

KMOV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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
Local Sales Assistant	1-7, 10-11, 13-18, 20-34, 36-48, 50	24
Local Sales Assistant	1-7, 10-11, 13-18, 20-34, 36-48, 50	24
Local Sales Manager	1-6, 10-12, 14, 16-18, 20-22, 24-34, 36-41, 43-44, 46-50	49
Multimedia Journalist, MMJ	1-6, 9-11, 14-22, 24-41, 43-44, 46-50	28
Multimedia Journalist, MMJ	1-6, 9-11, 14-22, 24-41, 43-44, 46-50	15
Weekend Anchor/Reporter	1, 3-6, 10-11, 14, 16-18, 20-22, 25-34, 36-41, 43-44, 46-50	49
Multimedia Journalist, MMJ	3-6, 10-11, 14, 16-18, 20-22, 24-34, 36-41, 43-44, 46-48, 50	24
Sales Assistant	3-6, 10-11, 14, 16-18, 20-22, 24-34, 36-38, 40-41, 43-44, 46-48, 50	24
Account Development Consultant	3-6, 10-11, 14-18, 20-22, 24-38, 40-41, 43-48, 50	24
Weekend Anchor/Reporter	3-6, 8, 10, 14, 16-18, 20-34, 36-38, 40-41, 43-44, 46-48, 50	24

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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	602 Communications 1011 Lyndhurst Falls Ln Knightdale, North Carolina 27545 Phone : 919-217-4438 Url : http://www.602communications.com Email : slizik@602communications.com Graeme Newell	N	0
2	AFTRA 911 Washington Avenue Suite 207 St. Louis, Missouri 63101 Phone : 314-231-0824 Email : tanya.cella@sagaftra.org Fax : 1-314-231-8412 Tanya Tweedy	N	0
3	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
4	Broadcast Center 2360 Hampton Ave St. Louis, Missouri 63139 Phone : 314-647-8181 Url : http://www.broadcastcenterinfo.com Email : info@broadcastcenterinfo.com Fax : 1-314-647-1575 John Carroll	N	0
5	Broadcast Employment Services (TVJOBS.com) P O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
6	Broadcast TVB Jobs tvb.org 120 Wall Street 15th Floor New York, New York Phone : 2128912290 Url : www.tvb.org Mark Bohn Manual Posting	N	0

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7	Business Persons Between Jobs 601 E Claymont Dr Ballwin, Missouri 63011 Phone : 636-394-1440 Email : bbjoffice@bbj.org Frank German	N	0
8	Call In	N	1
9	Career Builder - not directly contacted by SEU	N	1
10	Coalition of 100 Black Women P O Box 775076 St. Louis, Missouri 63177 Phone : 314-622-3400 Email : ncbwstl@yahoo.com Daffne Moore	N	0
11	CSE Talent 150 Interstate North Parkway Atlanta, Georgia 30339 Phone : 678-387-5677 Url : http://www.csetalentrep.com Email : csetalent@csetalentrep.com Traci Wilkes-Smith	N	0
12	Current Employee	N	2
13	Division of Workforce Development P O Box 1087 Jefferson City, Missouri 65102 Phone : 5735268229 Fax : 1-314-877-0931 Mark Bauer	N	0
14	Dolan Media Management 3 North Court Street Frederick, Maryland 21701 Phone : 301-668-1511 Email : dolan@smartrecruit.com Tom Dolan	N	0
15	Employee Referral	N	3

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16	Harris Stowe State University 3026 LaClede Ave St. Louis, Missouri 63103 Phone : 314-340-3512 Url : http://www.hssu.edu Email : careerengagement@hssu.edu Dania Churovich	Y	0
17	Howard University 525 Bryant Street NW Room 107 Washington, District of Columbia 20059 Phone : 202-806-5806 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
18	IBEW Local 4 212 59th St, Suite A St. Louis, Missouri 63110 Phone : 314-664-0202 Url : http://www.ibewlocal4.com Email : broadcast@ibewlocal4.com Elaine Hoernis	Y	0
19	Indeed.com - Not Directly Contacted by SEU	N	1
20	KMOV Website 1 South Memorial Drive St. Louis, Missouri 63102 Phone : 314-621-4444 Url : http://www.kmov.com Email : Darion.watson@kmov.com Darion Watson	N	5
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Lincoln University Founders Hall 816 Chestnut Jefferson City, Missouri 65101 Phone : 573-681-5986 Url : http://www.lincolnu.edu Email : scrogginse@lincolnu.edu Fax : 1-573-681-5600 Cynthia Scrggins	N	0
23	Lindenwood University 209 S. Kingshighway St. Charles, Missouri 63301 Phone : 636-949-4761 Url : http://www.lindenwood.edu Email : Nralston@lindenwood.edu Fax : 1-636-949-4790 Neil Ralston	N	0
24	LinkedIn - Not Directly Contacted by SEU	N	17
25	Maryville University 13550 Conway Road St. Louis, Missouri 63141 Phone : 314-529-9520 Url : http://www.maryville.edu Pam Culliton Manual Posting	N	0
26	Media Match www.media-match.com P O Box 48220 Los Angeles, California 90048 Peggy Milner Manual Posting	N	0
27	Medialine P O Box 51909 Pacific Grove, California 93950 Phone : 706-364-7564 Url : http://www.medialine.com Email : medialine@medialine.com Rich Everitt	N	0
28	Meredith Corporation 1716 Locust Street Des Moines, Iowa 50309 Phone : 314-621-4444 Url : www.meredith.com Email : Darion.watson@kmov.com Darion Watson	N	8

