

KY3, Inc.
ANNUAL EEO PUBLIC FILE REPORT
FOR “OPTION A” BROADCAST STATIONS

The purpose of this Annual EEO Public File Report for “Option A” Broadcast Stations (this “Report”) is to comply with Section 73.2080(c)(6) of the Commission’s EEO Rules.

This report has been prepared on behalf of the station employment unit (the “Station Employment Unit”) which is comprised of the following broadcast stations: KYTV(NBC), KSPR (ABC), and K15CZ (The Ozarks CW) in Springfield, MO (the “Reporting Stations”) and is intended to be placed in the public inspection files, and on the web site, if any of the Reporting Station by the applicable Commission deadline.

The information contained in this Report covers the time period from October 1, 2014 to, and including, September 30, 2015 (the “Reporting Period”).

Under the Commission’s EEO Rules, the Station Employment Unit has elected Option A, “Supplemental Recruitment Measures” for the Reporting Station for the duration of the Reporting Period.

The Commission’s EEO Rules require that this Report contain the following additional information:

- 1 A list of all full-time vacancies filled by the Reporting Station during the Reporting Period; identified by job title;
- 2 For each such 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 Commission’s EEO rules, 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 Reporting Period;
- 4 Data reflecting the total number of persons interviewed for full-time vacancies during the Reporting 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 Commission’s EEO Rules during the Reporting period.

Since some of the information required for this Report is duplicative, the Station Employment Unit has developed the attached set of Appendices, which, in the aggregate, contain all of the information believed to be required under the Commission’s EEO Rules.

For the purposes of this Report, a vacancy was deemed “filled” not simply 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.

This Report was prepared on September 30, 2015.

Prong 3: The following is a list of outreach initiatives undertaken by the Reporting Station during the Reporting Period.

CAREER FAIRS

October 21, 2014 – The following hiring managers participated in a career exposition at Missouri State University in Springfield, MO: Lisa M. and Scott B. It was designed to inform the public of employment and internship opportunities.

October 23, 2014 – The following hiring managers participated in a career exposition at College of the Ozarks in Point Lookout, MO: Kent O., Kirk L., Karl O., and Brian V. It was designed to inform the public of employment and internship opportunities.

January 19, 2015 – The Community Relations Manager, Promotions Manager, Business Manager, & Operations Supervisor participated in the Multicultural Festival at Missouri State University.

April 14, 2015 – The following hiring managers participated in a career exposition at College of the Ozarks in Point Lookout, MO: Kent O. and Daniel M. It was designed to inform the public of employment and internship opportunities.

February 20, 2015 – The following hiring managers participated in a career exposition at Missouri State University in Springfield, MO: Daniel M. and Scott B. It was designed to inform the public of employment and internship opportunities.

COMMUNITY INVOLVMENT

KY3, Inc. has several employees representing the station by serving on local committees and boards. Those groups include: The United Way of the Ozarks, The United Way Campaign Committee Campaign, The American Red Cross, Good Community Board, Rotary, Springfield Chamber of Commerce, South East Springfield Rotary Membership Committee, Children's Miracle Network Campaign Committee, The Victim Center, Springfield Executive Breakfast Club, Missouri Broadcasters Association, Springfield Area Human Resource Association, Society of Human Resource Management, Diaper Bank of the Ozarks, Juanita K. Hammons Hall for the Performing Arts, Springfield Little Theater Marketing Committee, Junior League Advisory Council, Miracle League of Springfield, American Cancer Society, Big Brothers Big Sisters of the Ozarks, Ozarks Food Harvest, Army, University of Missouri – A&S Board, Springfield Workshop Industrial Solutions, Parents Leadership Council – University of Missouri, Art & Science Board – Communications Committee – University of Missouri, Leadership Springfield Class, Community Partnership of the Ozarks, City of Springfield Poverty Commission, Springfield SERTOMA Club, James River Basin Partnership, American Diabetes Association, Home Builders Association of Springfield, Republic Community Foundation Board, Healthy Living Alliance, Bags of Fun, KC, Children's Miracle Network, MDA, Springfield Area Sports Hall of Fame, Board of Governors – Mid America Chapter of N.A.T.A.S., and Crimestoppers.

SCHOLARSHIP PROGRAM

KY3, Inc. offers two scholarships per academic school year to local high school or university students pursuing a career in the media industry. The scholarship was established to encourage students of the highest caliber to enter broadcasting as a career and to seek the highest quality education in the field. The scholarship reflects KY3, Inc.'s commitment to equal opportunities in education and employment. The purpose of the scholarship is:

- To encourage a higher standard of professionalism in the industry;
- To foster a stronger relationship between higher education and the profession;
- To promote a greater understanding of journalistic ethics and a societal responsibility of broadcasters; and

- To support potential and commitment in promising future broadcasters.
- KY3, Inc. awarded two scholarships for \$1,000 each for the 2015-2016 school year

STATION TOURS / STATION VISITS

As a service to our community, KY3, Inc. offers free station tours to schools and organizations in our viewing area. These tours and visits are designed to allow classes, families, and individuals the opportunity to observe the internal workings of a television station and how the news is delivered on air while allowing them to watch a live newscast and have any questions answered. We gave approximately 99 tours during this reporting period.

