

KOAM TV
EEO PUBLIC FILE REPORT
January 27, 2020 - January 27, 2021

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	4-8, 10-11, 14, 16-18, 21-23, 26-30, 32-36, 38-40, 46	34
Director/Technical Director	4-8, 10-11, 14, 16-18, 21-23, 26-30, 32-36, 38-40, 46	7
Marketing Consultant	2-6, 8-12, 14-19, 21-36, 38-41, 44-46	19
Master Control Operator	3-6, 8, 10-11, 14, 16-18, 21-23, 26-30, 32-36, 38-43, 45-46	16
Morning Show Producer	2-6, 8-12, 14-18, 20-36, 38-41, 44, 46	11
Multi-Media Journalist	2-11, 14-18, 21-34, 36, 38-41, 44, 46	17
Multi-Media Journalist/Weekend Anchor	2-6, 8-11, 14-18, 21-36, 38-41, 44, 46	11
News Videographer	3-6, 8-12, 14-18, 21-25, 29-39, 41, 44, 46	37
Sports Anchor/Reporter	1-6, 8-11, 13-18, 21-36, 38-41, 44-46	45

KOAM TV
EEO PUBLIC FILE REPORT
January 27, 2020 - January 27, 2021

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	Agency Referral	N	2
2	BreezyHR 1534 Oak St #301 Jacksonville, Florida 32204 Breezy HR Manual Posting	N	1
3	CareerPage 214 SW 6th Street Suite 300 Topeka, Kansas 66603 Phone : 785-235-1307 Url : http://kab.net Career Services Manual Posting	N	0
4	Carthage Crisis Center 100 S Main St Carthage, Missouri 64836 Phone : 417-358-3533 Email : carthagecrisiscenter@gmail.com Reverend Jim Benton	Y	0
5	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
6	Crowder College 601 Laclede Ave Neosho, Missouri 64850 Phone : 417-455-5618 Url : http://www.crowder.edu Abby Tribble Manual Posting	N	0
7	Employee Referral	N	2
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

KOAM TV
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January 27, 2020 - January 27, 2021

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	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
10	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
11	In House Postings 2950 NE Highway 69 Pittsburg, Kansas Email : ssaporito@koamtv.com EEO Coordinator	N	3
12	Indeed 6433 Champion Grandview Way Bldg.1 Austin, Texas 78750 EEO coordinator EEO coordinator Manual Posting	N	7
13	Indeed.com	N	1
14	Kansas Association of Broadcasters 214 SW 6th Street Topeka, Kansas Phone : 785-235-1307 Url : http://kab.net Job Bank Manual Posting	N	1
15	Kansas State University Manhattan KS Manhattan, Kansas Phone : ---- Handshake ---- Manual Posting	N	0
16	KOAM NEWS NOW WEBSITE 2950 NE Highway 69 Pittsburg, Kansas EEO Coordinator Manual Posting	N	6

KOAM TV
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January 27, 2020 - January 27, 2021

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	KOAM-KFJX-THE CW FACEBOOK 2950 NE Highway 69 Pittsburg, Kansas 66762 Url : www.koamtv.com ----- Manual Posting	N	2
18	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
19	LinkedIn 2950 NE Highway 69 PO Box 659 Pittsburg, Kansas 66762 Phone : 6202310400 Jared W. Manual Posting	N	4
20	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Mark Shilstone Manual Posting	N	0
21	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://mba.org Career Services Manual Posting	N	0
22	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

KOAM TV
EEO PUBLIC FILE REPORT
January 27, 2020 - January 27, 2021

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	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	0
24	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
25	Mizzou-The University of Columbia 201 Student Success Center Hire Mizzou Tigers Columbia, Missouri 65211 Phone : 2310400 Handshake ----- Manual Posting	N	0
26	MSSU Comm Dept Adm Assist 3950 E Newman Rd Joplin, Missouri Phone : 417-625-9580 Alyssa Farney Manual Posting	Y	0
27	MSSU Comm Dept Creative Svcs 3950 E Newman Rd Joplin, Missouri Phone : 417-625-9580 Madison West Manual Posting	Y	0
28	MSSU Comm Dept Master Instructor 3950 E Newman Rd Joplin, Missouri Phone : 417-625-9580 Tennyson Williams Manual Posting	Y	0

KOAM TV
EEO PUBLIC FILE REPORT
January 27, 2020 - January 27, 2021

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	MSSU Department of Communication Newman Road Joplin, Missouri Phone : 417-625-9580 Ward Bryant Manual Posting	Y	0
30	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
31	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
32	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
33	ON AIR KFJX TV 2950 NE Highway 69 Pittsburg, Kansas Phone : --- EEO Coord --- Manual Posting	N	0
34	ON AIR KOAM TV 2950 NE Highway 69 Pittsburg, Kansas Phone : --- EEO Coord --- Manual Posting	N	3

