

KTVO-TV
EEO PUBLIC FILE REPORT
October 1, 2010 - October 3, 2011

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
General Assignment Reporter	1-15, 17, 19-26, 28-29, 31-32, 35-40, 42-54	11
General Assignment Reporter	1-15, 17, 19-26, 28-29, 31-32, 35-40, 42-54	45
Weekend Weather Anchor\General Assignment Reporter	1-6, 8-17, 19-26, 28, 31, 35-40, 42-54	11
Weekend News Anchor\Producer\Reporter	1-6, 8-17, 19-28, 31, 35-54	27
Account Executive	33-34, 37, 55	34
Account Executive	33-34, 37, 55	55
Marketing Assistant	33-34, 37	33
General Assignment Reporter	1-6, 8-16, 19-23, 25-26, 28, 31, 35-37, 39-40, 42-47, 49-54	11
General Assignment Reporter	1-4, 6, 8, 10-17, 19-26, 28, 31, 35-39, 42, 44-45, 49-54	45
Traffic Coordinator	30, 33-34, 37, 41, 44-45	37
Traffic Coordinator	30, 33-34, 37, 41, 44-45	37
Morning Weather Anchor\Reporter	1-4, 6, 8-17, 19-26, 28, 35-39, 41-42, 44-45, 49-51, 53-54	41
Morning Weather Anchor\Reporter	1-4, 6, 8-17, 19-26, 28, 35-39, 41-42, 44-45, 49-51, 53-54	45
Broadcast Engineer/IT Technician	1-4, 8-26, 28, 31, 33-39, 42, 44-45, 49- 51, 53-55	18
Marketing Assistant	1-4, 8-17, 19-26, 28, 31, 33-37, 39, 42, 44-45, 49-51, 53-54	34
Marketing Assistant	1-4, 8-17, 19-26, 28, 31, 33-37, 39, 42, 44-45, 49-51, 53-54	34
Production Assisstant	1-4, 8-17, 19-24, 26-28, 34-37, 39, 42, 44-45, 49-51, 53-54	27

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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	American Business Women's Association 2834 South Roanoke Springfield, Missouri 65807 Phone : 417-883-2259 Email : mba@mbaweb.org Fax : 1-417-883-2259 Donnie Harris	N	0
2	American Federation of Television and Radio Artists 1310 Papin #103 St Louis, Missouri Phone : Email : Fax : 1-314-231-8412 Career Service	N	0
3	American Indian Center 309 North Jefferson Springfield , Missouri 65806 Phone : 417-866-3439 Email : Fax : 1-816-471-8543 Christine Molley	N	0
4	American Indian Council 317 North 11th Street 7th Floor St. Louis, Missouri 63101 Phone : 314-589-6653 Email : Fax : 1-314-231-7923 Dawn Jordan	N	0
5	Association of Black Journalists of Greater St. Louis P.O. Box 775520 St Louis, Missouri Phone : (314) 340-8255 Email : lstarks@post-dispatch.com Fax : 1--- Larry Starks	N	0
6	Avila College 11901 Wornall Rd Kansas City, Missouri 64145 Phone : 816-942-8400 Email : mba@mbaweb.org Fax : 1-816-942-3362 Orrell Kurlandski	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Belinda Ames	N	0
8	Black Economic Union 1601 East 18th Street Suite 300 Kansas City, Missouri 64180 Phone : 816-474-1080 Email : mba@mbaweb.org Fax : 1-816-474-5805 Cathy Thomas	N	0
9	Broadcast Center XXXX St Louis , Missouri XXX Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com Fax : 1--- John Carroll	N	0
10	Broadcast Center of St. Louis 2360 Hampton St. Louis , Missouri 63139 Phone : 314-647-8181 Email : mba@mbaweb.org Fax : 1-314-647-1575 John Carroll	N	0
11	Broadcast Employment Services (TVJobs.com) P O Box 4116 Oceanside, California 92052 Phone : 760.754.8177 Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	9
12	Central Methodist College CMC; 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-3391 Email : mba@mbaweb.org Fax : 1-660-248-3469 Mark Kelty	N	0

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13	Central Missouri State Univ. Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Email : mba@mbaweb.org Fax : 1-660-543-4668 Theresa Alewel	N	0
14	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Email : mba@mbaweb.org Fax : 1-417-690-3246 Ron Martin	N	0
15	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7425 Email : mba@mbaweb.org Fax : 1-573-875-7526 Don Malson	N	0
16	Columbia School of Journalism 2950 Broadway New York, New York 10027 Phone : Email : postjobs@jrn.columbia.edu Fax : 1--- Career Services	N	0
17	Culver-Stockton College One College Hill Canton, Missouri 63435 Phone : 217-231-6451 Email : mba@mbaweb.org Fax : 1-217-231-6611 Christie Mennenga	N	0
18	Current employee	N	1

