

KOAM-TV
EEO PUBLIC FILE REPORT
February 1, 2012 - January 31, 2013

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Director/Technical Director	1, 3-8, 10-11, 13-15, 17-24, 26-31, 34-38, 40, 42	8
Photographer	1, 3-7, 9-15, 17-24, 26-31, 34-38, 40, 42	20
Photographer	1, 3-7, 9-15, 17-24, 26-31, 34-38, 40, 42	21
Custodian	3-4, 6-7, 9-13, 15-22, 24, 26, 28, 31, 34-35	16
Graphic Artist	3-7, 9-13, 15, 17-24, 26-29, 31, 34-36, 38, 40, 42	15
Anchor/Reporter/Producer	1, 3-7, 9-24, 26-31, 34-38, 40, 42	16
Reporter	1, 3-7, 10-15, 17-24, 26-31, 34-38, 40, 42	21
Reporter	1, 3-7, 10-15, 17-24, 26-31, 34-38, 40, 42	21
Account Executive	3-7, 9-15, 17-28, 30-32, 34-38, 40, 42-43	43
Account Executive	3-7, 9-15, 17-28, 30-32, 34-38, 40, 42-43	32
Account Executive	3-4, 6-7, 9-15, 17-26, 28-31, 33-38, 40-44	44
News Producer	1, 3-7, 10-31, 34-36, 38, 40, 42	42
News Reporter	1, 3-5, 7, 10-15, 17-31, 34-36, 38-40, 42	39
Television Account Executive	3-4, 7, 9-15, 17-26, 28-29, 31-32, 34-38, 42	20
Master control operator	2-4, 6-7, 9-15, 17-22, 24-26, 28, 30-31, 34-36, 38, 40, 42	20

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	California Chicano News Media 3800 S Figueroa St Los Angeles, California Phone : 213-743-4960 Url : http://www.ccnma.org Email : ccnmainfo@ccnma.org Fax : 1--- Career Services	N	0
2	Career Fair	N	3
3	Carthage Crisis Center 100 S Main St Carthage, Missouri 64836 Phone : 417-358-3533 Email : Fax : 1-417-358-4433 Brian & Marilyn Bisbee	Y	0
4	Coffeyville Community College 400 W 11th Coffeyville, Kansas 67337 Phone : 620-251-7700 Url : http://www.coffeyville.edu Email : billyd@coffeyville.edu Fax : 1--- Bill Durham	Y	0
5	Columbia School of Journalism Career Services 2950 Broadway mail code 3806 New York, New York 10027 Phone : 212-854-3861 Url : http://www.journalism.columbia.edu Email : careers@jrn.columbia.edu Fax : 1--- Career Services	N	0
6	Community Employment 515 S Main Joplin, Missouri 64804 Phone : 417-206-3400 Url : http://communityemploymentinc.com Email : wanda@communityemploymentinc.com Fax : 1--- Wanda Glaze Prong 2 Ended Date: 11/30/2012	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Crowder College 601 Laclede, Rm 224 Neosho, Missouri 64850 Phone : 417-455-5618 Url : http://www.crowder.edu Email : cassandraowens@crowder.edu Fax : 1--- Cassandra Owens	Y	0
8	Employee Promotion	N	1
9	Employee Referral	N	16
10	Family Life Center 6610 Quakervale Rd SE Riverton, Kansas 66780 Phone : 620-848-2300 Url : http://www.flcks.org Email : irea@flcks.org Fax : 1--- Ivan Rea	Y	0
11	Forest Park Baptist Church 725 S Highview Joplin, Missouri 64801 Phone : 417-623-4606 Email : drstevemertens@hotmail.com Fax : 1--- Dr. Steve Mertens	Y	0
12	Fort Scott Community College 2108 South Horton St Fort Scott, Kansas 66701 Phone : 620-223-2700 Url : http://www.fortscott.edu Email : judym@fortscott.edu Fax : 1--- Judy Meister	Y	0
13	Haskell Indian Nations University 155 Indian Ave Lawrence, Kansas Phone : 785-749-8445 Url : http://www.haskell.edu Email : sherry.girty@bie.edu Fax : 1--- Sherry Girty	Y	0

