

**KMIZ(TV)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2008 – September 30, 2009**

**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>
Master Control Operator	1-2, 4-5, 8	5
Sports Reporter/Anchor	17*	17

*\* Exigent Circumstances*

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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	<b>Columbia Daily Tribune</b> 101 N. Fourth St, Columbia, MO 573-815-1851(fax)	N	2
2	<b>Columbia Missourian</b> 221 S. 8 <sup>th</sup> Street, Columbia, MO 573-884-5293 (fax)	N	0
3	<b>Jefferson City Tribune</b> P. O. Box 420, Jefferson City, MO 573-634-7433 (fax)	N	0
4	<b>Internal Posting</b>	N	1
5	<b>kmiz.com</b>	N	3
6	<b>EEO1 Source</b> www.eeolsource.com	N	0
7	<b>NAACP</b> 108B Austin, Columbia, MO 573-443-3919 (fax)	N	0
8	<b>Missouri Career Center</b> 1500 Vandiver Suite 115 Columbia, MO 573-884-5055 (fax) Attn: Bryan	N	0
9	<b>Medialine</b> 831-648-5204 (fax)	N	0
10	<b>TV Jobs</b> 760-754-2115 www.tvjobs.com	N	0
11	<b>Caroline &amp; Company (Temp Service)</b> 311 S. Providence, Columbia, MO 573-449-3109	N	0
12	<b>Job Fair (See Section III)</b>	N	0
13	<b>Employee Referral</b>	N	0
14	<b>On-Air Announcements on Zimmer Radio (KCMQ, KCLR, KTGR, KSSC, KTXY)</b> 3215 Lemone Industrial Blvd. Suite 200 Columbia, MO 573-875-1099	N	0
15	<b>On-Air Announcements on KMIZ(TV)</b>	N	0
16	<b>Society of Broadcast Engineers</b> www.sbe.org	N	0

<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	<b>Magid &amp; Associates</b> One Research Center Marion, IA 52302 319-377-7345	N	1
18	<b>Lake Sun Leader</b> 918 N. Hwy 5, Camdenton, MO 573-346-2132 kiso@newstribune.com (e-mail)	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			7

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in job fair	On November 24, 2008, the SEU participated in a job fair held at William Woods University. The SEU's Local Sales Manager participated in the event and provided attendees with information about career opportunities at the SEU and in the broadcasting industry.
<b>2</b>	Participate in job fair	On November 10, 2008, the SEU participated in a job fair sponsored by Job Point. The SEU's Human Resources Director and a Sales Assistant participated in the event and provided attendees with information about career opportunities at the SEU and in the broadcasting industry.
<b>3</b>	Participate in job fair	On May 14, 2009, the SEU participated in a job fair sponsored by Job Point. The SEU's Human Resources Director and a Sales Assistant participated in the event and provided attendees with information about career opportunities at the SEU and in the broadcasting industry.