

## KOMU-TV

### ANNUAL EEO PUBLIC FILE REPORT

The Purpose of this Annual EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: KOMU-TV, Columbia, MO and is required to be placed in the public inspection file of this station and on its web site.

The information contained in this Report covers the time period beginning October 1, 2008 to and including September 30, 2009 (the "Applicable Period").

The FCC's 2002 EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy(including if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source was Utilized" refer to the number of the full-time positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

Appendix 1 to

Annual EEO Public File Report

Covering the Period October 1, 2008 - September 30, 2009

Station Comprising Station Employment Unit: KOMU-TV

Section 1: Vacancy Information

<b>Full-Time Position Filled By Job Title</b>	<b>Total # of Interviewees</b>	<b>Recruitment Source of Hiree</b>
1. Account Executive	5	MU Job List Website
2. TV Director	1	MU Job List Website
3. TV Director	1	Internal Posting*
4. Associate Producer-KOMU	1	Internal Posting*
5. TV Director	1	Internal Posting*
6. Marketing Specialist	1	MU Job List Website
7. TV Director	1	MU Job List Website
8. Weathercaster Television	1	Internal Posting*
9. Account Executive	4	MU Job List Website
Total # of people interviewed during applicable period	16	

\*University policy permits certain positions to be open to University employees only, as was the case with these positions.

Positions posted on the MU Job List Website are posted for all interested parties to apply, and notices are sent to organizations to refer qualified applicants to MU.

Appendix 2 to

Annual EEO Public File Report

Covering the Period October 1, 2008 - September 30, 2009

Station Comprising Station Employment Unit: KOMU-TV

Section 2: Recruitment Source Information

FirstName	LastName	CompanyName	Address1	City	State	Postal Code	phone	Total # of Full-Time Positions which this source was utilized:
		Alternative Community Training	2200 Burlington	Columbia	MO	65202	474-9446	5
Lori	Acton	JobPoint	1500 Vandiver Dr, Suite 109	Columbia	MO	65202	573-777-1537, fax 875-814-1437	5
Glenda	Alexander	Whiteman Air Force Base*	509 MSS/DPS, 750 Arnold Ave	Whiteman AFB	MO	65305	660-687-7132	5
Mike	Brown	MO Career Center - Veterans Representative	1500 Vandiver Dr.	Columbia	MO	65202	573-882-8821	5
Herrold	Bullock	MO Career Center - Jefferson City	1716 Four Seasons Drive, Ste 101	Jefferson City	MO	65101	573-526-8115	5
Mike	Chittum	Division of Workforce Development-Central Region	1716 Four Season Drive	Jefferson City	MO	65101-1815	573-526-8115	5
Karl	Christopher	Columbia Career Center	4203 S. Providence	Columbia	MO	65201	(573) 214-3803 or FAX: 573-214-38015	5
Denise	Colvin	Vocational Rehabilitation					1-877-222-8963	5
Kelly	Cook	Vocational Rehabilitation	1500 Vandiver Drive, Suite 111	Columbia	MO	65202	1-877-222-8963	5
Daniel	Danzo	Missouri Career Center					Dan Danzo (573) 596-0294	5
Donna	Davis-Vandegriffe	MO Div of Workforce Development					573-884-4283	5
Whitney	Ellis	Florida State University	A4100 University Center	Tallahassee	FL	32306-2490	850-644-6431	5
Gerry	Ellis	DeVry University	11224 Holmes Road	Kansas City	MO	64131	(800) 821-3109, ext 6376	5
Mike	Fester	JobPoint	2116 Nelwood	Columbia	MO	65202	474-8560	5
Frances	Fisher	Surplus Property	Surplus Property Bldg	Columbia	MO	65211		5
Carol	Gamm Smith	Vocational Rehabilitation	1500 A. Southridge Drive	Jefferson City	MO	65109	573-751-2343	5
Malinda	Gee	Job Point - Wilkes Center	400 Wilkes Blvd	Columbia	MO	65201	573-777-1587	5
Michael	George	St. Louis CC in Flo Valley Career Services*	3400 Pershall Road	St. Louis	MO	63135		5
Lori	Goins	Human Resource Services (MU) Message Copy	130 Heinkel Building	Columbia	MO	65211-1340	573-882-7976	5
Barb	Hoelzer	St. Louis South Vocational Rehabilitation	Deer Creek Center, 3248 Laclede Station Road	St. Louis	MO	63143	314-877-1910	5
Rose	Horton	Phillips Jr. College Placement Office	1010 W. Sunshine Street	Springfield	MO	65807-2446	417-864-7220	5
Michelle	Kemp	William Woods Career Center	One University Avenue	Fulton	MO	65251	800-995-3159	5
Janet	Kinnett	MO Career Center - Lebanon	2639 S. Jefferson Ave. Suite 1	Lebanon	MO	65536	417-532-6146	5
Nola	Kramer	MO Career Center - Columbia	1500 Vandiver Drive, Suite 115	Columbia	MO	65202	882-8821	5
Ann	Landes	Hickman High School Guidance Office	1104 N. Providence Road	Columbia	MO	65201		5
Carlee	Liebhart	Vocational Rehabilitation						5
Sharon	Longan	Nichols Career Center	605 Union	Jefferson City	MO	65101	573-659-3100	5
Linda	Lorenz	Central Methodist Career Services	411 Central Methodist Square	Fayette	MO	65248	660-248-6255	5
Don	Malson	Columbia College Career Center	1001 Rogers St.	Columbia	MO	65216		5
Scott	Mantooth	Vocational Rehabilitation	3024 Dupont Circle	Jefferson City	MO	65109	573-751-3251	5
Abigail	Manwell	Westminster College	501 Westminster Ave.	Fulton	MO	65251	573-592-5381	5
Wanda	McNeil	Harris-Stowe Career Services*	3026 Laclede Ave	St. Louis	MO	63103	314-340-3366 X3512	5
Heather	Miles-Mange	Stephens College Career Services	1200 East Broadway, 202 Stamper Commons, Campus Box 2123	Columbia	MO	65215	876-7101	5
Craig	Morton	MO Career Center - Veterans Representative	1500 Vandiver Dr.	Columbia	MO	65202	573-882-8821	5
Dan	Nichols	Metro Business College Placement Office*	1407 Southwest Blvd.	Jefferson City	MO	65109	573-635-6600	5
Christy	Nickolaus	Advent Enterprises Manager						5
Julie	Orscheln	Missouri River Regional Library	P.O. Box 89	Jefferson City	MO	65102		5
Nichelle	Pool	Div. Of Voc Rehab, Columbia	1500 Vandiver Dr Building 5	Columbia	MO	65202-1563	573-882-9110	5
Rosalie	Rorah	Hospital HR					(Rosalie Rorah 2-4997)	5
Joan	Schneider	Northwest MO State University Career Services	800 University Drive, Admin Bldg, Room #130	Maryville	MO	64468-6001	660-562-1251	5
Gail	Schneider	Office of Administration, State Diversity Recruit					1-877-259-2963	5
Darrell	Spencer	St. Lous Public Schools - Career/Tech Education	5101 McRee Avenue	St. Louis	MO	63110	314-776-3300 X 250	5
John	Sponaugle	Booneslick Technical Education Center						5
Melissa	St. Pierre	State Fair Community College Placement*	3201 W. 16th Street	Sedalia	MO	65301	660-530-5800	5
Phil	Stroessner	Refugee & Immigration Services-Jeff City Diocese	201 W. Broadway Street	Columbia	MO	65203	573-442-7568	5
Dana	Thompson	Board of Probation and Parole, Columbia	1512 Heriford Dr. Suite A	Columbia	MO	65202	884-7016	5

