

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

(October 1, 2018 thru September 30, 2019)

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]**

News Producer (#3-1,4-1,10-1) [Hire #10]
Position posted to: #3,4,6,8,10,20,28,31,32
Open dates 8/18 – 10/18
Fill date 10/29/18

Multi Media Journalist (#4-5) [4 Hires #4]
Position posted to: #3,4,6,8,10,20,28,31,32
Open dates 7/18 – 2/19
Fill dates 12/2/18, 1/7/19(2), 3/4/19

Morning News Anchor/MMJ (#21-1) [Hire #21]
Position posted to: #3,4,6,10,15,18,20,21,30,31,32
Open dates 11/18
Fill dates 12/9/18

Videographer (#21-1) [Hire#21]
Position posted to: #3,4,6,8,10,15,18,20,21,23,30,31,32
Open dates 2/19
Fill date 3/4/19

Meteorologist/MMJ (#21-2) [Hire #21]
Position posted to: #3,4,6,8,10,20,21,31,32,33,34
Open dates 1/19 – 3/19
Fill date 3/10/19

Chief Meteorologist (#3-1,4-3) [Hire #4]
Position posted to: #3,4,5,8,10,28,31,32
Open dates 2/19 – 3/19
Fill date 4/8/19

Technical Director (#21-1) [Hire 21]

Position posted to: #3,4,8,10,15,18,21,23,30,31,32
Open dates 2/19 – 3/19
Fill date 4/21/19

Weekend Morning Anchor/MMJ (#21-1) [Hire #21]
Position posted to: #21
Not posted – internal promotion
Fill date 6/2/19

Weekend Evening Anchor/MMJ (#21-1) [Hire #21]
Position posted to: #21
Not posted – internal promotion
Fill date 6/2/19

Anchor/MMJ (#21-1) [Hire #21]
Position posted to: #21
Not posted – internal promotion
Fill date 6/2/19

Morning Meteorologist (#21-2) [Hire #21]
Position posted to: #3,4,8,10,21,28
Open dates 4/19 – 5/19
Fill date 6/9/19

MMJ/Meteorologist (#21-1) [Hire #21]
Position posted to: #21
Open dates 2/19 – 4/19
Fill date 6/12/19

Multi Media Journalist (#4-2,10-1) [Hire #10]
Position posted to: #3,4,6,8,10,15,18,20,21,23,30,31,32
Open dates 2/19 – 5/19
Fill date 6/10/19

Account Executive (#21-1) [Hire #21]
Position posted to: #3,4,6,8,10,20,21,28,31,32
Open dates 10/18 – 11/18
Fill date 12/3/18

Account Executive (#4-1) [Hire #4]
Position posted to: #3,4,10
Open dates 5/19
Fill date 5/10/19

Integrated Media Consultant (#3-2,4-3) [Hire #4]
Position posted to: #3,4,6,10,15,18,23,28,29,30,33,34

Open dates 2/19 – 4/19
Fill date 5/13/19

Local Sales Manager (#4-1,10-1,21-2) [Hire #21]
Position posted to: #3,4,6,8,10,20,21,28,31,32,33,34
Open dates 3/19
Fill date 4/16/19

Director of Sales (#4-2,10-1) [Hire #4]
Position posted to: #3,4,6,8,10,16,20,31,32
Open dates 3/19 – 4/19
Fill date 5/20/19

Account Executive (#4-2) [Hire #4]
Position posted to: #3,4,6,10,20,31,32
Open dates 4/19 - 5/19
Fill date 5/28/19

Account Executive (#4-1) [Hire #4]
Position posted to: #3,4,6,10
Open dates 12/18 – 1/19
Fill date 2/4/19

Local Sales Assistant (#4-1) [Hire #4]
Position posted to: #3,4,6,8,10,15,18,19,23,28,30
Open dates 4/19 – 8/19
Fill date 9/4/19

Account Executive (#4-1) [Hire #4]
Position posted to: #3,4,10
Open dates 7/19 – 8/19
Fill date 9/4/19

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

45 persons

NUMBER OF REFERRALS FROM SOURCES USED

#3 (4 persons), #4 (23 persons), #10 (4 persons), #21 (14 persons)