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19	DeVry Institute of Technology 11224 Holmes Road Kansas City, Missouri 64131 Phone : 816-941-0430 Email : mba@mbaweb.org Fax : 1-816-941-0239 Gerry Ellis	N	0
20	Diversity Search 805 SW Broadway Suite 2250 Portland, Oregon 97205 Phone : (503) 221-7779 Email : sales@DiversitySearch.com Fax : 1-503-221-7780 Director of Placement na	N	0
21	Division of Workforce Development 1716 Four Seasons Drive Jefferson City, Missouri 65101 Phone : 573-526-8115 Email : Dylan.minor@ded.mo.gov Fax : 1-573-526-3494 Dylan Minor	N	0
22	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Email : mba@mbaweb.org Fax : 1-417-873-7808 Tina Moore	N	0
23	Evangel University 1111 North Glenstone Springfield, Missouri 65802 Phone : 417-865-2815 x 7369 Email : Fax : 1-417-865-9599 Scott Kirby	N	0
24	Fontbonne College 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : 314-889-1434 Email : mba@mbaweb.org Fax : 1-314-889-4564 Jennifer Self	N	0

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25	Grace Hill Neighborhood Services 2600 Hadley St. Louis, Missouri 63130 Phone : 314-539-9833 Email : beverlyj@gracehill.org Fax : 1-314-539-9630 Beverly Joans	N	0
26	Grupo Latino Americano 318 Park Central East Suite 623 Springfield, Missouri 65806 Phone : 417-868-0608 Email : grupolatino417@hotmail.com Fax : 1-417-868-8499 Yolanda Lorge	N	0
27	In house Promotion	N	2
28	Indian Hills Community College 525 Grandview Ave Ottumwa, Iowa 52501 Phone : 641-683-5111 Email : donna.williams@indianhills.edu Fax : 1--- Donna Williams	N	0
29	Iowa State University 0570 Beardshear Hall Ames, Iowa Phone : 515/294-2540 X2542 Email : mbillington@ktvo.com Fax : 1--- Patty Hefflefinger	N	0
30	Kirksville Daily Express Missouri Phone : Email : Fax : Career Services	N	2
31	Kirksville Vo-Tech 1103 S Cottage Grove Kirksville, Missouri 63501 Phone : 660-665-2865 Email : jroberts@kirksville.k12.mo.us Fax : 1--- J Roberts	N	0

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32	KTVO	N	0
33	KTVO-TV On air recruiting Missouri Phone : Email : Fax : Career Services	N	15
34	KTVO-TV Website Missouri Phone : Email : Fax : Career Services	N	27
35	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : mark@medialine.com Fax : 1--- Mark Shilstone	Y	1
36	Missouri Broadcasters Assoc. P.O. Box 104445 Jefferson City, Missouri 65110 Phone : 573-636-6692 Email : dhicks@mbaweb.org Fax : 1-573-634-8258 Don Hicks	N	0
37	Missouri Career Center 2105 E. Normal Kirksville, Missouri 63501 Phone : 660-785-2400 Email : belinda.ames@ded.mo.gov Fax : 1--- Belinda Ames	N	17
38	Missouri Southern State University Office of Career Services 3950 E. Newman Rd. Joplin, Missouri 64801 Phone : 417-625-9343 Email : hurley-p@mssu.edu Fax : 1--- Patricia Hurley	N	0

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39	Moberly Area Community College 101 College Avenue Moberly, Missouri 65270 Phone : 660-263-4110 Email : Fax : 1-660-263-2406 Dr. Grant	N	0
40	National Association of Hispanic Journalist 634 National Press Bldg 1193 Washington, District of Columbia 20045 Phone : 202.662.7145 Email : jobbank@nahj.org Fax : 1-202-662-7144 Career Services	N	0
41	Referral	N	3
42	South Asian Journalists Association c/o Columbia Graduate School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-5979 Email : saja@columbia.edu Fax : 1--- Placement Director	N	0
43	Stephens College 1200 E Broadway Columbia, Missouri 65215 Phone : 573-876-7101 Email : Fax : Manual posting Marsha Stivers	N	0
44	Truman State University Career Center Kirksville, Missouri 63501 Phone : 660-785-4353 Email : kvander@truman.edu Fax : 1--- Kathleen Vanderhoof	N	1

