

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

(October 1, 2021 thru September 30, 2022)

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]**

Account Executive (#4-5, 34-1) Position posted to: #3,4,7,10,20,28,34 Open dates 8/3/21-6/30/22 Fill date 11/3/21, 12/7/21, 6/6/22(2)	[3 Hires #4] [Hire #34]
Multi Media Journalist (#4-2,19-2,20-1) Position posted to: #3,4,8,10,19,20,28,31,32 Open dates 8/14/20-2/28/22 Fill dates 10/11/21, 2/28/22	[Hire #4] [Hire #20]
Meteorologist/MMJ (#4-2, 5-1,) Position posted to: #3,4,5,8,10,20,29,31,32,35 Open dates: 7/26/21-10/15/21 Fill dates 10/18/21	[Hire #5]
Sports Director (#3-2, 21-1,) Position posted to: #3,4,8,10,20,21,28,31,32 Open dates: 2/25/22-3/31/22 Fill dates 4/3/22	[Hire #21]
Meteorologist/MMJ (#21-1) Position posted to: #3,4,8,10,18,20,21,28,31,32 Open dates: 4/18/22 – 5/13/22 Fill dates 5/15/22	[Hire #21]
Account Executive (#4-1) Position posted to: #3,4,8,10,20,28,31,32,34 Open dates 8/11/20 – 5/31/22 Fill date 5/25/22	[Hire#4]

Morning News Anchor (#21-1) Position posted to: #3,4,5,8,10,18,20,21,28,31,32 Open dates 4/27/22 – 5/25/22 Fill dates 5/29/22	[Hire #21]
Sports Anchor/MMJ (#21-1) Fill dates 6/12/22	[Hire #21]
Newscast Director (#4-2) Position posted to: #3,4,8,10,18,29,35 Open dates 11/8/21 – 6/15/22 Fill dates 6/17/22	[Hire #4]
Multi Media Journalist (#4-2,19-1) Position posted to: #3,4,8,10,19,20,28,29,31,32 Open dates 8/14/20-2/28/22 Fill dates 7/6/22	[Hire #4]
Weekend Evening Anchor/MMJ (#21-3) Position posted to: #3,4,8,10,21,28,31,32 Open dates 6/1/22 – 8/20/22 Fill dates 8/28/22	[Hire #21]
Weekend Morning Anchor/MMJ (#21-3) Position posted to: #3,4,8,10,21,28 Open dates 6/1/22 – 8/20/22 Fill dates 8/28/22	[Hire #21]
Evening Anchor/MMJ (#4-1) Position posted to: #3,4,8,10,20,31,32 Open dates 6/23/22 – 7/15/22 Fill dates 9/6/22	[Hire #4]

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

33 persons

NUMBER OF REFERRALS FROM SOURCES USED

#3(2 persons), #4(15 persons), #5(1 person), #19(3 persons), #20(1 person), #21(10 persons), #34(1 person)

APPENDIX A

MASTER LIST OF RECRUITMENT SOURCES

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

October 1, 2021-September 30, 2022

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. 573-815-1500 (phone) Columbia, MO 65201 rwheeler@columbiatribune.com	18.	Handshake.com (further posting to colleges and universities such as: University of Missouri-Columbia, Columbia College, University of Central Missouri, University of Missouri-Kansas City, Kansas State University, University of Iowa, Northwestern University, etc.
2.	Columbia Missourian 573-884-5293 (fax) 221 S. 8 th St. 573-882-5720 (phone) Columbia, MO 65201 horinea@missouri.edu	19.	Indeed website 6433 Champion Grandview Way, Bldg. 1 Austin, TX 78750 800-462-5842 (phone) www.indeed.com
3.	KMIZ-TV Job Board 501 Business Loop 70 East Columbia, MO 65201	20.	Linked In 605 W Maude Ave. Sunnyvale, CA 94085 650-687-3600 (phone) www.linkedin.com
4.	KMIZ-TV Website www.abc17news.com	21.	Internal Promotion
5.	Frank N. Magid Associates 8500 Normandale Lake Blvd., Suite 630 Minneapolis, MN 55437 612-216-0703 (phone) Megan Eubanks mhelberg@magid.com	22.	Radio and Television Business Report331 SE Mizner Blvd. Boca Raton, FL 33432 703-490-3099 (phone) www.rbr.com
6.	Missouri Job Center 101 Park De Ville Drive, Suite E Columbia, MO 65203 573-522-2744 (phone) Lisa.marshall@ded.mo.gov	23.	University of Central Missouri-Handshake 116 W. South St. Warrensburg, MO 64093 660-543-4111 (phone) schwepker@ucmo.edu www.ucmo.edu/efm
7.	KMIZ TV Advertising- on air ads	24.	Missouri State University 901 S. National Ave. Springfield, MO 65897 www.missouristate.edu/mkt Chalanda Johnson-417-836-6861
8.	TV Jobs 760-754-2115 (fax) Post Office Box 4116	25.	William Woods University 1 University Avenue

