

**KMIZ/KQFX-LD
NPG OF MISSOURI, LLC
EEO PUBLIC FILE REPORT**

(October 1, 2023 thru September 30, 2024)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

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

FULL-TIME POSITIONS FILLED; RECRUIT SOURCES USED

[With Hire's Recruitment Source Noted in Brackets and Sources of Interviews in Parentheses]

Videographer (#21-1) [Hire #21]

Position posted to: #3,4,8,10,18,19,21,28

Open date: 12/6/23

Fill dates 1/5/24

Anchor/MMJ (#21-1) [Hire #21]

Position posted to: #3,4,8,10,18,19,20,21,31,32

Open date: 4/11/24

Fill dates 6/30/24

Anchor/MMJ (#21-1) [Hire #21]

Position posted to: #3,4,8,10,18,19,20,21,31,32

Open date: 4/11/24

Fill dates 6/30/24

News Producer (#18-1) [Hire #18]

Position posted to: #3,4,8,10,18,19,28

Open date: 12/6/23

Fill dates 5/29/24

Sports Anchor/MMJ (#3-2,4-1,19-1) [Hire #4]

Position posted to: #3,4,10,19,28

Open date: 8/31/23

Fill dates: 11/12/23

Multi Media Journalist (#4-2,32-5,36-4) [Hire #36]

Position posted to: #3,4,8,10,19,28, 31, 32,36

Open date: 10/4/23

Fill dates: 6/17/24

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

19 persons

NUMBER OF REFERRALS FROM SOURCES USED

#3(2 persons), #4(3 persons), #18(1 person), #19(1 person), #21 (3 persons), #32(5 persons), #36(4 persons)

APPENDIX A

MASTER LIST OF RECRUITMENT SOURCES

(An asterisk (*) after the source denotes organizations that requested notification of full-time job vacancies.)

October 1, 2023-September 30, 2024

No.	Source (name, address, contact person, telephone, email address)	No.	Source (name, address, contact person, telephone, email address)
1.	Columbia Daily Tribune 573-815-1851 (fax) 101 N. Fourth St. 573-815-1500 (phone) Columbia, MO 65201 rwheeler@columbiatribune.com	19.	Indeed website 6433 Champion Grandview Way, Bldg. 1 Austin, TX 78750 800-462-5842 (phone) www.indeed.com
2.	Columbia Missourian 573-884-5293 (fax) 221 S. 8 th St. 573-882-5720 (phone) Columbia, MO 65201 horinea@missouri.edu	20.	Linked In 605 W Maude Ave. Sunnyvale, CA 94085 650-687-3600 (phone) www.linkedin.com
3.	KMIZ-TV Job Board 501 Business Loop 70 East Columbia, MO 65201	21.	Internal Promotion Company Transfer
4.	KMIZ-TV Website www.abc17news.com	22.	Radio and Television Business Report331 SE Mizner Blvd. Boca Raton, FL 33432 703-490-3099 (phone) www.rbr.com
5.	Frank N. Magid Associates 8500 Normandale Lake Blvd., Suite 630 Minneapolis, MN 55437 612-216-0703 (phone) Megan Eubanks mhelberg@magid.com	23.	University of Central Missouri-Handshake 116 W. South St. Warrensburg, MO 64093 660-543-4111 (phone) schwepker@ucmo.edu www.ucmo.edu/efm
6.	Missouri Job Center 101 Park De Ville Drive, Suite E Columbia, MO 65203 573-522-2744 (phone) Lisa.marshall@ded.mo.gov	24.	Missouri State University 901 S. National Ave. Springfield, MO 65897 www.missouristate.edu/mkt Chalanda Johnson-417-836-6861
7.	KMIZ TV Advertising- on air ads	25.	William Woods University 1 University Avenue Fulton, MO 65251 573-642-2251 (phone) amy.dittmer@williamwoods.edu
8.	TV Jobs 760-754-2115 (fax) Post Office Box 4116 Oceanside, CA 92052 800-374-0119 (phone) www.tvjobs.com	26.	Rick Gevers & Associates 355 E. Ohio St., #303 Indianapolis, IN 46204 317-635-7912 (phone) www.rickgevers.com
9.	Medialine 800—237-8073 www.medialine.com	27.	Regional Emmys Office 3655 Olive Street

