



**KFVS-TV, WQWQ-LP, WQTV-LP**

**EEO PUBLIC FILE REPORT  
October 1, 2019 – September 30, 2020**

**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	AO Employment Services Todd Cruts 3105 Independence Street, Suite B Cape Girardeau, MO 63703 573-334-9344	Y	0
2	Arkansas State University Trena Shedd/T. Johnson P.O. Box 2490 State University, AR 72467 870-972-3025	N	0
3	Department of Veterans Affairs Kelly Wilson 608 Rollie Moore Drive Harrisburg, IL 62946 618-252-6150	Y	0
4	Frank N. Magid Associates, Inc. Barbara Frye/J. Seebold One Research Center Marion, IA 52302 319-377-7345	N	0
5	Illinois Broadcasters Association Erin Camfield <a href="http://www.ilba.org">www.ilba.org</a> Email: <a href="mailto:iba@ilba.org">iba@ilba.org</a> 618-985-5555	N	1
6	Illinois Media School-Lombard Carl Jackson 455 Eisenhower Ln. South Ste. 200 Lombard, IL 60148 630-916-1700	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	John A. Logan College Beth Stephens 700 Logan College Road Carterville, IL 62918 618-985-2828	N	0
8	KFVS-TV Website/Gray Media Website Kathy Cowan/Donna Tadlock <a href="http://www.kfvs12.com">www.kfvs12.com</a> <a href="http://www.gray.tv/careers">www.gray.tv/careers</a> <i>Posts automatically to Indeed.com</i> 573-519-0124	N	12
10	Lincoln University Career Services 820 Chestnut Jefferson City, MO 65101 573-681-5477	N	0
11	Linked In <a href="https://www.linkedin.com">https://www.linkedin.com</a>	N	2
12	Media Line Rich Everitt 1209 Wood Valley Road Augusta, GA 30909 706-364-7564	N	0
13	Missouri Career Center Michael Berry <a href="http://app-jobs.mo.gov">http://app-jobs.mo.gov</a> 573-290-5766	N	0
14	Missouri Link Donnie Myers P.O. Box 640 Iowa Falls, IA 50126 800-373-1719	N	0
15	Murray State University Matt Purdy <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Murray, Kentucky 270-809-3375	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	NAACP of Alexander/Pulaski Counties Richard Grigsby P.O. Box 54 Cairo, Illinois 62914 618-734-0721	Y	0
17	Northwest Missouri State University Career Services Stacey Stokes <a href="https://nwmissouri-csm.symplicity.com">https://nwmissouri-csm.symplicity.com</a> 660-562-1250	Y	0
18	South Central MO Community Action Agency Ginger Hill P.O. Box 6 Winona, MO 65588 573-325-4255	Y	0
19	Southeast Missouri State University Career Services <a href="http://www.redhawkjobs.com">www.redhawkjobs.com</a> 573-651-2583	N	0
20	Southeast Missourian (Paid Advertisement in Local Newspaper)	N	0
21	Southern Illinois University <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> 618-453-2121	N	0
22	Three Rivers Community College <a href="http://www.collegecentral.com/trcc">www.collegecentral.com/trcc</a> Poplar Bluff, MO 573-840-9600	N	0
23	TV Jobs.com Mark Holloway <a href="http://www.tvjobs.com">www.tvjobs.com</a> 760-754-8177	N	0
24	University of Central Missouri Joe Moore Martin 136 Communications Dept. Warrensburg, MO 64093 660-543-8672	N	0
25	University of Memphis Kathleen Wickham Journalism Department Memphis, TN 38152 901-678-2000	N	0

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26	University of Missouri, Columbia <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Columbia, MO 573-882-6801	N	2
27	University of Tennessee Martin-Dep. Of Comm. Rodney Freed 305 Gooch Hall Martin, TN 38238 731-881-7532	Y	0
28	Western Kentucky Career Centers Andrea Bean 416 South Sixth Street Paducah, KY 42003 270-575-7341	Y	0
29	Metro Business College (requests only sales and clerical positions) Pamela Riehn 1732 N. Kingshighway Cape Girardeau, MO 63701 Phone: 573-334-9181	Y	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			17

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participation in events or programs sponsored by educational institutions relating to careers in broadcasting.	<p>On November 18, 2020 Our Senior Anchor spoke to the Cobden High School AV Club via Google Meet about opportunities in broadcasting. She outlined a day in the life of a reporter and talked about the ins and outs of television news broadcasting and live reporting.</p> <p>On April 21 &amp; 22, 2021, KFVS News Director and members of parent company Gray Media met with students graduating from the Journalist Department at the University of Missouri. During this virtual recruiting event students learned what openings were available in the company and what it is like to work for Gray Media.</p> <p>On Tuesday, September 7, 2021, Our Broadcast News Producer spoke to Dr. Jim Dufek’s Advanced Video Production class of 20 students at Southeast Missouri State University. She described opportunities in broadcasting and her job as a broadcast news producer.</p>
<b>2</b>	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	From June 1 – July 14, 2021, a student from Southeast Missouri State University completed an internship in our newsroom internship program. She learned digital writing and publishing using the ARC content system which taught her skills needed from employment. She also learned to gather information and video for use in broadcast stories. Station participants: News Director, Digital Content Manager, and Multi-Media Journalist.
<b>3</b>	Management Training	On November 19, 2020, our Programming/Human Resources Director participated in a training on the FCC’s EEO Rules and Regulations provided by Wiley Rein, LLP.