

**KMIZ/KQFX-LD
NPG OF MISSOURI, LLC
EEO PUBLIC FILE REPORT**

(October 1, 2017 thru September 30, 2018)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

Appendix A includes a list of recruitment sources, indicating name, address, and contact person and telephone number of each. Sources with an asterisk (*) denote organizations that have requested notification of full-time job vacancies.

**FULL-TIME POSITIONS FILLED; RECRUIT SOURCES USED
[With Hire's Recruitment Source Noted in Brackets and Sources of Interviews in
Parentheses]**

Multi Media Journalist (#4-1,5-1,8-2) Position posted to: #3,4,5,6,8,10,15,18,23,28,30	[Hire #5]
Multi Media Journalist (#4-1,8-2) Position posted to: #3,4,8,10	[Hire #8]
News Producer (#4-3) Position posted to: #3,4,6,8,10,20,28,31,32	[Hire #4]
Multi Media Journalist (#4-1,8-1) Position posted to: #3,4,6,8,10,20,31,32	[Hire#4]
Digital Content Director (#3-1,4-1,) Position posted to: #3,4,6,8,10,31,32	[Hire #4]
Sales & Marketing Assistant (#3-3,4-1,20-1) Position posted to: #3,4,6,10,20,28	[Hire #4]
Account Executive (#4-2,19-1) Position posted to: #3,4,6,10,19,20,31,32	[2 hires #4]
Account Executive (#4-2) Position posted to: #3,4,6,10	[Hire #4]
Integrated Media Consultant (#3-1,#4-1) Position posted to: #3,4,10,14,15,18,23,25,30	[Hire #4]
Account Executive (#4-3) Position posted to: #3,4,6,8,10,20,28,31,32	[Hire #4]
Sales & Marketing Assistant (#21-1)	[Hire #21]

Position posted to: #21

Assignment Editor (#21-1) [Hire #21]
Position posted to: #3,4,6,8,10,20,21,31,32

Assistant News Director (#21-1) [Hire #21]
Position posted to: #3,4,6,8,10,20,21,28,31,32

Anchor/Multi Media Journalist (#21-1) [Hire #21]
Position posted to: #21

Technical Director (#21-1) [Hire #21]
Position posted to: #3,4,6,8,10,20,21,31,32

News Producer (#21-1) [Hire #21]
Position posted to: #21

Videographer (#4-1,21-1) [Hire #21]
Position posted to: #3,4,6,8,10,20,21,31,32

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

37 persons

NUMBER OF REFERRALS FROM SOURCES USED

#3 (5 persons), #4 (17 persons), #5 (1 person), #8 (5 persons), #19(1 person), #20 (1 person), #21 (7 persons)

MASTER LIST OF RECRUITMENT SOURCES

(An asterisk (*) after the source denotes organizations that requested notification of full-time job vacancies.)

October 1, 2017-September 30, 2018

No.	Source (name, address, contact person, telephone, email address)	No.	Source (name, address, contact person, telephone, email address)
1.	Columbia Daily Tribune 573-815-1851 (fax) 101 N. Fourth St. Columbia, MO 65201 rwheeler@columbiatribune.com	17.	TVNewsCheck Steve.stolz@newscheckmedia.com
2.	Columbia Missourian 573-884-5293 (fax) 221 S. 8 th St. Columbia, MO 65201 horinea@missouri.edu	18.	University of Missouri-Columbia-Handshake Barbara Willis – WillisB@missouri.edu
3.	KMIZ-TV Job Board 501 Business Loop 70 East Columbia, MO 65201	19.	Indeed website www.indeed.com
4.	KMIZ-TV Website www.abc17news.com	20.	Linked In www.linkedin.com
5.	Frank N. Magid Associates Julie Seebold jseebold@magid.com	21.	Internal Promotion
6.	Missouri Career Center Lisa.marshall@ded.mo.gov	22.	RBR-TVBR www.rbr.com
7.	KMIZ TV Advertising- on air ads	23.	University of Central Missouri-Handshake schwepker@ucmo.edu www.ucmo.edu/efm
8.	TV Jobs 760-754-2115 (fax) www.tvjobs.com	24.	Missouri State University www.missouristate.edu.mkt Chalanda Johnson-417-836-6861
9.	Medialine 800—237-8073 www.medialine.com	25.	William Woods University amy.dittmer@williamwoods.edu
10.	News Press & Gazette website www.NPGco.com	26.	Rick Gevers website www.rickgevers.com
11.	Craigs List www.craigslis.com	27.	Regional Emmys Office Maggie Eubanks Maggie@emmyid-america.org
12.	Jefferson City News Tribune P. O. Box 420 Jefferson City, MO 65101	28.	MBA Website Terry Harper- tharper@mbaweb.org www.mbaweb.org

