

**KMOV and KDTL-LD**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Producer	2-10, 12-23, 25-34, 36-45, 47-48	19
National Sales Assistant	2, 7, 9, 12, 14-17, 20, 23, 25-26, 28-32, 34, 37-40, 42-45, 47	9
Newscast Producer	2, 4-7, 12-18, 20, 23, 25-26, 28-32, 34, 37-45, 47-48	13
Newscast Producer	2, 4-7, 12-18, 20, 23, 25-26, 28-32, 34, 37-45, 47-48	6
Content Producer	4, 7, 13-16, 18-20, 23, 26, 28-32, 34, 37 -40, 42-45, 47	19
Content Producer	4, 7, 13-16, 18-20, 23, 26, 28-32, 34, 37 -40, 42-45, 47	18
Content Producer	4, 7, 13-16, 18-20, 23, 26, 28-32, 34, 37 -40, 42-45, 47	13
Multimedia Journalist	4-5, 7, 9, 13-16, 18-20, 23, 26, 28-32, 34, 37-40, 42-45, 47	19
Multimedia Journalist	4-5, 7, 9, 13-16, 18-20, 23, 26, 28-32, 34, 37-40, 42-45, 47	9
Multimedia Marketing Consultant	2, 4, 7, 9, 12-18, 20, 23, 25-26, 28-32, 34, 37-40, 42-45, 47	31
Sr. Producer -Project Mgr. - Long Form Content	4, 6-7, 13-16, 18-20, 23, 26, 28-32, 34, 37-40, 42-45, 47	19
Promotions Producer	4, 7, 9, 13-16, 18, 20, 23, 26, 28-32, 34, 37-40, 42-45, 47	13
Director / Technical Director	4, 6-7, 13-16, 18-20, 23, 25-26, 28-32, 34, 37-40, 42-47	13
Director / Technical Director	4, 6-7, 13-16, 18-20, 23, 25-26, 28-32, 34, 37-40, 42-47	19
Sports Reporter MMJ	4, 6-7, 9, 13-16, 18-20, 23, 26, 28-32, 34, 37-40, 42-45, 47	19
Newscast Producer	4-5, 7, 13-16, 18, 20, 23, 26, 28-32, 34, 37-40, 42-45, 47	13
Newscast Producer	4-5, 7, 13-16, 18, 20, 23, 26, 28-32, 34, 37-40, 42-45, 47	13
Multimedia Journalist	4-5, 7, 9, 13-16, 18-20, 23, 26, 28-32, 34, 37-40, 42-45, 47	19
NEWS ANCHOR/REPORTER - KMOV	1, 4-5, 7, 9, 11, 13-16, 18, 20, 23, 26, 28-32, 34, 37-40, 42-45, 47	11
MULTIMEDIA MARKETING CONSULTANT - KMOV	4, 7, 9, 13-16, 18, 20, 23, 25-26, 28-32, 34-35, 37-40, 42-45, 47	35

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MULTIMEDIA MARKETING CONSULTANT - KMOV	4, 7, 9, 13-16, 18, 20, 23, 25-26, 28-32, 34-35, 37-40, 42-45, 47	9
DIGITAL CONTENT NEWS PRODUCER - KMOV	4-5, 7, 13-16, 18, 20, 23, 25-26, 28-32, 34, 37-40, 42-45, 47	18
SPORTS REPORTER/MMJ - KMOV	4, 7, 13-16, 18, 20, 23, 26, 28-32, 34, 37-40, 42-45, 47	13
DIRECTOR/ TECHNICAL MEDIA DIRECTOR - KMOV	4, 7, 13-16, 18, 20, 23-24, 26, 28-32, 34, 37-40, 42-45, 47	13

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Agency Referral	N	1
2	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
3	Broadcast Employment Services (TVJOBS.com) P O Box 4116 Oceanside, California 92052 Phone : 877-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	0
4	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	2
5	CSE Talent 150 Interstate North Parkway Atlanta, Georgia 30339 Phone : 865-806-4324 Url : <a href="http://www.csetalentrep.com">http://www.csetalentrep.com</a> Email : <a href="mailto:fromano@csetalentrep.com">fromano@csetalentrep.com</a> Frank Romano	N	0
6	Current Employee	N	7
7	Division of Workforce Development P O Box 1087 301 West High Street Jefferson City, Missouri 65102 Phone : 314-326-1612 Email : <a href="mailto:tyanna.broadway@dhewd.mo.gov">tyanna.broadway@dhewd.mo.gov</a> Fax : 1-573-751-3461 Tyanna Broadway	N	0
8	Dolan Media Management 3 North Court Street Frederick, Maryland 21701 Phone : 301-668-1511 Email : <a href="mailto:dolan@smartrecruit.com">dolan@smartrecruit.com</a> Tom Dolan	N	0

