo.com">ummaseventyfour@yahoo.com</a>             | 6025 Prospect                    | Kansas City   | MO    | 64130      |
| .    | University of Missouri-Kansas City     | Career Placement Office            | 816-471-0550/816-471-3064       | <a href="mailto:careerservices@umkc.edu">careerservices@umkc.edu</a>                 | 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/                   | <a href="http://www.kcwen.org">www.kcwen.org</a>                                     | 1734 E. 63rd St. Suite 300       | Kansas City   | MO    | 64110      |
| .    | TV Technology                          | Classified Dept                    |                                 | <a href="mailto:cfreeland@imaspub.com">cfreeland@imaspub.com</a>                     |                                  | Kansas City   | MO    | 64108      |
| .    | Broadcasting & Cable                   | Classified Dept                    | 646-746-6949/646-746-6954       | <a href="mailto:yatsumi@reedbusiness.com">yatsumi@reedbusiness.com</a>               | 360 Park Avenue South, 14th Fl   | New York      | NY    | 10010      |
| .    | Kansas City Call                       | Classified Dept                    | 816-842-3804/816-842-4420       | <a href="mailto:kccall@hotmail.com">kccall@hotmail.com</a>                           | 1715 E. 18th Street              | Kansas City   | MO    | 64108      |
| .    | Kansas City Star                       | Classified Dept/Deborah Anderson   | 816-234-4000/816-234-4033       | <a href="mailto:danderson@kcdstar.com">danderson@kcdstar.com</a>                     | 1729 Grand Blvd.                 | Kansas City   | MO    | 64108      |
| 15   | CareerBuilders Web Site                | Classified Dept                    | 800-891-8880/770-300-9015       | <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>                     | 300 Research Court, Suite 200    | Norcross      | GA    | 30092      |
| .    | Wichita Eagle                          | Classified Dept/Joyce              | 316-268-6389/316-268-6234 (fax) | <a href="mailto:classified@wichitaeagle.com">classified@wichitaeagle.com</a>         | 825 E. Douglas                   | Wichita       | KS    | 67201      |
| .    | Topeka Capitol Journal                 | Classified Dept/Martin Graham      | 785-295-1226/785-295-1198       | <a href="mailto:martin.graham@cjonline.com">martin.graham@cjonline.com</a>           | 616 S.E. Jefferson               | Topeka        | KS    | 66607-1120 |
| .    | KC Hispanic News                       | Richard Ware                       | 816-472-6397 (fax)              | <a href="mailto:nwkchnp@yahoo.com">nwkchnp@yahoo.com</a>                             | 1911 Baltimore                   | Kansas City   | MO    | 64108      |
| .    | Springfield News Leader                | Classified Dept-Cheryl             | 417-836-1150/800-695-1711       | <a href="mailto:cbartkoski@springfi.gannett.com">cbartkoski@springfi.gannett.com</a> | 651 N. Boonville                 | Springfield   | MO    | 65806      |
| 3    | Spots.N.Dots(News Letter)              | Classified Dept                    | 607-729-7331 (fax)              | <a href="mailto:SellTV@aol.com">SellTV@aol.com</a>                                   | 167 Oakdale Rd.                  | Johnson City  | NY    | 13790      |
| 3    | TVJobs.com                             |                                    | 800-374-0119                    | <a href="mailto:info@tviobs.com">info@tviobs.com</a>                                 |                                  |               |       |            |
| 36   | KCTV/KSMO Web Page                     | Laurel Berenguer                   |                                 | <a href="http://www.kctv5.com">www.kctv5.com</a>                                     | 4500 Shawnee Mission Pkwy        | Fairway       | KS    | 66205      |
| 5    | Meredith Corporation Web Site          | Linda John                         |                                 |  |                                  |               |       |            |
| 27   | Employee Referral                      |                                    |                                 |  |                                  |               |       |            |
| 24   | Industry Referral                      |                                    |                                 |  |                                  |               |       |            |
| .    | Transfer from another Meredith Station |                                    |                                 |  |                                  |               |       |            |
| 6    | Internal Posting                       |                                    |                                 |  |                                  |               |       |            |
| .    | Called In                              |                                    |                                 |  |                                  |               |       |            |
| .    | Collective Talent                      |                                    |                                 |  |                                  |               |       |            |
| 4    | Magid Associates                       |                                    |                                 |  |                                  |               |       |            |
| .    | Broadcast Engineering                  |                                    |                                 |  |                                  |               |       |            |
| 1    | Rehire/former employee                 |                                    |                                 |  |                                  |               |       |            |
| 1    | IRE and Poynter                        | Classified Department              |                                 | <a href="http://www.ire.org/jobs/post.html">http://www.ire.org/jobs/post.html</a>    |                                  |               |       |            |
| 5    | Job Connection                         | Mike Steggerda                     |                                 | <a href="http://www.kctv5.com">www.kctv5.com</a>                                     | 4500 Shawnee Mission Pkwy        | Fairway       | KS    | 66205      |
| 1    | Adecco Employment Service              |                                    |                                 |  |                                  |               |       |            |
| 12   | Other/Unspecified                      |                                    |                                 |  |                                  |               |       |            |