MASTER LIST OF RECRUITMENT SOURCES

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

October 1, 2018-September 30, 2019

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	18.	University of Missouri-Columbia-Handshake Barbara Willis – WillisB@missouri.edu
2.	Columbia Missourian 573-884-5293 (fax) 221 S. 8 th St. Columbia, MO 65201 horinea@missouri.edu	19.	Indeed website www.indeed.com
3.	KMIZ-TV Job Board 501 Business Loop 70 East Columbia, MO 65201	20.	Linked In www.linkedin.com
4.	KMIZ-TV Website www.abc17news.com	21.	Internal Promotion
5.	Frank N. Magid Associates Megan Eubanks mhelberg@magid.com	22.	RBR-TVBR www.rbr.com
6.	Missouri Career Center Lisa.marshall@ded.mo.gov	23.	University of Central Missouri-Handshake schwepker@ucmo.edu www.ucmo.edu/efm
7.	KMIZ TV Advertising- on air ads	24.	Missouri State University www.missouristate.edu/mkt Chalanda Johnson-417-836-6861
8.	TV Jobs 760-754-2115 (fax) www.tvjobs.com	25.	William Woods University amy.dittmer@williamwoods.edu
9.	Medialine 800—237-8073 www.medialine.com	26.	Rick Gevers website www.rickgevers.com
10.	News Press & Gazette website www.NPGco.com	27.	Regional Emmys Office Maggie Eubanks Maggie@emmyid-america.org
11.	Craigs List www.craigslist.com	28.	MBA Website Terry Harper- tharper@mbaweb.org www.mbaweb.org

12.	Jefferson City News Tribune P. O. Box 420 Jefferson City, MO 65101 brenda@newstribune.com	29.	Communications Department @ Mizzou communications@missouri.edu Cathy Illingworth-573-882-4431
13.	Westminster College Susi.wilson@westminster-mo.edu CareerSrv@westminster-mo.edu	30.	Columbia College-Handshake Angie Pauley alpauley@ccis.edu
14.	Stephen College awooden@stephens.edu	31.	Facebook NPG of Missouri Facebook account
15.	Central Methodist University-Handshake Jessie Maxwell career@centralmethodist.edu	32.	Twitter NPG of Missouri Twitter account
16.	Spots n Dots ads@spotsndots.com	33.	Job Point John Scalise 573-777-1533 john@jobpoint.org
17.	TVNewsCheck Steve.stolz@newscheckmedia.com	34.	Woodhaven Teri Walden 573-397-1866 twalden@woodhaventeam.org

Supplemental Outreach Initiatives

(October 1, 2018 through September 30, 2019)

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	<ul style="list-style-type: none"> • TV Jobs, 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, 2018-September 30, 2019. Trent Poindexter-General Sales Manager, Doug Rhoades-General Sales Manager, Curtis Hancock-News Director, Donna Farmer-Human Resources. • University of Missouri – Columbia School of Journalism. Interviewed graduating seniors in the Journalism department for News Press & Gazette on April 9, 2019. In attendance were Michael Faybac and Laura Clark, corporate employees. Also in attendance were Curtis Hancock, Andrew Kauffman and Zara Barker, NPG of Missouri employees.
5	<ul style="list-style-type: none"> • KMIZ offers paid and unpaid internships in our sales and news departments. The internships allow students to gain real world broadcast experience, learn new skills and prepare for careers in broadcasting. The station hosted 11 interns during this reporting period from the University of Missouri (7) and local high schools (4).

4,10

- October 12, 2018 – Pilot Grove Field Trip Preschool to 8th grade students – Those attended were Lindsey Berning, Brigit Mahoney, Zara Barker, Josh Shabel and Steven Haynes.
- October 16, 2018 – The Columbia Area Career Center hosted “Vision Day” – Various industries it serves participated in the program’s curriculum. Formal internships or apprenticeships attended the event with a sharing of ideas. – In attendance from the station was Curtis Varns, General Manager.
- November 7, 2018 – Boone Hospital weather safety talk – contact person Randy Gay – Sharon Ray, Chief Meteorologist.
- November 7, 2018 – Columbia Chamber of Commerce Quarterly Membership Breakfast – Chamber news – committee and event updates. Guest Speaker: Anna Hui, Director of the Missouri Department of Labor. 15-minute presentation from the Gold Sponsor-Ronald McDonald House. This is a business and community network. Those in attendance were Curtis Varns, Trent Poindexter, Les Borgmeyer, Madison Cooper, Linda Hays, and Christian Neuenswander
- November 28, 2018 – Columbia Chamber of Commerce Civic Appreciation Breakfast – Chamber recognition of local city and county government employees. Speakers included City Mayor and County Commissioner. Presentations included long-term plans by Chamber Governmental Affairs committee, County Commission and upcoming CoMo 200. Those in attendance were Curtis Varns, Trent Poindexter, Les Borgmeyer, Christian Neuenswander, Madison Cooper, and Linda Hays
- January 16, 2019 – Boonville High School – Spoke to students about creative services job responsibilities at the station and showed some of the departments work.– Mark Kammerich, Creative Services Manager
- January 18, 2019 – Mill Creek Spelling Bee Contest announcer – Deborah Kendrick, Morning Anchor
- January 22, 2019 – Mill Creek Elementary School KMIZ tour – Third graders from Mill Creek toured the station – Those in attendance were Deborah Kendrick, Zara Barker, Brigit Mahoney, Josh Shabel
- January 24, 2019 – MoDot winter weather safety talk- Sharon Ray, Chief Meteorologist
- February 6, 2019 – Mill Creek Elementary School KMIZ tour – Third graders from Mill Creek toured the station – Those in attendance were Deborah Kendrick, Zara Barker, Brigit Mahoney, Josh Shabel
- February 19, 2019 – Rotary Club general weather talk – Sharon Ray, Chief Meteorologist
- University of Missouri job shadow day – date March 7, 2019 – Alexandria Williams – Went out with multi media journalist and shadowed producers and watched newscasts.

