

KOAM TV
EEO PUBLIC FILE REPORT
January 26, 2019 - January 26, 2020

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Graphic Artist	1-3, 7-8, 10-12, 15, 17-20, 22-24, 28-39, 41-42, 44, 46-47, 51-52	17
Marketing Consultant	1-3, 7-8, 10-12, 16-20, 22-24, 26, 28-29, 31-39, 41-42, 44-48, 50-52	7
Marketing Consultant	1-2, 7-14, 16, 18, 22-24, 27-29, 31, 34-35, 38-39, 41-42, 44-48, 52	7
Marketing Consultant	1-2, 7-14, 16, 18, 22-24, 27-29, 31, 34-35, 38-39, 41-42, 44-48, 52	39
Marketing Consultant	1-2, 7-14, 16, 18, 22-24, 27-29, 31, 34-35, 38-39, 41-42, 44-48, 52	7
Master Control Operator	1-3, 5, 8, 10-12, 16, 18-19, 22-24, 28-32, 34-39, 41-42, 44-47, 50-52	5
Master Control Operator	1-3, 8, 10-12, 17-20, 22-24, 28-29, 31, 33-35, 37-39, 41-42, 44, 47, 52	17
Master Control Operator	1-3, 8, 10-12, 18-19, 22-24, 28-42, 44-47, 51-52	39
Multi-Media Journalist	1-2, 8-12, 16, 18-19, 21-26, 28-29, 31-35, 37-39, 41-49, 51-52	25
News Producer	1-2, 4, 6, 8, 10-12, 16, 18-19, 22-24, 26, 28-29, 31-35, 37-39, 41-42, 44-47, 51-52	6
News Videographer	1-2, 8, 10-12, 14, 16-18, 22-26, 28-29, 31-39, 41-42, 44-48, 52	17
News Videographer	1-2, 8, 10-12, 14, 16-18, 22-26, 28-29, 31-39, 41-42, 44-48, 52	14
News Videographer	1-2, 8, 10-12, 14, 16-18, 22-26, 28-29, 31-39, 41-42, 44-48, 52	17
News Videographer	1-3, 8, 10-12, 15, 18-19, 22-24, 26, 28-39, 41-42, 44-47, 51-52	39
Production Manager	1-2, 7-8, 10-12, 17-18, 22-24, 27-29, 31, 33-35, 37, 42, 44-47, 52	17
Videographer / Editor	1-2, 8, 11-12, 15-18, 22-24, 28-29, 31-32, 34-35, 37-39, 41-42, 44-45, 47-48, 52	22
Videographer / Editor	1-2, 8, 11-12, 15-18, 22-24, 28-29, 31-32, 34-35, 37-39, 41-42, 44-45, 47-48, 52	22

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Carthage Crisis Center 100 S Main St Carthage, Missouri 64836 Phone : 417-358-3533 Email : carthagecrisiscenter@gmail.com Reverend Jim Benton	Y	0
2	Carthage Technical Center 1100 E. Airport Dr. Carthage, Missouri 64836 Phone : 417-359-7026 Url : www.carthagetigers.org Email : derryberryr@carthagetigers.org Rhonda D.	Y	0
3	Crowder College 601 Laclede Ave Neosho, Missouri 64850 Phone : 417-455-5618 Url : http://www.crowder.edu Abby Tribble Manual Posting	N	0
4	Current Employee	N	1
5	Current Employee - Transfer/Promotion	N	1
6	Employee Promotion	N	1
7	Employee Referral	N	8
8	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 Judy M.	Y	0
9	FOX14 Facebook 2950 NE Highway 69 Pittsburg, Kansas 66762 Url : www.fox14tv.com ----- Manual Posting	N	0