			St. Louis, MO 63108 314-533-2993 (phone) Maggie Eubanks Maggie@emmyid-america.org
10.	News Press & Gazette website www.NPGco.com	28.	MBA Website 1025 Northeast Drive Jefferson City, MO 65109 573-636-6692 (phone) Terry Harper- tharper@mbaweb.org www.mbaweb.org
11.	Craigslist 1381 9 th Avenue San Francisco, CA 94122 415-566-6394 (phone) www.craigslist.com	29.	Communications Department @ Mizzou 108 Switzler Hall Columbia, MO 65211 communications@missouri.edu Cathy Illingworth-573-882-4431
12.	Jefferson City News Tribune P. O. Box 420 Jefferson City, MO 65101 573-449-4167 (phone) brenda@newstribune.com	30.	Columbia College-Handshake 1001 Rogers Street Columbia, MO 65216 (573) 875-8700 Angie Pauley alpauley@ccis.edu
13.	Westminster College 319 South Market Street New Wilmington, PA 16172 800-942-8033 (phone) Susi.wilson@westminster-mo.edu CareerSrv@westminster-mo.edu	31.	Facebook NPG of Missouri Facebook account
14.	Stephens College 1200 E. Broadway Columbia, MO 65215 573-442-2211 (phone) awooden@stephens.edu	32.	Twitter NPG of Missouri Twitter account
15.	Central Methodist University-Handshake 411 Central Methodist Square Fayette, MO 65248 877-CMU-1854 Jessie Maxwell career@centralmethodist.edu	33.	Reel Media Talent Agency Lindsay Wilhite lindsay@reelmediagroup.com
16.	Spots n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, GA 30152 888-884-2630 x 701 (phone) ads@spotsndots.com	34.	Zip Recruiter Kaylee@ziprecruiter.com
17.	TVNewsCheck 238 Crosshill Road Wynnewood, PA 19096 610-649-7989 (phone) Steve.stolz@newscheckmedia.com	35.	Mizzou Career Center career@missouri.edu
18.	Handshake.com (further posting to colleges and universities)	36.	Pennsylvania State Job Fair Job Expo.com 2024

	such as: University of Missouri-Columbia, Columbia College, University of Central Missouri, University of Missouri-Kansas City, Kansas State University, University of Iowa, Northwestern University, etc.		Bob Martin Rpm163@psu.edu
--	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	------------------------------------------------------------------

Supplemental Outreach Initiatives

(October 1, 2023 through September 30, 2024)

FCC Menu Categories

1. Participation in at least four 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
6	<p>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);</p> <ul style="list-style-type: none"> TV Jobs, ABC17news.com website, News Press & Gazette website, Missouri Career Center, On Air Ads, and social media ads. Listing positions available in broadcast industry, October 1, 2023-September 30, 2024. Doug Rhoades-General Sales Manager, Chad Hypes – News Director, Donna Farmer-Human Resources.
5	<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;</p> <ul style="list-style-type: none"> KMIZ offers internships in our sales and news departments. The internships allow students to gain real world broadcast experience, learn new skills and prepare for careers in broadcasting. The station hosted 9 interns during this reporting period from Hickman High School (3), Penn State University (1), Missouri Western University (1), University of Missouri (3), University of Oklahoma (1) <p>These 9 interns focused in the below areas: Sports Intern (3) News Producer Intern Summer 2024 (2) Promotions (4)</p>

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;