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9	Employee Referral	N	15
10	Facebook post	N	2
11	Former Employee	N	1
12	Gray Media 4370 Peachtree Rd NE Suite 400 Atlanta, Georgia 30319 Phone : 404-266-8333 Url : <a href="http://www.gray.tv/careers">www.gray.tv/careers</a> Diane Douglas Manual Posting	N	0
13	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a> Human Resources Manual Posting	N	31
14	Harris Stowe State University 3026 LaClede Ave St. Louis, Missouri 63103 Phone : 314-340-3366 Url : <a href="http://www.hssu.edu">http://www.hssu.edu</a> Email : <a href="mailto:careerengagement@hssu.edu">careerengagement@hssu.edu</a> Victoria Harris	Y	0
15	Howard University 525 Bryant Street NW Room 107 Washington, District of Columbia 20059 Phone : 202-806-5806 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
16	IBEW Local 4 212 59th St, Suite A St. Louis, Missouri 63110 Phone : 314-664-0202 Url : <a href="http://www.ibewlocal4.com">http://www.ibewlocal4.com</a> Email : <a href="mailto:broadcast@ibewlocal4.com">broadcast@ibewlocal4.com</a> Elaine Hoernis	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
17	Indeed Inc. 6433 Champion Grandview Way Austin, Texas 78750 Phone : 313-622-3323 Url : www.indeed.com Diane Douglas Manual Posting	N	0
18	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	12
19	Internal Transfer/Promotion	N	7
20	KMOV Website 1 South Memorial Drive St. Louis, Missouri 63102 Phone : 314-444-3318 Url : http://www.kmov.com Email : peggy.milner@kmov.com Peggy Milner	N	0
21	Langston University KALU Dept of Comm. Hwy 33, Sanford Hall Langston, Oklahoma 73050 Phone : 405-466-3247 Url : http://www.langston.edu Email : cdross@langston.edu Carylon Ross	N	0
22	Lincoln University Founders Hall 816 Chestnut Jefferson City, Missouri 65101 Phone : 573-681-5986 Url : http://www.lincolnu.edu Email : scrogginsc@lincolnu.edu Fax : 1-573-681-5600 Cynthia Scrggins	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
23	Lindenwood University 209 S. Kingshighway St. Charles, Missouri 63301 Phone : 636-949-4761 Url : <a href="http://www.lindenwood.edu">http://www.lindenwood.edu</a> Email : <a href="mailto:jbrown3@lindenwood.edu">jbrown3@lindenwood.edu</a> Fax : 1-636-949-4790 Jennifer Brown	N	0
24	Linked In	N	1
25	LinkedIn - Not Directly Contacted by SEU	N	21
26	Maryville University 13550 Conway Road St. Louis, Missouri 63141 Phone : 314-529-6571 Url : <a href="http://www.maryville.edu">http://www.maryville.edu</a> Email : <a href="mailto:a Boyd2@maryville.edu">a Boyd2@maryville.edu</a> Antoinette Boyd	N	0
27	Media Match <a href="http://www.media-match.com">www.media-match.com</a> P O Box 48220 Los Angeles, California 90048 Peggy Milner Manual Posting	N	0
28	MERS Goodwill, Lippman Center (effective 9/22/2015) 2545 South Hanley Road St. Louis, Missouri 63144 Phone : 314-647-7453 Email : <a href="mailto:khennessy@mersgoodwill.org">khennessy@mersgoodwill.org</a> Kathleen Hennessey	Y	0
29	Michael's Media (effective 7/20/2015) 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">www.collectivetalent.com</a> Email : <a href="mailto:info@michaelsmedia.com">info@michaelsmedia.com</a> Michael Bille	Y	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
30	Missouri Broadcast Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : <a href="http://www.mbaweb.org">www.mbaweb.org</a> Email : <a href="mailto:tharper@mbaweb.org">tharper@mbaweb.org</a> Terry Harper	N	0
31	Missouri School of Journalism - Career Services 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-9370 Url : <a href="http://www.mu.edu">http://www.mu.edu</a> Email : <a href="mailto:career@missouri.edu">career@missouri.edu</a> Fax : 1-573-882-0860 Kimberley Beamer	N	7
32	Missouri State University 901 S National Avenue Springfield, Missouri 65897 Phone : 417-836-5636 Url : <a href="https://careercenter.missouristate.edu/">https://careercenter.missouristate.edu/</a> Email : <a href="mailto:careercenter@missouristate.edu">careercenter@missouristate.edu</a> Marjorie Steward	N	0
33	NAACP- St. Louis Branch 4811 Delmar St. Louis, Missouri 63108 Url : <a href="http://www.stlouisnaacp.org">http://www.stlouisnaacp.org</a> Email : <a href="mailto:pruitt@stlouisnaacp.org">pruitt@stlouisnaacp.org</a> Adolphus Pruitt	N	0
34	National Council of Black Women St. Louis P O Box 775076 St. Louis, Missouri 63177 Phone : 314-896-1196 Email : <a href="mailto:ncbwstl@ncbwstl.org">ncbwstl@ncbwstl.org</a> Daffine Moore	N	0
35	Non-Employee Referral	N	1
36	Other Source	N	1