	Oceanside, CA 92052 800-374-0119 (phone) www.tvjobs.com		Fulton, MO 65251 573-642-2251 (phone) amy.dittmer@williamwoods.edu
9.	Medialine 800—237-8073 www.medialine.com	26.	Rick Gevers & Associates 355 E. Ohio St., #303 Indianapolis, IN 46204 317-635-7912 (phone) www.rickgevers.com
10.	News Press & Gazette website www.NPGco.com	27.	Regional Emmys Office 3655 Olive Street St. Louis, MO 63108 314-533-2993 (phone) Maggie Eubanks Maggie@emmymid-america.org
11.	Craigslist 1381 9 th Avenue San Francisco, CA 94122 415-566-6394 (phone) www.craigslist.com	28.	MBA Website 1025 Northeast Drive Jefferson City, MO 65109 573-636-6692 (phone) Terry Harper- tharper@mbaweb.org www.mbaweb.org
12.	Jefferson City News Tribune P. O. Box 420 Jefferson City, MO 65101 573-449-4167 (phone) brenda@newstribune.com	29.	Communications Department @ Mizzou 108 Switzler Hall Columbia, MO 65211 communications@missouri.edu Cathy Illingworth-573-882-4431
13.	Westminster College 319 South Market Street New Wilmington, PA 16172 800-942-8033 (phone) Susi.wilson@westminster-mo.edu CareerSrv@westminster-mo.edu	30.	Columbia College-Handshake 1001 Rogers Street Columbia, MO 65216 (573) 875-8700 Angie Pauley alpauley@ccis.edu
14.	Stephens College 1200 E. Broadway Columbia, MO 65215 573-442-2211 (phone) awooden@stephens.edu	31.	Facebook NPG of Missouri Facebook account
15.	Central Methodist University-Handshake 411 Central Methodist Square Fayette, MO 65248 877-CMU-1854 Jessie Maxwell career@centralmethodist.edu	32.	Twitter NPG of Missouri Twitter account
16.	Spots n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, GA 30152 888-884-2630 x 701 (phone) ads@spotsndots.com	33.	Reel Media Talent Agency Lindsay Wilhite lindsay@reelmediagroup.com

17.	TVNewsCheck 238 Crosshill Road Wynnewood, PA 19096 610-649-7989 (phone) Steve.stolz@newscheckmedia.com	34.	Zip Recruiter Kaylee@ziprecruiter.com
		35.	Mizzou Career Center career@missouri.edu

Supplemental Outreach Initiatives

(October 1, 2021 through September 30, 2022)

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, and social media ads. Listing positions available in broadcast industry, October 1, 2021-September 30, 2022. Doug Rhoades-General Sales Manager, Scott Flannigan - News Director, Donna Farmer-Human Resources.
5	<ul style="list-style-type: none"> • KMIZ offers unpaid and paid 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 7 interns during this reporting period from the University of Missouri (5), Colorado College (1), and Syracuse University (1). Sales Intern – Fall 2021 – unpaid Sports Intern Fall 2021 - unpaid Sports Intern Spring 2022 - unpaid News Producer Intern Summer 2022 (2) - paid
4	<ul style="list-style-type: none"> • November 4, 2021 – 2021 National Lewis & Clark Conservation Awards Celebration put on by the Missouri Conservation Heritage Foundation in Jefferson City, MO. Molly Stawinoga served as the master of ceremonies for the 2020(postponed from the pandemic) event. In attendance were Molly Stawinoga (Anchor/MMJ). • November 4, 2021 – Missouri Press Bar Commission. Statewide group working on ongoing relationships between media and the court system. Those in attendance were members of the commission and media types including Curtis Varns (General Manager).