INTERNSHIP PROGRAMS

KY3, Inc. has an internship program available to college students. This program is designed to allow students to apply their formal course work in a day-to-day setting and to provide an opportunity to acquire the skills needed for broadcast employment. Our internship opportunities are available in the following departments: Operations, News, and Promotions. Available internships are posted on our website. We have hosted approximately 14 interns during this reporting period.

JOB SHADOWING PROGRAM

KY3, Inc. offers a Job Shadowing program available to High School students. This program is designed to provide an opportunity to learn the skills and responsibilities associated with broadcast employment through hands on experience. KY3, Inc. hosted 24 job shadow students during the reporting period.

UPPER LEVEL JOB OPENING RECRUITMENT EFFORTS

KY3, Inc. lists its upper-level job openings in a job bank or a newsletter of media trade groups whose memberships include a substantial participation of women and minorities.

INTERNAL TRAINING PROGRAMS

KY3, Inc. has several training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

October 2014 – Manager and Supervisor Training: Employee Motivation, Presented by Dale McCoy. Those in attendance were those in a management and supervisor roll. Total of 31 in attendance.

June 2015 – Supervisor Training – The Gifts of Imperfection: A Leader's Best Gift to Self. Presented by Alina Lehnert. All Supervisory staff in attendance.

Additionally, employees are encouraged to cross-train inside and outside their home departments in order to acquire new skills to prepare them for advancement opportunities. As a result of internal training and cross-training: Melody P., Michael G., Lauren H., and Bobby O. were promoted this reporting period.

OUTSIDE TRAINING PROGRAMS

KY3, Inc. holds periodic training sessions designed to develop the management skills of supervisory and management level personnel. All employees receive a login and have free access to Lynda.com to conduct personalized training at will.

All management and supervisory level employees are required to participate in the Schurz Communications, Inc. Supervisory and Leadership training program. Training courses offered through this program are:

The Model Leader
Leadership Essentials: Motivating Employees
Effective Interfunctional Relationships
A Primer for Ensuring Accountability
Leadership Essentials: Building Your Influence as a Leader

Leadership Essentials: Leading with Emotional Intelligence
 Leadership Essentials: Leading Innovation
 Managing for High Performance
 Managing Managers
 Recognizing a Leader
 Leading by Enabling
 Effective Relationships with Business Partners
 Improving Your Emotional Intelligence Skills: Self-awareness and Self-management
 Taking on a Management Role
 Becoming a Manager: Responsibilities and Fears
 Becoming a Manager: Leading and Communicating
 A New Manager and the Company's Future
 Communication Leadership
 Leadership and Change
 Leadership Essentials: Leading Business Execution
 Tomorrow's Managers' Competencies
 Managing as Coach and Counselor
 Giving Feedback
 Rightful Employment Termination
 Equal Employment Opportunity and Discriminatory Practices
 FMLA Leave and More: An Overview of Legally Protected Leave
 Understanding the Americans with Disabilities Act (ADA)
 Fair Labor Standards Act (FLSA)
 Employee Sexual Harassment Awareness
 Supervisor and Manager Sexual Harassment Awareness
 Workplace Harassment for Supervisors and Managers
 Workplace Harassment for Employees
 Using Feedback to Improve Team Performance

In an effort to help prepare employees for advancement opportunities, KY3, Inc. also sends employees to outside training and industry specific conferences and utilizes various online training webinars and internal training sessions to enhance their technical skills, managerial skills and industry knowledge. The following seminars and conferences were attended in this reporting period:

2014:

October 15 - Advanced Targeting, Jason Webb, Schurz – Sarah K. and Chris A.
 October 16 – Rich Media Ads, Rachel Little, Schurz– Sarah K. and Chris A.
 October 20 – Thunderburst Media Webinar– Sarah K. and Chris A.
 October 21 – Paper G Training– Sarah K. and Chris A.
 October 22 – Schurz Digital, Ashely Saville, Schurz– Sarah K. and Chris A.
 October 22 – Harassment and Diversity Training – Presented by Janice G. - All Staff
 October 22 – United Way Giving – Presented by Brian M. – All Staff
 October 30 – Schurz Digital Services, Ian Wilson, Schurz– Sarah K. and Chris A.
 November 13 – Jim Doyle Webinar – Sales
 November 17 – Yellow Pages Training - Sales
 November 17 – AdClarity Webinar– Sarah K., Chris A., Jimmie B., Marcus B., Debbie E., and Mike G.
 November 18 – Mutual Insurance Libel & Slander / Reducing Intellectual Property Risk in the Digital Age – Angela M.

November - Jacques Natz / SmithGeiger – Professional Training – Promotions, KSPR and KY3 News Teams
December 9 – “Re”-Orientation Training for recent new hires – All Dept Heads were Presenters
December 10 – Virtual Edge Training – Angela M.
December – Topical and Tease Training – Promotions, KSPR and KY3 News Teams

2015:

January 5 – Local Media Association, Sales Training Webinar – Jimmie B., Marc B., Debbie E., Chris A., Sarah K.
January 8 – Reach Local - Paid Search Training - Natalie M., Jimmie B., Marc B., Debbie E., Chris A., Sarah K.
January 8 – LSM Training Call
January 9 – Sales Training
January 9 – GSM Training Call
January 14 - Office 365 – Angela M. & Danielle N.
January 20 – Leadership Springfield Seminar – Angela M.
January 20 – Springfield Chamber Training – Mary C.
January 22 – Second Street - TV Promotions - Natalie M., Jimmie B., Marc B., Debbie E., Chris A., Sarah K.
January 24 – Programmatic Training – Sales
January 26 – February 6 – Digital Training, hosted by Chris R. – Open House Format
January 28 – YieldMo - Mobile Revenue - Natalie M., Marc B., Debbie E., Chris A., Sarah K.
February 19 – SAHRA – Legislative Update – Janice G.
February 19 – Second Street - New data platform - Natalie M., Marc B., Debbie E., Chris A., Sarah K.
February 19 – Mutual Insurance Legal Series Webinar: A Journalist’s Guide to the Fair Report Privilege – Angela M., Scott B. & Chris R.
February 23 – 24 - Jacques Natz / SmithGeiger – Professional Training – Promotions, KSPR and KY3 News Teams
February 24 – Cox Vedeo Training – Mary C. and Natalie M.
February 24-26 – MBA Leadership Conference – Brian M.
February 26 – Performance Evaluation Training by Janice G.
March 17 – Analytic Training – Sales
March 19 – SAHRA – Time to Get Back to Management 101 – Janice G.
March 24 – Second Street - On-site training with Liz Crider - Natalie M., Marc B., Debbie E., Chris A., Sarah K., TV Sales Team
March 31 – Zapp360 - Mobile ad platform - Natalie M., Marc B., Debbie E., Chris A., Sarah K.
April 1 - Schurz Ad Dashboard Training – Kent O., Jimmie B., Nathan S., Natalie M., Chris A., Sarah K., Debbie E., Marc B.
April 6 - Zapp 360 Mobile Platform Training - Kent, Kent O., Jimmie B., Nathan S., Natalie M., Chris A., Sarah K., Debbie E., Marc B.
April 9 - Schurz Digital Roundtable Call - Kent O., Jimmie B., Nathan S., Natalie M., Chris A., Sarah K., Debbie E., Marc B.
April 9 – Sales Training
April 11 – Storm Spotter Training – Staff from both KSPR and KY3 Newsrooms
April 13-17 – NAB Conference – Brian M.
April 20 – Music License Reporting Compliance – Lacie B. & Danielle N.
April 23 – ADA Training – HR WebAdvisor – Janice G.
April 23 – Engagement and Recognition Training – Terryberry – Janice G.
May 7 - Schurz Digital Roundtable Call – Kent O., Nathan S., Natalie M., Chris A., Sarah K., Debbie E.
May 13 - Okanjo Platform Demo – Kent O., Brian M.
May 13 – Smith Geiger – Digital Tools for Enterprise Story Ideas – Bridget L., Matt B., Katlyn M., Jerry J., Sarah K., Terra H.
May 18-20 – MFM Conference – Angela M.
May 20 - Mobile website training with Thunderburst - Kent O., Jimmie B., Nathan S., Natalie M., Chris A., Sarah K., Debbie E., Marc B.

May 20 – Employer’s Guide to Background Checking Basics – Janice G.
 May 28 - Mutual Insurance Legal Series Webinar: Evaluating Privacy Legal Risks in News – Angela M., Katherine M., Brian V.
 June 4 – Rentrak Training
 June 4 - Schurz Digital Roundtable Call - Kent O., Jimmie B., Nathan S., Natalie M., Chris A., Sarah K., Debbie E., Marc B.
 June 5-6 – MBA Conference – Brian M.
 June 8 – 12 – Promax Conference – Jamie P.
 June 22 – Digital Day Sales Training
 June 23 - Training with Megaphone Designs on new platform – Kent O., Nathan S., Chris A., Sarah K., Debbie E., Marc B., Mike G.
 June 24 – Department Head & Supervisor Training: The Gifts of Imperfection, A Leader’s Best Gift to Self, presented by Alina L.
 June 30 – Lunch & Learn: Social Media, presented by Chris R.
 June 30 - Second Street Platform upgrade training – Kent O., Michael P., Ellen J.
 July 22 – MBA Webinar: The Art of Hiring Smart – Angela M.
 July 24 – Sales Training
 July 28-30 – SCI Financial Manager Meeting – Angela M.
 August 20 – Cultural Competency Training – Open to entire News Staff
 August 25 – Internship Training – Bridget L., Chris R., and Scott B.
 Sept 11 – DGP Upgrade & Citrix Environment Training – Angela M.
 Sept 16 – Management Reporter Training – Angela M., Lacie B. & Shana S.
 Sept 17 – DGP Training – Angela M., Lacie Burk & Shana Sears
 Sept 30 – Labrador A/P Portal Training – Angela M., Lacie B. & all A/P approvers

EVENTS ATTENDED, CLASSROOM VISITS & COMMUNITY ORGANIZATION OUTREACH BY KY3, INC. EMPLOYEES

KY3, Inc. staff represented the stations by attending events as Emcees, Guest Speakers, Volunteers, and Attendees. They also visited classrooms from High School to University level and local chapters of community organizations to discuss public relations and how it networks with KY3, Inc. through presentations, speeches and question and answer sessions.

