

| <b>JOB TITLE</b>                | <b>DATE POSITION FILLED</b> | <b>RECRUITMENT SOURCE THAT REFERRED HIREE</b>      | <b>RECRUITMENT SOURCES USED TO FILL VACANCY</b> |
|---------------------------------|-----------------------------|--|---|
| 1. Anchor/Reporter/Producer     | 2/16/2004                   | KOAM Internal Job Posting/Promotion                | See Referral Lists 1,2,3,4                      |
| 2. Reporter                     | 2/25/2004                   | Tvjobs.com/koamtv.com                              | See Referral Lists 1,2,3,4                      |
| 3. Sports Director/Reporter     | 2/23/2004                   | News Director from another TV station              | See Referral Lists 1,2,3,4                      |
| 4. Account Executive            | 4/5/04, 4/12/04, 5/3/04     | PSU Career Services/KOAM Employee/KOAM Employee    | See Referral Lists 1,2,4                        |
| 5. Weather Anchor/Reporter      | 6/7/2004                    | TvJobs.com   | See Referral Lists 1,2,3,4                      |
| 6. Account Executive            | 6/16/2004                   | Missouri Southern Job Network                      | See Referral Lists 1,2,4                        |
| 7. Receptionist/Sales Assistant | 7/2/2004                    | Joplin Globe                                       | See Referral Lists 1,2,4                        |
| 8. News Producer Openings       | 8/11/04 & 9/13/04           | KOAM Website/KOAM Employee Promotion               | See Referral Lists 1,2,3,4                      |
| 9. Sports Reporter/Anchor       | 8/18/2004                   | KOAM Internal Job Posting                          | See Referral Lists 1,2,3,4                      |
| 10. Account Executive           | 8/10/2004                   | Friend   | See Referral Lists 1,2,4                        |
| 11. Sales Manager (KFJX)        | 9/20/2004                   | Employee Referral                                  | See Referral Lists 1,2,3,4                      |
| 12. Reporter                    | 9/17/04 & 9/23/04           | Tvjobs.com   | See Referral Lists 1,2,3,4                      |
| 13. Master Control Operator     | 7/28/2004                   | KOAM Internal Job Posting/Promotion                | See Referral Lists 1, 2                         |
| 14. Main Anchor                 | 12/8/2004                   | Former KOAM Employee Referral                      | See Referral Lists 1,2,3,4                      |
| 15. Account Executive           | 11/8/2004                   | 4 hires: on-air ad / word-of-mouth / word-of-mouth | See Referral Lists 1,2,4                        |
| 16. Videographer/Video Editor   | 11/2/2004                   | KOAM Internal Job Posting/Promotion                | See Referral Lists 1,2,4                        |
| 17. Master Control Operator     | 11/2/2004                   | KOAM Website & KOAM Employee                       | See Referral Lists 1,2                          |
| 18. Reporter                    | position still open         |  | See Referral Lists 1,2,3,4                      |
| 19. Production Graphic Artist   | 11/12/2004                  | KOAM Website                                       | See Referral Lists 1,2,4                        |
| 20. Promotion Manager           | 12/20/2004                  | KOAM Website/KOAM Employee                         | See Referral Lists 1,2,3,4                      |
| 21. News Photographer           | 1/24/2005                   | The Joplin Globe                                   | See Referral Lists 1,2,3,4                      |

Total number of persons interviewed for all full-time vacancies during the preceding year: 156

