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) [Hire #31]
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

Multi Media Journalist (#29-1) [Hire #29]
Position posted to: #3,4,8,10,28,29
Open dates 10/19 – 8/20
Fill date 12/9/19

Multi Media Journalist (#4-2) [Hire #4]
Position posted to: #3,4,8,10,28,29
Open dates 10/19 – 8/20
Fill dates 8/17/20

Multi Media Journalist (#29-4) [Hire #29]
Position posted to: #3,4,8,10,28,29
Open dates 10/19 – 8/20
Fill dates 6/8/20

Multi Media Journalist (#29-4, #33-1) [Hire #29]
Position posted to: #3,4,8,10,28,29,33
Open dates 10/19 – 8/20
Fill dates 6/15/20

Assignment Editor (#21-1) [Hire #21]
Position posted to: #3,4,8,10,20,21,28,31,32
Open dates 1/20-6/20
Fill date 6/14/20

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

<table>
<thead>
<tr>
<th>No.</th>
<th>Source (name, address, contact person, telephone, email address)</th>
<th>No.</th>
<th>Source (name, address, contact person, telephone, email address)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Columbia Daily Tribune  573-815-1851 (fax) 101 N. Fourth St. Columbia, MO 65201 <em><a href="mailto:rwheeler@columbiatribune.com">rwheeler@columbiatribune.com</a></em></td>
<td>18.</td>
<td>University of Missouri-Columbia-Handshake Barbara Willis – <em><a href="mailto:WillisB@missouri.edu">WillisB@missouri.edu</a></em></td>
</tr>
<tr>
<td>2.</td>
<td>Columbia Missourian  573-884-5293 (fax) 221 S. 8th St. Columbia, MO 65201 <em><a href="mailto:horinea@missouri.edu">horinea@missouri.edu</a></em></td>
<td>19.</td>
<td>Indeed website  <a href="http://www.indeed.com">www.indeed.com</a></td>
</tr>
<tr>
<td>3.</td>
<td>KMIZ-TV Job Board 501 Business Loop 70 East Columbia, MO 65201</td>
<td>20.</td>
<td>Linked In  <a href="http://www.linkedin.com">www.linkedin.com</a></td>
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<td>4.</td>
<td>KMIZ-TV Website  <a href="http://www.abc17news.com">www.abc17news.com</a></td>
<td>21.</td>
<td>Internal Promotion</td>
</tr>
<tr>
<td>5.</td>
<td>Frank N. Magid Associates Megan Eubanks <em><a href="mailto:mhelberg@magid.com">mhelberg@magid.com</a></em></td>
<td>22.</td>
<td>RBR-TVBR  <a href="http://www.rbr.com">www.rbr.com</a></td>
</tr>
<tr>
<td>6.</td>
<td>Missouri Career Center <em><a href="mailto:Lisa.marshall@ded.mo.gov">Lisa.marshall@ded.mo.gov</a></em></td>
<td>23.</td>
<td>University of Central Missouri-Handshake <em><a href="mailto:schwepker@ucmo.edu">schwepker@ucmo.edu</a></em>  <a href="http://www.ucmo.edu/efm">www.ucmo.edu/efm</a></td>
</tr>
<tr>
<td>8.</td>
<td>TV Jobs  <a href="http://www.tvjobs.com">www.tvjobs.com</a> 760-754-2115 (fax)</td>
<td>25.</td>
<td>William Woods University  <em><a href="mailto:amy.dittmer@williamwoods.edu">amy.dittmer@williamwoods.edu</a></em></td>
</tr>
<tr>
<td>10.</td>
<td>News Press &amp; Gazette website  <a href="http://www.NPGco.com">www.NPGco.com</a></td>
<td>27.</td>
<td>Regional Emmys Office Maggie Eubanks  <em><a href="mailto:Maggie@emmymid-america.org">Maggie@emmymid-america.org</a></em></td>
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<tr>
<td></td>
<td>Jefferson City News Tribune</td>
<td>Communications Department @ Mizzou</td>
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<td>-------------------------------------------------------------</td>
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<tr>
<td>12</td>
<td>P. O. Box 420</td>
<td><a href="mailto:communications@missouri.edu">communications@missouri.edu</a></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Jefferson City, MO 65101</td>
<td>Cathy Illingworth-573-882-4431</td>
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<tr>
<td></td>
<td><a href="mailto:brenda@newstribune.com">brenda@newstribune.com</a></td>
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<td>Westminster College</td>
<td>Columbia College-Handshake</td>
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<td></td>
<td><a href="mailto:Susi.wilson@westminster-mo.edu">Susi.wilson@westminster-mo.edu</a></td>
<td>Angie Pauley</td>
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<td>Twitter</td>
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<td></td>
<td>Jessie Maxwell</td>
<td>NPG of Missouri Twitter account</td>
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<tr>
<td></td>
<td><a href="mailto:career@centralmethodist.edu">career@centralmethodist.edu</a></td>
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<td>Spots n Dots</td>
<td>Reel Media Talent Agency</td>
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<tr>
<td></td>
<td><a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a></td>
<td>Lindsay Wilhite</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td><a href="mailto:lindsay@reelmediagroup.com">lindsay@reelmediagroup.com</a></td>
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<td>TVNewsCheck</td>
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<tr>
<td></td>
<td><a href="mailto:Steve.stolz@newscheckmedia.com">Steve.stolz@newscheckmedia.com</a></td>
<td></td>
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</table>
## Supplemental Outreach Initiatives

(October 1, 2019 through September 30, 2020)

<table>
<thead>
<tr>
<th>Menu Category</th>
<th>Brief Description of Activity, Including Date(s) and Station Staff Involved</th>
</tr>
</thead>
</table>

  - 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           | 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). |
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.

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.
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.

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.