- February 22, 2022 – School visit at St. Peter Catholic School in Fulton. Presented to the 5th and 6th grade science classes on severe weather safety, tornado alley, and how different types of precipitation form. Those in attendance were Jessica Hafner (Chief Meteorologist).
- March 7 & 10, 2022 – Mill Creek Elementary, our Partner in Education, came for a field trip to the station to visit the newsroom and studio. Those in attendance that helped with this tour were Deborah Kendrick, Tom Seagraves, Molly Stawinoga and Kevin Schneider.
- March 22, 2022 – Columbia Chamber of Commerce Economic Outlook Conference – Discussion about difficulty in recruiting and retaining employees in all industries in Central Missouri. Speakers included the State of Missouri Workforce Development Director and the Regional Economic Development Inc Chairperson. In attendance were Curtis Varns (General Manager) and Doug Rhoades (Director of Sales).
- April 13 & 21, 2022 – Home Schoolers visited the station for a tour – they visited different departments of the television station and learned about the business. In attendance was Tom Seagraves – Newscast Director.
- April 20, 2022 – Young Professionals Wine Event – Charity event to raise money for both JC Young Professionals and The Red Slipper Warrior Project. There were about 215 attendees. The Red Slipper Warrior Project is a local non-profit that provides care packs for women and girls who are fighting against all types of cancer. Those in attendance were Ryann Kampeter (Local Sales Manager), Doug Rhoades (General Sales Manager), Gayle Thompson, Casey Wilson, Henry Stauffer, Lindsay Welch (Account Executives) and Phoebe Killen (Integrated Media Consultant).
- April 20, 2022 – Showcase Como – Columbia Chamber of Commerce Business Expo – KMIZ participated in this showcase to present to the public opportunities to advertise and work for our company. In attendance were Curtis Varns (General Manager), Tina Sattler (Sales Assistant), all current Account Executives.
- April 21, 2022 – Missouri Press Bar Commission. Statewide group working on ongoing relationships between media and the court system. Those in attendance were members of the commission and media types including Curtis Varns (General Manager).
- May 4, 2022 – Jefferson City BBQ – Networking event designed to bring the chamber businesses together to connect and grow in the community. Met with prospective clients, represented the TV station as a community partner and socialized at the event with current and future clients. KMIZ and IQFX were the media sponsor of the event. In attendance were Doug Rhoades (Director of Sales), Ryann Kampeter (Local Sales Manager), Lindsay Welch, Casey Wilson, Gayle Thompson, and Henry Stauffer (Account Executives).
- May 10 – IMPACT Rotary Club meeting in Columbia, MO – Jessica Hafner spoke to a the group about what goes into making a forecast and the behind the scenes of broadcasting. In attendance was Jessica Hafner (Chief Meteorologist).

	<ul style="list-style-type: none"> • May 10, 2022 – Middle Grove C1 School – In-person school visit of about 20 students and parents to tour station. In attendance were Deborah Kendrick, Tom Seagraves, Molly Stawinoga and John Ross. • September 8, 2022 – The United Way Mobile Food Pantry – A volunteer for the community to help supply and distribute food for those in the Jefferson City community in need. In attendance was Lindsay Welch (Account Executive). • September 8, 2022 – Fundraiser for Domestic Violence Shelter – Men as Allies from True North. Community leaders gather to hear about the problem of domestic violence in our community. In attendance were Curtis Varns (General Manager). • September 9, 2022 – The United Way Days of Caring initiative. – Spent time at a United Way partner agency, Little Explorer’s Discovery Center. She painted teacher’s classrooms and hallways in the Jefferson City community. In attendance was Lindsay Welch (Account Executive). • September 9, 2022 – Jefferson City Chamber Gala – Honor businesses and chamber board with a night of networking, socializing and enjoying time with local business owners and their employees. We were the Media Sponsor of this event networking with local businesses, speaking with prospective clients, and potential new hires. Those in attendance were Lindsay Welch (Account Executive). • September 22, 2022 - Young Professional Summit for Jefferson City’s Young Professional Group. Topics of speakers included: “Carving Your Own Path”. A day of young professionals learning, connecting and growing through various speakers throughout the day speaking on various professional development topics. All day event including admission to all speakers/topics, breakout sessions, and social networking event at the end of the day. Those in attendance were Lindsay Welch (Account Executive).
8	<p>The station offered the following training opportunities, which enable station personnel to acquire skills to advance within the company:</p> <ul style="list-style-type: none"> • October 14-15, 2021 – Promax (Kelly Wirges) in person training with Columbia/Jefferson City and our sister station, St. Joseph, MO. Account executives and sales management participated in a day and a half course to review sales dialogue, best practices, sales role playing scenarios, etc. Managers only on the half day reviewed recruitment strategies, handling tough conversations with employees and best practices for leading a successful sales team. Those in attendance were current sales station personnel for the 1.5 days, station managers attended the half day event . • December 15, 2021 – Michael Fabac (Corporate News Director) – Employee training on computer assisted reporting and investigative reporting. Worked in small groups with all reports and anchors. In attendance were Michael Fabac (Corporate News Director), Curtis Varns (General Manager), Scott Flannigan (News Director) and news reporters and anchors.

