

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

(October 1, 2019 thru September 30, 2020)

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]**

Creative Services Producer (#4-1, #31-1) Position posted to: #3,4,10,15,18,20,23,28,30,31,32 Open dates 9/19-10/19 Fill date 10/2/19	[Hire #31]
Multi Media Journalist (#29-1) Position posted to: #3,4,8,10,28,29 Open dates 10/19 – 8/20 Fill date 12/9/19	[Hire #29]
Multi Media Journalist (#4-2) Position posted to: #3,4,8,10,28,29 Open dates 10/19 – 8/20 Fill dates 8/17/20	[Hire #4]
Multi Media Journalist (#29-4) Position posted to: #3,4,8,10,28,29 Open dates 10/19 – 8/20 Fill dates 6/8/20	[Hire #29]
Multi Media Journalist (#29-4, #33-1) Position posted to: #3,4,8,10,28,29,33 Open dates 10/19 – 8/20 Fill dates 6/15/20	[Hire #29]
Assignment Editor (#21-1) Position posted to: #3,4,8,10,20,21,28,31,32 Open dates 1/20-6/20 Fill date 6/14/20	[Hire#21]
Morning News Anchor/MMJ (#4-1,5-1,21-2)	[Hire #21]

Position posted to: #3,4,5,8,10,20,21,28
Open dates 4/20-6/20
Fill dates 6/1/20

Anchor/MMJ (#21-1) [Hire#21]
Position posted to: #3,4,5,8,10,20,21,28,31,32
Open dates 2/20-3/20
Fill date 3/9/20

Integrated Media Consultant (#4-1) [Hire #4]
Position posted to: #3,4,10,20,28
Open dates 3/20-5/20
Fill date 5/26/20

News Producer (#10-1, 29-2) [Hire #10]
Position posted to: #3,4,8,10,15,18,23,29,30
Open dates 3/20-6/20
Fill date 6/15/20

News Producer (#4-2, 28-1) [Hire #28]
Position posted to: #3,4,10,20,28,31,32
Open dates 8/20-9/20
Fill date 9/8/20

Digital Content/Assignment Editor (#4-1) [Hire #4]
Position posted to: #3,4,8,10,15,18,20,23,30
Open dates 7/20-9/20
Fill date 9/8/20

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

28 persons

NUMBER OF REFERRALS FROM SOURCES USED

#4 (8 persons), #5 (1 person), #10 (1 person), #21 (4 persons), #28 (1 person), #29 (11 persons), #31 (1 person), #33 (1 person)

MASTER LIST OF RECRUITMENT SOURCES

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

October 1, 2019-September 30, 2020

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 a wooden@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.	Reel Media Talent Agency Lindsay Wilhite lindsay@reelmediagroup.com
17.	TVNewsCheck Steve.stolz@newscheckmedia.com	34.	

Supplemental Outreach Initiatives

(October 1, 2019 through September 30, 2020)

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, 2019-September 30, 2020. 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 February 12, 2020. In attendance were Rall Bradley, Steve Booher, and Laura Clark, corporate employees. Also in attendance were Curtis Hancock, Andrew Kauffman and Zara Barker, NPG of Missouri employees. • Arizona State University –School of Journalism. Interviewed graduating seniors in the Journalism department for News Press & Gazette on April 3, 2020. In attendance were Ron Keller, Michael Fabac and Laura Clark, local station and corporate employees.
105	<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 5 interns during this reporting period from the University of Missouri (3) and local high schools (2).

