

**KMOV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 2022**

**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
Multimedia Journalist, MMJ	1-5, 9, 15, 21-23, 26-29, 32-42, 45, 47-57	1
Investigative Reporter	2-5, 9, 15-16, 21-23, 26-29, 32-43, 45, 47-48, 50-57	9
Reporter - General Assignment	2-5, 15, 21-23, 26-29, 32-42, 45-48, 50-57	26
Content Producer	3-5, 8, 15-16, 21-23, 26-29, 32-42, 45-57	16
Account Development Consultant	3-5, 8, 15-16, 21-23, 26-29, 31-42, 45-57	16
Producer	2-5, 8, 15, 21-23, 26-29, 31-42, 45-57	51
Multimedia Journalist, MMJ	1, 3-5, 8-9, 15, 21-23, 26-29, 32-42, 45-48, 50-57	1
Content Producer	3-4, 8, 11, 14-15, 19, 21-23, 26-29, 31-42, 45-48, 50-57	35
Digital Content Manager	3-4, 8, 11-12, 15-16, 21-23, 26-29, 32-42, 45-48, 50-57	12
Engineer - Maintenance	4, 8, 11, 14-16, 18, 21-23, 26-29, 32-42, 45-48, 50-57	16
Commercial Producer	4-5, 12, 14-15, 21-23, 27-29, 32-34, 36-42, 45-48, 50-54, 56-57	12
Senior Promotions Producer	4, 11, 14-15, 19, 21-29, 32-34, 36-42, 45-48, 50-54, 56-57	11
Digital Sales Manager	4, 11, 14-16, 19, 21-23, 27-29, 32-34, 36-42, 45-48, 50-54, 56-57	16
Content Producer	4, 8, 11, 14-15, 19, 21-23, 26-29, 31-34, 36-42, 45-48, 50-57	19
Technical Director	4, 8, 14-15, 18-19, 21-24, 27-29, 32-34, 36-42, 45-48, 50-57	18
Promotions Producer	4, 8, 11, 14-15, 21-23, 26-29, 32-42, 45-48, 50-57	11
Senior News Producer	4, 8, 12, 14-15, 21-23, 26-29, 32-42, 45-48, 50-57	12
Anchor/Reporter	4, 11, 14-15, 21-24, 26-29, 32-33, 36-42, 45-47, 49-54, 56-57	24
Sr News Producer - Special Projects	2, 4, 10, 13-15, 18-19, 21-24, 26-29, 32-33, 36-42, 45-47, 50-54, 56-57	13
News Producer	2, 4, 7, 10-11, 14-17, 19-29, 31-33, 36-42, 44-47, 50-54, 56-57	19

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News Producer	2, 4, 7, 10-11, 14-17, 19-29, 31-33, 36-42, 44-47, 50-54, 56-57	19
Sales Assistant	2, 4-6, 14-16, 19, 21-24, 26-30, 32-33, 36-42, 45-47, 50-54, 56-57	30
Sr. Graphic Artist	14, 16, 19, 21-24, 26, 29, 32, 36-40, 42, 45-47, 50-52, 54, 56-57	16
Photographer/Editor	10, 13-14, 19, 21-24, 26, 29, 32, 36-40, 42, 45-47, 50-52, 54, 56-57	13
Multimedia Journalist	10-12, 14, 19, 21-24, 26, 29, 32, 36-40, 42, 45-47, 50-52, 54, 56-57	12
Regional Account Executive	11, 13-14, 19-24, 26, 29, 32, 36-40, 42, 45-47, 50-52, 54, 56-57	20
Regional Account Executive	11, 13-14, 19-24, 26, 29, 32, 36-40, 42, 45-47, 50-52, 54, 56-57	13
Anchor/Reporter	10, 14, 19, 21-24, 26, 29, 32, 36-40, 42, 45-47, 50-52, 54, 56-57	19
National Sales Assistant	2, 14, 19, 21-24, 26, 29-30, 32, 36-40, 42, 45-47, 50, 52, 54, 56-57	30
Account Executive	2, 14, 16, 19-26, 29, 32, 36-40, 42, 45-47, 50, 52-54, 56-57	16

