

**KTVO-TV, Kirksville, MO
EEO PUBLIC FILE REPORT
October 1, 2006-September 30, 2007**

RECRUITMENT SOURCES USED FOR FULL TIME VACANCIES.

Appendix A includes a list of recruitment sources, indicating name, address, and contact person of each. Sources with an asterisk (*) denote organizations that have requested notification of full time job vacancies.

FULL TIME POSITIONS FILLED: RECRUITMENT SOURCES USED (Hired Source)

Position	1	2	3	6	7	8	11	14	15	16	17	18	19	20	Source	
Sales Executive															Word of mouth	
Holly Hynick																
General Assignment Reporter				14	15	16	18	19	20							
Debra Savage																
Weekend Sports Anchor														9 Referral		
Jude Wilburn																
Weekend WX Anchor\Reporter				10	11	12	13	15	16							
Christa Winter																
Account Executive															Word of Mouth	
Josh Lindquist																
Account Executive				15	19	18	16									
Michelle Frueh																
10pAnchor\Producer\GA Reporte				9	10	13	14	15	16	17	18				Referral from KCCG	
Brian Entin																
Reporter\Producer				5	6	8	10	11	12	13	14	15	16	17	18	9 Referral
Emily Finnegan																
Director\Technical Assistant				10	14	15	16	17	18						9 Referral	
Brian Wise																
Director\Production				10	14	15	16	17	18						Referral	
Aaron Loggins																
News Production Supervisor				8	9	10	13	14	15	16	17	18			Referral	
Melissa Edwards																
Interactive Account Executive				8	9	10	13	14	15	16	17	18	21	22	20	
Never filled																
Account Executive				9	15	14	16	17	18	19	21	24	20			
Christina Cook\Kirsty Kepp																
WKnd Anchor\Producer\Reporter				10	13	14	15	16	17						9	
Heather Hubbs																

TOTAL INTERVIEWEES FOR FULL TIME POSITIONS

Sales Executive	4
General Assignment Reporter	3
Weekend Sports Anchor	3
Weekend WX Anchor\Reporter	3
Account Executive	9
Account Executive	9
10pAnchor\Producer\GA Reporte	7
Reporter\Producer	3
Director\Technical Assistant	5
Director\Production	5
News Production Supervisor	3
Interactive Account Executive	3
Account Executive	3
WKnd Anchor\Producer\Reporter	3

NUMBER OF INTERVIEWEES FROM SOURCES USED

#8	16
#12	8
#15	8
#16	10
#18	1
#20	1
Word of Mouth	2

SUPPLEMENTAL OUTREACH ACTIVITIES

Appendix B Contains a brief description of activities from the FCC Menu of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities

Supplemental Outreach Initiatives

(October 1, 2006-September 30, 2007)

FCC Menu Categories

1. Participation in at least two 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
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Internship Program: We provide the opportunity for local college communication students, local High School Students and local vocational technical students to intern at the station and learn the inner workings of a Television Station. This years participants were Ashley Daniel from the Kirksville Area Technical Center, Emily Finnegan from Truman State University, & Preston Hawkins from Schlyer County High School. Currently Eric Fraizer is doing an internship through Truman State University.

Job shadow program: We maintain a program whereby area high school students interested in pursuing a career in broadcast communications can visit the station for the day and shadow various employees to see how the day to day operations of the station are ran.
 A Business Managers Meeting was held at KHQA and conducted by Regional Business Manager, Crystal Amini-Rad. Topics discussed were EEO/HR Personnel practices for our stations and general business office practices.

Rhonda Bailey, Human Resources Coordinator, and Walter Broseghini, Production Supervisor attended 2 Truman State Career Fairs. The first was October 25, 2006 and the other was February 21, 2007. Dana Jay went to a job fair at Marceline Mo. School and spoke to 6th-12th graders regarding jobs in the news business.

Gabe Petty did several talks on his job as a Meteorologist with KTVO. He spoke to a group of Senior Citizens at a luncheon meeting in April of 2007, he spoke to the Novinger Elementary in February of 2007, he spoke to Mary Immaculate Catholic School children in February and May of 2007. Teresa Carter spoke to Davis Co 5th graders on March 12, 2007 about weather and her job as a Meteorologist for KTVO. April 20th Teresa spoke about Weather at the Kirksville Middle School to 8th graders. April 2007 Teresa Carter did a weather talk in Fairfield Iowa. Our Marketing Manager, Dan Magruder, conducted several tours of the station for elementary children at the end of the 2007 school year. Area elementary school bring students and the KTVO staff shows them the station, the live truck, and talks about day to day operations in the 10 TV Business. Most tours take place in the spring, however Dan will do tours upon request through out the year for schools and organizations.

Andy Grove, our Ottumwa Operations Manager, meet with a group of student's from Evans Middle School in Ottumwa every week during the school year. He put together a weekly newscast for the school's closed circuit TV system. It generally took about an hour a week of his time. Sometimes he would bring a reporter with him to help out. In the past we have also had these kids work with KTVO reporters to produced stories that are aired during sweeps. There are about 15 kids in this year's club. This is the third year I have done this program.

MASTER LIST OF RECRUITMENT SOURCES

LOCAL COMMUNITY SOURCES (including contact name, address and phone)

1. Truman State University, Jan Fishback, Career Center-Normal Street, Kirksville, Mo. 63501; 660-125-4353; fishback@truman.edu.
2. Moberly Area Community College, Pat Twaddle, 2105 Normal Street, Kirksville, MO 63501; patricit@macc.edu
3. Kirksville Area Vo-Tech Career Center, 1103 S. Cottage Grove, Kirksville, Mo 63501; 660-665-2865; jroberts@kirksville.k12.mo.us;
4. Iowa State University Career Services, 12 Alumni Hall, Ames, IA 50011; 515-294-9490; <https://ecms.ent.iastate.edu/employers>
5. Columbia School of Journalism Career Services, 2950 Broadway, New York, NY 10027; 212-854-3861; postjobs@jrn.columbia.edu
6. Indian Hills Community College, 525 Grandview Ave, Ottumwa, IA 52501; 641-683-5111
7. University Of Iowa-Ames Iowa – jennifer-hemmingsen@uiowa.edu
8. Employee Referral

ADVERTISING SOURCES (Associations, Websites, Radio Stations)

9. Media Line, Mark Shilstone, P.O. Box 51909, Pacific Grove, CA, 93950; 800-237-8073; mark@medialine.com
10. South Asian Journalists Assoc; saja@columbia.edu
11. National Association of Hispanic Journalist; jobbank@nahj.org
12. TV Jobs; Mark Holloway; www.tvjobs.com
13. Career Women; www.careerwomen.com
14. Diversity Search; www.diversitysearch.com
15. KTVO-TV Website
16. KTVO-TV On Air recruiting
17. Great Hires!; Cathy Collop, 660-785-2400; www.greathires.org
18. Southern Iowa Help Wanted; www.soiowahelpwanted.com
19. Ottumwa Radio Group, Ottumwa IA
20. KTUF\KIRX\KRXL, , Kirksville, MO
21. KZBK, Brookfield, MO
22. KMGO, Centerville\Ottumwa, IA
23. KLEE, KOTM, Ottumwa, IA
24. KRNQ\KOKX, Keokuk, IA