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45	TVJOBS P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Fax : 1--- Mark Holloway	N	10
46	TVNewsGigs.com 318 SE Jackson St. Lee's Summit, Missouri 64063 Phone : 7122773554 Email : info@tvnewsgigs.com Fax : 1--- Stacey Chaloux	N	0
47	U.M.R. 1870 Miner Circle Rolla, Missouri 65401 Phone : 573-341-4309 Email : meierm@umr.edu Fax : 1--- Michelle Meier	N	0
48	United Minority Media Association 6025 Prospect Suite 206 Kansas City, Missouri 64130 Phone : (816) 822-1313 Email : umma@oz.sunflower.org Fax : 1--- M.C. Richardson	N	0
49	University of Iowa School of Journalism E350D Adler Journalism Building University of Iowa Iowa City, Iowa 52242 Phone : 319 335-1406 Email : paul-w-jensen@uiowa.edu Fax : 1--- Paul Jensen	N	0
50	University of Missouri - KC 4825 Troost Kansas City, Missouri 64110 Phone : 816-235-1000 Email : haynesa@umkc.edu Fax : 1-816-235-5534 Annette Haynes	N	0

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51	University of Missouri at St. Louis 278 Millenium Student Center 1 University Blvd. St. Louis, Missouri 63121 Phone : 314-516-5111 Email : career_services@umsl.edu Fax : 1-314-516-6535 Emily Rapko-McEneny	N	0
52	University of Missouri St. Louis 8001 Natural Bridge Rd St. Louis, Missouri 63121 Phone : 314-516-5000 Email : careerservices@ums.edu Fax : 1-314-516-6535 Alicia Winchester	N	0
53	William Jewell College 500 College Hill WJC Box 1058 Liberty, Missouri 64068 Phone : 816-781-7700 Email : rychlewskj@william.jewell.edu Fax : 1-816-415-5027 Judy Rychlewski	N	0
54	William Woods University 1 University Ave. Fulton, Missouri 65251 Phone : 573-642-2251 Email : mba@mbaweb.org Fax : 1-573-642-1146 Joe Potter	N	0
55	Word of Mouth Melissa Billington	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			90

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/22/2010	Participation in events or programs sponsored by educational institutions	Jessica Harris, a student attending Northwest Missouri State University majoring in Interactive Digital Media spent time at KTVO job shadowing Dan Magruder in the interactive department.	1	Dan Magruder Internet Managing Editor	0.25
2	11/4/2010	Participation in events or programs sponsored by educational institutions	Chief Meterologis Teresa Carter spoke to the Schuyler R-1 3rd grade class regarding weather. 60 students were in attendance.	2	Teresa Carter Chief Meterologist Dan Magruder Internet Managing Editor	0.25
3	11/22/2010	Participation in events or programs sponsored by educational institutions	Dan Magruder visted Putnam County Elementary and High School for the Careers on Wheels. He took the Live Truck and let students tour it and spoke about KTVO-TV	1	Dan Magruder Internet Managing Editor	0.25
4	2/9/2011	Participation in Job Fairs	Linn Technical College Job Fair. A table was manned with hand-outs listing current job openings at the TV Station. Resumes were taken and applications given out. Students asked questions and was given advice about eh skills and education need to work in television broadcasting.	1	John Mathews KRCG Engineer	0.25
5	2/11/2011	Participation in events or programs sponsored by educational institutions	Katelyn Conner is in 5th grade, she is 10 years old and goes to school at Green City Elementary school. Katelyn conducted her Job Shadow experience to explore career opportunities through her school. Katelyn learned about story development from assignment, to shooting, writing and editing. Katelyn spent her day in the field with weekend forecaster/reporter Ela Soroka.	2	Marlene Speas News Director Ela Soroka Reporter	0.25
6	2/11/2011	Participation in Job Fairs	Melissa Billington and Melissa Lambrecht went to the TSU Career Fair and spoke to students about opportunities for employment and internships at KTVO, KHQA and KRCG.	2	Melissa Billington Business Office Manager Melissa Lambrecht Media Operations Manager	0.25

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7	3/1/2011	Participation in Job Fairs	Culver Stockton Career and Internship Fair 2011	1	Carol Sowers News Director for KHQA	0.25
8	4/6/2011	Sponsorship of events in the community designed to increase public awareness	Wednesday April 6, 2011 from 3p-7p Teresa Carter, Dan Magruder, Andy Grove, and Chuck Thomas went to Hy-Vee in Kirksville and programmed weather radios for viewers. This is to promote severe weather awareness and safety for viewers.	5	Teresa Carter Chief Meteorologist Dan Magruder Interactive Managing Editor Chuck Thomas Assignment Editor Andy Grove Ottumwa Operations Manager	0.50
9	4/7/2011	Participation in events or programs sponsored by educational institutions	On April 6, 2011 Katie Chrisman a Senior from Adair County R-1 HS in Novinger MO came to KTVO for a mock job interview. This was conducted by Melissa Billington. The mock interview was to help Katie with an FBLA contest project. She was given tips on interviewing and how to improve her resume.	2	Crystal Amini-Rad Regional Business Manager Melissa Billington Business Office Manager	0.25
10	4/19/2011	Sponsorship of events in the community designed to increase public awareness	Tuesday April 19, 2011 from 10a-2p Teresa Carter, Andy Grove, Dan Magruder, Ella Soroka, and Chuck Thomas went to the Fairfield IA Hy-Vee store and programmed weather radios for viewers. This is to promote severe weather safety for our viewers.	5	Teresa Carter Chief Meteorologist Andy Grove Ottumwa Operations Manager Dan Magruder Interactive Content Manager Ella Soroka Morning Weather Anchor	0.50
11	4/20/2011	Participation in events or programs sponsored by educational institutions	On April 20, 2011 Teresa Carter gave a tour of the Kirksville Studios to 30 people from Preferred Family. She spoke about weather and tour of the facility.	1	Teresa Carter Chief Meteorologist	0.25