TOTAL 143

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

|  |                          |              |                               |             |    |       |
|--|--------------------------|--------------|-------------------------------|-------------|----|-------|
| Hispanic Chamber of Commerce Greater KC                            | Administrative Assistant | 816-472-6767 | 1600 Baltimore Ave, Suite 250 | Kansas City | MO | 64108 |
| Requested removal 01/08; requires paid membership for job postings |                          |              |                               |             |    |       |

| <b>Type of Recruitment Initiative</b>                         | <b>Date</b>            | <b>Brief Description of Initiative/Names of station personnel involved in Initiative</b>   | <b>Co-Sponsor's (if applicable)</b>   |
|---|------------------------|--|---|
| Code of Business Conduct and Ethics Web Base Training Program | 10/1/2007 thru 9/30/08 | New employees participated in the code of Business Conduct and Ethics Web Based Training Program. This program reviewed business practices and procedures, including an overview of the Equal Employment Opportunity regarding harassment and discrimination.            | Meredith Corporation and Employee Relations Dept.   |
| <b>Type of Recruitment Initiative</b>                         | <b>Date</b>            | <b>Brief Description of Initiative/Names of station personnel involved in Initiative</b>   | <b>Co-Sponsor's (if applicable)</b>   |
| Speaking Engagement   | 4/10/2008              | Kendall Talley, Director of Marketing spoke at the Ad Club of Kansas City's Career Day. Mr. Talley focused on students who are studying marketing, advertising and communications. They heard about job availability, job duties, preparation, and compensation.         | Ad Club of Kansas City  |
| <b>Type of Recruitment Initiative</b>                         | <b>Date</b>            | <b>Brief Description of Initiative/Names of station personnel involved in Initiative</b>   | <b>Co-Sponsor's (if applicable)</b>   |
| College student intern pro                                    | 10/01/07-09/30/08      | <p>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.</p> <p>This program is overseen by the Director of Human Resources</p> | Mid American Nazarene University; University of Kansas; University of Missouri; Langston University; Metropolitan Community Colleges, Southern Methodist University, Oklahoma State, Walden, Rockhurst, Kansas, Missouri, Xavier, and Miami |
|   |                        |  |   |

| <b>Type of Recruitment Initiative</b> | <b>Date</b> | <b>Brief Description of Initiative/Names of station personnel involved in Initiative</b>  | <b>Co-Sponsor's (if applicable)</b> |
|---------------------------------------|-------------|---|-------------------------------------|
| UNITY Broadcasting Convention         | 8/18/2008   | Meredith Corporation participated in UNITY, a convention of four main minority journalism organizations. As an exhibitor in their career fair, Meredith Broadcasting met and prospected with nearly 300 attendees to provide information on the company, all current job opportunities within broadcasting, and critiqued demo reels. | N/A                                 |
| <b>Type of Recruitment Initiative</b> | <b>Date</b> | <b>Brief Description of Initiative/Names of</b>   | <b>Co-Sponsor's (if applicable)</b> |
| Facility and Studio Tour              | 12/07-09/08 | KCTV/MyKSMO provides tours to help educate the public and students specifically on communications, media, broadcasting, and journalism. Laurel Berenguer, Jeanette Gentry, and Kim Edney  | N/A                                 |
| <b>Type of Recruitment Initiative</b> | <b>Date</b> | <b>Brief Description of Initiative/Names of</b>   | <b>Co-Sponsor's (if applicable)</b> |
|                                       |             |   |                                     |