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14	Illinois Center for Broadcasting Chicago Campus 530 S. State St. Chicago, Illinois 60605 Phone : 3128848000 Url : http://funjobsonair.com Email : dclark@beonair.com Fax : 1--- Don Clark	Y	0
15	In House Postings 2950 NE Highway 69 Pittsburg, Kansas Phone : Email : ssaporito@koamtv.com Fax : 1--- EEO Coordinator	N	2
16	Internal Posting	N	4
17	Kansas Association of Broadcasters 214 SW 6th Street Topeka, Kansas Phone : 785-235-1307 Url : http://kab.net Email : Fax : Manual posting Job Bank	N	1
18	KFJX TV ON AIR 2950 NE Highway 69 Pittsburg, Kansas Phone : Email : Fax : Manual posting EEO Coordinator	N	7
19	KFJX TV WEBSITE 2950 NE Highway 69 Pittsburg, Kansas Phone : Email : Fax : Manual posting EEO Coordinator	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	KOAM TV ON AIR 2950 NE Highway 69 Pittsburg, Kansas Phone : Email : Fax : Manual posting EEO Coordinator	N	22
21	KOAM TV WEBSITE 2950 NE Highway 69 Pittsburg, Kansas Phone : Email : Fax : Manual posting EEO Coordinator	N	13
22	Labette Community College 200 S 14th St Parsons, Kansas 67357 Phone : 620-421-6700 ext 1178 Url : http://www.labette.edu Email : tarahc@labette.edu Fax : 1--- Tarah Cockrell	Y	0
23	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : Fax : Manual posting Mark Shilstone	N	0
24	Miami Workforce Center 100 A Street NE Miami, Oklahoma 74355 Phone : 918-542-5561 Url : https://servicelink.oesc.state.ok.us/ada Email : joan.follin@oesc.state.ok.us Fax : 1--- Joan Follin	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : mandi@mbaweb.org Fax : 1--- Mandi Heiland	N	0
26	Missouri Career Center 730 S Wall Ave Joplin, Missouri 64801 Phone : 417-629-3000 Url : http://missouricareersource.com Email : debbie.hollis@ded.mo.gov Fax : 1--- Debbie Hollis	N	2
27	Missouri School of Journalism 120 Neff Hall Columbia, Missouri 65211 Phone : 573-882-4821 Url : http://career.missouri.edu/employers Email : career@missouri.edu Fax : 1--- Career Center	N	0
28	Missouri Southern State University 3950 E Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : http://www.mssu.edu Email : careerservices@mssu.edu Fax : 1--- Career Center	N	0
29	Missouri State University (SMS) 901 S. National Ave Springfield, Missouri 65897 Phone : 417-836-5636 Url : http://www.missouristate.edu Email : careercenter@missouristate.edu Fax : 1--- Career Center	N	0