Patricia	Twaddle	Moberly Area Community College	101 College Avenue	Moberly	MO	65270	660-263-4110 ext 232	5
Christine	Varner	The Job Center	205 E. Ash Street, Suite 1	Columbia	MO	65203		5
Lana	Vestal	MO Career Center - Mexico	3626 B South Clark	Mexico	MO	65265	573-581-4576	5
Teresa	Wallace	Office of Administration, State Diversity Recruit					1-877-259-2963	5
Cynthia	Washington	Lincoln University Disability Services*						5
Jerry Lee	Westbrook	SEMO Career Services	One University Plaza, MS 1000	Cape Girardeau	MO	63701	573-651-2583	5
Clarissa	White	Vocational Rehabilitation	P.O. Box 550	Rolla	Mo	65402	573-368-2366	5
Glenda	Whitney	Linn State Technical College Career Services*	One Technical Drive	Linn	MO	65051	800-743-8324X5159 or 573-897-5159	5
Karen	Wilson	Vocational Rehabilitation	2115 W. Broadway	Sedalia	MO	65301	660-530-5560	5
Shirley	Woolfolk	MO Career Center - Camdenton	106 W Hwy 54, P.O. Box 66	Camdenton	MO	65020	573-346-5616	5

## Additional Recruitment Sources

<b>Recruitment Source and Address</b>	<b>Number of full time position for which this source was utilized</b>
National Association of Broadcasters 1771 N Street NW Washington, DC 20036	Positions 1,2,6,7,and 9
American Women in Radio and Television 8405 Greensboro Dr., Suite 800 McLean, VA 22102	Positions 1,2,6,7,and 9
Radio and Television News Directors Association 1600 K Street NW, Suite 700 Washington, DC 10006-2838	Positions 1,2,6,7,and 9
Missouri Broadcasters Assn. P.O. Box 104445 Jefferson City, MO 65110-4445 www.mba.org	Positions 1,2,6,7,and 9
Association for Women in Communications 780 Ritchie Highway, Suite 28-S Severna Park, MD 21146	Positions 1,2,6,7,and 9
Emma L. Bowen Foundation for Minority Interests in Media 1299 Pennsylvania Ave. NW, 11 <sup>th</sup> Floor Washington, DC 20004	Positions 1,2,6,7,and 9
Indigenous Broadcast Center 810 E Ninth St. Anchorage, AK 99501-3826	Positions 1,2,6,7,and 9
International Women's Media Foundation 1726 M Street NW, Suite 1002 Washington, DC 20036	Positions 1,2,6,7,and 9
National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302	Positions 1,2,6,7,and 9