October 1, 2014 – September 30, 2015 PUBLIC APPEARANCES

Public Appearances				
Who	Description	Group	City	Date
Sara Forhetz	Speaker	FCCLA Conference	Branson	October 1
Maria Neider	Emcee	Breast Cancer Foundation of the Ozarks Dinner/Gala	Springfield	October 3
Ethan Forhetz	Emcee	Walk for Life	Springfield	October 4
Brandon Beck	Reading/Speaking	Weller Elementary	Springfield	October 6
Brandon Beck	Speaker	Extension Homemakers @ Mercy Cancer Center	Springfield	October 7

Paul Adler	Community Service	Salvation Army Executive Committee	Springfield	October 7
Abby Dyer	Speaker	Military Officer's Luncheon	Point Lookout, MO	October 8
Paul Adler	Community Service	Salvation Army Advisory Board	Springfield	October 9
Maria Neider	Anchor	Celebrate the Ozarks	Green Forest, AR	October 10
Steve Grant	Award Recipient	Evangel University	Springfield	October 10
Brandon Beck	Award Recipient	Evangel University	Springfield	October 10
Paul Adler	Anchor	Celebrate the Ozarks	Green Forest, AR	October 10
Steve Grant	Anchor	Celebrate the Ozarks	Green Forest, AR	October 10
Ethan Forhetz	Reporter: St. Louis NLCS	St. Louis Cardinals NLCS	St. Louis	October 13
Ethan Forhetz	Reporter: St. Louis NLCS	St. Louis Cardinals NLCS	St. Louis	October 13
Paul Adler	Community Service	Salvation Army/Bass Pro Christmas meeting	Springfield	October 13
Paul Adler	Speaker	Cabool Elementary Walk with Community	Cabool	10/15/2014
Lisa Rose	Appearance	March of Dimes	Springfield	October 16
Sara Forhetz	Emcee	Signature Chef Event	Springfield	October 16
Sara Forhetz	Emcee	Taste of Victory for Victory Mission	Springfield	October 17
Emily Wood	Appearance (meet & greet)	Celebrate The Ozarks	Ava, MO	October 17
Ethan Forhetz	Appearance (meet & greet)	Celebrate The Ozarks	Ava, MO	October 17
Lisa Rose	Appearance (meet & greet)	Celebrate The Ozarks	Ava, MO	October 17
Lisa Rose	Emcee	Pink Ribbon Rally at Cox Health	Springfield	October 18
Sara Forhetz	Emcee	Dancing With The Stars	Strafford	October 18
John Stinson	Speaker	Professional Roundtable Forum, Springfield Contemporary Theater	Springfield	October 20
Janice Goocher	Speaker	Career Advising Workshop, Missouri State University	Springfield	October 30

Maria Neider	Appearance	Trunk of Treat, St. Elizabeth Ann Seton Church	Springfield	October 31
Brandon Beck	Weather Presentation	Nixa Summit Intermediate School	Nixa	November 3
Ethan Forhertz	Emcee	Fashion Show	Springfield	November 4
Paul Adler	Community Service	Salvation Army Bell Ringing	Springfield	November 7
Brandon Beck	Emcee	Texas County Memorial Hospital chili cook-off fundraiser	Houston, MO	November 8
Paul Adler	Community Service	Salvation Army Executive Committee	Springfield	November 11
Paul Adler	Community Service	Salvation Army Advisory Board	Springfield	November 13
Paul Adler	Community Service	Salvation Army kettle pickup	Springfield	November 14
Kate Allt	Judge	Springfield Hair Academy's Fashion Show	Springfield	November 14
Maria Neider	Committee Chairperson	Clothing Drive/Book Fair, SEASI	Springfield	November 14
Maria Neider	Committee Chairperson	Clothing Drive/Book Fair SEASI	Springfield	November 14
Jonathan Wahl	Speak to Students	College of the Ozarks students working in the news world	Branson, MO	November 20
Paul Adler	Community Service	Salvation Army kettle pickup	Springfield	November 21
Lindsey Slater	Emcee	St. Jude Walk at Jordan Valley Park	Springfield, MO	November 22
Brandon Beck	Weather Presentation	Nixa Cub Scouts	Nixa	November 24
Paul Adler	Community Service	Salvation Army kettle pickup	Springfield	November 28
Paul Adler	Community Service	Salvation Army Bell Ringing	Springfield	November 29
Maria Neider	Reader	St. Elizabeth Ann Seton	Springfield	December 1
Ethan Forhertz	Speaker	Victory Mission Christmas Dinner	Springfield	December 3
Ethan Forhertz	Guest Lecture	Evangel University	Springfield	December 4
Maria Neider	Speaker	Women in Business Expo	Springfield	December 4
Steve Grant	Co-Host	Evangel University's "Christmas Concert"	Springfield	December 5