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30	My Aircheck #1-771 Gibsons Way Gibsons B.C., California Phone : 604-740-1374 Url : http://myaircheck.com Email : registration@myaircheck.com Fax : 1--- Scott Russell	Y	0
31	NEO A&M College Dyer Hall 113 200 I Street NE Miami, Oklahoma 74354 Phone : 918-540-6242 Url : http://www.neo.edu Email : rlloyd@neo.edu Fax : 1--- Rachel Lloyd	Y	0
32	Non-Employee Referral EEO Coordinator	N	2
33	Other Source client	N	1
34	Pittsburg Workforce Development 105 W Euclid Pittsburg, Kansas 66762 Phone : 620-231-4250 Url : http://kansasworks.com Email : dcherry@kansasworks.com Fax : 1--- Debbie Cherry	N	0
35	PSU Career Services 1701 S Broadway Pittsburg, Kansas 66762 Phone : 620-235-4143 Url : http://www.pittstate.edu Email : careers@pittstate.edu Fax : 1--- Career Center	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Saga Communications Website 73 Kercheval Avenue Suite 201 Grosse Pointe Farm, Michigan 48236 Phone : 313-886-7070 Url : http://sagacommunications.com Email : Fax : Manual posting Career Services	N	1
37	Television Advertising Bureau 3 East 54th Street 10th Floor New York, New York 10022 Phone : 212-486-1111 Url : http://www.tvb.org Email : jobcenteradministrator@tvb.org Fax : 1--- Job Center Administrator	N	0
38	The National Alliance of State Broadcasters 214 SW 6th Street Suite 300 Topeka, Kansas 66603 Phone : 785-235-1307 Url : http://kab.net Email : Fax : Manual posting Career Services	N	0
39	Trade Website Indeed.com	N	1
40	Tulsa Community College 909 S Boston - MC423 Tulsa, Oklahoma 74119 Phone : 918-595-7217 Url : http://tulsacc.edu Email : etaylor@tulsacc.edu Fax : 1--- Ed Taylor	Y	0
41	TV advertisement	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Fax : 1--- Mark Holloway	N	11
43	Walk In EEO Coordinator	N	2
44	Word of Mouth Referral	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			92

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2012	Participation in events or programs sponsored by educational institutions	Promotion Manager, Vance Lewis, attended a meeting as a member of the Columbus Unified High School Advisory Curriculum Committee to contribute broadcasting information to the committee's discussion concerning current course offerings and curriculum, and new courses for next fall.	1	Promotion Manager
2	2/1/2012	Participation in events sponsored by community groups	Educating the Community about Broadcasting through station tours. Many groups and individuals of all ages visit the KOAM/KFJX Main Studios for a station tour. Visitors get to tour the newsroom, master control area, control room, and main studio. Most visitors watch a live newscast as well. During the tour they learn about the history of the TV stations. They also learn which professions at the station require a college degree and which ones do not. The visitors have the opportunity to ask questions of news anchors, reporters, news assistants, assignment editor and other working in the newsroom as well as master control operators, directors and graphic artists. The visitors are informed about Internship opportunities available at the TV stations. The tours generally last about 90 minutes. Tours dates for 2/1/12 through 1/31/13 are listed throughout this report.	2	Promotion Manager Promotion Assistant

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3	2/1/2012	Participation in events or programs sponsored by educational institutions	Participation in Educational sponsored events through Station tours to learn about broadcasting. Many students of all ages visit the KOAM/KFJX Main Studios for a station tour, usually with their classmates and at times on an individual basis. Students get to tour the newsroom, master control area, control room, and main studio. Most student visitors watch a live newscast as well. During the tour they learn about the history of the TV stations. They also learn which professions at the station require a college degree and which ones do not. The students have the opportunity to ask questions of news anchors, reporters, news assistants, assignment editor and others working in the newsroom as well as master control operators, directors and graphic artists. The students are informed about Internship opportunities available at the TV stations. The tours generally last about 90 minutes. Tour dates for 2/1/2012 through 1/31/13 are listed throughout this report.	2	Promotion Manager Promotion Assistant
4	2/6/2012	Participation in events sponsored by community groups	The Baxter Springs Pack 15 Tiger Cubs and their parents toured the station.	1	Promotion Manager
5	2/7/2012	Participation in events or programs sponsored by educational institutions	Students from the Comm Tech II Class of Northeast High School, Arma, KS , toured KOAM/KFJX.	2	Promotion Manager Promotion Assist.
6	2/8/2012	Participation in Job Fairs	KOAM/KFJX TV participated in the Crawford County Career Opportunities Day for area students. The event, sponsored by the Pittsburg Area Business Education Alliance (BEA), was held at Pittsburg's Memorial Auditorium from 9:00 a.m. to 1:00 p.m. The goal was to provide area high school junior and senior students with job information and options available to them locally upon completion of high school.	3	Promotion Manager Promotion Assist. Senior Account Exec.

