

**KRCG TV**  
**Barrington Jefferson City LLC**  
**Annual EEO Public File Report**  
**September 30, 2008 – October 1, 2009**

This EEO Public File Report is filed in compliance with Section 73.2080 (6) of the FCC’s 2002 EEO Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of KRCG-TV, New Bloomfield MO (Jefferson City/Columbia Market) is an equal opportunity employer dedicated to providing broad outreach regarding job vacancies and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Personnel Director at (573) 896-5144. For the purposes of the report, a vacancy was deemed filled when the hire reported for work. Beginning September 17, 2009 KRCG has subscribed to the Broadcast 1 Source service to assist in the management of all aspects of the FCC’s EEO Compliance and Outreach regulations. This service distributes job-opening notifications to a broad range of statewide colleges, universities, minority groups, women groups and employment/recruiting agencies.

**SECTION I: VACANCY INFORMATION**

<b>Job Title</b>	<b>Date Hired</b>	<b>Number of Interviews</b>	<b>Recruitment Source of Hiree</b>	<b>Recruitment Source</b>
Account Executive	12/01/2008	2	13	8, 9, 13
Account Executive	2/16/2009	3	14	8,9,13,10,11,
Account Executive	2/16/2009	15	Job Fair	Job Fair
Account Executive	3/02/2009	15	Job Fair	Job Fair
Content Editor	6/15/2009	6	13	8-15
Night Side Producer	8/24/2009	5	14	8-15

In this reporting period 31 people were interviewed for six (6) full-time positions. Referring sources were as follows:

- 17 AE Job Fair (same 15 people were interviewed for two positions)
- 5 TVJobs.com
- 3 Employee Referral from either current or past employee
- 4 Columbia Tribune
- 2 News Tribune/California Democrat/Fulton Sun

**SECTION II: RECRUITMENT SOURCE INFORMATION**

<b>Source #</b>	<b>Source Name</b>	<b>Source Address</b>
1	NAACP	500 Lafayette Street Jefferson City MO 65101
2	Director of Career Placement	Lincoln University Jefferson City MO
3	Director of Job Placement	Linn Technical University Linn MO
4	Univ of MO Director of Career Planning	110 Noyles Hall Columbia MO
5	William Woods University	200 W 12 <sup>th</sup> ST Fulton, MO
6	Westminster College	Career Planning 501 Westminster Ave Fulton MO
7	Stephen College	Career Placement PO Box 2123 Columbia MO 65215

<b>Source #</b>	<b>Source Name</b>	<b>Source Address</b>
<b>8</b>	KRCG WEBSITE	<a href="http://www.connectmidmissouri.com">www.connectmidmissouri.com</a>
<b>9</b>	KRCG TV	On Air Recruiting
<b>10</b>	Jefferson City News Tribune/California Democrat/Fulton Sun	211 Monroe St Jefferson City MO
<b>11</b>	Columbia Tribune	101 N 4 <sup>th</sup> ST Columbia MO
<b>12</b>	Broadcast Employment Services	PO Box 4116 Oceanside CA 92052
<b>13</b>	Employee Referral	Past and Present Staff
<b>14</b>	TVJOBS.COM	Website postings
<b>15</b>	Missouri Broadcasters Associations MBA.com	Website postings

### Section III: SUPPLEMENTAL OUTREACH ACTIVITIES

**Fairs:** November 10, 2008 KRCG Business Manager/Director of Human Resources attended a Job Fair by Job Point, held in Columbia MO in an attempt to reach the untapped labor pool.

November 2008 KRCG hosted an Account Executive Fair at the Stoneybrook Inn in search of account executives. Those KRCG Employees in attendance were the General Manager, Business Manager, National Sales Manager.

**Internship programs:** We provide the opportunity for local college communications or business students to intern at the station and learn the inner workings of a Television Station. Internships are unpaid. Student's work in their areas of interest and internships may be structured to their needs.

Interns for this reporting period are as follow:

1 Intern	Missouri State University	5/27/2008 – 7/31/2009	News Reporting
1 Intern	Missouri Valley College	5/05/2009 – 7/31/2009	Production
1 Intern	University of MO	6/15/2009 – 8/31/2009	Weather

**Station Tours:** KRCG conducts frequent station tours for interested groups. Many of these are for young children (school groups, boy scouts, cub scouts, girl scouts, etc), some are high school aged and frequently include information on possible jobs or careers in broadcasting. During this period, KRCG conducted on average two tours per month. The summer of 2009 we gave tours to a summer camp of young scientists, and a day camp for a total of 6.

**Other:** February 13, 2009, KRCG Business Manager was a judge at Lincoln University for the Regional Future Business Leaders Competition where she judged on Hiring Practices in the Work place.

September 16, 2009, KRCG Morning Anchor attended Lincoln University where she was a guest speaker in *Teaching A Class*. Approximately 20 college students were presents where the discussion was regarding careers in the media industry with emphasis on teaching the video editing basics.

April 3, 2009 KRCG News Director served as a *judge for the Skills USA Completion at Linn State Technical College*. Competitions judged were Television News Anchor and Video Product Development. Students in this competition ranged from 18-23 years of age. Students from Career and Technical Colleges from all over the state of Missouri as well as High Schools competed in this competition. As a part of the judging process the News Director was able to provide feedback on each student's presentation that was based on factual experience from his broadcast experience. After the judging of each competition the News Director was also able to have a question and answer period with the competition participants regarding employment in the Broadcast/Journalism industry.

April 6, 2009, Morning Meteorologist traveled to a local daycare to do a *Weather Scout Presentation* to the 5-year-old preschoolers. She discussed weather with the preschoolers in their own weather lab. Simple weather and science experiments were conducted and explained. The meteorologists discussed her role to the young ones and how fun it was to be on TV and be meteorologist.

May 12, 2009, a KRCG reporter traveled to *New Bloomfield Elementary for Career Day*. Business men and women from Central Missouri were asked to speak to students about their career and what you do daily. The reporter was able to talk to the children as well as answer questions on what it is like in the day and life of a reporter. The students were able to have a better understanding of what a great career path the Broadcasting Industry has to offer.