

KFVS-TV
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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
MMJ/Reporter	1-3, 5-9, 12-13, 16-24, 26-28	7
IT-Engineer	1-2, 7-10, 12-13, 15-28	2
Digital Content Producer	1-2, 6-13, 16-28	10
Videojournalist	1-2, 6-13, 16-28	11
Meteorologist	1-2, 6-10, 12-13, 16-28	7
Meteorologist	1-2, 5-10, 12-13, 16-28	5
Broadcast Producer	1-2, 5-10, 12-13, 16-28	5
Broadcast Producer	1-2, 5-10, 12-14, 16-28	5
National Sales Assistant	1-2, 5, 7-10, 12-13, 16-22, 24-28	5
Local Sales Assistant	1-2, 5, 7-10, 12-14, 16-22, 24-28	5
MMJ/REPORTER - KFVS	1-2, 6-10, 12-14, 16-29	7
BROADCAST NEWS PROD. (PRIMARY) - KFVS	1-2, 6-10, 12-14, 16-29	25
NEWS ANCHOR/MMJ - KFVS	1-2, 4, 6-10, 13-14, 16-29	4
BROADCAST NEWS PRODUCER - KFVS	1-2, 6-11, 13-14, 16-29	11

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arkansas State University P.O. Box 2490 State University, Arkansas 72467 Phone : 870-972-3025 Handshake Handshake Manual Posting	N	0
2	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	1
3	Current Employee	N	3
4	Current Employee/Internal Promotion	N	1
5	Employee Referral	N	7
6	Frank N. Magid Associates, Inc. One Research Center Marion, Iowa 52302 Phone : 319-377-7345 Email : jseebold@magid.com Julie Seebold	N	0
7	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	17
8	Illinois Broadcasters Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : 618-985-5555 Email : iba@ilba.org Erin Camfield	N	0
9	Illinois Media School-Lombard 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : 630-519-1394 Email : dlingemann@beonair.com Dustin Lingemann	Y	0

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10	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	14
11	Internship Program	N	3
12	John A. Logan College 700 Logan College Road Carterville, Illinois 62918 Phone : 618-985-2828 Email : careerservices@jalc.edu Beth Stephens	N	0
13	Lincoln University 820 Chestnut Jefferson City, Missouri 65101 Phone : 573-681-5477 Email : careerservices@lincolnu.edu Career Services	N	0
14	Linked In - Not Directly Contacted by SEU	N	9
15	Linn Technical Institute One Technology Drive Linn, Missouri 65051 Phone : 573-897-5159 Email : careerservices@statetechmo.edu Lindsey Shanks	N	0
16	Missouri Career Center 40 S. Sprigg Street Cape Girardeau, Missouri 63701 Phone : 573-290-5766 Michael Berry Manual Posting	N	0
17	Murray State University 102 Curris Center Murray, Kentucky 42071 Phone : 270-809-3375 Email : kqualls@murraystate.edu(Kevin Qualls) ewright@murraystate.edu(Leigh Landini Wright) Fax : 1---	N	0

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18	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1250 Email : career@nwmissouri.edu Hannah Christian	Y	0
19	Southeast Missouri State University 1 University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Career Linkages Manual Posting	N	1
20	Southeast Missourian 301 Broadway Street Cape Girardeau, Missouri 63701 Phone : 573-388-2762 Katelyn Dickherber Manual Posting	N	0
21	Southern Illinois University 1263 Lincoln Drive Carbondale, Illinois 62901 Phone : 618-453-2121 Human Resources Manual Posting	N	0
22	Three Rivers Community College 2080 Three Rivers Blvd. Poplar Bluff, Missouri 63901 Phone : 573-840-9600 Shelia Inman Manual Posting	N	0
23	TV Jobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : markch@tvjobs.com Mark Holloway	N	0
24	University of Central Missouri 136 Communications Dept. Warrensburg, Missouri 64093 Phone : 660-543-8672 Email : jhmoore@ucmo.edu Joe Moore	N	0

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25	University of Memphis Journalism Department Memphis, Tennessee 38152 Phone : 901-678-2401 Email : mrbnsn12@memphis.edu Michael Robinson	N	1
26	University of Missouri-Columbia 15 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-6801 Career Services Manual Posting	N	0
27	University of Tennessee-Martin 305 Gooch Hall Martin, Tennessee 38238 Phone : 731-881-7532 Email : rfrees@utm.edu Rodney Freed	Y	0
28	Western Kentucky Career Services 416 South Sixth Street Paducah, Kentucky 42003 Phone : 270-575-7341 Email : sonyay.nance@ky.gov Sonya Nance	Y	0
29	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			57

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of a mentoring program	Provided training to reporter to become an on-air Weather Presenter.	3	Chief Meteorologist Meteorologist Meteorologist
2	10/12/2022	Participation in events or programs sponsored by educational institutions	KFVS Sports Director spoke to a Sports Broadcasting Class at Southeast Missouri State University.	1	Sports Director
3	10/20/2022	Participation in events or programs sponsored by educational institutions	Meet the Pros - Murray State University alumni meet with journalism students.	1	News Director
4	12/5/2022	Establishment of training programs for station personnel	Current reporter participated in a two-day Gray Investigation Television Training Program.	1	MMJ-Reporter
5	Ongoing Event	Establishment of an intern program designed to assist members of the community	A student from Southeast Missouri State University completed an internship in our News Department in Spring 2023.	4	News Director Digital Content Director Executive Producer Sports Director
6	3/1/2023	Participation in events or programs sponsored by educational institutions	Spoke to Perryville Area Career & Technology Center Digital Media Class.	1	TMP Supervisor
7	3/6/2023	Participation in events or programs sponsored by educational institutions	Mock interviews with Digital Media Students at the Cape Career & Technology Center.	1	TMP Supervisor
8	4/20/2023	Provision of training to management	On April 20, 2023, our Programming/HR Director participated in "The FCC's Equal Employment Opportunity Rules" webinar presented by Wiley Rein, LLP.	1	HR Director
9	Ongoing Event	Establishment of an intern program designed to assist members of the community	A student from Southeast Missouri State University interned during Summer of 2023 in our News Department.	4	News Director Digital Content Director Executive Producer Sports Director