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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>
1	Agency Referral	N	5
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 Center 2360 Hampton Ave St. Louis, Missouri 63139 Phone : 314-647-8181 Url : <a href="http://www.broadcastcenterinfo.com">http://www.broadcastcenterinfo.com</a> Email : <a href="mailto:info@broadcastcenterinfo.com">info@broadcastcenterinfo.com</a> Fax : 1-314-647-1575 John Carroll	N	0
4	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
5	Broadcast TVB Jobs <a href="http://tvb.org">tvb.org</a> 120 Wall Street 15th Floor New York, New York Phone : 2128912290 Url : <a href="http://www.tvb.org">www.tvb.org</a> Angela Sundstrom Manual Posting	N	0
6	Career Builder - not directly contacted by SEU	N	1
7	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0

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8	Circa 1000 N Water St Suite 1200 Milwaukee, Wisconsin 53202 Phone : 8009843775 Url : <a href="https://jobs.localjobnetwork.com/">https://jobs.localjobnetwork.com/</a> Kristina Wamboldt Manual Posting	N	0
9	Consultant Referral	N	5
10	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
11	Current Employee	N	20
12	Current Employee - Transfer/Promotion	N	7
13	Current Employee/Internal Promotion	N	3
14	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
15	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
16	Employee Referral	N	20
17	Facebook post	N	2
18	Former Employee	N	3

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19	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	24
20	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	2
21	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
22	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
23	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
24	Indeed Inc. 6433 Champion Grandview Way Austin, Texas 78750 Phone : 313-622-3323 Url : <a href="http://www.indeed.com">www.indeed.com</a> Diane Douglas Manual Posting	N	7

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25	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	4
26	KMOV Website 1 South Memorial Drive St. Louis, Missouri 63102 Phone : 314-444-3318 Url : <a href="http://www.kmov.com">http://www.kmov.com</a> Email : <a href="mailto:peggy.milner@kmov.com">peggy.milner@kmov.com</a> Peggy Milner	N	5
27	Langston University KALU Dept of Comm. Hwy 33, Sanford Hall Langston, Oklahoma 73050 Phone : 405-466-3247 Url : <a href="http://www.langston.edu">http://www.langston.edu</a> Email : <a href="mailto:cdross@langston.edu">cdross@langston.edu</a> Carylon Ross	N	0
28	Lincoln University Founders Hall 816 Chestnut Jefferson City, Missouri 65101 Phone : 573-681-5986 Url : <a href="http://www.lincolnu.edu">http://www.lincolnu.edu</a> Email : <a href="mailto:scrogginsc@lincolnu.edu">scrogginsc@lincolnu.edu</a> Fax : 1-573-681-5600 Cynthia Scrggins	N	0
29	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
30	Linked In	N	10
31	LinkedIn - Not Directly Contacted by SEU	N	11

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32	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:aboyd2@maryville.edu">aboyd2@maryville.edu</a> Antoinette Boyd	N	0
33	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
34	Medialine P O Box 51909 Pacific Grove, California 93950 Phone : 706-364-7564 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Rich Everitt	N	0
35	Meredith Corporation 1716 Locust Street Des Moines, Iowa 50309 Phone : 314-621-4444 Url : <a href="http://www.meredith.com">www.meredith.com</a> Email : <a href="mailto:Darion.watson@kmov.com">Darion.watson@kmov.com</a> Darion Watson	N	4
36	MERS Goodwill, Lippman Center (effective 9/22/2015) 2545 South Hanley Road St. Louis, Missouri 63144 Phone : 314-647-7453 Email : <a href="mailto:khennessey@mersgoodwill.org">khennessey@mersgoodwill.org</a> Kathleen Hennessey	Y	0
37	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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38	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
39	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
40	Missouri State University 901 S National Avenue Springfield, Missouri 65897 Phone : 417-836-5636 Url : https://careercenter.missouristate.edu/ Email : careercenter@missouristate.edu sheila Cook	N	0
41	NAACP- St. Louis Branch 4811 Delmar St. Louis, Missouri 63108 Url : http://www.stlouisnaacp.org Email : pruit@stlouisnaacp.org Adolphus Pruitt  Prong 2 Ended Date: 3/8/2022	N	0
42	National Council of Black Women St. Louis P O Box 775076 St. Louis, Missouri 63177 Phone : 314-896-1196 Email : ncbwstl@ncbwstl.org Daffine Moore	N	0
43	Non-Employee Referral	N	1
44	Other Source	N	1



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45	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
46	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
47	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
48	SLATE Job Center Ballpark Village 601 Clark Avenue St. Louis, Missouri 63103 Url : WWW.STLWORKS.COM Email : mroach@stlworks.com Marla Roach	N	0
49	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
50	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