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7	2/13/2012	Establishment of training programs for station personnel	An EEO Reminder was emailed to all Staff in the Monday morning Weekly Newsletter. Employees were reminded of our obligation to educate the public about job opportunities in broadcasting in addition to posting our job openings and to notify the EEO Coordinator anytime someone participates in an EEO related activity so we can include them in our annual report.	1	Promotion Manager
8	2/16/2012	Participation in Job Fairs	KOAM/KFJX participated in the Pittsburg State University Spring Career Day 2012, Pittsburg KS. The Career Fair was held in the Overman Student Center from 10:00 a.m. to 3:00 p.m.	3	Promotion Manager Promotion Assist. Production Mgr.
9	2/16/2012	Participation in events or programs sponsored by educational institutions	Pittsburg State University Students & Instructor, Erica Edwards toured the station and watched the 5:00 newscast. Promotion Manager, Vance Lewis, led the tour.	1	Promotion Manager
10	3/9/2012	Participation in events or programs sponsored by educational institutions	Production Manager, Steve Holinsworth, attended a meeting as a member of the Parsons High School VoTech Advisory Council to discuss New Pathway Implementation. The 2:00 meeting was held at Kitchen Pass, Parsons KS.	1	Production Manager
11	3/12/2012	Sponsorship of events in the community designed to increase public awareness	Chief Meteorologist Doug Heady was a guest speaker at the Oklahoma Insurance Department's National Tornado Preparedness Summit. The Summit was held at the Cox Convention Center on March 12, 2012, in Oklahoma City. Jim Cantore from the Weather Channel was also a guest speaker. Doug talked about the Joplin tornado, his forecasting pattern, and what he expects for spring while Jim talked about tornado safety and the recent occurrence of torndaos. There were approximately 1000 guests in attendance.	1	Chief Meteorologist
12	3/14/2012	Participation in events sponsored by community groups	Chief Meteorologist Doug Heady gave a presentation at the Fort Scott KS Rotary Group's luncheon held at the Presbyterian Church.	1	Chief Meteorologist

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13	3/19/2012	Participation in events sponsored by community groups	Members and staff from Gatewood Youth Center, Joplin, MO toured KOAM/KFJX TV.	2	Promotion Manager Promotion Assistant
14	3/30/2012	Participation in events or programs sponsored by educational institutions	KJ, a Girard KS High School Student, job shadowed in the Production Department.	3	Production Manager Graphics Artist Newscast Director
15	4/4/2012	Participation in Job Fairs	KOAM/KFJX TV participated in the Missouri Southern State University Spring Career Fair in Joplin MO & promoted the stations and visited with students about jobs, internships, and broadcasting in general. The Career Fair was held in the Billingsly Student Center from 10:00 a.m. – 2:00 p.m.	3	Promotion Manager Promotion Assist. News Director
16	4/5/2012	Participation in events or programs sponsored by educational institutions	News Director, Kristi Spencer, had a speaking engagement at Missouri Southern State University.	1	News Director
17	4/5/2012	Participation in events or programs sponsored by educational institutions	Promotion Manager, Vance Lewis gave tour of KOAM/KFJX TV Station and Studio to students with the Parsons KS Labette Community College Mass Media & Public Relations class. They watched the live Noon newscast.	1	Promotion Manager
18	4/11/2012	Participation in events sponsored by community groups	Chief Meteorologist Doug Heady gave a presentation to the Neosho Rotary Club.	1	Chief Meteorologist
19	4/12/2012	Participation in events sponsored by community groups	Children and their parents from St. Mary's Daycare, Joplin MO, toured KOAM/KFJX TV.	2	Promotion Manager Promotion Assistant
20	4/16/2012	Participation in events sponsored by community groups	Children and Parents from St. Mary's Daycare, Joplin, MO tour the station.	2	Promotion Manager Promotion Assistant
21	4/16/2012	Participation in events sponsored by community groups	Cub Scouts and parents toured KOAM/KFJX TV.	1	Promotion Assistant
22	4/16/2012	Participation in events sponsored by community groups	A group of Cub Scouts toured the station.	1	Promotion Manager
23	4/24/2012	Participation in Job Fairs	KOAMTV/KFJXTV participated in the Crowder College 2012 Job Fair, Neosho MO. The Fair was held at the Wright Conference Center from 9:00 a.m. - 2:30 p.m.	3	Production Mgr. Promotion Manager Promotion Assist.

