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EEO PUBLIC FILE REPORT

October 1, 2019 – September 30, 2020

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
Multi-Media Producer	1-31	9
Account Executive	1-3, 5-12, 14, 16-31, 33	12
MMJ/Reporter	1-31	9
MMJ/Reporter	1-31	26
MMJ/Reporter	1-31	9
Local Sales Manager	1-3, 5-12, 14, 16-33	9
Videographer	1-31	9
Assistant News Director	1-19, 21-31	12
National Sales Manager	1-3, 5-12, 14, 16-33	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 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 Camfield www.ilba.org Email: iba@ilba.org 618-985-5555	N	2
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 ***Posts automatically to Indeed.com*** 573-519-0124	N	18
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	5
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	1
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	1
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
32	Spots 'n' Dots (Paid Advertisement)	N	0
33	Metro Business College (requests only sales and clerical positions) Pamela Riehn 1732 N. Kingshighway Cape Girardeau, MO 63701 Phone: 573-334-9181	Y	0
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		23

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participation in events or programs sponsored by educational institutions relating to careers in broadcasting.	On October 15, 2019 Dr. Jim Dufek from Southeast Missouri State University brought his 2 classes of 40 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: Senior Director, Master Control Supervisor, Director of Marketing, News Assignment Manager and other various production and news employees. On February 26, 27 & 28, 2020 KFVS News Director met with 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.
2	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	A student from Mineral Area College completed an internship in our newsroom internship program. He worked with reporters to learn to shoot and write television stories and our digital department to learn web writing and publishing. Station personnel involved: News Director, Assignment Manager, Digital Content Manager and Executive Producer and Reporters. A student from Southeast Missouri State University completed an internship in our newsroom internship program. She worked with reporters to learn to shoot and write television stories and our digital department to learn web writing and publishing. Station personnel involved: News Director, Assignment Manager, Digital Content Manager and Executive Producer and Reporters. A student from Southeast Missouri State University completed an internship in our newsroom internship program. She worked with reporters to learn to shoot and write television stories and our digital department to learn web writing and publishing. Station personnel involved: News Director, Assignment Manager, Digital Content Manager and Executive Producer and Reporters.
3	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them	A KFVS Videographer and a KFVS Director received 56 hours of training on the new LED lighting system.

	for higher level positions.	Training was done by a representative from FX Company. Training consisted of setting up, wiring, focusing and coloring the lights. Training took place August 31 through September 6, 2020 Five KFVS Directors, five KFVS Master Control Operators and three KFVS part-time production assistants received six weeks of training on the Nversion master control automation system, the Ross Overdrive system, the Carbonite switcher and Viz RT. This training qualified them to be TMP Operators. Training took place August 3 through September 11, 2020.
4	Management Training	July 9 - August 6, 2020 – KFVS General Manager and KFVS News Director participated in a training series "Foundations in Diversity, Equity and Inclusion" from Adaway Consulting, a program developed for Gray Television. Items covered in this training included: Shared language around diversity, equity, inclusion, power and the four levels of oppression; how biases influence your interactions and decision making and ways to mitigate them; ways to spot how implicit bias and microaggressions show up in media and how to avoid it; how to champion equity and inclusion efforts and involve your staff in the process; handling conflict, making mistakes and having difficult conversations across difference; how to avoid common faux pas made regarding: gendered language, race, class and ability and how to apologize effectively –particularly to those with marginalized identities.