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51	Talent Dynamics 600 Los Colinas Blvd E Suite 100 Irving, Texas Phone : 2146403180 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:pumphrey@talentedynamics.com">pumphrey@talentedynamics.com</a> Fax : 1-214-951-9610 Julie Pumphrey	N	6
52	University of Illinois at Springfield One University Plaza Student Affairs Building, Room 50 Springfield, Illinois 62703 Phone : 217-206-6508 Url : <a href="http://www.uis.edu">www.uis.edu</a> Email : <a href="mailto:careerservices@uis.edu">careerservices@uis.edu</a> Doug Brackmey	N	0
53	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
54	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
55	Veterans Assistance Commission Madison Co Admin Bldg 157 N Main, Ste115 Edwardsville, Illinois 62025 Phone : 618-692-7040 Email : <a href="mailto:mcvac@co.madison.il.us">mcvac@co.madison.il.us</a> David Noble	N	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>
56	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:dixont@webster.edu">dixont@webster.edu</a> Fax : 1-314-968-7478 Trezette Dixon	N	0
57	<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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>141</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	1/24/2022	Participation in Job Fairs	KMOV News Director attended the University of Missouri Job Fair as part of the Gray Media recruiting team. He met with dozens of students at KOMU-TV where they were working as part of their curriculum. The following day he interviewed 12 students one-on-one, and recommended 10 individuals for hire by Gray Media.	1	News Director
2	2/15/2022	Participation in events or programs sponsored by educational institutions	Two KMOV employees, a Multimedia Journalist and an Edit Supervisor visited Holy Spirit High School and spoke with 7th and 8th grade students in Nan Charleston's class. The Multimedia Journalist spoke with the students about what she does on a typical day on News 4 This Morning, and the education and experience that led to her working for KMOV. She shared some snippets of stories she has reported on. Our Edit Supervisor shared stories she had edited and gave the students tips on how to become a better editor	2	Editor MMJ
3	2/17/2022	Provision of training to management	Two individuals at KMOV participated in the training webinar "The FCC's Equal Employment Opportunity Rules", hosted by Joan Stewart of Wiley Rein.	2	HR Director Exec. Assistant
4	3/16/2022	Participation in events or programs sponsored by educational institutions	A University of Alabama student shadowed the crew of News 4 Great Day St. Louis to see how the show comes together. She talked with on-air talent about the public relations aspects of the show, worked on preparation of the show, met with guests for segments in the studio, and met with the Executive Producer of the show.	4	Executive Producer Host Meteorologist Prod. Assistant
5	Ongoing Event	Establishment of an intern program designed to assist members of the community	KMOV re-established its Internship Program in 2022 by employing three journalism / communications students in our Newsroom during the summer. The students were able to practice and improve their writing, producing, reporting, and editing skills by working on the News 4 St. Louis broadcasts and Great Day St. Louis broadcasts. This was a paid internship program.	4	Executive Producer Assistant News Director Executive Producer HR Director

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6	8/10/2022	Participation in other activities designed by the station employment unit	KMOV employees provided a Job Shadow for a HS senior at St. Louis University High School who is interested in a career as a journalist. The individual spent the day working alongside our employees -- Reporter, Great Day Team, News Producer, and Digital Content Manager. He also attended our News morning editorial meeting. Our employees talked with the student about different aspects of a career in journalism.	4	Reporter Digital Content Manager News Producer Assistant News Director
7	9/1/2022	Establishment of an intern program designed to assist members of the community	KMOV's Internship Program for the Fall 2022 semester provided learning opportunities for two students from Webster University. These two internships were in our News Department, and were paid internships. The students were able to practice and improve their writing, producing, reporting, and editing skills by working on the News 4 St. Louis broadcasts.	4	Executive Producer Sports Reporter Special Projects Producer Executive Producer
8	9/2/2022	Participation in Job Fairs	KMOV's News Director coordinated with the University of Missouri School of Journalism to host a recruiting event for students who are seniors. On September 2, 2022, our News Director interviewed 8-10 students for producing and reporting positions at KMOV and Gray Media. In addition to the interview, our News Director offered the students tips for interviewing.	1	News Director
9	9/15/2022	Participation in Job Fairs	KMOV's News Director participated in Gray Media's recruitment booth at the Radio TV Digital News Association conference in Indianapolis, IN. He interviewed a number of students for open positions at KMOV and at other Gray stations.	1	News Director