- February 22-24, 2022 – Magid in house visit from Pat Maday. One-on-one visits to new hires and producer workshops where the producers come in and go over their newscasts with Pat. The goal of the Magid sessions are to provide continued feedback. Those in attendance were Josie Anglin, Madison Stuerman, David Kitchin, John Ross, Jessica Hafner, Chance Gotsch, Nate Splater, Erika McGuire, Joushua Blount, Kennedy Miller and Hannah Falcon.
- March 24, April 1,8,15,29, May 6, 2022 – Promax Rapid Review Launch for new employees to enhance their verbal and written communications with prospects and clients. The rapid review sessions also allow newer employees to fine tune their knowledge from the Promax coursework that they incur during their training period when first hired. Those in attendance were Ryann Kampeter (Local Sales Manager), Lindsay Welch (Account Executive) and Henry Stauffer (Account Executive).
- April 7, 2022 – Amanda Wooden from Columbia College – Visited our station to discuss placing Columbia College students into internships, part-time and full-time jobs. In attendance were Curtis Varns (General Manager), Doug Rhoades (Director of Sales) and Ryann Kampeter (Local Sales Manager).
- April 11&12, 2022 – Promax: Marketing tools for Success Review with Kelly Wirges – The review went over sales dialogue, best practices, sales role playing scenarios, etc. Those in attendance were sales station personnel along with St. Joseph sales teams for NPG.
- April 12, 2022 – Promax: Employee Review Process by Kelly Wirges – A powerpoint presentation of how to achieve or improve the employee review process for managers. The do's and don'ts of how to begin and end a review meeting. How to make this a positive experience for the employee. Those in attendance were all department heads of KMIZ, Kevin Branigan, Chris Schmitter, Annett Rhoades.
- April 13-15, 2022 – Magid in house visit from Pat Maday. One-on-one visits to new hires and producer workshops where the producers come in and go over their newscasts with Pat. The goal of the Magid sessions are to provide continued feedback. Those in attendance were Josie Anglin, Madison Stuerman, David Kitchin, John Ross, Jessica Hafner, Chance Gotsch, Nate Splater, Erika McGuire, Joushua Blount, Kennedy Miller and Hannah Falcon.
- April 28-29, 2022 – Magid Talent coaching sessions –Julia Yarrow. Several news anchors and weather anchors are afforded opportunities to get in front of Magid's talent coach to talk about on-air newscasts anchoring best practices. The goal of the Magid sessions are to provide continued feedback. Those in attendance were Lucas Geisler, Jessica Hafner, Erika McGuire, Hannah Falcon, Kennedy Miller, John Ross, Chanel Porter, Nathalie Jones, Chance Gotsch, and Nate Splater.
- August 23-25, 2022 – Magid Talent coaching sessions – Julia Yarrow. Several news anchors and weather anchors are afforded opportunities to get in front of Magid's talent coach to talk about on-air newscasts anchoring best practices. The goal of the Magid sessions are to provide continued feedback. Those in attendance were Lucas Geisler, Jessica Hafner, Erika McGuire, Hannah Falcon, Kennedy Miller, John Ross, Chanel Porter, Nathalie Jones, Chance Gotsch, and Nate Splater.