**1. REFERRAL SOURCES**

| <b>NAME OF SOURCE</b><br><i>Contacted for each job opening</i> | <b>CONTACT PERSON</b>      | <b>ADDRESS</b>                            | <b>PHONE</b> | <b>FAX</b>   | <b>EMAIL</b>   | <b>WEBSITE</b>   | <b># of INTER-<br/>VIEWEES<br/>REFERRE<br/>D</b> |
|--|----------------------------|---|--------------|--------------|--|--|--|
| Pittsburg Workforce Development<br>(Kansas Job Link)           | Doug Ewing                 | 105 W Euclid, Pittsburg KS 66762          | 620-231-4250 | 231-6448     | <a href="mailto:dewing@kansascommerce.com">dewing@kansascommerce.com</a>         | <a href="http://kansasjoblink.com">kansasjoblink.com</a>               | 3  |
| Joplin Career Center   | Mr. Richards               | 730 Wall, Joplin MO 64801                 | 417-629-3000 | 629-3011     | <a href="mailto:joplin@works.state.mo.us">joplin@works.state.mo.us</a>           | <a href="http://works.state.mo.us">works.state.mo.us</a>               | 3  |
| Workforce Oklahoma<br>(OK Employment Security Comm)            | Paul Marquez               | 100 A Street NE, Miami OK 74355           | 918-542-5561 | 918-542-7505 | <a href="mailto:paul.marquez@oesc.state.ok.us">paul.marquez@oesc.state.ok.us</a> | <a href="http://oesc.state.ok.us/ada/">oesc.state.ok.us/ada/</a>       | 1  |
| The Morning Sun  | Sales Dept                 | 701 N Locust, Pittsburg KS 66762          | 620-231-2600 | 620-231-0645 | <a href="mailto:sales@morningsun.net">sales@morningsun.net</a>                   | <a href="http://morningsun.net">morningsun.net</a>                     | 12   |
| The Joplin Globe   | Classified Ads Dept.       | 117 E 4th, Joplin MO 64801                | 417-623-3480 | 623-3018     |  | <a href="http://joplinglobe.com">joplinglobe.com</a>                   | 20   |
| Miami News Record  | Brenda                     | 14 1st Street NW, Miami OK 74354          | 918-542-5533 | 542-1903     |  | <a href="http://miaminewsrecord.com">miaminewsrecord.com</a>           | 1  |
| PSU Career Services  | BB Stotts                  | 1701 S Broadway, Pittsburg KS 66762       | 620-235-4143 |              | <a href="mailto:bstotts@pittstate.edu">bstotts@pittstate.edu</a>                 | <a href="http://pittstate.edu/">pittstate.edu/</a>                     | 2  |
| MSSU   | Career Services            | 3950 E Newman Rd, Joplin MO 64801         | 417-625-9343 | 625-9338     |  | <a href="http://mssu.edu/career">mssu.edu/career</a>                   | 2  |
| Kansas Assoc of Broadcasters                                   | Job Bank/EEO1 Source       | 1916 SW Sleben Ct, Topeka KS 66611-1656   | 785-235-1307 | 233-3052     |  | <a href="http://kab.net">kab.net</a>                                   |  |
| Missouri Broadcasters Association                              | EEO1 Source                | P.O. Box 104445, Jefferson City MO 65110  | 573-636-6692 | 634-8258     | <a href="mailto:cheiland@mbaweb.org">cheiland@mbaweb.org</a>                     | <a href="http://mbaweb.org">mbaweb.org</a>                             |  |
| National Assoc of Broadcasters                                 | Career Center              | 1771 N Street NW, Washington DC 20036     | 202-429-5497 |              |  | <a href="http://nab.org">nab.org</a>                                   |  |
| KOAM-TV.COM  | Employment Page            |   |              |              |  | <a href="http://koamtv.com/employment">koamtv.com/employment</a>       | 27   |
| KOAM-TV Internal Job Postings                                  |                            |   |              |              |  |  | 12   |
| <i>Contacted for each job opening</i>                          | <i>effective July 2004</i> |   |              |              |  |  |  |
| The Association for Women in<br>Communications/KC Chapter      | Jobs Chairperson           | Kansas City Chapter, Kansas City KS       | 913-248-8458 |              | <a href="mailto:lacruse@sbcglobal.net">lacruse@sbcglobal.net</a>                 | <a href="http://kcwomcom.org">kcwomcom.org</a>                         |  |
| The Association for Women in<br>Communications/Topeka Chapter  | Chapter President          | Topeka KS                                 | 785-234-5859 |              | <a href="mailto:jprideaux@midlandhospice.org">jprideaux@midlandhospice.org</a>   | <a href="http://geocities.com/Topeka/AWC">geocities.com/Topeka/AWC</a> |  |
| Every Woman's Resource Center                                  |                            | 1710 SW 10th St Ste. 215, Topeka KS 66604 | 785-357-5171 |              |  |  |  |
| Black Women's Network  | President                  | Topeka KS                                 | 785-272-7181 |              | <a href="mailto:scatn@hotmail.com">scatn@hotmail.com</a>                         |  |  |
| Wichita NOW  | President                  | P.O. Box 3940, Wichita KS 67201           | 316-269-0970 |              |  | <a href="http://www.wichitanow.org">www.wichitanow.org</a>             |  |
| NAACP  |                            | P.O. Box 3, Olathe KS 66051               |              |              |  |  |  |
| Kansas City Association of<br>Black Journalists                |                            | P.O. Box 32744, Kansas City MO 64111      |              |              |  |  |  |