	brenda@newstribune.com		
13.	Westminster College Susi.wilson@westminster-mo.edu CareerSrv@westminster-mo.edu	29.	Communications Department @ Mizzou communications@missouri.edu Cathy Illingworth-573-882-4431
14.	Stephen College a wooden@stephens.edu	30.	Columbia College-Handshake Angie Pauley alpauley@ccis.edu
15.	Central Methodist University-Handshake Jessie Maxwell career@centralmethodist.edu	31.	Facebook NPG of Missouri Facebook account
16.	Spots n Dots ads@spotsndots.com	32.	Twitter NPG of Missouri Twitter account

Supplemental Outreach Initiatives

(October 1, 2017 through September 30, 2018)

FCC Menu Categories

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station 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.

Menu Category (select # from above list)	Brief Description of Activity, Including Date(s) and Station Staff Involved
6	TVJobs, ABC17news.com website, News Press & Gazette website, Missouri Career Center, On Air Ads, online ads and local newspaper. Listing positions available in broadcast industry, October 1, 2017-September 30, 2018. Trent Poindexter-General Sales Manager, Curtis Hancock-News Director, Donna Farmer-Human Resources.
5	<ul style="list-style-type: none"> • News Producer Paid Internship – University of Missouri – employment dates were 5/7/18-7/27/18 – She learned how to produce a newscast, gave her real understanding of a broadcast newsroom. Gave her the ability to fully learn a new skill • Sales Paid Internship – University of Missouri – employment dates are 5/29/18 – current – She developed better people skills and learned about the software, she worked on proposals and presented part of the proposal. She completed the summer internship and is continuing on with the Fall internship. • Hickman High School unpaid internship – dates 6/1/18-6/29/18 – Internship to earn class credit. She assisted the daily execution of news promotions, learning the news brand and coming out of the internship with a portfolio of spots and/or video that has aired on the Networks of Mid-Missouri. • Rock Bridge High School unpaid internship – dates 8/22/18-5/1/19 – Internship on working in the newsroom and applying her previous knowledge to her internship. Areas of focus are behavior, competent, dressed & prepared, do more than required and honesty. • Battle High School job shadow day – date May 9th, 2018 – Job shadow in the

	<p>newsroom for a day with Assignment Editor (Katie Greathouse), Digital Content Director (Marie Bowman) and Multi Media Journalist (Sasha Gomez)</p> <ul style="list-style-type: none"> • MU School of Journalism graduate student observed our newsroom from 9am-12pm for her coursework. Her attendance was for a class project/paper. Supervisor Curtis Hancock was in charge of this project.
4,10	<ul style="list-style-type: none"> • November 9, 2017 – Boone Hospital Winter Weather Presentation – Sharon Ray • January 9, 2018 – Columbia Independent School Tour – Sharon Ray • January 16, 2018 Columbia Independent School Tour – Sharon Ray • January 24, 2018 – Columbia Chamber of Commerce Quarterly Membership Breakfast – 15 minute presentation from the Gold Sponsor – Mediacom. Chamber news and event updates, new member recognitions and membership video. Community updates from: Dan Atwill, Peter Stiepleman and Amy Schneider, members of the Columbia Partnership and Coach Cuono Martin, Mizzou Men’s Basketball Coach. This is a business and community network. Those in attendance were Curtis Varns, Trent Poindexter, Les Borgmeyer, Christian Neuenswander, Amy Books, and Linda Hays • February 22, 2018 – William Woods University Severe Weather Presentation – Sharon Ray • March 7, 2018 – Columbia Boys and Girls Club, the tour included meeting with our Chief Meteorologist, Sharon Ray. • April 2, 2018 – Professor Teri Finneman from South Dakota State University invited Curtis Varns to speak. Curtis Varns spoke to the broadcast journalism class via Google Hangout for 45 minutes. He offered up advice for negotiation contracts, what went into an employment contract, resume writing and what employers were look for from today’s job seekers. He answered questions from the students and followed up with sample resumes and contracts and offered to review their resume reels. • April 4, 2018 – Columbia Chamber of Commerce Quarter Membership Breakfast – Speakers included US Senator Roy Blunt, National Chamber President Tom Donohue, and local First Chance for Children. Business networking before and after event. Small business of the year nominees announced. Those in attendance were Curtis Varns, Trent Poindexter, Les Borgmeyer, Christian Neuenswander, Amy Books, and Linda Hays • April 28, 2018 – Safe Kids Fair, News on-air talent and department heads participated in the annual event put on by Safe Kids Columbia. It is a children’s fair featuring educational and interactive booths for young children held from 9am-1pm • May 2, 2018 - Boone Hospital Severe Weather Presentation – Sharon Ray • May 4, 2018 – Mill Creek Elementary Kindergarten Community Helpers Day,