- October 19, 2023-August 15, 2024 – CMSE (Central Missouri Subcontracting Interprises) – Boone County Sheltered Workshop - Oversees the operations of the non-profit. General Manager served as President of the Board. Presided over bi-monthly meetings, sets budgets and provides services to the community. Those in attendance were members of the commission and media types including Curtis Varns (General Manager).
- November 3, 2023 – Missouri Press Bar Commission. Statewide group working on ongoing relationships between media and the court system. Those in attendance were members of the commission and media types including Curtis Varns (General Manager).
- December 13, 2023 – The Central Missouri Food Bank’s annual holiday food drive conducted in Columbia and Jefferson City. The Station ran promos, news stories, and digital ads promoting the food drive and encouraging viewers to donate cash or goods. Station personnel signed up for shifts to work the food drive collections sites.
- February 29, 2024 – Jefferson City Area Chamber of Commerce Mixer event. This was held at Strikers Bowling and Entertainment Venue to bring chamber members together for networking. The station participated as an in-kind sponsor. We donated a prize for air time in exchange to be a gold sponsor receiving 10 free tickets to the event. Those in attendance were Lindsay Welch and John Morrison (Account Executives), Ryann Kampeter (Local Sales Manager) and Doug Rhoades (Director of Sales).
- May 31, 2024 – Missouri Broadcasters Association Convention – Opportunity for Sales Training. Those in attendance were Doug Rhoades (Director of Sales), Ryann Kampeter (Local Sales Manager).
- June 6, 2024 – CMFCAA Spring Fund Raiser – Local Adoption Agency -Help raise money. Those in attendance were Curtis Varns (General Manager), Doug Rhoades (Director of Sales), Ryann Kampeter (Local Sales Manager) and Gayle Thompson (Account Executive).
- August 27, 2024 – Fundraiser for Domestic Violence Shelter – Men as Allies from True North. Community leaders gather to hear about the problem of domestic violence in our community. In attendance was Curtis Varns (General Manager).
- September 4, 2024 – Columbia Chamber of Commerce Quarterly Membership Breakfast. Keynote Speaker – Mizzou Athletics Director – Laird Veatch. Talked about the business of athletics and Memorial Stadium renovations. Current student athlete and employee of NPG of Missouri spoke at the event. Those in attendance were Curtis Varns (General Manager), Euphenie Andre (Multimedia Journalist) and Mimi Zug (Account Executive).
- September 6, 2024 – Jefferson City Area Chamber of Commerce Awards Gala 2024. An event to honor exceptional individuals in the community and through their work with the chamber of commerce. Our station was an in-kind “Gold” sponsor. We

	<p>produced the awards videos which were played at the Gala to tribute the honorees. Those in attendance were Ryann Kampeter (Local Sales Manager) and Doug Rhoades (Director of Sales).</p> <ul style="list-style-type: none"> September 12, 2024 – Boone County Ready Festival – A family and pet-friendly event that seeks to recognize everyday heroes in the response. Preparedness and community resource spaces while increasing community preparedness and resiliency. Our brand is centered around tracking storms and preparing our neighbors for dangerous weather. A great opportunity to meet members of the community and share what we’re working on to alert people to future storms. In attendance were Jessica Hafner (Chief Meteorologist), Chance Gotsch, Nate Splater and John Ross (Meteorologists) and Chad Hypes (News Director). September 20, 2024 – The United Way Days of Caring volunteer event. – Painting the food pantry at the Catholic Charities of Central and Norther Missouri building. In attendance were Lindsay Welch (Account Executive) and Ryann Kampeter (Local Sales Manager). September 26, 2024 – Jefferson City Young Professionals Mid-Mo Summit. This is an event that provides young professionals in Mid-Missouri with a day of professional development. The event includes speakers throughout the day speaking on topics about AI in the workplace. Betting on Yourself/Trusting your gut, motivation, utilizing LinkedIn, and many networking opportunities. Those in attendance were Ryann Kampeter (Local Sales Manager) and Lindsay Welch and Madi Gerlach (Account Executives).
8	<p>The station offered the following training opportunities, which enable station personnel to acquire skills to advance within the company:</p> <ul style="list-style-type: none"> October 1 & 2, 2023 – Promax – Sales team training with Kelly Wirges, owner of Promax. This is a corporate initiative through NPG. Topics covered included: Customer CARE meetings, finding whale opportunities, overcoming objections, sales review, return on investment formulas, overall sales best practices. In attendance were DOS, LSM, IMC and all account executives. December 5-7, 2023 – News Anchor Training Institute - Company sent lead news anchors to anchor training in Iowa City, IA at the University of Iowa. The two-day event was hosted by our news consulting and research firm. In attendance was Meghan Drakas (News Anchor). January 10-12, 2024 – Michael Fabac – NPG Director of News – A Series of meetings that cover strategy, pressing issues and gave Michael an opportunity to do some one-on-one work with news employees. There were also some group meetings. In attendance were the Newsroom staff, Michael Fabac (Corporate Director of News & Marketing) and Sarah Adams (Promotions Manager). January 24, 2024 – Maxwell Everett from Madhive – Video training covering the new digital tactic ACR (Automatic Content Recognition). He presented a power point deck and answered questions. In attendance were DOS, LSM, IMC and all account executives. January 25, 2024 – Rising Above – A virtual media summit. Learning sales techniques for increased volume and client retention. There were 4-one hour video sessions. In

