

**WDAF-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

**Statement of EEO Policy**

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) WDAF-TV, Kansas City, Missouri.

WDAF-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 720-595-8943.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

## I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Photographer	1, 3, 7-8, 10-11, 13-15, 18-22, 26-34, 36-40	32
Multi-Platform Producer/Planner	1, 3-4, 7-8, 10-11, 13-15, 18-23, 26-34, 36-40	23
Producer, Promotions Senior	1, 3, 7-8, 10-11, 13-15, 18-22, 26-34, 36-40	8
Reporter	1, 3, 5, 7-8, 10-11, 13-15, 18-22, 26-34, 36-40	5
Reporter	1, 3, 5, 7-8, 10-11, 13-15, 18-22, 26-34, 36-40	32
Local Account Executive	2-3, 6, 8, 11-12, 16, 20, 26, 31-33, 38	32
Director	5, 8, 19-20, 24, 31-38	5
Journalist, Video	1, 6, 8, 19-20, 24-25, 27-28, 31-33, 35, 38-39	8
Sports Reporter	1, 6, 8, 17, 19-20, 25, 27, 31-33	32
Anchor, Weather	1, 6, 8-9, 19-20, 27, 31-33	9
Anchor/Reporter	6-8, 17, 19-21, 25, 27, 31-33, 35, 38	8
Digital Sales Manager	6, 8, 23, 31-32	23
Digital Sales Assistant	6, 8, 11-12, 17, 22, 24, 31-32, 34-36, 38	8
Reporter	1-3, 5, 7-8, 13-16, 18-22, 29, 31-34, 36- 40	5

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**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	American Women in Radio and TV 8405 Greensboro Dr Suite 800 McLean, Virginia 22102 Email : info@awrt.org Fax : 1-703-506-3266 Melissa Lowe	N	0
2	Benedictine College 1020 North Second St Atchison, Kansas 66002 Email : kmcdowell@benedictine.edu Leah Blair	N	0
3	College of the Ozarks PO Box 17 Career Development Center Point Lookout, Missouri 65726 Email : career@cofo.edu Fax : 1-417-690-3246 Ron Martin	N	0
4	Current Employee	N	1
5	Employee Referral	N	3
6	FOX 4 Website fox4kc.com 3030 Summit Kansas City, Missouri 64108 Phone : 816-932-9249 Url : http://fox4kc.com Michelle Pekarsky Manual Posting	N	0
7	Hispanic Chamber of Commerce 1600 Baltimore Ave Suite 250 Kansas City, Missouri 64108 Fax : 1-816-472-1252 Jason Meneses	N	0
8	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	4
9	Internal Hire	N	1

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10	Investigative Reporters & Editors Inc 138 Neff Annex Columbia, Missouri 65211 Fax : 1-573-884-5544 Missouri School of Journalism	N	0
11	Kansas City Kansas Community College 7250 State Ave Kansas City, Kansas 66112 Email : lwyatt@kckcc.edu Linda Wyatt	N	0
12	Lincoln University of Missouri 820 Chestnut 103 Young Hall Jefferson City, Missouri 65012 Email : ccsjobs@lincolnu.edu Career Services	N	0
13	Mid America Nazarene University 2030 E College Way Olathe, Kansas 66062 Email : bbatten@mnu.edu Billie Batten	N	0
14	Missouri Career Center Kansas City-South 1740 Paseo Kansas City, Missouri 64134 Phone : 816-471-2330 Email : rbehrmann@feckc.org Rohina Behrmann	N	0
15	Missouri Western State University 4525 Downs Dr Career Develop SS/C202 St. Joseph, Missouri 64507 Email : garlinger@missouriwestern.edu Linda Garlinger	N	0
16	Morgan State University C 224 Montebello Complex 1700 East Cold Spring Lane Baltimore, Maryland 21251-0001 Phone : 443-885-3505 Email : victoria.valentine@morgan.edu Victoria Valentine	N	0
17	NAACP 1601 E 18th St Suite 250 Kansas City, Missouri 64108 Email : naacpkcmo@sbcglobal.net Fax : 1-816-421-4939 Anita Russell	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	NATAS Mid-America 3655 Olive St. Louis, Missouri 63108 Phone : 314-533-2993 Email : maggie@emmymid-america.org Maggie Eubanks	N	0
19	National Assn. of Hispanic Journalists 1193 National Press Bldg Washington, District of Columbia 20045 Email : nahj@nahj.org Fax : 1-512-506-9989 Leticia Salazar	N	0
20	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
21	National Press Photographers Assn 3200 Croasdaile Dr Suite 306 Durham, North Carolina 27705 Phone : 919-383-7246 Email : smcgregor@nppa.org Fax : 1-919-383-7261 Sarah McGregor	N	0
22	Northwest Missouri State University 800 University Dr Maryville, Missouri 64468 Email : career@nwmissouri.edu Career Services	N	0
23	Other Source	N	2
24	Penn Valley Community College 3201 SW Trafficway Kansas City, Missouri 64111 Fax : 1-816-759-4087 Melanie Bowman	N	0
25	South Asian Journalists Assn 2950 Broadway New York, New York 10027 Email : saja@columbia.edu Sreenath Sreenivasan	N	0