**2. REFERRAL SOURCES  
REQUESTING NOTIFICATION**

| <b>NAME OF SOURCE</b><br><i>Contacted for each job opening</i> | <b>CONTACT PERSON</b>  | <b>ADDRESS</b>                           | <b>PHONE</b> | <b>FAX</b> | <b>EMAIL</b>   | <b>WEBSITE</b> | <b># of INTER-<br/>VIEWEES<br/>REFERRE<br/>D</b> |
|--|------------------------|--|--------------|------------|--|----------------|--|
| Pittsburg Workforce Development                                | Doug Ewing             | 105 W Euclid, Pittsburg KS 66762         | 620-231-4250 | 231-6448   | <a href="mailto:jdewing@hr.state.ks.us">jdewing@hr.state.ks.us</a>         |                |  |
| Advance Services   | Jamie Mosbrucker       | 3909 Ross Lane, Chanute KS 66720         | 620-431-3499 |            | <a href="mailto:jamiem@advanceservices.com">jamiem@advanceservices.com</a> |                |  |
| Goals Inc  | Robert Golay           | P.O. Box 599, Pittsburg KS 66762         | 620-249-3452 |            | <a href="mailto:robertgolay@fament.com">robertgolay@fament.com</a>         |                |  |
| Forest Park Baptist Church                                     | Steve Mertens          | 725 S Highview, Joplin MO 64801          | 417-623-4606 | 623-8606   | <a href="mailto:infoefpbc.net">infoefpbc.net</a>                           |                |  |
| Unity Baptist Church   | Pastor Harry F. Givens | P.O. Box 1432, Joplin MO 64802           | 417-781-8935 |            |  |                |  |
| First Christian Church   | Leon Weece/Patsy Coyne | 2424 N Main, Miami OK 74354              | 918-542-9816 | 540-1262   |  |                |  |
| First Assembly of God  | Martha Shinn           | 1605 S Baker, Carthage MO 64836          | 417-358-8896 | 358-1697   |  |                |  |
| Older Kansans Employment Pgm                                   | John L Green           | P.O. Box 343, Pittsburg KS 66762         | 620-232-5944 | 232-2045   |  |                |  |
| NEO A&M College  | Justin Poirot          | 200 I Street NE, Miami OK 74354          | 918-542-8441 | 540-6168   |  |                |  |
| Coffeyville Community College                                  | Billy Durham           | 400 W 11th, Coffeyville KS 67337         | 620-251-7700 |            | <a href="mailto:billyd@coffeyville.edu">billyd@coffeyville.edu</a>         |                |  |
| Collegiate Broadcasters Inc (CBI)                              | Will Robedee, Chair    | P.O. Box D, Austin TX 78713              | 713-348-2935 |            | <a href="mailto:cbjob@mailman.rice.edu">cbjob@mailman.rice.edu</a>         |                |  |
| Americor Vista-H.O.U.S.E.I.N.C                                 | Jim Hudgens            | 24706 State Highway 171, Joplin MO 64870 | 417-540-4459 |            | <a href="mailto:jimhudgens2003@yahoo.com">jimhudgens2003@yahoo.com</a>     |                |  |
| United Tribes of Kansas &<br>Southeast Nebraska                | Terry Slater           | 3301 Thrasher Rd, White Cloud KS 66094   | 785-595-3291 | 595-6667   | <a href="mailto:terryannslater@yahoo.com">terryannslater@yahoo.com</a>     |                |  |
| Community Mental Health Center<br>of Crawford County           | Brenda Harness         | 3111 N. Michigan, Pittsburg KS 66762     | 620-235-0838 |            | <a href="mailto:breharness@yahoo.com">breharness@yahoo.com</a>             |                |  |
| Crowder College  | Lora Steele            | 601 Laclede Ave. Neosho MO 64850         | 417-451-3223 |            |  |                |  |