	<p>attendance were DOS, LSM, IMC and all account executives.</p> <ul style="list-style-type: none"> • April 22-24, 2024 – Pete Seyfer, Director of Training and Development for NPG, workshops. Employee feedback, training, consulting, and strategy. Training was done individually and in groups. Training emphasized MMJ storytelling, weather coverage, and strategic planning with management. Those in attendance: Newsroom personnel, Curtis Varns (General Manager) and Sarah Adams (Promotions Manager). • May 2 & 3, 2024 – Promax – Sales team training with Kelly Wirges, owner of Promax. This is a corporate initiative through NPG. Topics covered included: Customer CARE meetings, finding whale opportunities, overcoming objections, sales review, return on investment formulas, overall sales best practices. In attendance were DOS, LSM, IMC and all account executives. • July 24-26, 2024 – Pete Seyfer, Director of Training and Development for NPG, workshops. Employee feedback, training, consulting, and strategy. Training was done individually and in groups. Training emphasized producer showcasing, tease writing, weather coverage, and strategic planning with management Those in attendance: Newsroom personnel, Curtis Varns (General Manager) and Sarah Adams (Promotions Manager). • July 26, 2024 – FOX road show in St. Louis is a traveling road show to Fox affiliates to learn about upcoming programming on Fox, including sports. The road show also went over marketing tools and pieces to help affiliates better sell inventory on Fox. Those in attendance were all account executives, Ryann Kampeter (Local Sales Manager) and Doug Rhoades (Director of Sales), Tina Sattler (Integrated Media Consultant) and Mike Pierson (Sales Assistant). • August 15 & 16, 2024 – Promax – Sales team training with Kelly Wirges, owner of Promax. This is a corporate initiative through NPG. Topics covered included: Customer CARE meetings, finding whale opportunities, overcoming objections, sales review, return on investment formulas, overall sales best practices. In attendance were DOS, LSM, IMC and all account executives.
10	<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;</p> <ul style="list-style-type: none"> • October 3, 2023 The ACT of Columbia organization visited the station and took a tour of the sales and news department along with our studio. Those in attendance that helped with the tour were Sherri Carinder (Sales Assistant), Chance Gotsch and John Ross (meteorologists). • October 18, 2023 - Arizona State University –School of Journalism. Interviewed graduating seniors in the Journalism department for News Press & Gazette. In attendance were Rebecca Johnson, and Michael Fabac (Corporate and Local Station personnel). • November 6-7, 2023 - University of Missouri – Columbia School of Journalism. Interviewed graduating seniors in the Journalism department for News Press & Gazette. In attendance were Laura Clark and Michael Fabac (Corporate personnel).