Paul Adler	Community Service	Salvation Army kettle pickup	Springfield	December 5
Paul Adler	Community Service	Salvation Army kettle pickup	Springfield	December 5
Steve Grant	Host	Christmas Cantata Evangel Temple	Springfield	December 7
Paul Adler	Community Service	Salvation Army Executive Committee	Springfield	December 9
Paul Adler	Community Service	Salvation Army Advisory Board	Springfield	December 11
Paul Adler	Community Service	Salvation Army kettle pickup	Springfield	December 12
Maria Neider	Appearance	Springfield Christmas Parade	Springfield	December 13
Paul Adler	Appearance	Springfield Christmas Parade	Springfield	December 13
Paul Adler	Community Service	Salvation Army kettle pickup	Springfield	December 19
Sara Forhetz	Moderator	Women in Business Enterprises	Springfield	Jan 6
Sara Forhetz	Keynote Speaker	Kimberling City Friends and Neighbors of Table Rock Lake	Kimberling City	Jan 12
Maria Neider	Appearance	Springfield Public Schools Charity	Springfield	Jan 13
Linda Russell	Speaker	Knights Striking Out for The Kitchen	Springfield	Jan 18
Emily Wood	Emcee	Multicultural Festival Unite of Southwest Missouri	Springfield	Jan 19
Abby Dyer	Emcee	Pizza Bowl	Springfield	Jan 20
Sara Forhetz	Board Member	Victory Mission	Springfield	Jan 27
Felicia Combs	Visitor & Speaker	Discovery Montessori School	Springfield	Jan 29
Mary Chalender	Attendee	Springfield Chamber of Commerce Annual Meeting	Springfield	January 30
Linda Russell	Emcee	Jack Frost 5K Run	Springfield	Jan 31
Sara Forhetz	Speaker	Transitional Living Class	Springfield	Feb 4
Brandon Beck	Speaker	7 th Grade Science Students	Republic	Feb 19
Ethan Forhetz	Emcee	Ambassadors For Children	Springfield	Feb 21

Ashley Reynolds	Emcee	Trivia night benefit for Officer Pearson	Springfield	February 21
Sara Forhetz	Emcee	Ambassadors for Children Event	Springfield	Feb 21
Leigh Moody	Appearance	Hooray for Hollywood	Springfield	February 22
Ethan Forhetz	Lecture	Drury University	Springfield	Feb 23
Ashley Reynolds	Emcee	Dining in the Dark benefit for Vision Rehab Center	Springfield	February 28
Scott Brady	Representatives	Station Trip to Sister Station Ajara TV	Batumi, Georgia	Feb 28-March 5
Chris Replogle	Representatives	Station Trip to Sister Station Ajara TV	Batumi, Georgia	Feb 28-March 5
Steve Grant	Lecture	Evangel University	Springfield	March 5
Lisa Rose	Emcee	Lucky Paws fundraiser (Southwest Missouri Humane Society)	Springfield	March 14
Brandon Beck	Presentation	Lighthouse Academy East	Springfield	March 17
Steve Grant	Emcee	Everyday Heroes	Springfield	March 18
Felicia Combs	Visitor & Speaker	Westport K-8	Springfield	March 19
Paula Morehouse	Attendee	Harmony House meeting	Springfield	March 20
Paula Morehouse	Judge	cooking contest for the CVB	Springfield	March 20
Maria Neider	Appearance	Emerald Evening: Springfield Catholic Schools	Springfield	March 21
Sara Forhetz	Speaker	Helping Villages in Haiti benefit	Springfield	March 22
John Stinson	Speaker	Commercial Acting Forum, Springfield Contemporary Theater	Springfield	March 23
Linda Russell	Singer	Missouri Sports Hall of Fame Induction Ceremony	Springfield	March 23
Brandon Beck	Speaker	Evangel University	Springfield	March 26
Paula Morehouse	Attendee	Harmony House meeting	Springfield	March 26
Paul Adler	Emcee	Jr. League 5K	Springfield	March 28
Ron Hearst	Speaker	Kindergarten Class: Plato	Plato	March 30

Ron Hearst	Speaker	Junior High Class: Lebanon	Lebanon	March 30
Brandon Beck	Speaker	Willard Boy Scouts	Willard	March 30
Sara Forhetz	Board Member	Victory Mission board meeting	Springfield	March 31
Felicia Combs	Reading to Preschoolers	Redeemer Preschool	Nixa	April 2
Maria Neider	Speaker	LIFT Speaker: Wesley Methodist Church	Springfield	April 2
Maria Neider	Speaker	Springfield Little Theater	Springfield	April 2
Ethan Forhetz	Emcee	Alzheimer's Association Breakfast	Springfield	April 6
Paul Adler	Board member	Salvation Army Executive Committee	Springfield	April 7
Maria Neider	Appearance	SEAS: Muffins with Mom	Springfield	April 8
Paul Adler	Board member	Salvation Army Executive Committee	Springfield	April 9
Maria Neider	Appearance	Princess Tea & Fashion Show	Springfield	April 12
Lisa Rose	Emcee	GYN Cancer Alliance Event	Springfield	April 13
Lisa Rose	Emcee	Springfield Theatre Alliance	Springfield	April 14
Paul Adler	Emcee	Show Me State Games, Springfield kickoff	Springfield	April 14
Maria Neider	Appearance	Safe & Sound	Springfield	April 18
Lisa Rose	Appearance	Safe & Sound	Springfield	April 18
Ethan Forhetz	Appearance	Safe & Sound	Springfield	April 18
Paula Morehouse	Appearance	Safe & Sound	Springfield	April 18
Shayla Patrick	Appearance	Safe & Sound	Springfield	April 18
Emily Wood	Appearance	Safe & Sound	Springfield	April 18
Brandon Beck	Appearance	Safe & Sound	Springfield	April 18
Ron Hearst	Appearance	Safe & Sound	Springfield	April 18