	<ul style="list-style-type: none"> • September 2, 2022 – Magid Talent coaching sessions – Julia Yarborough. Several news anchors and weather anchors are afforded opportunities to get in front of Magid’s talent coach to talk about on-air newscasts anchoring best practices. The goal of the Magid sessions are to provide continued feedback. Those in attendance are Lucas Geisler, Jessica Hafner, Erika McGuire, Hannah Falcon, Kennedy Miller, John Ross, Chanel Porter, Nathalie Jones, Chance Gotsch, and Nate Splater. • September 15-16, 2022 – Promax in person training: Intro and Exit strategies, leading effective CNA’s, developing creative & result producing campaigns, customer care meetings, math and digital challenges, general promax education information, etc. - Those in attendance were sales station personnel along with the St. Joseph sales teams for NPG. • September 22-23, 2022 – Magid Talent coaching sessions – Julia Yarborough. Several news anchors and weather anchors are afforded opportunities to get in front of Magid’s talent coach to talk about on-air newscasts anchoring best practices. The goal of the Magid sessions are to provide continued feedback. Those in attendance were Erika McGuire, Hannah Falcon, and Meghan Drakas. • September 28-30, 2022 – Magid in house visit from Pat Maday. One-on-one visits to new hires and producer workshops where the producers come in and go over their newscasts with Pat. The goal of the Magid sessions are to provide continued feedback. Those in attendance were Josie Anglin, Madison Stuerman, David Kitchin, John Ross, Jessica Hafner, Chance Gotsch, Nate Splater, Erika McGuire, Joushua Blount, Kennedy Miller and Hannah Falcon.
10	<ul style="list-style-type: none"> • Arizona State University –School of Journalism. Interviewed graduating seniors in the Journalism department for News Press & Gazette on March 31, 2022. In attendance were Brenda De Anda-Swann, Michael Fabac, Rebecca Johnson and Jim Lemon, local station and corporate employees. • University of Missouri – Columbia School of Journalism. Interviewed graduating seniors in the Journalism department for News Press & Gazette on March 16, 2022. In attendance were Jess DeHaven, Clinton Thomas, Steve Booher, and Laura Clark, corporate employees. Also in attendance were Curtis Varns (General Manager) and Lucas Geisler (Anchor/MMJ), NPG of Missouri employees. • University of Missouri – Columbia School of Journalism. Interviewed graduating seniors for full-time work and under classmen for part-time opportunities and internships in the Journalism department for News Press & Gazette on September 19-20, 2022. In attendance were Jess DeHaven, Steve Booher, and Laura Clark, corporate employees. Also in attendance were Curtis Varns (General Manager) and Scott Flannigan (News Director), NPG of Missouri employees. • KOMU-TV – September 19, 2022 – Watching KOMU-TV 6pm newscast and critiquing student performance. In attendance were Jess DeHaven, Steve Booher, and Laura Clark, corporate employees. Also in attendance were Curtis Varns (General Manager), NPG of Missouri employee.

- Pennsylvania State University – September 20, 2022 – Discussion with assistant dean for career placement, Bob Martin, about on campus recruiting for the fall and next spring. In attendance were Michael Fabac (Director of News) from corporate and Curtis Varns (General Manager) from NPG of Missouri.
- October 8, 15, 22/2021, January 6, 27, February 15, 18, August 26, September 2, 9, 16, 30, 2022 – Live broadcast of Columbia Public Schools sporting events including high school football and boys and girls basketball. The productions are a joint effort between KMIZ-TV staff and the students of the Columbia Area Career Center’s Broadcast Program. This is a hands on, real-life experience for the broadcast students. It involves second year students in the program and for the academic year 2021-22, it allowed 21 students to pick up experience producing games. Our stations provide the broadcast equipment, the set up, an on-site engineer and the directors for the broadcasts. Our staff trains the students and oversees their work during the broadcast. Students run cameras and provide a color commentator. The station and school district share the costs of the play-by-play announcers. In attendance were Curtis Varns (General Manager), Eric Jones (Chief Engineer), Jon Hoek and Matt Morrow (Maintenance Engineer), Josh Shabel and Cooper Bryant (Directors), and Chris Bryant (Chief Videographer).
- March 22 – Moberly Area Community College – Local Sales Manager presented to a college classroom the inside look at what our sales roles entail at the station. Relayed interview tactics, best practices, and just an overall view of what the positions are and what makes a successful candidate. In attendance was Ryann Kampeter (Local Sales Manager).
- March 30 – Smithton R-6 high school in Smithton, Missouri – Meteorologist spoke about weather and career advice. In attendance was John Ross (Meteorologist).
- April 27 – Mill Creek Elementary School – Jessica Hafner presented a few science experiments to the 2nd graders at Mill Creek that fit into their matter unit – crushing cans and creating a cloud in a jar. In attendance was Jessica Hafner (Chief Meteorologist).