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10	Greenlee School of Journalism & Comm 613 Wallace Road, 101 Hamilton Hall Ames, IA 50011-4010, Iowa 50011-4010 Phone : 415-596-6119 Grace Provenzano Manual Posting	Y	0
11	Illinois Center for Broadcasting Chicago Campus 530 S. State St. Chicago, Illinois 60605 Phone : 3128848000 Url : http://funjobsonair.com Email : dclark@beonair.com Don Clark	Y	0
12	In House Postings 2950 NE Highway 69 Pittsburg, Kansas Email : ssaporito@koamtv.com EEO Coordinator	N	0
13	Indeed 6433 Champion Grandview Way Bldg.1 Austin, Texas 78750 EEO coordinator EEO coordinator Manual Posting	N	1
14	Indeed.com	N	4
15	Indeed.com - Not Directly Contacted by SEU	N	12
16	INSTAGRAM 2950 NE Highway 69 Pittsburg, Kansas Phone : 6202310400 Jared W. Manual Posting	N	0
17	Internal Posting	N	11
18	Kansas Association of Broadcasters 214 SW 6th Street Topeka, Kansas Phone : 785-235-1307 Url : http://kab.net Job Bank Manual Posting	N	1

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19	Kansas State University Manhattan KS Manhattan, Kansas Phone : ---- Handshake ---- Manual Posting	N	0
20	Kansas State University Career Services 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785-532-1681 Url : www.ksu.edu/ces Handshake ---- Manual Posting	Y	0
21	KFJX TV WEBSITE 2950 NE Highway 69 Pittsburg, Kansas EEO Coordinator Manual Posting	N	0
22	KOAM NEWS NOW WEBSITE 2950 NE Highway 69 Pittsburg, Kansas EEO Coordinator Manual Posting	N	7
23	KOAM-KFJX-THE CW FACEBOOK 2950 NE Highway 69 Pittsburg, Kansas 66762 Url : www.koamtv.com ---- Manual Posting	N	0
24	LDS Employment Services Center 1901 E. Peters Colony Carrollton, Texas 75007 Phone : 972-492- 2432 Url : www.ldsjobs.org Email : ldsjobs.dallas7@ldsmail.net Sister Bartholomew	Y	0
25	LinkedIn 2950 NE Highway 69 PO Box 659 Pittsburg, Kansas 66762 Phone : 6202310400 Jared W. Manual Posting	N	1

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26	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Mark Shilstone Manual Posting	N	0
27	MediaRecruiter.com 9457 So University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 3034005150 Art Scott Manual Posting	N	0
28	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://mba.org Career Services Manual Posting	N	0
29	Missouri Career Center 730 S Wall Ave Joplin, Missouri 64801 Phone : 417-629-3000 Url : http://missouricareersource.com Email : debbie.hollis@dhewd.mo.gov Debbie Hollis	N	0
30	Missouri School of Journalism, Career Services 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Barbara Willis Manual Posting	N	0
31	Missouri Southern State University 3950 E Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : http://www.mssu.edu Email : careerservices@mssu.edu Career Center	N	1

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32	Missouri State University (SMS) 901 S. National Ave Springfield, Missouri 65897 Phone : 417-836-5636 Url : http://www.missouristate.edu Career Center Manual Posting	N	0
33	Mizzou-The University of Columbia 201 Student Success Center Hire Mizzou Tigers Columbia, Missouri 65211 Phone : 2310400 Handshake ----- Manual Posting	N	0
34	MSSU Department of Communication Newman Road Joplin, Missouri Phone : ---- Bill H. Manual Posting	N	0
35	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 Rachel Lloyd	Y	0
36	Ohio University E.W. Scripps School of Journalism Schoonover Center 242 1 Ohio University Athens, Ohio 45701-2979 Phone : 740.593.2606 Mary Rogus Manual Posting	N	0
37	OK Job Match-Miami Workforce Center 121 North Main Street Miami, Oklahoma 74354 Phone : 918-542-5561 ext 15 Url : https://servicelink.oesc.state.ok.us/ada Joan Follin Manual Posting	N	0

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38	ON AIR KFJX TV 2950 NE Highway 69 Pittsburg, Kansas Phone : --- EEO Coord --- Manual Posting	N	0
39	ON AIR KOAM TV 2950 NE Highway 69 Pittsburg, Kansas Phone : --- EEO Coord --- Manual Posting	N	9
40	ON AIR MeTV 2950 NE Highway 69 Pittsburg , Kansas 66762 Phone : --- EEO Coord --- Manual Posting	N	0
41	ON AIR THE CW 2950 NE Highway 69 Pittsburg, Kansas Phone : --- EEO Coord --- Manual Posting	N	0
42	PSU Career Services 1701 S Broadway Pittsburg, Kansas 66762 Phone : 620-235-4143 Url : http://www.pittstate.edu Email : careers@pittstate.edu Career Center	N	0
43	PSU College of Business 1701 S Broadway Pittsburg, Kansas College of Business College of Business Manual Posting	N	0
44	PSU Communication Department Pittsburg Pittsburg, Kansas Phone : --- Communication Dept Saporito Manual Posting	N	0