Abby Dyer	Appearance	Safe & Sound	Springfield	April 18
Felicia Combs	Appearance	Safe & Sound	Springfield	April 18
Ashley Reynolds	Appearance	Safe & Sound	Springfield	April 18
Maria Neider	Appearance	Safe & Sound	Springfield	April 18
Paul Adler	Appearance	Safe & Sound	Springfield	April 18
Kate Allt	Appearance	Safe & Sound	Springfield	April 18
Steve Grant	Appearance	Safe & Sound	Springfield	April 18
Mike Landis	Appearance	Safe & Sound	Springfield	April 18
Jehan Sheikh	Appearance	Safe & Sound	Springfield	April 18
Linda Russell	Appearance	Safe & Sound	Springfield	April 18
Eric Hilt	Appearance	Safe & Sound	Springfield	April 18
Jehan Sheikh	Emcee	Aaron Pearson Fundraiser Event	Springfield	April 19
Sara Forhetz	Teaching	Transitional Living Class for young women	Springfield	April 22
Felicia Combs	Speaker	Fremont Elementary	Springfield	April 23
Maria Neider	Speaker	Creekside, Elfindale	Springfield	April 23
Maria Neider	Appearance	Color Run	Springfield	April 25
Paul Adler	Emcee	Springfield Symphony Gala	Springfield	April 25
Maria Neider	Emcee	Breakfast of Hope: The Victim Center	Springfield	April 28
Ron Hearst	Speaker	SW Power Coop	Bolivar	April 29
Ethan Forhetz	Emcee	Alzheimer's Association Breakfast	Springfield	April 30
Maria Neider	Appearance	Reading is Fundamental Awards Dinner	Springfield	May 1
Sara Forhetz	Emcee	March of Dimes, March for Babies	Springfield	May 2

Sara Forhertz	Emcee	Frame by Frame for the Disabled	Springfield	May 2
Ethan Forhertz	Emcee	March for Babies	Springfield	May 2
Ethan Forhertz	Emcee	Branches at Brookline Fundraiser Dinner	Brookline	May 2
Paul Adler	Board member	Salvation Army Executive Committee	Springfield	May 5
KY3 Stormteam	Weather Presentation	WeatherSchool at Hammons	Springfield	May 6
Paul Adler	Board member	Salvation Army Advisory Board	Springfield	May 7
Ron Hearst	Speaker	Springfield Park Board at Nathanael Greene Park	Springfield	May 8
Lisa Rose	Emcee	Community Blood Center of the Ozarks	Springfield	May 8
Maria Neider	Appearance	Mother & Daughter Tea/Fashion Show: The Victim Center	Springfield	May 9
Drew Douglas MMJ	Speaker	Bolivar Middle School career day	Bolivar, MO	May 13
Paul Adler	Emcee	Salvation Army Donor Appreciation Luncheon	Springfield	May 14
Brandon Beck	Speaker	Evangel University Graduation	Springfield	May 17
Lisa Rose	Emcee	Covenant Presbyterian Event	Springfield	May 17
Maria Neider	Emcee	Lost & Found Annual Memorial & 5K	Springfield	May 30
Paula Morehouse	Planning a Meeting	Harmony House	Springfield	May 29
Mike Scott	Emcee	ANPAC Trivia Night at Double Tree Hotel	Springfield	May 29
Maria Neider	Anchor	Children's Miracle Network Hospital Telethon	Springfield	May 30
Mike Landis	Anchor	Children's Miracle Network Hospital Telethon	Springfield	May 30
Paula Morehouse	Anchor	Children's Miracle Network Hospital Telethon	Springfield	May 30
Steve Grant	Anchor	Children's Miracle Network Hospital Telethon	Springfield	May 31
Ethan Forhertz	Anchor	Children's Miracle Network Hospital Telethon	Springfield	May 31
Paul Adler	Anchor	Children's Miracle Network Hospital Telethon	Springfield	May 31

Emily Wood	Anchor	Children's Miracle Network Hospital Telethon	Springfield	May 31
Ron Hearst	Anchor	Children's Miracle Network Hospital Telethon	Springfield	May 31
Joe Hickman	Anchor	Children's Miracle Network Hospital Telethon	Springfield	May 31
Lisa Rose	Anchor	Children's Miracle Network Hospital Telethon	Springfield	May 31
Brandon Beck	Reading to Kids	Hartville Library	Hartville	June 3
Brandon Beck	Reading to Kids	Mountain Grove Library	Mountain Grove	June 3
Brandon Beck	Reading to Kids	Mansfield Library	Mansfield	June 3
Ron Hearst	Reading to Kids	Christian County Library	Ozark	June 3
Maria Neider	Appearance	Tea w/ Elsa: Tower Club	Springfield	June 6
Paul Adler	Board member	Salvation Army Executive Committee	Springfield	June 9
Paula Morehouse	Reading to Kids	Library Station	Springfield	June 9
Lisa Rose	Reading to Kids	Library Station	Springfield	June 9
Emily Wood	Reading to Kids	The Library Station	Springfield	June 9
Felicia Combs	Speaker	Safety Day Camp	Rogersville	June 11
Paul Adler	Board member	Salvation Army Advisory Board	Springfield	June 11
Leigh Moody	Appearance	Bark in the Park, Kiluminati Foundation	Springfield	June 13
Ethan Forhetz	Reading to Kids	Strafford Branch Library	Strafford, MO	June 16
Ethan Forhetz	Reading to Kids	Bolivar Branch Library	Bolivar	June 23
Steve Grant	Reading to Kids	Bolivar Branch Library	Bolivar, MO	June 23
Abby Dyer	Weather Presentation	Reeds Spring Summer School Program	Reeds Spring	June 24
Ron Hearst	Speaking	BNSF Railroad Safety Meeting	Springfield	June 25
Mike Landis	Emcee/Read	SGF-Greene County Library Story Break	Springfield	June 26