	<p>Reported to Matt Sanders, Katie Greathouse, and Sara Bono.</p> <ul style="list-style-type: none"> • Choices for People job shadow day – date 4/6/19 – Joe Brown job shadowed our Master Control Room with employee Dan West and learned the ins and outs of our Master Control Operation along with Jennipher Stegeman, employee specialist for Choices for People. • May 11, 2019 – Safe Kids Fair, 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 – News on-air talent and department heads attended. • May 11, 2019 – Missouri Fire Service Charity BBQ and Smoke-Out – Station personnel served as a judge for the BBQ competition. Other media present included Y107 radio. Other sponsors included Home Depot, Hyvee and various firefighter related organizations – Barry Mangold, Anchor/Multi-Media Journalist • May 17, 2019 – Northeast Randolph County R-IV school KMIZ field trip – Kindergarten and 1st graders toured the station and learned about news operations and camera presentation – Those attended were Deborah Kendrick, Zara Barker, Brigit Mahoney, Josh Shabel • August 8, 2019 – King Kids KMIZ tour – showed students how a newsroom, control room, anchor desk and weather wall works. Students were able to get on the anchor desk and read a quick story along with the weather wall – Those attended were Deborah Kendrick, Zara Barker, Ben Elmore, Luke Victor • September 10, 2019 – Connection Exchange hosted a networking event in our newsroom – In attendance were our sales Team and members from other businesses in the community.
8	<ul style="list-style-type: none"> • 9/24/18-9/26/18 - 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. • 10/2/18 – Noll and Associates – Review of good sales ideas across the country – All current Account Executives and Sales Management attended • 11/2/18 – WOMS 6.9.2 Upgrade Training – Lauren Brown from Wide Orbit walked us through the changes – All sales and support staff attended • 11/13/18 – TVB Automotive Presentation led by Brian Allers – All Sales Staff attended • 11/27/18 – Training on New Digital Products led by Madison Cooper(Internal IMC) – All Sales Staff attended • 12/18/18 – Affinity X Training – Learned about Affinity X offerings and how to sell it – All Sales Staff attended

- 1/8/19 – Affinity X Training Part II – Learned about Affinity X offerings and how to sell it – All Sales Staff attended
- 1/21/19-1/24/19 – 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 was Curtis Varns, General Manager.
- 1/22/19-1/23/19 - Magid Weather Institute in St. Petersburg, FL -- Magid Weather Institute tackles head on with precision and accuracy in a two-day workshop loaded with real takeaways your meteorologists and news managers will be able to apply and use immediately upon returning to your station. Attending were Brigit Mahoney and Katie Greathouse.
- 1/29/19-1/30/19 – Promax training led by Kelly Wirges and Kevin Brannigan – Learned about the NPG 360 approach – All Sales Staff attended along with St. Joseph’s sales team.
- 3/12/19 – Noll and Associated Webinar – Learned about prospecting and qualifying to increase results and develop business – All Sale Staff attended
- 3/18/19-3/20/19 – 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.
- 4/10/19 – Comscore Training led by Rowdy Lantis – Group presentation and one on ones – All Sales Staff attended.
- 4/15/19-4/17/19 – 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 was Curtis Hancock.
- 4/24/19 – TVB in Jefferson City and again in Columbia – Reviewed where consumers spend their most time – Clients and Sales Staff attended.
- 5/14/19-5/15/19 – Magid Talent coach Lindsay Cooper meet with all on-air talent to assess and advise performance and delivery issues as well as overall presentation and presence in news broadcasts. Those in attendance were newsroom staff.
- 5/29/19-5/30/19 – Promax Training led by Kelly Wirges, Kevin Branigan and Tony Courtwright – Reviewed NPG 360 Philosphy and New Measurements for ROI – All Sales Staff attended including St. Joseph’s Sales team
- 6/13/19-6/16/19 – Investigative Reporters and Editors Conference -- Choose from more than 175 panels, hands-on classes and special presentations. Learn how to improve reporting and storytelling across all platforms. Celebrate the best of investigative reporting

during our IRE Awards luncheon. Mix and mingle with the best in the business. Attending was Lucas Geisler, Anchor/Investigative Reporter.

- 6/17/19-6/19/19 – 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, General Manager and Curtis Hancock, News Director.
- 7/8/19-7/10/19 - 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.
- 8/5/19-8/7/19 – Magid Institute: Developing Tomorrows Leaders Today -- The Magid Institute offers a strategic leadership workshop to help your newsroom managers grow and gain confidence in our constantly changing and challenging media environment. “Developing Tomorrow’s Leaders Today” is designed with your NEW news directors, assistant news directors, executive producers, managing editors, digital directors, assignment managers, and senior producers in mind. Attending was Zach Farwell, News Producer.
- 9/16/19-9/18/19 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.