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37	Quincy University 1800 College St Quincy, Illinois 62301 Phone : 217-228-5240 Email : liesekr@quincy.edu Fax : 1-217-228-5649 Kristen Liesen	N	0
38	SAG AFTRA 1034 S. Brentwood Blvd. Suite 1310 St. Louis, Missouri 63117 Phone : 314-231-0942 Email : Maureen.O'Brien@sagaftra.org Maureen O'Brien	N	0
39	Saint Louis University 221 N. Grand Blvd St. Louis, Missouri 63103 Phone : 800-758-3678 Url : http://www.slu.edu Email : slucsm@csymlicity.com Career Services	N	0
40	Southwestern Illinois College 2500 Carlyle Ave. Belleville, Illinois 62220 Phone : 618-235-2700 x5552 Email : latesha.rodgers@swic.edu Fax : 1-618-235-4135 Laatesha Rodgers	N	0
41	Talent Dynamics 600 Los Colinas Blvd E Suite 100 Irving, Texas Phone : 2146403180 Url : http://www.talentedynamics.com Email : pumphrey@talentedynamics.com Fax : 1-214-951-9610 Julie Pumphrey	N	0
42	University of Illinois at Springfield One University Plaza Student Affairs Building, Room 50 Springfield, Illinois 62703 Phone : 217-206-6508 Url : www.uis.edu Email : careerservices@uis.edu Doug Brackmey	N	0



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43	University of Missouri - St. Louis 800 Natural Bridge Road St. Louis, Missouri 63121 Phone : 314-516-5100 Url : <a href="http://www.umsl.edu">http://www.umsl.edu</a> Email : <a href="mailto:careerservices@umsl.edu">careerservices@umsl.edu</a> Fax : 1-314-516-6535 Emily McEneny	N	0
44	Urban League of Metro St. Louis 935 Vandeventer St. Louis, Missouri 63108 Phone : 314-615-3684 Url : <a href="http://www.urbanleague-stl.org">http://www.urbanleague-stl.org</a> Email : <a href="mailto:lprograis3rd@urbanleague-stl.org">lprograis3rd@urbanleague-stl.org</a> L. Prograis, III	N	0
45	Webster University 470 East Lockwood St. Louis, Missouri 63119 Phone : 314-968-6892 Url : <a href="http://www.webster.edu">http://www.webster.edu</a> Email : <a href="mailto:socinternships@webster.edu">socinternships@webster.edu</a> Aaron Aubuchon	N	0
46	Word of Mouth Referral	N	1
47	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
48	YouTube - Not Directly Contacted by SEU	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>112</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>KMOV provided paid internships in our Newsroom for two students in the Fall semester 2022, and four students in the Winter/Spring 2023 semester. The students were able to practice and improve their writing, producing, reporting, and editing skills by working on KMOV's news broadcasts.</p> <p>Two of the interns from Fall /Spring were hired for full-time positions at KMOV after their graduation --- filling a News Producer position and a Technical Director (TMP) position.</p>	3	Executive Producer Executive Producer Digital Content Manager
2	10/6/2022	Participation in events or programs sponsored by educational institutions	KMOV's Digital Sales Manager and Local Sales Manager attended the University of Missouri's Business School Career Fair. They met with approximately 50+ students regarding careers in marketing. Our Digital Sales Manager met individually with 8-9 potential candidates on the following day.	2	Local Sales Manager Digital Sales Manager
3	2/16/2023	Participation in events or programs sponsored by educational institutions	University of Missouri - Columbia Career Fair. KMOV Sales Managers interviewed 7 candidates for the open Multimedia Marketing Consultant position on February 17. They also met with several candidates who are interested in internships at KMOV. KMOV hired one individual for the Multimedia Marketing Consultant position from the individuals interviewed.	2	Local Sales Manager Digital Sales Manager
4	3/28/2023	Establishment of training programs for station personnel	One of our Multimedia Journalists is participating in an American - German exchange journalism fellowship. Our MMJ traveled to Germany in June 2023 as part of the exchange. On 3/28/23 we hosted a German print journalist. She shadowed our Multimedia Journalist while he interviewed several people, followed our photographer when he operated a drone, recorded interviews and edited video, and also watched the final product in our studio for the 10pm News.	4	News Director Asst. News Director Multimedia Journalist Executive Producer

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5	4/20/2023	Participation in events or programs sponsored by educational institutions	A senior from Washington High School completed a one-day job shadow in KMOV's Sales Department. She shadowed one of our Multi Media Marketing Consultants for the day to learn the day-to-day responsibilities of that position. The individual is taking a college business class at Four Rivers Career Center, and completing a job shadow was a requirement of that class.	1	Multi Media Marketing Consultant
6	4/20/2023	Provision of training to management	Human Resources Director Peggy Milner attended the training session conducted by Joan Stewart of Wiley Rein on The FCC's Equal Employment Opportunity Rules. This training provided details on making sure the Station is in compliance with all EEO rules.	1	HR Director
7	Ongoing Event	Establishment of an intern program designed to assist members of the community	KMOV expanded its paid internship program beyond News in the Summer of 2023. An intern was hired in each of these departments: News (3), Great Day, and Creative Services. The students were immersed in the everyday workings of those departments to gain a better understanding of our business. The students worked approx. 20 hours a week and are paid.	3	Executive Producer Senior Producer - Local Prog Creative Services Mgr. Digital Content Manager