4,10	<ul style="list-style-type: none"> • October 11, 2019 – Career fair held at Rock Bridge High School from 10:15-11:40am. Students at the high school signed up for specific career fields. Zara Barker, from the station, was placed in the fine arts and communication field and was on a panel with 3 other professionals. They each had a few minutes to introduce themselves and then answered student’s questions about their fields. In attendance was Zara Barker. • October 17, 2019 – Station tour for Missouri Mentor Chapel Hill Day Service. Approximately 20 people came by the station to get a tour. Missouri Mentor’s Day Services support individuals with intellectual and developmental disabilities, physical disabilities, behavioral challenges and medically complex conditions. Deborah Kendrick, Morning Anchor, led the tour and coordinated the efforts of the tour. Those in attendance were Deborah Kendrick, Molly Stawinoga, Josh Shabel and Kevin Schneider. • November 6, 2019 – Columbia Chamber of Commerce Quarterly Membership Breakfast – Chamber news – committee and event updates. Guest Speaker: Scott Carbonara – Employee Development topic 15-minute presentation from the Gold Sponsor-US Cellular. This is a business and community network. Those in attendance were Curtis Varns, Doug Rhoades, Ryann Gildersleeve, and Linda Hays. • March 11, 2020 – Fayette Rotary Club at Central Methodist University committee meeting. Jessica Quick, Chief Meteorologist gave a 20-minute presentation about significant Mid-Missouri weather events and forecasting weather and was the main speaker. In attendance was Jessica Quick. • January 8, 2020 – Columbia Chamber of Commerce Quarterly Membership Breakfast – Chamber news – committee and event updates. Guest speaker: Mike Parsons – State updates topic 15-minute presentation from the Gold Sponsor-Community Foundation of Central Missouri. Those in attendance were Curtis Varns, Doug Rhoades, Ryann Gildersleeve. • January 24, 2020 – Jefferson City Chamber Gala – Honor businesses and chamber board. We were the Media Sponsor of this event. Those in attendance were Ryann Gildersleeve, Doug Rhoades, Ashley Strohmier, Joe McLean and Deborah Kendrick. • January 30, 2020 – Ones to watch Dinner in Jefferson City. Ryann Gildersleeve was an honoree as being one of the professionals in the Jefferson City community. One to watch because of all of her accomplishments. Those in attendance were Curtis Varns, Ryann Gildersleeve, Sarah Bono and Doug Rhoades
8	<ul style="list-style-type: none"> • November 20, 2019 – TVB Training at station with Brian Allers. Sales training on new business categories and the power of the click presentation and how broadcast drives internet traffic. In attendance were all sales personnel • December 16 & 17, 2019 – Magid & Associates presented the results of the research with station personnel and the Bradley’s (owners of NPG of Missouri, LLC) at MU and at the station. They went over a power point presentation on viewership of our stations in our market. In attendance were all station personnel.

	<ul style="list-style-type: none"> • February 22-24, 2020 – Magid consultant visit for seminars with staff. Variety of seminars on station brand and professional best practices. Those in attendance were the news staff. • March 9, 2020 – ProMax refresher training – Online. Kelly Wirges, outside consultant that does training with all of our stations. General sales training, cold calling, presenting, etc. In attendance were all sales personnel. • July 20, 2020 – ProMax training – Kelly Wirges, focused on proper Zoom meeting best practices. In attendance were all sales personnel • March 25, 2020 – TVB Webinar: Advising Advertisers During Recessionary/Extraordinary Times – Webinar provided by TVB to its members. Those in attendance were all sales personnel.
	<ul style="list-style-type: none"> • April 16, 2020 – TVB Webinar: BIA’s Updated 2020 Ad Forecast Coronavirus and the Effect on Local TV Advertising– Webinar provided by TVB to its members. Those in attendance were all sales personnel. • April 29, 2020 – TVB Town Hall: Focus on Mortgage Advertising– Webinar provided by TVB to its members. Those in attendance were all sales personnel. • June 11, 2020 – TVB Webinar: Local Business Leans into Digital During Outbreak– Webinar provided by TVB to its members. Those in attendance were all sales personnel. • July 15, 2020 – TVB “The Rebound” presentation for NPG– Webinar provided by TVB to just NPG members. Those in attendance were all sales personnel. • Young Professional Summit for Jefferson City’s Young Professional Group of Emerging Young Professionals of Columbia group. Topics of speakers included: Adapting to Your Surrounding, High Performance Habits, Staying Positive During Uncertainty, and Positioning Yourself from Peer to Leader. “2020 YP Summit – Picture of Today’s Professional” – Sponsors of the event: Central, Bank, Fechtal Beverage, Big Whiskey’s, American Family Insurance – Doug Otto Agency, First Midwest Bank, and Jefferson City Magazine. Speakers of the event: Holly Nunn with Central Bank, Gary Wilbers with Ascend Business Strategies, Tyson Hunt with Logboat Brewing Company and Waves Cider, Megan Shadrick Providing Equal Opportunities for all Employees and Customers, and John Moseley with Lincoln University. Those in attendance were Ryann Gildersleeve, Leah Teems and Madi Norman-Huth.