- December 2, 2023 – Jefferson City Jaycees Christmas Parade. – Personnel attended the parade with news vehicle handing out cups and candy. Those in attendance were Curtis Varns (General Manager), Chad Hypes (News Director), Katie Greathouse (Assistant News Director) and Sarah Adams (Promotions Manager) along with 8 news personnel.
- January 24 & February 15, 2024 – Mill Creek Elementary Third Grade Class, our Partner in Education, came for a field trip to the station to visit the newsroom and studio. Those in attendance that helped with this tour were John Ross & Nate Splater (Meteorologists), Tom Seagraves (Director) and Sherri Carinder (Sales Assistant).
- February 19-20, 2024 - University of Missouri – Columbia School of Journalism. Interviewed graduating seniors in the Journalism department for News Press & Gazette. In attendance were Gary Smith corporate employee. Also in attendance were Curtis Varns (General Manager) and Chad Hypes (News Director), NPG of Missouri employees.
- February 22-23, 2024 - Penn State graduates – JobExpo.Comm2024 job fair. Interviewed graduates for full-time jobs and undergrads interested in paid summer internships. Those in attendance were Michael Fabac (Director of News & Marketing-Broadcast), Chad Hypes and Meghan Drakas (Local Station Personnel).
- February 22nd, 2024 – Homeschool group of 25 students took a tour of our station and news department. Those in attendance that helped with this tour were Jessica Hafner (Chief Meteorologist).
- March 8th, 2024 – Homeschool group of 25 students took a tour of our station and news department. They watched our 9am newscast and spent time with the weather team after the newscast. Those in attendance that helped with this tour were Chance Gotsch and Nate Splater (Meteorologists), Tom Seagraves (Director) and Sherri Carinder (Sales Assistant).
- March 15 and 25, 2024 – High School students did a job shadow day with our Meteorologist, learning about the weather and how to get the information that is reported on a television newscast. Those in attendance were John Ross (Meteorologist).
- April 12th, 2024 – Locust Street Elementary students toured our station in the sales and news department along with the studio. In attendance were Sherri Carinder (Sales Assistant), John Ross (Meteorologist), Gabrielle Teiner (Anchor), and Tom Seagraves (Director).
- May 2, 2024 – Blackwater School Tour, Pre-K and Kindergarten students toured our station in the sales and news department along with the studio. Around 25-30 students toured the station to see what a television station looks like. In attendance were Sherri Carinder (Sales Assistant), Erika McGuire (Anchor), John Ross and Nate Splater (Meteorologists), and Tom Seagraves (Director).
- July 25, 2024 – Tiger Tots Elementary students toured our station in the sales and news department along with the studio. Around 40 students toured the station to see what a television station looks like. In attendance were Sherri Carinder (Sales Assistant), John

	<p>Ross and Nate Splater (Meteorologists), and Tom Seagraves (Director).</p> <ul style="list-style-type: none">• August 15, 2024 – Millcreek Elementary School PIE lunch. Our station is a partner in education with this school and they had a back to school event for this group. In attendance were Sherri Carinder (Sales Assistant).• September 12, 2024 – Moberly High School – Visited Journalism Class and talked about a typical day as a journalist at ABC17 News. Gave tips on creating packages for their upcoming project, showed some sample clips, and answered questions from students. In attendance was Mitchell Kaminski (Multimedia Journalist).• September 16-17, 2024 - Arizona State University –School of Journalism. Interviewed graduating seniors in the Journalism department for News Press & Gazette. In attendance were Kade Atwood, Sean Flanagan, Beatriz Martinez and Michael Fabac (Corporate and Local Station personnel).• October 6, 13, 20/2023, January 12, 25, February 6, 13, 16, 19, September 6, 13, 20, 27/2024 – Live broadcast of Columbia Public Schools sporting events including high school football and boys and girls basketball. The productions are a joint effort between KMIZ-TV staff and the students of the Columbia Area Career Center’s Broadcast Program. This is a hands on, real-life experience for the broadcast students. It involves second year students in the program and for the academic year 2023-24, it allowed 30 students to pick up experience producing games. Our stations provide the broadcast equipment, the set up, an on-site engineer and the directors for the broadcasts. Our staff trains the students and oversees their work during the broadcast. Students run cameras and provide a color commentator. The station and school district share the costs of the play-by-play announcers. In attendance were Curtis Varns (General Manager), Eric Jones (Chief Engineer), Jon Hoek and Matt Morrow (Maintenance Engineer), Josh Shabel and Cooper Bryant (Directors), Jerunek Morris (Chief Videographer).