### I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reporter/MMJ</td>
<td>1-31</td>
<td>12</td>
</tr>
<tr>
<td>Reporter/MMJ</td>
<td>1-31</td>
<td>9</td>
</tr>
</tbody>
</table>

...
KFVS-TV, WQWQ-LP, WQTV-LP

EEO PUBLIC FILE REPORT
October 1, 2018 – September 30, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS, Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | AO Employment Services  
Todd Cruts  
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 Camfeld  
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                                                      |
<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
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</thead>
<tbody>
<tr>
<td>7</td>
<td>Illinois Media School-Lombard&lt;br&gt;Carl Jackson&lt;br&gt;455 Eisenhower Ln. South Ste. 200&lt;br&gt;Lombard, IL 60148&lt;br&gt;630-916-1700</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>8</td>
<td>John A. Logan College&lt;br&gt;Beth Stephens&lt;br&gt;700 Logan College Road&lt;br&gt;Carterville, IL 62918&lt;br&gt;618-985-2828</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>KFVS-TV Website/Gray Media Website&lt;br&gt;Kathy Cowan/Donna Tadlock&lt;br&gt;www.kfvs12.com&lt;br&gt;www.gray.tv/careers&lt;br&gt;573-519-0124</td>
<td>N</td>
<td>5</td>
</tr>
<tr>
<td>10</td>
<td>Leadership Institute, The&lt;br&gt;Cara Putman&lt;br&gt;www.conservativejobs.com&lt;br&gt;703-247-2000</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>11</td>
<td>Lincoln University&lt;br&gt;Career Services&lt;br&gt;820 Chestnut&lt;br&gt;Jefferson City, MO 65101&lt;br&gt;573-681-5477</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>Linked In&lt;br&gt;<a href="https://www.linkedin.com">https://www.linkedin.com</a></td>
<td>N</td>
<td>3</td>
</tr>
<tr>
<td>13</td>
<td>Media Line&lt;br&gt;Rich Everitt&lt;br&gt;1209 Wood Valley Road&lt;br&gt;Augusta, GA 30909&lt;br&gt;706-364-7564</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>14</td>
<td>Missouri Career Center&lt;br&gt;Michael Berry&lt;br&gt;<a href="http://app-jobs.mo.gov">http://app-jobs.mo.gov</a>&lt;br&gt;573-290-5766</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>15</td>
<td>Missouri Link&lt;br&gt;Donnie Myers&lt;br&gt;P.O. Box 640&lt;br&gt;Iowa Falls, IA 50126&lt;br&gt;800-373-1719</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>RS Number</td>
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<td>Source Entitled to Vacancy Notification? (Yes/No)</td>
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<td>-----------</td>
<td>-------------------------------------------------------------------------------</td>
<td>-----------------------------------------------</td>
<td>--------------------------------------------------------</td>
</tr>
</tbody>
</table>
| 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.myinterface.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.redhawjobs.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                                                       |
<table>
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<tr>
<th>RS Number</th>
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<th>No. of Interviewees Referred by RS Over Reporting Period</th>
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<tbody>
<tr>
<td>26</td>
<td>TV Jobs.com&lt;br&gt;Mark Holloway&lt;br&gt;www.tvjobs.com&lt;br&gt;760-754-8177</td>
<td>N</td>
<td>2</td>
</tr>
<tr>
<td>27</td>
<td>University of Central Missouri&lt;br&gt;Joe Moore&lt;br&gt;Martin 136 Communications Dept.&lt;br&gt;Warrensburg, MO 64093&lt;br&gt;660-543-8572</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>28</td>
<td>University of Memphis&lt;br&gt;Kathleen Wickham&lt;br&gt;Journalism Department&lt;br&gt;Memphis, TN 38152&lt;br&gt;901-678-2000</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>29</td>
<td>University of Missouri, Columbia&lt;br&gt;<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>&lt;br&gt;Columbia, MO&lt;br&gt;573-882-6801</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>30</td>
<td>University of Tennessee Martin-Dep. Of Comm.&lt;br&gt;Rodney Freed&lt;br&gt;305 Gooch Hall&lt;br&gt;Martin, TN 38238&lt;br&gt;731-881-7532</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>31</td>
<td>Western Kentucky Career Centers&lt;br&gt;Andrea Bean&lt;br&gt;416 South Sixth Street&lt;br&gt;Paducah, KY 42003&lt;br&gt;270-575-7341</td>
<td>Y</td>
<td>0</td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWEES OVER REPORTING PERIOD** 10
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Type Of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Participation in events or programs sponsored by educational institutions relating to careers in broadcasting.</td>
<td>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. On October 4, 2018 a student from Delta High School shadowed members of the KFVS weather team. Station participants: News Director, two meteorologists. 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. 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. On March 6 &amp; 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. On March 11 &amp; 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 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,</td>
</tr>
</tbody>
</table>
various production and news employees.

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.

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.

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.

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.

On September 3, 2019 a homeschooled senior, job shadowed our weather team. Station participants: Chief Meteorologist; meteorologist.

<table>
<thead>
<tr>
<th>2</th>
<th>Participate in EEO training session.</th>
</tr>
</thead>
</table>

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.