

EEO PUBLIC FILE REPORT
 KCPT(TV), Kansas City, MO and KTBG(FM), Warrensburg, MO
 Kansas City, Missouri

October 1, 2022 - September 30, 2023

Full-Time Position	Position Title	Date Open	Date Filled	organizations entitled to notification)*	Source Contact Info	# Interviewed	Interview Recruitment Source	Hire Recruitment Source
1	Donor Relations Manager	9/12/2022	11/28/2022			4		
				KCPBS Internal	ccain@kansascitypbs.org			
				KCPBS Website	ccain@kansascitypbs.org		3	1
				Nonprofit Connect	https://www.npconnect.org			
				Dos Mundos	classifieds@dosmundos.com			
				Broadcast 1	www.broadcast1source.com			
				The Board	iferguson@kansascitypbs.org			
				CAB	kmell@kansascitypbs.org			
				LinkedIn	LinkedIn.com		1	
				Facebook	ldownton@kansascitypbs.org			
				Black Chamber of Commerce	cynthia@bccqkc.org			
				LGBT Chamber of Commerce	suzanne@midamericalgbt.org			
				Mountain Plains Minority Supplier	cindy@mpmsdc.org			
				Asian Chamber of Commerce	asianchamberkc.com			
Full-Time Position	Position Title	Date Open	Date Filled	organizations entitled to notification)*	Source Contact Info	# Interviewed	Interview Recruitment Source	Hire Recruitment Source
2	Event Planner and Volunteer Coordinator	11/3/2022	11/28/2022			4		
				KCPBS Internal	ccain@kansascitypbs.org			
				KCPBS Website	ccain@kansascitypbs.org		2	
				Nonprofit Connect	www.npconnect.org			
				Dos Mundos	classifieds@dosmundos.com			
				Broadcast 1	www.broadcast1source.com			
				The Board	iferguson@kansascitypbs.org			
				CAB	kmell@kansascitypbs.org			
				LinkedIn	https://linkedin.com		2	1
				Black Chamber of Commerce	cynthia@bccqkc.org			
				LGBT Chamber of Commerce	suzanne@midamericalgbt.org			
				Mountain Plains Minority Supplier	cindy@mpmsdc.org			
				Asian Chamber of Commerce	asianchamberkc.com			
				Facebook	https://facebook.com			
				Instagram	https://instagram.com			
Full-Time Position	Position Title	Date Open	Date Filled	organizations entitled to notification)*	Source Contact Info	# Interviewed	Interview Recruitment Source	Hire Recruitment Source
3	Graphic Designer	3/31/2023	5/30/2023			4		
				KCPBS Internal	ccain@kansascitypbs.org			
				KCPBS Website	ccain@kansascitypbs.org			
				Nonprofit Connect	www.npconnect.org			
				Dos Mundos	classifieds@dosmundos.com			
				Broadcast 1	www.broadcast1source.com			
				The Board	iferguson@kansascitypbs.org			
				CAB	kmell@kansascitypbs.org			
				LinkedIn	www.linkedin		3	
				Black Chamber of Commerce	cynthia@bccqkc.org			
				LGBT Chamber of Commerce	suzanne@midamericalgbt.org			
				Mountain Plains Minority Supplier	cindy@mpmsdc.org			
				Asian Chamber of Commerce	asianchamberkc.com			
				Referral	Employee referral		1	1
				Twitter	ldownton@kansascitypbs.org			
				Facebook	www/facebook.com			
Full-Time Position	Position Title	Date Open	Date Filled	organizations entitled to notification)*	Source Contact Info	# Interviewed	Interview Recruitment Source	Hire Recruitment Source
4	Communications and Engagement Manager	6/1/2023	8/14/2023			7		
				KCPBS Internal	ccain@kansascitypbs.org			
				KCPBS Website	kmell@kansascitypbs.org		3	
				Nonprofit Connect	www.npconnect.org			
				Dos Mundos	classifieds@dosmundos.com			
				Broadcast 1	www.broadcast1source.com			
				The Board	iferguson@kansascitypbs.org			
				CAB	kmell@kansascitypbs.org			
				LinkedIn	https://linkedin.com		4	1
				Black Chamber of Commerce	cynthia@bccqkc.org			
				LGBT Chamber of Commerce	suzanne@midamericalgbt.org			
				Mountain Plains Minority Supplier	cindy@mpmsdc.org			