	<p>multiple different departments/businesses from around Columbia and Boone County participated in a career fair-type of event at Mill Creek Elementary School. It was aimed to teach kindergarteners about different jobs in the community and what each of the professions do to benefit their community. – Lindsey Berning</p> <ul style="list-style-type: none"> • May 3, 2018 - Fulton Mayor’s Prayer Breakfast – The event was attended by several Fulton City Councilmen, Fulton business owners and employees, and residence within the community. Eric Holmes, Programming and Operations Manager at the Networks of Mid-Missouri delivered the event’s invocation. In attendance was Eric Holmes. • May 4, 2018 – School tour of KMIZ for Westran Elementary-Huntsville. Gave the tour to 3rd grade class – Sharon Ray, Aaron Morrison • May 7, 2018 – School tour of KMIZ for Daly Elementary-Fayette – Sharon Ray, Aaron Morrison • May 9, 2018 – Mill Creek Elementary weather talk – Aaron Morrison • June 14, 2018 – School tour of KMIZ for Salisbury K-12 – Curtis Hancock • June 20, 2018 – Sturgeon Middle School Tour – Sharon Ray • July 24, 2018 – Station tour to a group of about 25 children ages 3-12 from Club Kid Connect. Club Kid Connect is the summer youth program of the non-profit organization United Community Builder located in Columbia, MO. – Lindsey Berning, Brigit Mahoney, Jasmine Ramirez and Cindy Clark
8	<ul style="list-style-type: none"> • 10/4/17-10/6/17 – Magid & Associates meetings with news personnel – Producer workshop, meetings with managers, weather team, meetings with multi-media journalists and anchors. Those in attendance were all newsroom personnel. • 12/5/17-12/7/17 – Magid & Associates – Seminars for Anchors – “The 2017 Magid Institute for Anchors” – Seminar on empowering anchors as leaders. Attendee is Ashley Strohmer • 1/16/18 – 4/20/18 – Teaching a class at the University of Missouri titled “Entrepreneurship: New Media Strategies”. This class is for MBA and masters in Journalism students. Provide ongoing examples of careers in broadcasting. Other companies involved are: Associated Press, Burst.com, The Columbia Missouri, and Graffiti APP. Attending was Les Borgmeyer • 1/11/18-1/12/18 – Magid & Associates meeting with news personnel – Research orientation, strategic plan. Most of the newsroom personnel • 1/25/18-1/26/18 – Magid & Associates meeting with news personnel – Meetings with reporters, investigative team and the weather team

- 3/19/18-3/21/18 – Magid & Associates meeting with news personnel – Meetings with reporters, investigative team and the weather team
- 6/11/18-6/13/18 – Magid & Associates meeting with news managers on marketing brand discussion. Meeting with all newsroom staff on social, digital and promotional execution.
- 7/5/18-7/6/18 – Meeting with the news team on consistently and effectively promoting and talking up stories on all platforms to reach its target audience and gain new viewers. News Promotion manager, Sarah Bono, shared and discussed best practice initiatives for Facebook, push alerts and topical promotion in two sessions. Two documents defining these best practices were also emailed to the team as a reference. Personnel involved were Sarah Bono, Curtis Hancock and Marie Bowman
- 8/21/18-8/24/18 – AS Walter Cronkite School of Journalism – “Television News Innovation Table Stakes Project” – Limited to a small group of leaders in local TV who commit themselves to addressing the most critical challenges faced by their companies and the industry today. Attending were Curtis Varns and Curtis Hancock.
- 9/5/18-9/8/18 – Kneeland Project for Responsible Journalism – New Media Leadership Forum that only 18 outstanding news directors were selected by application. Attending was Curtis Hancock
- 9/11/18 – 2018 Missouri Young Professionals Summit – Day long summit with speakers and breakout sessions held at the State Capitol for young professional groups out of Jefferson City, Columbia and across the state. Lindsey Berning emceed the event. Ryann Gildersleeve helped organize the event as a Jefferson City YP member. Those attending were Lindsey Berning, Ryann Gildersleeve and Kendall Smith
- 9/24/18-9/26/18 – Magid & Associates meeting with news personnel – Meetings with reporters, investigative team and the weather team