

**EEO Public File Report**  
October 1, 2012 through September 30, 2013  
Stations KOZK-TV and KSMU-FM, Springfield, MO  
Missouri State University

All vacancies available at KSMU-FM and KOZK-TV are mailed to the University vacancies mailing list which is attached.

Additionally, vacancy information was made available for each position as outlined below.

**Total full-time vacancies filled from October 1, 2012 through September 30, 2013: 1**

**(1) Director of News & Content Coordinator, Radio**

Start Date: November 1, 2012

**Referral Sources for person hired:**

[www.cpb.org](http://www.cpb.org)

Rachel Knight  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3511

**Sources Utilized:**

[www.missouristate.edu](http://www.missouristate.edu)

Linda Stephens  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-6616

**CPB Jobline (Provided 2 interviewees)**

[www.cpb.org/jobline](http://www.cpb.org/jobline)

Rachel Knight  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3511

[www.optv.org](http://www.optv.org) and [www.ksmu.org](http://www.ksmu.org)

Rachel Knight  
Missouri State University  
901 South National

Springfield, MO 65897  
Phone: 417-836-3511

Personal Contact with Station Staff (**Provided 2 interviewees**)

Missy Shelton-Belote  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-6634

Current Newspaper and [www.current.org](http://www.current.org)

Rachel Knight  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3511

[www.jobsinradio.org](http://www.jobsinradio.org)

Rachel Knight  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3511

## ANNOUNCEMENT DISTRIBUTION

All station vacancies are announced through the Office of Human Resources and are automatically distributed to the following minority recruitment sources. These recruitment sources did not provide any interviewees.

Ms. Liz Drennan  
MERS Goodwill  
308 Park Central East  
Springfield, MO 65806

Greater Metropolitan  
Missionary  
Baptist Church  
1400 North West Avenue  
Springfield, MO 65802

Silver Springs Church of  
God  
518 E. Atlantic  
Springfield, MO 65802

Kenneth L. Estes,  
Executive Director  
Southwest Missouri Indian  
Center  
543 South Scenic  
Springfield, MO 65802

Judy Wingate  
Director of Career Services  
Vatterott College  
3850 South Campbell  
Springfield, MO 65807

Zelldrick L. Preston  
Veterans Admin. Regional  
Office  
Fed. Bldg, 400 S. 18th  
Street  
St. Louis, MO 63103

President

NAACP  
P.O. Box 8983  
Springfield, MO 65801

Ms. Shelly Francka  
Lakes Country  
Rehabilitation Center  
P. O. Box 1277  
Springfield, MO 65801-  
1277

Mid-American All-Indian  
Center  
The Indian Center  
650 North Seneca Street  
Wichita, KS 62703

NAACP - St. Louis Branch  
625 North Euclid, Suite  
#405  
St. Louis, MO 63108

Gibson Presbyterian  
Church  
Rev. Donald Glunt  
536 East Tampa  
Springfield, MO 65806

NAACP  
1601 East 18th Street  
Kansas City, MO 64108

NAACP  
P.O. Box 1933  
Little Rock, AR 72203

Amy Robb, MO Career  
Center  
MO Div. of Workforce  
Development  
2900 E. Sunshine  
Springfield, MO 65804

Kansas City Indian Center  
600 West 39th Street  
Kansas City, MO 64111

Korean Presbyterian  
Church  
of Springfield  
1559 South Grant  
Springfield, MO 65807

Grupo Latinoamericano de  
Springfield  
918 E. Calhoun  
Springfield, MO 65802

Harvest Tabernacle UPC  
3114 E. Sunset Street  
Springfield, MO 65804

Broadway United  
Methodist Church  
Rev. Grant Hagle  
545 South Broadway  
Springfield, MO 65806

Faith Tabernacle Apostolic  
Church  
Rev. Jones Foote  
2548 North Fremont  
Springfield, MO 65803

## **SUPPLEMENTAL OUTREACH INITIATIVES**

**October 1, 2012 through September 30, 2013**

### **Initiative One:** Internship Program

**Date(s):** Fall Semester 2012; Spring Semester 2013; Summer Semester 2013

**Description and Scope of Involvement:** In cooperation with area colleges and universities, KSMU-FM and KOZK-TV provide internship opportunities to students interested in careers in the media industry. Students gain practical experience in the broadcast industry while earning college credit. Students have the opportunity to work in the areas of production/programming, engineering, fundraising and business operations. Students who show proficiency during the internship experience are often hired for part-time paid positions.