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45	Southeast Kansas Works 105 W Euclid Pittsburg, Kansas 66762 Phone : 620-232-9810 Url : http://kansasworks.com Email : jolene.ray@ks.gov Jolene Ray	N	0
46	The National Alliance of State Broadcasters 214 SW 6th Street Suite 300 Topeka, Kansas 66603 Phone : 785-235-1307 Url : http://kab.net Career Services Manual Posting	N	0
47	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	2
48	TWITTER 2950 NE Highway 69 Pittsburg, Kansas Phone : --- Jared W. Manual Posting	N	0
49	Unknown (source not adequately identified upon inquiry by SEU)	N	1
50	Unknown Referral Source	N	2
51	Wichita State University Wichita KS Wichita, Kansas Phone : --- Handshake --- Manual Posting	N	0
52	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			63

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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	1/26/2019	Provision of training to management	Notices regarding our EEO obligations are mentioned in our emailed & posted bi-weekly Gazette and emailed Monday Memo to inform and remind management and staff about our EEO program and our requirements to educate the public about job opportunities.	1	Promotion Manager
2	1/26/2019	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 TV Main Studio 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 and visit with the news anchors. During the tour they learn about the history of the TV stations. They also learn which professions 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 broadcast opportunities available at the TV stations. The tours generally last about 90 minutes. Tour dates for 1/26/19 through 1/26/20 are listed throughout this report.	2	Promotion Manager Promotion Assistant

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3	1/26/2019	Participation in events sponsored by community groups	Educating the Community about Broadcasting and jobs in broadcasting through station tours. Many groups and individuals of all ages visit the KOAM TV Main Studio for a station tour each year. Visitors tour the newsroom, master control area, control room, and main studio. Most visitors watch a live newscast and visit with the news anchors. 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, the assignment editor and others working in the newsroom as well as master control operators, directors and graphic artists. The visitors are informed about broadcast opportunities available at the TV stations. The tours generally last about 90 minutes. Tour dates for 1/26/19 through 1/26/20 are listed throughout this report.	2	Promotion Manager Promotion Assistant
4	1/29/2019	Participation in events sponsored by community groups	The Glittering Stones 4H Group from Columbus KS toured the Station and watched the 6:00 News.	1	Promotion Manager
5	2/1/2019	Participation in events or programs sponsored by educational institutions	5th Grade Students from Meadowlark Elementary, Pittsburg KS, toured the Station and watched the Noon News.	3	Promotion Manager Promotion Assistant MCO Supervisor
6	2/6/2019	Participation in events sponsored by community groups	Guests from Carrington Place, Pittsburg KS, toured the Station and watched the Noon News	1	Promotion Manager
7	2/8/2019	Participation in events sponsored by community groups	Guests from Easy Living Inc. in Joplin MO, toured the Station and watched the Noon News.	1	Promotion Assistant
8	2/12/2019	Participation in events or programs sponsored by educational institutions	A Student with USD 249, Frontenac KS, shadowed Meteorologist Doug Heady.	1	Meteorologist