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24	5/10/2012	Participation in events sponsored by community groups	A troop of sixth grade Carl Junction Missouri Girl Scouts toured KOAM/KFJX TV.	1	Promotion Manager
25	5/31/2012	Participation in events sponsored by community groups	A Webb City Missouri Tiger Cubs troop visited KOAM/KFJX TV for an evening tour.	1	Promotion Manager
26	6/1/2012	Participation in events or programs sponsored by educational institutions	News Anchor/Reporter, Lisa Olliges, had a speaking engagement at the Seneca School Career Talk. Lisa gave a presentation to 3 sessions of 60-70 school children in grades K-5th. It was part of the School's summer kickoff program.	1	News Anchor/Reporter
27	6/5/2012	Establishment of training programs for station personnel	The EEO Coordinator received training by viewing the live webcast presentation, Navigating the FCC's Equal Employment Opportunity Rules by David Oxenford of Wilkinson Barker Knauer LLP. The live presentation allowed for questions during the event and lasted 2 hours.	1	
28	6/6/2012	Participation in events or programs sponsored by educational institutions	Carl Junction Missouri 2nd and 3rd grade Students toured KOAM/KFJX TV.	1	Promotion Manager
29	6/7/2012	Participation in events or programs sponsored by educational institutions	A second group of 2nd and 3rd grade students from Carl Junction Missouri toured the station.	1	Promotion Manager
30	6/12/2012	Participation in events or programs sponsored by educational institutions	A group of 8th grade students involved in the MSSU Educational Talent Search program toured the station with Promotion Manager, Vance Lewis.	1	Promotion Manager
31	8/21/2012	Establishment of training programs for station personnel	An All-Staff Email was sent out as a reminder of our EEO Outreach Requirements as broadcasters. Staff was reminded that we are accomplishing our requirements on a routine basis and to notify the EEO Coordinate each time they are involved in a presentation, tour, etc. mentioning jobs at the station.	1	
32	9/11/2012	Participation in events or programs sponsored by educational institutions	Account Executive, Dave Fink, spoke to the PSU Media Buying & Selling Class regarding media sales strategies.	1	Account Executive

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33	9/17/2012	Participation in events or programs sponsored by educational institutions	The Fort Scott Kansas Community College Business Communication Class toured the KOAM/KFJX station & studio.	1	Promotion Assistant
34	9/21/2012	Participation in events or programs sponsored by educational institutions	Production Mgr, Steve Holinsworth, is going on his 4th year as a member of the Pittsburg State University Graphics and Imaging Technology National Advisory Council. Council and faculty members discussed changes to curriculum, challenges, achievements, upcoming events and what the department can do to better prepare it's students.	1	Production Manager
35	9/26/2012	Participation in Job Fairs	KOAM/KFJX participated in the Missouri Southern State University Fall Career & Majors Fair 10A-2P in the Leggett & Platt Center in Joplin MO. They promoted the stations and visited with students about jobs, internships, and broadcasting in general.	3	Promotion Mgr. Promotions Assist Production Mgr.
36	10/12/2012	Participation in events or programs sponsored by educational institutions	Students from the Quapaw Oklahoma High School Computer Applications class toured KOAM/KFJX to learn about video broadcasting.	1	Promotion Assistant
37	10/15/2012	Participation in events sponsored by community groups	Chief Meteorologist, Doug Heady, gave a Noon presentation to the Neosho MO Rotary Club. He talked to the group about his job as a meteorologist and how he got into the profession. He discussed weather patterns, how he forecasts the weather and long range patterns and theories.	1	Chief Meteorologist
38	10/17/2012	Participation in events or programs sponsored by educational institutions	Promotion Manager, Vance Lewis, gave a presentation to Judy Stile's PR Class at Missouri Southern State University concerning PR in television and public service announcements.	1	Promotion Manager
39	10/18/2012	Participation in events or programs sponsored by educational institutions	Chief News Photographer, Aaron Thompson, gave a presentation at the Jasper Jr. High Career Day. Aaron discussed his career field, duties, training and education needed for the position.	1	Thompson