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26	Spots N Dots 167 Oakdale Rd Johnson City, New York 13790 Dai Korba Manual Posting	N	0
27	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Fax : 1-214-951-9610 Career Services	N	0
28	Television Photography 227 6th Street NE Washington, District of Columbia 20002 Email : support@b-roll.net Kevin Johnson	N	0
29	The Call Newspaper 1715 E 18th St Kansas City, Missouri 64108 Barbara Classified Dept Manual Posting	N	0
30	The Kansas City Star 1729 Grand Kansas City, Missouri 64108 Stephanie Hamilton Manual Posting	N	0
31	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	0
32	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	7

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33	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
34	University of Central Missouri Oak Hall Warrensburg, Missouri 64093 Email : recruiter@ucmo.edu Recruiter Recruiter	N	0
35	University of Kansas 110 Burge Union Lawrence, Kansas 66045 Fax : 1-785-864-4572 Ann Hartley	N	0
36	University of Missouri-Kansas City 4825 Troost Room 205 Kansas City, Missouri 64110 Email : careerservices@umkc.edu Candice Stice	N	0
37	University of Northern Iowa 326 Lang Hall Cedar Falls, Iowa 50614 Email : careerservices@uni.edu Chris Martin	N	0
38	Urban League of Greater KC 1710 Paseo Kansas City, Missouri 64108 Fax : 1-816-471-3064 Andrea Shelton	N	0
39	William Jewell College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Email : careerdevelopment@william.jewell.edu Fax : 1-816-415-5027 Marissa Bland	N	0

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40	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>18</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/7/2019	Participation in events or programs sponsored by educational institutions	Assistant News Director was participant at Kansas University's School of Journalism career fair	1	Assistant News Director
2	3/29/2019	Participation in events sponsored by community groups	Anchor spoke with broadcast journalism students from Kansas University about careers in broadcasting	1	Anchor
3	4/15/2019	Participation in events or programs sponsored by educational institutions	Senior Producer interviewed and toured station with advanced journalism students from Park Hill and Park Hill South High School.	1	Sr. Producer
4	6/24/2019	Establishment of an intern program designed to assist members of the community	Hosted interns from the University of Kansas and Kansas State University in the news department to learn out the production of newscasts, producing news and sports segments and the overall workings of a newsroom	2	Executive Producer Assistant News Director
5	8/7/2019	Participation in Job Fairs	Tribune Media participated in the National Association of Black Journalist Career Fair from 8/7/2019-8/9/2019 in Miami, FL. Representatives interviewed candidates for placement for all 42 stations within the Tribune group.	3	VP/News HR Manager News Director
6	9/26/2019	Participation in events or programs sponsored by educational institutions	Assistant News Director hosted broadcast journalism students from Pepperdine University into the station	1	Assistant News Director