**3. OTHER SOURCES**

|                                   |                        |   |              |          |  |  |  |
|-----------------------------------|------------------------|---|--------------|----------|--|--|--|
| Columbia School of Journalism     | Career Services        | 2950 Broadway, mail code 3806, NY 10027   | 212-854-3861 | 854-7837 | <a href="mailto:careers@irn.columbia.edu">careers@irn.columbia.edu</a> | <a href="http://irn.columbia.edu/">irn.columbia.edu/</a> |  |
| Missouri School of Journalism     | Administrative Offices | 120 Neff Hall, Columbia MO 65211          | 573-882-4821 | 884-5400 | <a href="mailto:journalism@missouri.edu">journalism@missouri.edu</a>   |  |  |
| California Chicano News Media     |                        | 3800 S. Figueroa St, Los Angeles CA 90037 | 213-743-4960 | 743-4989 | <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a>           | <a href="http://ccnma.org">ccnma.org</a>                 |  |
| Native American Journalists Assoc |                        | 414 E. Clark St, Vermillion SD 57069      |              |          |  |  |  |

|   |                                |  |              |              |  |  |  |
|---|--------------------------------|--|--------------|--------------|--|--|--|
| TV Jobs   | Mark Holloway                  | P.O. Box 4116, Oceanside CA 92052            | 760-754-8177 | 754-2115     |  | tvjobs.com   | 23   |
| Medialine   | Mark Shilstone                 | P.O. Box 51909, Pacific Grove CA 93950       | 800-237-8073 | 831-648-5204 | <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> | medialine.com  | 5  |
| National Assoc for Multi-ethnicity<br>in Communications (NAMIC)                           |                                | 600 Anton Blvd Ste 1100, Costa Mesa CA 92625 | 714-371-4077 | 371-2103     | <a href="mailto:info@namic.com">info@namic.com</a>                   | namic.com  |  |
| The Assoc for Women in<br>Communications  | Executive Director             | 780 Ritchie Hwy Ste 28-S, Severna Park MD    | 410-544-7442 |              | <a href="mailto:pat@womcom.org">pat@womcom.org</a>                   | womcom.org   |  |
| <b>NAME OF SOURCE</b>   | <b>CONTACT PERSON</b>          | <b>ADDRESS</b>                               | <b>PHONE</b> | <b>FAX</b>   | <b>EMAIL</b>   | <b>WEBSITE</b>   | <b># OF<br/>INTER-<br/>VIEWEES<br/>REFERRE<br/>D</b> |
| National Organization for Women   | President                      | 733 15th St NW, 2nd Fl, Washington DC        | 202-628-8669 |              |  |  | 18   |
| KOAM-TV Employee Referrals  |                                |  |              |              |  |  | 17   |
| KFJX-TV On Air Job Ad   |                                |  |              |              |  |  |  |
| <b>4. OCCASIONAL SOURCES</b>  |                                |  |              |              |  |  |  |
| The Columbus Advocate   |                                | 215 S Kansas, Columbus KS 66725              | 620-429-2773 | 429-3223     |  |  | 2  |
| The National Alliance of State<br>Broadcasters/Broadcast Executive<br>Saga Communications | career page<br>Directors Assoc |  |              |              |  | <a href="http://careerpage.org">careerpage.org</a><br><a href="http://sagacommunications.com">sagacommunications.com</a> |  |
|   |                                | One Turkey Hill Road South, Westport CT      | 203-221-1666 |              |  |  |  |

## **KOAM OUTREACH INITIATIVES 2/1/04 – 1/31/05**

### **Name of Activity: Participation in Job Fairs**

KOAM-TV participated in the Spring Career Day at Pittsburg State University on February 19, 2004. It was held in the Overman Student Center from 10 a.m. to 3 p.m. The fair was attended by Sales Manager, Darren Prather and Promotions Manager, Kate McNulty.

KOAM-TV participated in the Spring Job Expo at Missouri Southern University on March 3<sup>rd</sup>, 2004. It was held in the Billingsly Student Center from 10:00 a.m. to 2:00 p.m. The fair was attended by Production Manager, Steve Holinsworth and Promotions Manager, Kate McNulty.

### **Name of Activity: Internship Program**

KOAM-TV has maintained an Internship Program for many years. Available internships are posted on our website as well as distributed at career fairs. KOAM had participants in the following Internships.