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9	2/13/2019	Participation in events or programs sponsored by educational institutions	Anchor/Reporter, Lisa Olliges, served as a judge for the District 17 FBLA (Future Business Leaders of America) Competition from 8:30 to 10:50. The Competition was held in the Robert Plaster business building at MSSU.	1	Anchor/Reporter
10	2/20/2019	Participation in events or programs sponsored by educational institutions	Students from Bartlett MO Elementary toured the Station and watched the Noon News.	2	Promotion Manager Promotion Assistant
11	2/26/2019	Participation in events or programs sponsored by educational institutions	3 different classes from George Nettles Elementary in Pittsburg, visited the Station to do mock newscasts in the KOAM Studio.	4	Promotion Manager Promotion Assistant News Director Chief Engineer
12	2/27/2019	Participation in events or programs sponsored by educational institutions	KOAM participated in the Business Education Alliance Job Shadow Day hosting 4 Students from Pittsburg High School from 9:00 a.m. - 1:00 p.m.	6	VP, General Manager News Director Creative Services Dir Anchor, Reporter
13	3/7/2019	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Franklin Technology Center, Annual Career Fair in Joplin MO from 8:30 - 12:00.	2	Promotion Manager Promotion Assistant
14	3/19/2019	Participation in events or programs sponsored by educational institutions	Director of Sales, Paul Neace, and Digital Sales Manager, Rye Addis, presented to a group of students in the Social Media Marketing class at Pittsburg State University. They shared some of their experiences in the advertising industry, capabilities of the KOAM group of stations and what it takes to have a successful career in marketing. The presentation lasted 1 hour, 10 minutes.	2	Director of Sales Digital Sales Manager
15	3/25/2019	Participation in events or programs sponsored by educational institutions	Darren Dishman, KFJX General Manager/Program Director, spoke to the Media Management class at MSSU. Darren talked about KOAM, KFJX, and The CW and what it takes to work toward a management position. The students were also invited to tour the stations.	1	KFJX GM and Program Dir.

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16	4/3/2019	Participation in events or programs sponsored by educational institutions	News Director, Kristi Spencer, attended the Missouri College Media Association/Missouri Broadcast Educators Association annual conference at Missouri State University. The conference was hosted by the MBA.	1	News Director
17	4/3/2019	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Missouri Southern State University Spring Career Fair, held at the Leggett & Platt Athletic Center, from 10A-1:30P. Information about current job openings and jobs in broadcasting was shared with students.	2	Promotion Manager Promotion Assistant
18	4/4/2019	Participation in events sponsored by community groups	Guests from Preferred Family Healthcare in Joplin MO toured the station and watched the Noon News.	2	Promotion Manager Promotion Assistant
19	4/9/2019	Participation in events or programs sponsored by educational institutions	A Junior Class Student from Oswego Kansas High School shadowed Production Manager Stanton Sailsbury and Editor/Graphics Artist James Mast in the Production Department from 9:00 a.m. - 11:30 a.m.	2	Production Manager Editor/Graphics Artist
20	4/17/2019	Participation in events sponsored by community groups	Guests from Judevine Center for Autism toured the Station and watched the Noon News.	1	Promotion Manager
21	4/23/2019	Participation in events or programs sponsored by educational institutions	A home schooled Student, taking classes at Crowder Community College in Neosho MO, shadowed in the News and Production Department.	1	News Director
22	4/24/2019	Participation in events or programs sponsored by educational institutions	Students from Marmaton Valley KS High School Video Production class toured the Station and watched the Noon News.	1	Promotion Manager
23	4/26/2019	Participation in events or programs sponsored by educational institutions	2nd Grade Students from Lakeside Elementary in Pittsburg toured the Station and watched the Noon News.	2	Promotion Manager Promotion Assistant
24	4/26/2019	Participation in events or programs sponsored by educational institutions	A Student with Crowder College in Neosho MO shadowed Editor/Graphics Artist James Mast in the Production Department from 9:00 a.m. - 12:30 p.m.	1	Editor/Graphics Artist

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25	5/7/2019	Participation in events or programs sponsored by educational institutions	Students from the 5th Grade graduating class of Soaring Heights Elementary School in Joplin MO, our Bright Futures partner, visited the station. The Students were given a tour, watched the Noon News, enjoyed a pizza party and played games.	2	Promotion Manager Promotion Assistant
26	5/16/2019	Participation in events or programs sponsored by educational institutions	5th Grade Students from Jasper MO Elementary toured the Station and watched the Noon News.	2	Promotion Manager Promotion Assistant
27	5/17/2019	Participation in events or programs sponsored by educational institutions	News Director, Kristi Spencer, participated in the Carl Junction Missouri Exploration Day from 8:20 a.m. to 1:00 p.m.	1	News Director
28	6/6/2019	Participation in events sponsored by community groups	Meteorologist, Nick Kelly, spoke at the Kiwanis Club Noon Meeting at Via Christi in Pittsburg. Nick talked about weather and being prepared.	1	Meteorologist
29	7/31/2019	Participation in events sponsored by community groups	Guests from the Goodman Homeschoolers toured the Station.	1	Promotion Manager
30	7/31/2019	Participation in events sponsored by community groups	Guests from the Chanute KS First Baptist Church WOW Wednesday program toured the Station.	1	Promotion Manager
31	8/21/2019	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Missouri Southern State University Community Day 2019, on the MSSU Oval, from 10:30 a.m. - 1:00 p.m. to welcome students and staff back to campus and visit about job opportunities at the station.	2	Promotion Manager Promotion Assistant
32	8/27/2019	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the PSU Community Fair, Pittsburg KS, from 11 a.m. - 1 p.m. on the PSU Campus Oval to welcome students and visit about job opportunities at the TV station.	2	Promotion Manager Promotion Assistant
33	9/5/2019	Participation in events or programs sponsored by educational institutions	Students from the PSU COMM 575 class toured the Station and watched the 5:00 News.	1	News Director
34	9/16/2019	Participation in events or programs sponsored by educational institutions	3rd Grade Students from George Nettles Elementary, Pittsburg KS, toured the Station.	2	Promotion Manager Promotion Assistant