Paul Adler	Emcee	Red Cross Run for Rediness	Springfield	June 27
Steve Grant	Speaker	Celebrate America, Central Assembly	Springfield	June 28
Leigh Moody	Volunteer	St. Jude Telethon	Springfield	June 29
John Stinson	Speaker	Commercial Acting Forum, Springfield Contemporary Theater	Springfield	July 1
Sara Forhetz	Emcee	Fireworks at the Field	Springfield, MO	July 4
Paul Adler	Appearance	Salvation Army Executive Committee	Springfield, MO	July 7
Felicia Combs	Reading to Kids	Marionville Branch Library	Marionville, MO	July 9
Maria Neider	Reader/Volunteer	Camp Invention: Parkview H.S.	Springfield, MO	July 13
Maria Neider	Reader/Volunteer	Camp Invention: Parkview H.S.	Springfield, MO	July 14
Sara Forhetz	Media witness	Execution of David Zink	Bonne Terre, MO	July 14
Sara Forhetz	Speaker	Networking Christian Business Alliance	Springfield, MO	July 15
Maria Neider	Reading to Kids	Fair Grove Branch Library	Fair Grove, MO	July 15
Maria Neider	Reader	Story Break	Fair Grove, MO	July 15
Maria Neider	Reader/Volunteer	Camp Invention: Parkview H.S.	Springfield, MO	July 16
Maria Neider	Board Member	Major Don's Army	Kimberling City, MO	July 17
Maria Neider	Board Member	Major Don's Army	Kimberling City, MO	July 18
Sara Forhetz	Reading to Kids	Storybreak KY3 For Kids	Republic, MO	July 20
Sara Forhetz	Reading to Kids	Republic Branch Library	Republic, MO	July 20
Maria Neider	Emcee	Ozark Empire Fair Foundation: Gold Buckle Gala	Springfield, MO	July 25
Mike Scott	Presented Award	1Awards	Springfield	July 28
Ned Reynolds	Presented Award	1Awards	Springfield	July 28
Ethan Forhetz	Presented Award	1Awards	Springfield	July 28

Joe Hickman	Presented Award	1Awards	Springfield	July 28
Chad Plein	Presented Award	1Awards	Springfield	July 28
Justin Sampson	Presented Award	1Awards	Springfield	July 28
Bobby Oler	Presented Award	1Awards	Springfield	July 28
Sara Forhetz	Board Member	Victory Mission	Springfield, MO	July 28
Abby Dyer	Reading to Kids	Brentwood Branch Library	Springfield	July 29
Maria Neider	Talent	Clydesdale's Delivery	Springfield, MO	July 29
Drew Douglas	Reporting/ Signing	Ozark Empire Fair	Springfield	July 30
Steve Grant	Anchoring/ Signing	Ozark Empire Fair	Springfield	July 30
Brandon Beck	Weather/ Signing	Ozark Empire Fair	Springfield	July 30
Ashley Reynolds	Signing	Ozark Empire Fair	Springfield	July 30
Paula Morehouse	Reporting/ Signing	Ozark Empire Fair	Springfield	July 31
Paul Adler	Signing	Ozark Empire Fair	Springfield	July 31
Ron Hearst	Weather/ Signing	Ozark Empire Fair	Springfield	July 31
Mike Scott	Emcee	Ombudsmen Caregivers luncheon at Tower Club	Springfield	July 31
Bobby Oler	Hosted	Ozone Sports Jeopardy at the Ozark Empire Fair	Springfield	August 1
Mike Scott	Hosted	Ozone Sports Jeopardy at the Ozark Empire Fair	Springfield	August 1
Chad Plein	Hosted	Ozone Sports Jeopardy at the Ozark Empire Fair	Springfield	August 1
Justin Sampson	Hosted	Ozone Sports Jeopardy at the Ozark Empire Fair	Springfield	August 1
Sara Forhetz	Signing	Ozark Empire Fair	Springfield	August 1
Drew Douglas	Reporting/ Signing	Ozark Empire Fair	Springfield	August 1
Dustin Hodges	Reporting/ Signing	Ozark Empire Fair	Springfield	August 2

