

EEO Public File Report
October 1, 2018 through September 30, 2019
Stations KOZK-TV and KSMU-FM, Springfield, MO
Missouri State University

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

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

Total full-time vacancies filled from October 1, 2018 through September 30, 2019: 4

(1) Master Control Operator

Start Date: April 16, 2019

Referral Source(s) for person hired:

Personal Contact with Station Staff
Brad Meyer
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3190

Sources Utilized:

www.missouristate.edu **(Provided 1 interviewee)**

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

Various Listings arranged by MSU HR (see list below)

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

CPB Jobline
www.cpb.org/jobline
Rachel Knight
Missouri State University
901 South National

Springfield, MO 65897
Phone: 417-836-3511

Missouri Broadcasters Association
<https://www.mbaweb.org/job-openings/>
Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511

On-air spots on KSMU Radio Network and Ozarks Public Television
Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511
Spots are written, produced, scheduled and aired by station staff.

www.optv.org and www.ksmu.org
Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511

(2) Director of Community Support
Start Date: July 15, 2019

Referral Source(s) for person hired:

Personal Contact with Station Staff
Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3190

Sources Utilized:

www.missouristate.edu **(Provided 1 interviewee)**
Linda Stephens
Missouri State University
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Phone: 417-836-6616

Various Listings arranged by MSU HR (see list below)

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

Missouri Broadcasters Association
<https://www.mbaweb.org/job-openings/>
Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511

Greater Public
www.greaterpublic.org
Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511

On-air spots on KSMU Radio Network and Ozarks Public Television **(Provided 1 interviewee)**

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

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www.optv.org and www.ksmu.org
Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511

(3) Director of Community Support

Start Date: October 1, 2019

Referral Source(s) for person hired:

www.missouristate.edu

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

Sources Utilized:

Various Listings arranged by MSU HR (see list below)

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

CPB Jobline
www.cpb.org/jobline
Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511

Missouri Broadcasters Association
<https://www.mbaweb.org/job-openings/>
Rachel Knight
Missouri State University
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Greater Public
www.greaterpublic.org
Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511

On-air spots on KSMU Radio Network and Ozarks Public Television
Rachel Knight
Missouri State University

901 South National
Springfield, MO 65897
Phone: 417-836-3511

Spots are written, produced, scheduled and aired by station staff.

www.optv.org and www.ksmu.org

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

(4) Corporate Support Representative

Start Date: October 1, 2019

Referral Source(s) for person hired:

www.optv.org and www.ksmu.org

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

Sources Utilized:

www.missouristate.edu

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

Various Listings arranged by MSU HR (see list below)

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

CPB Jobline

www.cpb.org/jobline

Rachel Knight
Missouri State University
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Missouri Broadcasters Association
<https://www.mbaweb.org/job-openings/>
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Phone: 417-836-3511

Greater Public
www.greaterpublic.org
Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511

On-air spots on KSMU Radio Network and Ozarks Public Television **(Provided 1 interviewee)**
Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511
Spots are written, produced, scheduled and aired by station staff.

www.optv.org and www.ksmu.org **(Provided 1 interviewee)**
Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511

Personal Contact with Station Staff **(Provided 1 interviewee)**
Jamie Henline
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3512

ANNOUNCEMENT DISTRIBUTION

All station vacancies are announced through the Missouri State University Office of Human Resources and are automatically distributed to the following minority recruitment sources. Any interviewees provided by these sources are also indicated above.

| Company | Address | City | State |
|---|---|----------------|--------------|
| Air National Guard | matthew.d.degase.mil@mail.mil | St. Joseph | MO |
| Alternative Opportunities | 1111 S. Glenstone, Suite 2-100 | Springfield | MO |
| Broadway United Methodist Church | 545 S Broadway Ave | Springfield | MO |
| Columbia Veteran Center | Charlotte.roth@va.gov | | |
| Department of Veterans Affairs | 4801 Linwood Blvd. | Kansas City | MO |
| Developmental Center of the Ozarks | 1545 E. Pythian | Springfield | MO |
| Faith Tabernacle Apostolic Church | 2548 North Fremont | Springfield | MO |
| Gibson Presbyterian Church | 536 East Tampa | Springfield | MO |
| Greater Metropolitan Missionary Baptist Church | 1400 North West Avenue | Springfield | MO |
| Grupo Latinoamericano de Springfield | 918 E Calhoun | Springfield | MO |
| Harvest Tabernacle UPC | 3114 E Sunset Street | Springfield | MO |
| Higher Education Recruitment Consortium - HERC | | | |
| HigherEdJobs.com | 715 Lake Street, Suite 400 | Oak Park | IL |
| INSIGHT Into Diversity | | | |
| Joplin Vocational Rehabilitation | 801 E. 15th Street | Joplin | MO |
| Kansas City Indian Center | 600 West 39th Street | Kansas City | MO |
| Kansas City Veteran Center | 4800 Main Street, Suite 107 | Kansas City | MO |
| Korean Presbyterian Church of Springfield | 1559 South Grant | Springfield | MO |
| Lakes Country Rehabilitation Center | PO Box 1277 | Springfield | MO |
| MERS Goodwill | 319 N Main Ave STE 300 | Springfield | MO |
| Mid-American All-Indian Center | 650 North Seneca Street | Wichita | KS |
| Minorities in Business (MIB) | 405 N. Jefferson | Springfield | MO |
| Missouri Army National Guard | samuel.m.jarvis.mil@mail.mil | Jefferson City | MO |
| Missouri State University Career Center | Missouri State University JQH Arena 685 S. John Q Hammons Parkway | Springfield | MO |
| Missouri State University Career Center | MSU JQH Arena 685 S. John Q Hammons Parkway | Springfield | MO |
| Missouri State University Veteran Student Services | veteranservices@missouristate.edu | Springfield | MO |
| Missouri State University, West Plains Business Office | AlyssaCollins@missouristate.edu | West Plains | MO |
| Missouri State University, West Plains Business Office | ScottSchneider@missouristate.edu | West Plains | MO |
| MO Career Center | 2900 E Sunshine | Springfield | MO |
| MO Career Center, Ft. Leonard Wood, MO | joshua.williams@ded.mo.gov | | |
| MO Division of Workforce Development | 2900 E Sunshine | Springfield | MO |
| MO Division of Workforce Development | 2900 E Sunshine | Springfield | MO |
| MO Workforce Development Centers | 15301 E. 23rd Street | Independence | MO |
| NAACP | 7605 Natural Bridge Rd. Suite #103 | St. Louis | MO |
| NAACP | PO Box 8983 | Springfield | MO |