1/19/04 – 5/14/04

Production Department  
(1) Intern/PSU Student

June/July 2004

Production Department  
(3) Interns/1 High School Instructor  
2 High School Students

Production interns work in all of the following areas: master control, news production, videography, post production, graphics, etc.

## **KOAM OUTREACH INITIATIVES 2/1/04 – 1/31/05**

### **Name of Activity: Scholarship Program**

KOAM is part of the KAB Foundation Broadcast Scholarship. This program allows Kansas High School Seniors and Kansas College Students to apply for a broadcast scholarship. KOAM's involvement includes:

- Donation to the KAB Foundation Fund
- Over the air promotion of the availability of the scholarship program. Thirty second announcements aired numerous times from 4/19/04 through 5/1/04.
- KOAM prepared blank application forms available to applicants upon request.
- KOAM posted a notice in-house regarding the KAB Broadcast Scholarship Program.
- KOAM was involved in the evaluation of the candidates selection process.

### **Name of Activity: Speaking at Local College**

Tuesday, February 16, 2004, Promotions Manager Kate McNulty spoke to Troy Comeau's Public Relations class at Pittsburg State University. She began by outlining her background and education, then followed with an overview of what her job as promotions manager entails. The floor was then opened to questions from the audience, which was composed of both traditional and non-traditional students. Kate pointed out the importance of a broad knowledge of broadcasting, networking, and internships. Following the presentation several students approached Kate with inquiries on how to get involved as an intern at KOAM.

### **Name of Activity: Speaking at Local College**

Thursday, March 18, 2004, Promotions Manager Kate McNulty traveled to Kansas State University to speak to Dr. Steve Smethers Media Promotion class as well as Bambi Landhom's Producing for TV Class. She began by outlining her background and education, then followed with an overview of what her job as Promotions Manager entails, focusing specifically on promotion of news and events for both KOAM and Fox 14. The floor was then opened to questions from the audience, which was composed primarily of traditional students. Kate pointed

## **KOAM OUTREACH INITIATIVES 2/1/04 – 1/31/05**

out the importance of a broad knowledge of broadcasting, networking, and internships.

### **Name of Activity: Youth Leadership Seminar**

Friday, June 11, 2004 Promotions Manager Kate McNulty traveled to Central Missouri State University in Warrensburg, MO to be a part of the Missouri Leadership T.R.A.I.L. (Teaching Responsibility and Inspiring Leadership) Youth Seminar, sponsored by the Hugh O'Brien Youth Leadership Program (HOBY). She served as a member of a media and communications panel with Tim Engle, from the Kansas City Star, and Tom Becka with KMBZ radio, also out of Kansas City. Students from all over the state of Missouri were given the opportunity to ask questions to the panel as a whole in a large group, and then to individual panelists in smaller groups. Students in attendance were all high school sophomores and juniors.

### **Name of Activity: Webb City High School Interviews**

Each year, for the past 3 years, and again this year, News Director Kristi Spencer interviewed graduating high school seniors from Webb City MO. Jerry Walker, the vocational counselor, organizes the event, called Senior Job Days. Students that are interested in part-time work during the summer or while in school, fill out an application and are then interviewed at the high school. Most students have had classes in media or video production. They are anxious to learn about potential job opportunities and careers in television.

### **Name of Activity: MSSU Senior Exit Interviews**

On February 18, 2004, Assistant News Director, Bobbie Pottorff, helped MSSC evaluate seniors in the Communication Program at MSSU. This year almost fifty students participated in the Senior Exit Interviews.

Each year Missouri Southern State University asks local professionals to meet with students who will be graduating. The purpose is to give the students a "real-life" interview with someone in their field. A faculty member interviews the students along with the professional. Students prepare resumes and samples of their work. The interview is structured similar to a traditional job interview except for a review

## **KOAM OUTREACH INITIATIVES 2/1/04 – 1/31/05**

period at the end, where the professional, faculty member and the student rate the student's performance. It gives students a chance to test their interviewing skills and to get feedback on their resumes and tapes. It also benefits the station to become familiar with potential job candidates from the local area. It also helps forge a relationship between the station and the college for future applicants and internship candidates.