				Asian Chamber of Commerce	asianchamberkc.com			
				Facebook	https://facebook.com			
				Instagram	https://instagram.com			
					https://instagram.com			
Full-Time Position	Position Title	Date Open	Date Filled	organizations entitled to notification)*	Source Contact Info	# Interviewed	Interview Recruitment Source	Hire Recruitment Source
5	Graphic Designer 2	7/18/2023	9/12/2023	KCPBS Internal	ccain@kansascitypbs.org	6		
				KCPBS Website	kmell@kansascitypbs.org			
				Nonprofit Connect	www.npconnect.org			1
				Dos Mundos	classifieds@dosmundos.com			1
				Broadcast 1	www.broadcast1source.com			2
				The Board	jferguson@kansascitypbs.org			2
				CAB	kmell@kansascitypbs.org			1
				LinkedIn	https://linkedin.com			
				Black Chamber of Commerce	cynthia@bccgkc.org			
				LGBT Chamber of Commerce	suzanne@midamericalgbt.org			
				Mountain Plains Minority Supplier	cindy@mpmsdc.org			
				Asian Chamber of Commerce	asianchamberkc.com			
				Facebook	https://facebook.com			
				Instagram	https://instagram.com			

Summary of Prong 3 Outreach Initiatives Report

From: KCPT - Public Television 19, Inc.

Summary of Prong 3 Outreach Initiative between 10/1/2022 to 9/30/2023

SL.NO.	Date	Activity Type	No. of Station	Participant Name
1	10/1/22 - 9/30/23	(v) establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;	4	Chris Lester, Marie Roberts, Cole Blaise, Beth Breitenstein

Description: Interns for the Production, Digital Media, and Journalism

Scope of Participation: Participating schools are University of MO, University of Missouri Kansas City, Kansas University, and College of the Ozarks.

SL.NO.	Date	Activity Type	No. of Station	Participant Name
2	10/1/22 - 9/30/23	(i) participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions	7	Donna Collene, Christy Cain, Bryan Truta

Description: Leadership from all 3 brands, Kansas City PBS, 909 The Bridge and Flatland have all participated in job fairs educating and recruiting new and diverse interest in broadcast and radio.

Scope of Participation: 12/7/2022 2020 Leadership Career & Business Expo, 3/2/23 KU Journalism Career Fair, 3/29/2023 Virtual Current Career Fair, Bridge Job Fairs; April 21, 2023 Kelly Crane's Business and Marketing Class at the KU School of Business. It is part of their MBA program. Topics covered included marketing a business for broadcast, how radio stations operate in the current business environment, and a general discussion about the business of broadcasting. The class lasts for one hour and includes a Q and A with students.

SL.NO.	Date	Activity Type	No. of Station	Participant Name
3	10/1/22-9/30/23	(xiv) provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;	9	Donna Collene, Kliff Kuehl, Kalie Hudson, Jeff Evans, Louise Lee, Rolonda Saulsbury, Michael Murphy, and Bryan Truta.

Description: Executive/management/staff diversity training and DEI council lunch and learns

Scope of Participation: The 6/2/23 managers' training was conducted by Melody Rayl, partner at Fisher Phillips Law Firm. The Training "Workplace Civility: Creating and Living a Culture of Respect." Presented by:Melody L. Rayl. Diversity Training for all staff, manager and executives at Westport Commons Plex Pod on 6/5/23. Diversity Workshop with all staff/managers/executives on 9/13/23 and 9/20/23. Diversity Lunch and Learn follow up also with Goodway Consulting Services LLC Dr. Victoria Haynes							
SL.NO.	Date	Activity Type	No. of Station	Participant Name			
4	10/1/22-9/30/23	(viii) establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;	3	Beth Breitenstein, Marie Roberts			
Description: Mar 30, 2022 - Sept 30, 2023 Leadership Essentials							
Scope of Participation: Leadership Essentials is a training program through NETA. August 31 – Change Management, September (at the annual NETA Conference) – Curating Cultures Where Talent Thrives, October 5 – Respectful Confrontation, November 16 – Leadership Growth in Action, December 14 – Existential Leadership, January 18, 2024 – Leadership Capstone Asynchronous – Leaders Among Us. In addition KCPBS has established a mentorship program where staff is paired with a higher level manager or executive as a mentor meant for professional development of a dozen staff members.							
SL.NO.	Date	Activity Type	No. of Station	Participant Name			
5	10/1/22-10/1/23	(xii) listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities; Postings in Current and AFP	3	Christy Cain, Donna Collene, Louise Lee			
Description: Consistently post job opening to a wide variety of organizations, media outlets, and groups.							
Scope of Participation: Donar Relations Manager and Director of Major Giving - Post positions to our Community Advisory Board; Chair: Justice Gatson, Vice-Chair: Melissa Ferrer-Civil, Members, Diane Charity, Setareh Millerlile, Terry Rinehart, Alaine Tate, DeQuai Wilson, Karen Mell, Kansas City PBS Liaison. Posted to our Board of Directors, Dos Mundos, LGBT Chamber of Commerce, Black Chamber of Commerce, Mountain Plains Minority Supplier, AFP and Current.							

Cell: D37