| | | | |
|--|---|-------------|----|
| NAACP | 1601 East 18th Street | Kansas City | MO |
| Navy Marine Corp Reserve Center | 1110 N. Fremont Avenue | Springfield | MO |
| Northwest Missouri State University/Career Development Coordinator | career@nwmissouri.edu | Maryville | MO |
| Ozark Independent Living | 109 Aid Avenue | West Plains | MO |
| Paraquad, Inc. | 5240 Oakland Avenue | St. Louis | MO |
| Professional Diversity Network Veteran Connect Virtual Job Fair | http://www.veteransconnect.net/home.php | | |
| Silver Springs Church of God | 518 E Atlantic | Springfield | MO |
| Southwest Center for Independent Living | 2864 S. Nettleton Avenue | Springfield | MO |
| Southwest Missouri Indian Center | 543 South Scenic | Springfield | MO |
| Springfield North Vocational Rehabilitation | anita.michel@vr.dese.mo.gov, Undeliverable Nov 2018 | | |
| Springfield South Vocational Rehabilitation | 1735 W. Catalpa, Suite C | Springfield | MO |
| Springfield Veteran Center | Rob.Freeman@va.gov | | |
| St. Louis American Newspaper | 2315 Pine Street | St. Louis | MO |
| St. Louis Veteran Center | Tony.williams4@va.gov | | |
| State of Missouri Department of Elementary and Secondary Education Vocational Rehabilitation | ronald.williams@vr.dese.mo.gov | | |
| The Academic Network (TAN) | 2010 West Avenue K #646 | Lancaster | CA |
| The Call Newspaper | PO Box 410477 | Kansas City | MO |
| Turning Point Church | 1722 N. National | Springfield | MO |
| Unite of Southwest Missouri, Inc. | PO Box 1745 | Springfield | MO |
| Vatterott College | 3850 South Campbell | Springfield | MO |
| Veterans Administration Regional Office | Federal Building 400 S 18th Street | St Louis | MO |

SUPPLEMENTAL OUTREACH INITIATIVES

October 1, 2018 through September 30, 2019

Initiative One: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Date(s): Fall Semester 2018; Spring Semester 2019; Summer Semester 2019

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 General Manager, Radio & TV

Jennifer Moore, Director of News & Content Coordinator, Radio

Interns Included:

FA18 – 2

SP19 – 2

Initiative Two: Hosting of at least one job fair.

Date: September 12, 2019

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 General Manager, Radio & TV
Jennifer Moore, Director of News & Content Coordinator, Radio
Lori Street, Manager, Membership, Radio & TV
Ted Quirk, Corporate Support Representative & Special Events Coordinator, Radio & TV
Brent Slane, Distributed User Support Specialist, TV
Brent Moore, Chief Engineer, TV
Jessica Balisle, Administrative Specialist, Radio & TV

Initiative Three: Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Events:

- October 26, 2018: Missouri State University Mock Interviews
- November 13, 2018: Ozarks Technical Community College Mock Interviews
- January 23, 2019: Springfield Public Schools GO CAPS Job Shadow
- February 27, 2019: Missouri State University Career Expo
- March 27, 2019: Ozarks Technical Community College “Let’s Get to Work” Career Fair
- April 4, 2019: Missouri State University Mock Interviews
- April 23, 2019: Ozarks Technical Community College Mock Interviews
- May 14, 2019: Dallas County OACAC “The Voice Experiences” Career Fair
- August 27, 2019: Missouri State University Student Employment Job Fair
- September 17, 2019: Missouri State University College of Arts & Letters Career Expo

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 General Manager, Radio & TV
Jamie Henline, Assistant Manager – Membership, Radio & TV
Lori Street, Manager, Membership, Radio & TV
Jason Ferber, Videographer/Editor, TV
Brent Slane, Distributed User Support Specialist, TV
Will Padfield, Volunteer Coordinator, Radio & TV
Kristy Taylor, Corporate Support & Community Engagement Manager, Radio & TV
Ted Quirk, Corporate Support Representative & Special Events Coordinator, Radio & TV

Jennifer Moore, Director of News & Content Coordinator, Radio

Initiative Four: Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Dates: February-March 2019

Description and Scope of Involvement: KSMU-FM and KOZK-TV participated in the Missouri Broadcasters Association 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 General Manager, Radio & TV

Nico Burasco, Videographer/Editor

Liz Malarkey, Traffic Coordinator & Operations Assistant, Radio

Monica Cataldo, Traffic Coordinator, TV