

**KFVS-TV, WQQQ-LP, WQTV-LP
EEO PUBLIC FILE REPORT**

October 1, 2018 – September 30, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter/MMJ	1-31	12
Reporter/MMJ	1-31	9

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AO Employment Services Todd Cruis 3105 Independence Street, Suite B Cape Girardeau, MO 63703 573-334-9344	Y	0
2	Arkansas State University Trena Shedd P.O. Box 2490 State University, AR 72467 870-972-3025	N	0
3	Department of Veterans Affairs Kelly Wilson 608 Rollie Moore Drive Harrisburg, IL 62946 618-252-6150	Y	0
4	Frank N. Magid Associates, Inc. Barbara Frye One Research Center Marion, IA 52302 319-377-7345	N	0
5	Illinois Broadcasters Association Erin Camfield www.ilba.org Email: iba@ilba.org 618-985-5555	N	0
6	Illinois Department of Employment Security Robert Barron 8195 Express Drive Marion, IL 62959 618-993-2282	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Illinois Media School-Lombard Carl Jackson 455 Eisenhower Ln. South Ste. 200 Lombard, IL 60148 630-916-1700	Y	0
8	John A. Logan College Beth Stephens 700 Logan College Road Carterville, IL 62918 618-985-2828	N	0
9	KFVS-TV Website/Gray Media Website Kathy Cowan/Donna Tadlock www.kfvs12.com www.gray.tv/careers 573-519-0124	N	5
10	Leadership Institute, The Cara Putman www.conservativejobs.com 703-247-2000	N	0
11	Lincoln University Career Services 820 Chestnut Jefferson City, MO 65101 573-681-5477	N	0
12	Linked In https://www.linkedin.com	N	3
13	Media Line Rich Everitt 1209 Wood Valley Road Augusta, GA 30909 706-364-7564	N	0
14	Missouri Career Center Michael Berry http://app-jobs.mo.gov 573-290-5766	N	0
15	Missouri Link Donnie Myers P.O. Box 640 Iowa Falls, IA 50126 800-373-1719	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Murray State University Matt Purdy https://app.joinhandshake.com Murray, Kentucky 270-809-3375	N	0
17	NAACP of Alexander/Pulaski Counties Richard Grigsby P.O. Box 54 Cairo, Illinois 62914 618-734-0721	Y	0
18	National Television Academy, Mid-America Chapter Maggie Eubanks 1001 Highlands Plaza Drive W. Ste 320 St. Louis, MO 63110 314-647-3669	N	0
19	Northwest Missouri State University Career Services Stacey Stokes https://nwmissouri-csm.symplicity.com 660-562-1250	Y	0
20	Shawnee Community College Candy Eastwood www.myinterfase.com/shawnee 618-634-3214	N	0
21	South Central MO Community Action Agency Ginger Hill P.O. Box 6 Winona, MO 65588 573-325-4255	Y	0
22	Southeast Missouri State University Career Services www.redhawkjobs.com 573-651-2583	N	0
23	Southeast Missourian (Paid Advertisement in Local Newspaper)	N	0
24	Southern Illinois University https://app.joinhandshake.com 618-453-2121	N	0
25	Three Rivers Community College www.collegecentral.com/trcc Poplar Bluff, MO 573-840-9600	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	TV Jobs.com Mark Holloway www.tvjobs.com 760-754-8177	N	2
27	University of Central Missouri Joe Moore Martin 136 Communications Dept. Warrensburg, MO 64093 660-543-8672	N	0
28	University of Memphis Kathleen Wickham Journalism Department Memphis, TN 38152 901-678-2000	N	0
29	University of Missouri, Columbia https://app.joinhandshake.com Columbia, MO 573-882-6801	N	0
30	University of Tennessee Martin-Dep. Of Comm. Rodney Freed 305 Gooch Hall Martin, TN 38238 731-881-7532	Y	0
31	Western Kentucky Career Centers Andrea Bean 416 South Sixth Street Paducah, KY 42003 270-575-7341	Y	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

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III. RECRUITMENT INITIATIVES

	<p align="center">Type Of Recruitment Initiative (Menu Selection)</p>	<p align="center">Brief Description Of Activity</p>
<p>1</p>	<p>Participation in events or programs sponsored by educational institutions relating to careers in broadcasting.</p>	<p>On October 4, 2018 Dr. Jim Dufek from Southeast Missouri State University brought his 2 classes of 25 students each to KFVS for a guided tour of station, studio and control rooms, to view a newscast, and learn about employment opportunities in broadcasting. Station participants: Director of Operations, Master Control Supervisor, various production and news employees.</p> <p>On October 4, 2018 a student from Delta High School shadowed members of the KFVS weather team. Station participants: News Director, two meteorologists.</p> <p>On December 8, 2018 KFVS Local Sales Manager spoke to Dr. Pam Parry's class at Southeast Missouri State University about television operations, how the business has changed through the years and opportunities in broadcasting. Station participant: Local Sales Manager.</p> <p>On March 5, 2019 Dr. Jim Dufek from Southeast Missouri State University brought his class of 20 students to KFVS for a guided tour of station, studio and control rooms, to view a newscast, and learn about employment opportunities in broadcasting. Station participants: Senior Director, Master Control Supervisor, various production and news employees.</p> <p>On March 6 & 13, 2019 a student from Southeast Missouri shadowed members of the KFVS news and production departments. Station participants: News Director, two News Producers, Digital Content Executive Producer.</p> <p>On March 11 & 12, 2019 KFVS News Director met with eight soon to be graduates at the University of Missouri to discuss career opportunities and review their college television reel and resume. Also watched a student produced newscast at KOMO and provided feedback on their production. Station participant: News Director</p> <p>On March 20, 2019 Jackson High School Video and Film Production class came to KFVS for a guided tour of station, studio and control rooms, to view a newscast, and learn about employment opportunities in broadcasting. Station participants: Senior Director, Master Control Supervisor, Anchor, Meteorologist,</p>

		<p>various production and news employees.</p> <p>On March 29, 2019 Senior Director participated in an event at the Cape Girardeau Career & Technology Center to conduct mock interviews with ten students studying a related field. Station participant: Senior Director.</p> <p>On April 9, 2019 Cape Girardeau Career & Technology Center - Digital Media class came to KFVS for a guided tour of station, studio and control rooms, to view a newscast, and learn about employment opportunities in broadcasting. Station participants: Senior Director and various production and news employees.</p> <p>On April 18, 2019 Cape Girardeau Career & Technology Center Digital Media class came to KFVS for a guided tour of station, studio and control rooms, to view a newscast, and learn about employment opportunities in broadcasting. Station participants: Senior Director, Marketing Producer and various production and news employees.</p> <p>On June 20, 2019 a rising senior from Anna Jonesboro High School, in Anna Illinois, interested in meteorology job shadowed our chief meteorologist. Station participants: Chief Meteorologist.</p> <p>On September 3, 2019 a homeschooled senior, job shadowed our weather team. Station participants: Chief Meteorologist; meteorologist.</p>
2	Participate in EEO training session.	<p>On June 20, 2019, our Programming/HR Director participated in "The FCC's Equal Employment Opportunity Rules" training webinar presented by Joan Steward of Wiley Rein, LLP.</p>