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29	MERS Goodwill, Lippman Center (effective 9/22/2015) 2545 South Hanley Road St. Louis, Missouri 63144 Phone : 314-646-5816 Email : khennessey@mersgoodwill.org Katie Hennessey	Y	0
30	Michael's Media (effective 7/20/2015) 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : info@michaelsmedia.com Michael Bille	Y	0
31	Missouri Broadcast Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : www.mbaweb.org Email : tharper@mbaweb.org Terry Harper	N	0
32	Missouri School of Journalism - Career Services 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-9370 Url : http://www.mu.edu Email : career@missouri.edu Fax : 1-573-882-0860 Kimberley Beamer	N	0
33	Missouri State University 901 S National Avenue Springfield, Missouri 65897 Url : http://www.missouristate.edu Email : Krosewell@MissouriState.edu Fax : 1-417-836-6797 Jill Wiggins	N	0
34	NAACP- St. Louis Branch 4811 Delmar St. Louis, Missouri 63108 Url : http://www.stlouisnaacp.org Email : pruit@stlouisnaacp.org Adolphus Pruitt	Y	0
35	Non-Employee Referral	N	5

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36	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
37	Saint Louis University 221 N. Grand Blvd St. Louis, Missouri 63103 Phone : 800-758-3678 Url : http://www.slu.edu Email : slucsm@symplicity.com Career Services	N	0
38	SLATE Job Center Ballpark Village 601 Clark Avenue St. Louis, Missouri 63103 Url : WWW.STLWORKS.COM Email : mroach@stlworks.com Marla Roach	N	0
39	Society of Broadcast Engineers 9102 N. Meridian Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org Scott Jones Manual Posting	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

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42	United Negro College Fund 1015 Locust Ste 406 St. Louis, Missouri 63101 Phone : 3142415958 Url : http://www.uncf.org Email : mcfarlane.duncan@uncf.org Fax : 1-314-241-9504 McFarlane Duncan	N	0
43	University of Illinois at Springfield One University Plaza Student Affairs Building, Room 50 Springfield, Illinois 62703 Phone : 217-206-6508 Url : www.uis.edu UIS CAREER CONNECT Manual Posting	N	0
44	University of Missouri - St. Louis 800 Natural Bridge Road St. Louis, Missouri 63121 Phone : 314-516-5100 Url : http://www.umsl.edu Email : careerservices@umsl.edu Fax : 1-314-516-6535 Emily McEneny	N	0
45	Unknown (source not adequately identified upon inquiry by SEU)	N	4
46	Urban League of Metro St. Louis 935 Vandeventer St. Louis, Missouri 63108 Phone : 314-615-3684 Url : http://www.urbanleague-stl.org Email : lprograis3rd@urbanleague-stl.org L. Prograis, III	N	0
47	Veterans Assistance Commission Madison Co Admin Bldg 157 N Main, Ste115 Edwardsville, Illinois 62025 Phone : 618-692-7040 Email : mcvac@co.madison.il.us David Noble	N	0

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48	Webster University 470 East Lockwood St. Louis, Missouri 63119 Phone : 314-968-6892 Url : http://www.webster.edu Email : dixont@webster.edu Fax : 1-314-968-7478 Trezette Dixon	N	0
49	Word of Mouth Referral	N	6
50	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:			53

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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	10/8/2020	Provision of training to management	All managers were required to participate in Performance Appraisal Training	13	News Director General Manager Director of Technology Executive Producer
2	10/28/2020	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Steve Templeton designed an internet program to reach people and educate them about weather during Covid. "Steve's Storm School" on Facebook generated 4,400 views on October 28, 2020 and 3,100 views on November 4, 2020.	1	Chief Meteorologist
3	1/25/2021	Provision of training to management	News Director participated in the RTNDA Board Diversity Forums.	1	News Director
4	2/15/2021	Provision of training to management	All employees at KMOV participated in the "Understanding Harassment" training sessions	120	N/A
5	3/25/2021	Provision of training to management	All employees at KMOV participated in a two-hour Inclusive Culture workshop. The workshop was organized around the concepts of Objectivity, Belonging, Voice, and Growth; equipping participants with the knowledge and skills they need to contribute to an effective culture where people from all backgrounds can thrive.	120	N/A
6	3/30/2021	Participation in events or programs sponsored by educational institutions	KMOV Meteorologist did a Zoom presentation to Green Trails Elementary students to help educate them about weather.	1	Meteorologist
7	7/16/2021	Provision of training to management	News Director participated in the RTNDA Board Diversity Forums.	1	News Director
8	9/22/2021	Provision of training to personnel of unaffiliated non-profit organizations	News Director participated in sessions at the RTNDA Conference including reporter/producer critiques, inclusive hiring, and black journalist professional development.	1	News Director