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12	4/25/2011	Participation in events sponsored by community groups	Cub Scout Pack 29 from Novinger Missouri visited KTVO Kirksville Studios. There were 5 boys and 3 adults. They leared about producing a newscast, editing video, and what takes place during a live newscast.	1	Marlene Speas News Director	0.25
13	5/4/2011	Sponsorship of events in the community designed to increase public awareness	On Wednesday May 4, 2011 Teresa Carter, Dan Magruder, Chuck Thomas, and Megan Wise programmed weather radios and spoke with views about weather safety at the Centerville Hy-Vee.	4	Teresa Carter Chief Meterologist Dan Magruder Interactive Managing Editor Chuck Thomas Assignment Editor Megan Wise Morning Meterologist	0.50
14	5/6/2011	Participation in events or programs sponsored by educational institutions	Careers on Wheels at the Kirksville Primary School May 6, 2011	1	Dan Magruder Interactive Marketing Manager	0.25
15	5/12/2011	Participation in events or programs sponsored by educational institutions	John Garlock and Teresa Carter had lunch with Mrs Blaine's 2nd grade class at the Kirksville Primary School. They answered questions about weather and news broadcasting.	2	John Garlock Anchor Teresa Carter Chief Meterologist	0.25
16	5/17/2011	Participation in events or programs sponsored by educational institutions	Dan Magruder conducted a tour of the Kirksville Studios on May 17, 2011 for a group of 8 adults from the Mark Twain Behavioral Group.	1	Dan Magruder Interactive Managing Editor	0.25
17	5/23/2011	Participation in events sponsored by community groups	On May 23, 2011 Dan Magruder gave a tour of the Kirksville Studios to 23 adults from the Centerville Community Betterment Group.	2	Dan Magruder Interactive Managing Editor Kenny Lambrecht Commercial Producer	0.25
18	5/24/2011	Participation in events or programs sponsored by educational institutions	Dan Magruder conducted a tour for 16 2nd graders from Moulton Iowa of the KTVO studios in Kirksville.	1	Dan Magruder Interactive Marketing Manager	0.25

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19	6/8/2011	Participation in events or programs sponsored by educational institutions	Dan Magruder and Melissa Lambrecht conducted a tour of the KTVO Kirksville Studios on June 8, 2011. It was a tour for 48 children from the YMCA Summer Day Camp.	2	Dan Magruder Interactive Marketing Manager Melissa Lambrecht Media Operations Manager	0.25
20	6/10/2011	Participation in events or programs sponsored by educational institutions	On June 10th Weekend Meteorologist Vanessa Alonso spoke to the Kirksville YMCA summer day camp students regarding severe weather safety.	1	Vanessa Alonso Weekend Meteorologist	0.25
21	6/24/2011	Participation in events or programs sponsored by educational institutions	On June 28th students from the Joseph Baldwin Academy at Truman State University in Kirksville visited the Kirksville KTVO studio to tour and discuss debating. Missouri State Representative Zach Wyatt also attended the discussion.	2	Dan Magruder Internet Marketing Manager Marlene Speas News Director	0.25
22	7/27/2011	Establishment of training programs for station personnel	On July 27, 2011 Crystal Amini-Rad, Regional Business Manager, conducted EEO training for all KTVO department heads. This is a course on EEO policy, hiring procedures, and other human resources training.	9	Crystal Amini-Rad Regional Business Mgr Carol Kellum President\CEO Luke Hilgenbrinck Vice President of Retail Sales John Wise Chief Eng	1.00
23	8/19/2011	Participation in events sponsored by community groups	Dan Magruder gave a tour to 12 ladies from the Bloomfield Iowa Red Hat Ladies Club. They toured the Kirksville Studio.	1	Dan Magruder Interactive Managing Editor	0.25
TOTAL POINTS OVER REPORTING PERIOD:						7.25