#### **Personnel Involved:**

Rachel Knight, Assistant to the General Manager, Radio & TV  
Scott Harvey, Director of News & Content Coordinator, Radio  
Jennifer Davidson, Senior News Producer, Radio & TV & Student Training Coordinator  
Hannah Wingo, Corporate Support Representative & Special Events Coordinator, Radio & TV  
Lori Street, Membership Manager, Radio & TV  
Tom Carter, Programming & Production Manager, TV  
Brad Meyer, Master Control Supervisor, TV  
Brent Moore, Chief Engineer, TV

#### **Interns Included:**

FA12 – 3  
SP13 – 3  
SU13 – 5

### **Initiative Two:** Host Job Fair/Panel Discussion

**Date:** September 20, 2013

**Description and Scope of Involvement:** KSMU-FM and KOZK-TV hosted a job fair at our studios. Tours were provided to interested students and staff spent one-on-one time with students, answering questions about careers in the media industry in general and opportunities at KSMU-FM and KOZK-TV specifically. Staff members were available to review resumes and offer job search advice to students.

#### **Personnel Involved:**

Rachel Knight, Assistant to the General Manager, Radio & TV  
Michele Skalicky, Morning Edition Host, Radio  
Hannah Wingo, Corporate Support Representative & Special Events Coordinator, Radio & TV  
Chris Nagle, Videographer/Editor, TV  
John McMellen, Senior Broadcast Engineer, Radio  
Jessica Gray, Administrative Specialist, Radio & TV

**Initiative Three:** Participation in at least four Events/Programs sponsored by educational institutions

#### **Dates:**

- October 24, 2012: Missouri State University Mock Interviews

- February 6, 2013: Missouri State University Community Service Fair
- February 26, 2013: Missouri State University Career Expo 2013
- March 27, 2013: Missouri State University Citizenship & Service Learning Community Partner Workshop
- May 2, 2013: Ozarks Technical Community College Mock Interviews
- August 18, 2013: Missouri State University New Student Festival

**Description and Scope of Involvement:**

A station representative answered questions regarding job opportunities available at the station, distributed information about the stations, presented information about station programming and services, accepted resumes and applications, and, when applicable, guided students through mock job interviews.

**Personnel Involved:**

Rachel Knight, Assistant to the General Manager, Radio & TV  
 Hannah Wingo, Corporate Support Representative & Special Events Coordinator, Radio & TV  
 Taylor Vance, Marketing & Outreach Assistant, Radio & TV  
 Abby Lacy, Membership Assistant, Radio & TV  
 Lori Street, Membership Manager, Radio & TV  
 Jamie Miller, Membership Coordinator, Radio & TV  
 Sue Camp, Membership Coordinator, Radio & TV  
 Brent Slane, Distributed User Support Specialist, TV  
 Tammy Wiley, General Manager, Radio & TV

**Initiative Four:** Participation in scholarship and internship program directed at students interested in pursuing a career in broadcasting, sponsored by state broadcasting association.

**Dates:** March and May 2013

**Description and Scope of Involvement:** KSMU-FM and KOZK-TV participated in the Missouri Broadcasters Association Internship Program and Scholarship Program. KSMU-FM and KOZK-TV ran on-air spots promoting the program, accepted applications and forwarded recommended applicants to the Missouri Broadcasters Association for consideration.

**Personnel Involved:**

Rachel Knight, Assistant to the General Manager, Radio & TV  
 Hannah Wingo, Corporate Support Representative & Special Events Coordinator, Radio & TV  
 Liz Malarkey, Traffic Coordinator & Operations Assistant, Radio  
 Monica Cataldo, Traffic Coordinator, TV