### **Name of Activity: Educating Students About Broadcasting**

On April 13, 2004, four students from Linda Garrow's Pittsburg High School Marketing Class visited KOAM-TV to look at different careers in broadcasting. Promotions Manager, Kate McNulty, showed them a little bit about what goes on in the departments of accounting and traffic. Then they visited the studio and control room for the Noon newscast and finished with a tour of Master Control and the newsroom.

On April 16, 2004, a class from Parsons High School visited KOAM to watch KOAM Morning News and tour the station under the direction of Shawn Wheat, Morning Show Producer. Shawn works with the Class on education in broadcasting.

On April 19, 2004, a station tour was given to Tracy Weedley's Afton High School Computer class from Afton, Oklahoma, which was composed of approximately 38 students. The tour included a trip through the KOAM studio, control room, production facilities, master control, and the newsroom. Promotion Manager, Kate McNulty, led the tour and explained how computers fit into the daily routine of those who work here at KOAM.

On April 20, 2004 a class from Parsons High School visited KOAM to watch the KOAM Morning News.

On Wednesday, May 5, 2004 Promotion Manager, Kate McNulty, traveled to Welch High School in Welch, OK to be a part of their FCCLA Careers on Wheels Day. She took a live truck and explained her position at the station, gave an overview of how a live truck works, then took any questions. Grades preschool through 12 were in attendance.



## **KOAM OUTREACH INITIATIVES 2/1/04 – 1/31/05**

### **Name of Activity: Educating Students About Broadcasting**

Twice a year Kevin Hamilton, Director of Agency Sales, speaks at an advertising class at Pittsburg State University about selling techniques.

On January 28, 2005, Darren Prather, General Sales Manager, spoke to the Senior Career Class at Jasper High School.

### **Name of Activity: Job Shadowing**

KOAM occasionally receives requests from area high schools to participate in their Job Shadowing program. On 2/26/04 3 students from Pittsburg High School visited KOAM-TV to obtain knowledge about working in a Television Station. Job Shadowing is part of their School to Careers program. Two of the students shadowed in the Production Department and one shadowed in the News Department. Evaluation sheets were completed for each student and returned to the School to Career Director at PHS.

On 3/3/04 an 8<sup>th</sup> grade student from Pittsburg Middle School visited KOAM to shadow News Anchor, Dowe Quick. She shadowed from 12:00 to 6:00 p.m.

On 5/12/04 a High School student from Covenant Harvest Church School in Pittsburg KS, visited KOAM to shadow in the Production Department under the direction of Production Manager, Steve Holinsworth. The student also observed from the Control Room during the Noon Newscast.

On 12/2/04 two students from Carthage MO High School visited KOAM to shadow in the News Department under the direction of Kristi Spencer, News Director. One student shadowed a Reporter and the other shadowed the Sports Department

### **Name of Activity: Notifying Community Groups**

KOAM routinely airs announcements each week to alert qualified groups to contact the station if they would like to receive notification of job vacancies.

## **KOAM OUTREACH INITIATIVES 2/1/04 – 1/31/05**

### **Name of Activity: Notifying the Community**

In an interview with The Joplin Globe, News Anchor, Sarah Pierik, promoted internships at KOAM by telling readers if someone is considering going into broadcast news, an internship or job shadowing are opportunities to try out the position without signing a multi-year contract. The article was published in the 2/21/04 edition.

### **Name of Activity: Educating Viewers about KOAM Job Opportunities**

KOAM routinely airs announcements each week to direct all interested viewers to the KOAM website to view job opportunities.

### **Name of Activity: Training to Management Personnel**

On April 6, 2004, EEO Coordinator, Shelly Saporito, listened to a presentation entitled Behavioral Interviewing: Building Talent and Diversity presented by Wise D. Booker, Reid Dugger Consulting Group.

On May 21, 2004, Equal Employment Opportunity training was provided to management personnel at the annual Saga Managers Meeting. The EEO Compliance Session was attended by KOAM.

On September 8, 2004, Danny Thomas, KOAM General Manager, participated in the KAB License Renewal/EEO Webinar for GMs, HR Directors, and EEO Coordinators.

On October 11, 2004, Shelly Saporito, KOAM Administrative Assistant/EEO Coordinator, attended the annual KAB Convention Seminars on License Renewal/EEO1Source/EEO Compliance held in Overland Park, KS. Presenting the training sessions were Deepak Massand, creator/developer of EEO1 Source and Barry Umansky, communications attorney.