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40	10/22/2012	Participation in events or programs sponsored by educational institutions	Promotion Manager, Vance Lewis, attended a fall meeting as a member of the Columbus KS Vocational Advisory Committee to contribute broadcasting information. The meeting was held at 9 a.m. in the high school cafeteria.	1	Promotion Manager
41	10/29/2012	Participation in events or programs sponsored by educational institutions	Tiger Cubs and parents toured the station and watched the 6:00 news.	2	Promo Assist Morning news anchor
42	11/6/2012	Participation in Job Fairs	KOAMTV/KFJXTV participated in the Pittsburg State University Fall Career Expo. The Fair was held in the Overman Student Center from 10 a.m. to 2 p.m.	3	Promotion Manager Promotion Assistant
43	11/12/2012	Participation in events sponsored by community groups	Dakota from Milo KS visited KOAM/KFJX and job shadowed Chief Meteorologist, Doug Heady.	1	Chief Meteorologist
44	11/13/2012	Participation in events sponsored by community groups	Chief Meteorologist, Doug Heady, gave a presentation to a group of pilots at the Joplin MO airport. He talked to the group about his job as a meteorologist and how he got into the profession. He discussed weather patterns, how he forecasts the weather and long range patterns and theories.	1	Chief Meteorologist
45	11/14/2012	Participation in events sponsored by community groups	A group of 6 Cub Scouts and their parents visited KOAM-KFJX for an evening tour beginning at 5:30.	2	Promotion Manager Promotion Assist
46	12/12/2012	Participation in events or programs sponsored by educational institutions	Chief Meteorologist, Doug Heady, gave a presentation to the 5th grade class at Cecil Floyd Elementary in Joplin MO. He talked to the group about his job as a meteorologist and how he got into the profession. He discussed weather patterns, how he forecasts the weather and long range patterns and theories.	1	Chief Meteorologist
47	12/18/2012	Participation in events or programs sponsored by educational institutions	Students from Humboldt Kansas Middle School toured the station.	1	Promotion Assistant
48	12/21/2012	Participation in events or programs sponsored by educational institutions	5th Grade Students from Erie KS toured the station.	2	Promotion Manager Promotion Assist.

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49	1/2/2013	Participation in events or programs sponsored by educational institutions	Boy Scouts from Webb City toured the station and watched the 6:00 news.	1	Promotion Assistant
50	1/10/2013	Participation in events or programs sponsored by educational institutions	S.H. a student with Pittsburg State University, started an internship in the Production Department and will intern through 5/10/13 learning the responsibilities of producing news graphics and commercial production.	1	Production Manager
51	1/17/2013	Participation in events sponsored by community groups	About 6 Scouts & 4 Leaders from Jasper MO will tour & watch the 6.	2	Promotion Mgr
52	1/22/2013	Participation in job banks, internet programs and other programs designed to promote outreach	All upper level category job openings are placed in a job bank of media trade groups as noted in the job vacancies list and referral lists in the public file report.	1	
53	1/30/2013	Participation in Job Fairs	KOAM/KFJX attended the Crawford County Career Opportunities Day at Memorial Auditorium in Pittsburg KS sponsored by the Pittsburg Area Business Education Alliance (BEA). The event was held from 8:30 a.m. to 1:30 p.m. The goal was to provide area high school junior and senior students with job information and options available to them upon completion of high school.	3	Promotion Manager Promotion Assistant
54	1/31/2013	Participation in other activities designed by the station employment unit	KOAM TV routinely aired 30 second announcements several times per week throughout the previous year and will continue to do so in the coming year to alert qualified groups to contact the station if they would like to receive notification of job vacancies.	1	