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35	10/23/2019	Participation in events or programs sponsored by educational institutions	Anchor/Reporter, Lisa Olliges, participated in the Joplin High School Drama class from 8 a.m. to 2:00 p.m. and judged the Acting II students monologue auditions.	1	Anchor/Reporter
36	10/24/2019	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Missouri Southern State University Internship Expo, held in the Billingsly Student Center, 3rd Floor Ballroom, from 10:00 a.m. - 1:30 p.m. Information regarding internships and jobs at the TV Station was shared with students.	3	News Director Promotion Manager Promotion Assistant
37	10/29/2019	Participation in events or programs sponsored by educational institutions	A Student with Galena KS High School shadowed Sports Director Jacob Lenard from 1:00 p.m. through the 6:00 p.m. News.	1	Sports Director
38	10/29/2019	Participation in events or programs sponsored by educational institutions	Digital Sales Manager, Rye Addis, and Promotion Manager, Vance Lewis, participated in the PSU Communication round-table held at the Overman Student Center from 1:00 p.m. to 3:00 p.m.	2	Promotion Manager Digital Sales Manager
39	11/1/2019	Participation in events or programs sponsored by educational institutions	Promotion Manager, Vance Lewis, attended the Joplin Eagles Television High Definition Advisory Board meeting in the studio inside Joplin High School from Noon to approximately 1:30.	1	Promotion Manager
40	11/13/2019	Participation in events or programs sponsored by educational institutions	Meteorologist, Nick Kelly, spoke at the Webb City MO Junior High School Career Day from 12:30 p.m. to 2:25 p.m.	1	Meteorologist
41	11/21/2019	Participation in events or programs sponsored by educational institutions	A Student from Fort Scott KS High School shadowed Videographer, Michael Iori in the Production Department from 12:00 - 3:30.	1	Production Videographer
42	12/20/2019	Participation in events or programs sponsored by educational institutions	5th Grade Students from Erie Kansas Elementary School toured the Station and watched the Noon News.	2	Promotion Manager Promotion Assistant
43	1/16/2020	Participation in events sponsored by community groups	Guests from the Glittering Stones 4H Group in Columbus KS toured the Station and watched the 6:00 News.	1	Promotion Manager

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44	1/16/2020	Participation in events sponsored by community groups	Assignment Editor, Stephanie Marsh, participated in the Joplin Leadership discussion with business leaders about how the News Department decides what is news. Stephanie was on the Media Panel with KODE/KSN, Joplin Globe, and Freeman Hospital at Joplin Coffee Avenue from 10:30 a.m.-1 p.m.	1	Assignment Editor
45	1/17/2020	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Spring 2019 Career Fair at Crowder College in Neosho MO from 9:00 a.m. to 2:30 p.m.	2	Promotion Manager Promotion Assistant
46	1/26/2020	Participation in other activities designed by the station employment unit	1/26/19 through 1/26/20 KOAM routinely aired and will continue to air the following EEO Announcement. "KOAM-TV is looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our station, please notify the EEO Coordinator at KOAM-TV, P.O. Box 659, Pittsburg, KS 66762 or call 417-624-0233 or 620-231-0400 . KOAM-TV is an Equal Opportunity Employer."	1	Admin Assist/EEO Coordinator