National Association of Black Journalists University of Maryland 8701-A Adelphi Rd Adelphi, MD 20783-1716	Positions 1,2,6,7,and 9
National Association. of Black-Owned Broadcasters 1155 Connecticut Ave. NW Suite 600 Washington, DC 20036	Positions 1,2,6,7,and 9
National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045-2001	Positions 1,2,6,7,and 9
National Association of Minority Media Executives 1921 Gallows Rd, Suite 600 Vienna, VA 22182	Positions 1,2,6,7,and 9
National Lesbian and Gay Journalists Association 1420 K Street NW Washington, DC 20005	Positions 1,2,6,7,and 9
Native American Journalists Association University of South Dakota 414 E. Clark St. Vermillion, SD 57069	Positions 1,2,6,7,and 9
Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501	Positions 1,2,6,7,and 9
South Asian Journalists Association Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	Positions 1,2,6,7,and 9
Minorities in Communication Division of Association for Education in Journalism and Mass Communication 1621 College St. Columbia, SC 29208	Positions 1,2,6,7,and 9
Black Broadcasters Alliance 3734 William Penn Highway Pittsburgh, PA 15235	Positions 1,2,6,7,and 9
California Chicano News Media Foundation 3800 Figueroa St. Los Angeles, CA 90037-1206	Positions 1,2,6,7,and 9

Asian American Journalists Assn.  
1182 Market St., Suite 320  
San Francisco, CA 94102

Positions 1,2,6,7,and 9

Black Culture Center – MU  
813 Virginia Ave.  
Columbia, MO 65211

Positions 1,2,6,7,and 9

\*KOMU-TV has broadcast 2-4 times per month announcements soliciting organizations who wish to receive information about job openings at KOMU-TV. To date no organizations have responded.

Appendix 3 to  
Annual EEO Public File Report  
Covering the Period October 1, 2008 - September 30, 2009  
Station Comprising Station Employment Unit: KOMU-TV  
Section 3 (Non-Vacancy Specific) Recruitment Activities Undertaken by KOMU-TV

Scholarship Program

Each year, KOMU-TV, along with KBIA-FM, presents a scholarship to the outstanding minority student in the Broadcast News sequence. The student must have the qualities of energy, enthusiasm, accuracy, and a desire to excel in journalism. The student selected must also have at least one year of school remaining. KOMU-TV's News Director, under consultation with a staff member from KBIA, makes the selection which is awarded in April of each year. In 2009 the scholarship was awarded to a female minority student currently enrolled at the University of Missouri's School of Journalism.

Internship Program

The KOMU-TV internship program exposes college students to the dynamic responsibilities of a television station. Interns work 5-10 hours a week learning basic station operations. Past interns benefitted from opportunities in the station's Production, Promotion and Sales Departments. During the Winter 2009 and Summer 2009 semesters 4 interns gained experience in KOMU's Production Department. A number of past interns have gained employment with KOMU-TV after graduation.

Station Visits/Tours

KOMU-TV staff members regularly conduct station tours. Participants, which include students from local schools, local youth groups and other community organizations, are provided with opportunities to observe station operations and ask questions regarding station operations and opportunities in the broadcast industry. The station's staff often assists local youth groups with information necessary to help them obtain merit badges.

1. January 21, 2009 @ 4:30 p.m., Boy Scouts of Hallsville
2. April 20, 2009 @ 9:30 a.m Northwest Pettis County 5<sup>th</sup> Graders
3. July 16, 2009 @ 4:00 p.m. Boys and Girls Club of Columbia

### Career Day/Partners in Education

KOMU-TV staff members are often involved in local efforts for career education in Mid-Missouri. The station's staff members regularly visit area schools where they speak about journalism and broadcasting and the opportunities within those industries.

1. 11/03/08 KOMU 8 News Anchor Megan Murphy was a guest speaker for a Missouri School of Journalism Broadcast 1 class.
2. 11/24/08 KOMU 8 Sports Reporter Eric Blumberg was a guest speaker at Moberly High School's Career Day.
3. 10/21/08 KOMU 8 News Anchor Angie Bailey was a guest speaker for the Columbia Chamber of Commerce Junior Leadership Media Day.

### Employee Training

KOMU-TV consistently cross trains part time employees specifically in our production department to encourage development and potential full time opportunities. KOMU's Production Department tends to promote from within due to this practice. Many part time production employees are students looking to develop skills and prepare themselves for employment after graduation.