

EEO PUBLIC FILE REPORT
 KCPT - TV19 Public Television 19, Inc.
 Kansas City, Missouri
 October 1, 2004 - September 30, 2005

Full-Time position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Source contact information	Number Interviewed	Interview Recruitment Source	Hire Recruiter Source
1	Executive Assistant to CEO/President	Dec 04	2/14/2005	Kansas City Star/ Careerbuilder.com KCPT website KCPT internal bulletin board UMKC Penn Valley Community College Rockhurst University	Camille Allensworth, callensworth@kcstar.com Christy McKaig, christy_mckaig@kcpt.org Christy McKaig, christy_mckaig@kcpt.org careerservices@umkc.edu Robin.harris@kcmetro.edu Part.time.jobs@rockhurst.edu	4		Kansas City Star/ Careerbuilder.com 3 1
2	Adult Education Manager	Feb-05	3/23/2005	Kansas City Star/ Careerbuilder.com KCPT website KCPT internal bulletin board The Kansas City Globe Kansas City Art Institute UMKC Penn Valley Community College Rockhurst University KC REACHE Referral	Camille Allensworth callensworth@kcstar.com Christy McKaig christy_mckaig@kcpt.org Christy McKaig christy_mckaig@kcpt.org kcglobe@swbell.net myates@kcai.edu careerservices@umkc.edu Robin.harris@kcmetro.edu Part.time.jobs@rockhurst.edu www.kcreache.org	4		KC REACHE Refe 1 1 1

3	CEO/President	Apr-05	6/8/2005		6	PBS.Org
				Kansas City Star/ Careerbuilder.com		
					Camille Allensworth callensworth@kcstar.com	
				The Chronicle of Philanthropy	Philanthropycareers.com	
				Current	Classifieds@current.org, www.current.org/jobs	2
				Broadcast Engineering	www.magsonthenet.com	
				Great Hires jobsite	www.greathires.org	
				The KC Globe	kcglobe@swbell.net	
				KC Hispanic News	www.eeo1source.com	
				Dos Mundos	newsstaff@dosmundos.com	
				The Employment Guide	jrandall@empguide.com	
				The Sun	cmolinaro@sunpublications.com	
				The Pitch	Joe.cox@pitch.com	
				KCPT website	human_resources@kcpt.org, Karen Button, Donna Collene	
				KCPT internal bulletin board	human_resources@kcpt.org, Karen Button, Donna Collene	1
				PBS	www.pbs.org	2
				PBMA weekly update (Public Broadcasting Management Assn)	www.pbma.org	
				Mo Assn of Broadcasters (MAB)	1-573-335-4809	
				KS Assn of Broadcasters (KAB)	Harriet Lange, fax- 1785-233-3052	
				Nation Assn of Broadcasters (NAB)	Director of Placemes, fax- 1-202- 429-4199	
				EEO One Source (Multi-state broadcasting posting site)	www.eeo1source.com	
				National Academy of Television Arts & Sciences (Job Bank)	www.emmyonline.org	
				TVJOBS website job bank	www.tvjobs.com	
				United Minority Media Association	www.umma.net	

American Society of Women Accountants (ASWA)	www.aswa.org
Community Association of Nonprofit Business Executives (CANBE)	www.canbe.org , Monica Meeks
Central Exchange	www.centralexchange.org
Full Employment Council	www.fullemploymentcouncil.org , itammeus@works.state.mo.us, www.ablanks@fcckc.org
Kchasjobs.com	www.kchasjobs.com , Chris Wilcox
Kansas Job Service Missouri Job Service	John Casner, fax- 1-913-281-0069 Vicki Wade, fax- 1-573-431-8073
monster.com	www.monster.com , spencer.ritterskamp@monster.com
Latino.com	www.latino.com
KCPT OnAir announcement	KCPT PSA on air
KCPT Board & CAB Major Donors (Friends of the Station)	Recruitment letter mailed to KCPT board and community advisory board members Recruitment letter mailed to KCPT Major Donors
Heart of America Indian Center	p_buzzard_haic@yahoo.com
Women's Employment Network	Kcwen.org, Tanya Bomar Cynthia Smith - cynthia_smith@kcpt.org
Women's FDN Avila College-Placement Office	src@mail.avila.edu myates@kcai.edu
Kansas City Art Institute Penn Valley Community College	Robin.harris@kcmetro.edu

Rockhurst University
 University of Kansas
 Placement Office
 University of Nebraska
 Broadcasting Placement
 Director
 UMKC Placement Services

Part.time.jobs@rockhurst.edu,
 Mike Theobald
 Career Services
knu@unl.edu
careerservices@umkc.edu

4	Volunteer Coordinator	Aug 05	9/26/2005	<p>KC Star/Careerbuilder.com</p> <p>KCPT internal bulletin board</p> <p>KCPT website</p> <p>PBS Connects</p> <p>KCPhil.net</p> <p>UMKC Placement Services</p> <p>Penn Valley Community College</p>	<p>Camille Allensworth, callensworth@kcstar.com</p> <p>Christy McKaig, christy_mckaig@kcpt.org human_resources@kcpt.org, Christy McKaig</p> <p>www.pbs.org</p> <p>www.kcphilnet.net</p> <p>careerservices@umkc.edu</p> <p>Robin.harris@kcmetro.edu</p>	5	KCPhil.net	<p>1</p> <p>4</p>
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Long-Term Recruitment Activities

KCPT has an established intern program. We consistently have area high school and college students working with us in many areas of production.

Use of Internet job banks and programs for job postings. All vacant positions are now recruited through several Internet job banks. We have an established list that we distribute to, and we are consistently searching for new listing possibilities.

KCPT maintains a website for KC REACHE, which is a higher learning service, comprised of nine area colleges. Through this website, we can offer career development assistance pertinent to broadcasting.

Continued our established training program for station personnel. KCPT has on-going professional development opportunities for staff to learn new skills and to qualify for higher-level positions. When the budget allows, we encourage travel to conferences for these opportunities, and our HR team provides in-house training and mentoring. We also have a monthly all teams meeting where we have station wide discussions of station business and opportunities.

Provided training to management level personnel on EEO and discrimination matters. All management level personnel undergo consistent training as it relates to equal employment opportunity and preventing discrimination.

Attended the Kansas Assn of Broadcasters EEO1 Source Training session presented by Deepak Massand and Barry Umansky.

Community events to inform public about broadcasting careers. Periodically invite high school and college students into the station and offer tours and one-on-one meetings with staff members to discuss broadcasting.

Hosted local multimedia technology teachers in an Educator Externship program that allowed shadowing of broadcasting and technology staff.

Listed upper-level job openings in job banks/newsletters whose membership includes substantial participation of women/minorities. All upper level positions (and most mid-level positions) are listed in trade-related publications and Internet sites. Examples would be Current, PBS Connects, Public Broadcasting Management Association, KAB job bank, MAB job bank and NAB job bank.