Sara Forhetz	Signing	Ozark Empire Fair	Springfield	August 3
Ethan Forhetz	Anchoring/ Signing	Ozark Empire Fair	Springfield	August 3
Abby Dyer	Weather/ Signing	Ozark Empire Fair	Springfield	August 3
Felicia Combs	Weather/ Signing	Ozark Empire Fair	Springfield	August 4
Shayla Patrick	Signing	Ozark Empire Fair	Springfield	August 4
Kate Allt	Signing	Ozark Empire Fair	Springfield	August 4
Steve Grant	Vocal Appearance	"Family Voices" Stories on CD through Springfield public Library	Springfield, MO	August 4
Ashley Reynolds	Speaker	Hillcrest High School media workshop	Springfield, MO	August 4
Mike Landis	Reporting/ Signing	Ozark Empire Fair	Springfield	August 5
Paul Adler	Appearance	Salvation Army Shop with a Kid	Springfield, MO	August 6
Lisa Rose	Anchoring/ Signing	Ozark Empire Fair	Springfield	August 6
Ron Hearst	Weather/ Signing	Ozark Empire Fair	Springfield	August 6
Ashley Reynolds	Signing	Ozark Empire Fair	Springfield	August 6
Maria Neider	Volunteer	Salvation Army Back to School Shopping/Target	Springfield, MO	August 6
Maria Neider	Appearance	Ozark Empire Fair	Springfield, MO	August 7
Linda Russell	Signing	Ozark Empire Fair	Springfield	August 8
Maria Neider	Committee Chair	St. Elizabeth Ann Seton (Clothes sale)	Springfield, MO	August 10
Ashley Reynolds	Speaker	Central High School media workshop	Springfield, MO	August 10
Abby Dyer	Weather Presentation	Freistatt Community Club	Freistatt, MO	August 13
Steve Grant	Anchoring	Route 66 Festival	Springfield	August 14
Maria Neider	Anchoring	Route 66 Festival	Springfield	August 14
Paul Adler	Appearance	Rte 66 Parade	Springfield, MO	August 14

Sara Forhertz	Emcee	Cherish Kids Foster Care Run	Springfield, MO	August 15
Ethan Forhertz	Emcee	Cherish Kids Charity Run	Springfield, MO	August 15
Paul Adler	Emcee	Birthplace of Route 66 6.6 mile run	Springfield, MO	August 16
Steve Grant	Volunteering	Day of Caring	Springfield	August 20
Maria Neider	Volunteering	Day of Caring	Springfield	August 20
Paul Adler	Volunteering	Day of Caring	Springfield	August 20
Ethan Forhertz	Volunteering	Day of Caring	Springfield	August 20
Lisa Rose	Volunteering	Day of Caring	Springfield	August 20
Leigh Moody	Volunteer	United Way Day of Caring	Springfield	August 20
Ethan Forhertz	Throwing out first Pitch	Spfld Cards For Alzheimer's Assoc.	Springfield, MO	August 21
Ethan Forhertz	Radio Appearance	KWFC	Springfield, MO	August 21
Ron Hearst	Appearance	KY3's Game of the Week	Ozark, MO	August 21
Joe Hickman	Appearance	KY3's Game of the Week	Ozark, MO	August 21
Maria Neider	Appearance	Dancing With the Stars: Springfield Catholic Schools	Springfield, MO	August 22
Maria Neider	Volunteer	Just Between Friends Sale	Springfield, MO	August 24
Maria Neider	Volunteer	Just Between Friends Sale	Springfield, MO	August 26
Ethan Forhertz	Radio appearance	KWND	Springfield, MO	August 26
Mary Chalender	Attendee	MBA Convention Committee Meeting	Springfield, MO	August 27
Ethan Forhertz	Appearance	KY3's Game of the Week	Hollister, MO	August 28
Ashley Reynolds	Appearance	Willard East Elementary Career Day	Willard, MO	September 2
Felicia Combs	Presentation	Thayer elementary 5 th Grade	Thayer, MO	September 3
Paul Adler	Emcee	Ozzie Awards	Springfield, MO	September 6

Paul Adler	Appearance	Salvation Army Executive Committee	Springfield, MO	September 8
Paul Adler	Appearance	Salvation Army Advisory Board	Springfield, MO	September 10
Lisa Rose	Emcee	Go Red For Women Luncheon	Springfield, MO	September 10
Maria Neider	Volunteer	Harvest Home: St. Elizabeth Ann Seton Church	Springfield, MO	September 11
Maria Neider	Appearance	Night of Caring: The Doula Foundation	Springfield, MO	September 12
Kevin Lighty	Speaker	Mark Twain Elementary – 1 st Grad	Springfield, MO	September 15
Brandon Beck	Appearance	Hootin' & Hollarin'	Gainesville, MO	September 17
Brandon Beck	Emcee	Burgundy Ball (fundraiser for Citizen's Memorial Hospital)	Springfield, MO	September 19
Ethan Forhetz	Emcee	Walk to End Alzheimer's	Springfield, MO	September 19
Leigh Moody	Guest Judge	American Cancer Society Benefit	Springfield, MO	September 19
Leigh Moody	Speaker	York Elementary	Springfield, MO	September 22
Ashley Reynolds	Interviewed	public access TV for Evangel	Springfield, MO	September 23
Ron Hearst	Speaker	5th grade classes at Westport Elementary	Springfield, MO	September 24
Sara Forhetz	Board Member	Victory Mission	Springfield, MO	September 24
Ron Hearst	Speaker	first grade classes at David Harrison Elementary	Springfield, MO	September 25
Ron Hearst	Emcee	Black Walnut Festival Queen Pageant	Stockton, MO	September 26
Abby Dyer	Speaker	Sunshine Elementary 1 st Grade	Springfield, MO	September 29
Ethan Forhetz	Guest Lecture	Drury University	Springfield, MO	September 30
Ethan Forhetz	Emcee	March of Dimes: Signature Chefs	Springfield, MO	September 30