KOAM TV
EEO PUBLIC FILE REPORT
January 27, 2020 - January 27, 2021

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35	ON AIR MeTV 2950 NE Highway 69 Pittsburg , Kansas 66762 Phone : --- EEO Coord --- Manual Posting	N	0
36	ON AIR THE CW 2950 NE Highway 69 Pittsburg, Kansas Phone : --- EEO Coord --- Manual Posting	N	0
37	Other Source	N	1
38	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
39	PSU Communication Department Pittsburg Pittsburg, Kansas Phone : --- Communication Dept Saporito Manual Posting	N	0
40	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
41	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0

KOAM TV
EEO PUBLIC FILE REPORT
January 27, 2020 - January 27, 2021

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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	TWITTER 2950 NE Highway 69 Pittsburg, Kansas Phone : --- Jared W. Manual Posting	N	0
43	Unknown Referral Source	N	1
44	Wichita State University Wichita KS Wichita, Kansas Phone : --- Handshake --- Manual Posting	N	0
45	Word of Mouth Referral	N	3
46	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			37

KOAM TV
EEO PUBLIC FILE REPORT
January 27, 2020 - January 27, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/27/2020	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	1/27/2020	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. Due to the pandemic, tour dates for this past year only occurred between January and March 2020 and are listed throughout this report.	2	Promotion Manager Promotion Assistant
3	1/29/2020	Participation in events or programs sponsored by educational institutions	A Student with Thomas Jefferson Independent Day School, Joplin, MO shadowed Commercial Editor/Graphic Artist James Mast in the Production Department from 8 a.m. - 4 p.m. on January 29th and 30th.	1	Commercial Editor/Graphic Artist
4	1/30/2020	Participation in events or programs sponsored by educational institutions	5 Broadcast Journalism students, along with instructor, from Pittsburg State University, toured the station and watched the 5:00 news.	1	Promotion Manager

KOAM TV
EEO PUBLIC FILE REPORT
January 27, 2020 - January 27, 2021

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5	2/7/2020	Participation in events sponsored by community groups	A local homeschool group toured the station as part of their study on weather and climate.	1	Promotion Manager
6	2/11/2020	Participation in events or programs sponsored by educational institutions	General Manager, Danny Thomas, gave a talk to Judy Stiles Broadcast Media Management Class.	1	VP and General Mgr
7	2/13/2020	Participation in events or programs sponsored by educational institutions	5th Grade students from Commerce, OK, toured the station and watched the Noon News.	2	Promotion Manager Promotion Assistant
8	2/19/2020	Participation in events or programs sponsored by educational institutions	KOAM participated in the Riverton KS High School Career Fair for grades 8th through 12th from 12:15 - 3:15.	2	Promotion Manager Promotion Assistant
9	2/19/2020	Participation in events or programs sponsored by educational institutions	Reporter/Anchor, Kate Kelley, participated in the Neosho MO Junior High Career Day and spoke with two groups of 7th graders.	1	Reporter/Anchor
10	2/22/2020	Participation in events sponsored by community groups	KOAM participated in the Pittsburg KS Business Expo held at the Meadowbrook Mall and visited with members of the community about the station during day two of the Expo, which was open to the public.	2	Promotion Manager Promotion Assistant
11	2/24/2020	Participation in events or programs sponsored by educational institutions	The first of three classes of 5th Grade Students from George Nettles Elementary in Pittsburg KS visited the Station, watched the Noon News and then created a student newscast in the KOAM Studio.	9	Promotion Manager Promotion Assistant Editor/Graphic Artist Production Manager
12	2/25/2020	Participation in events or programs sponsored by educational institutions	The second of three classes of 5th Grade Students from George Nettles Elementary in Pittsburg KS visited the Station, watched the Noon News and then created a student newscast in the KOAM Studio.	9	Promotion Manager Promotion Assistant Editor/Graphic Artist Production Manager
13	2/26/2020	Participation in events or programs sponsored by educational institutions	The third class of three classes of 5th Grade Students from George Nettles Elementary in Pittsburg KS visited the Station, watched the Noon News and then created a student newscast in the KOAM Studio.	9	Promotion Manager Promotion Assistant Editor/Graphic Artist Production Manager

KOAM TV
EEO PUBLIC FILE REPORT
January 27, 2020 - January 27, 2021

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14	2/29/2020	Participation in events sponsored by community groups	KOAM participated in the Carthage MO Business Expo and visited with members of the community about the station during day two of the Expo, which was open to the public.	2	Promotion Manager Promotion Assistant
15	3/5/2020	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
16	3/7/2020	Participation in events sponsored by community groups	KOAM participated in the Carl Junction MO Business Expo and visited with members of the community during day two of the Expo which was open to the public.	2	Promotion Manager Promotion Assistant
17	3/10/2020	Participation in events or programs sponsored by educational institutions	Meteorologist, Doug Heady, gave a talk to students at Baxter Springs KS High School from 2:35-3:00.	1	Meteorologist
18	3/10/2020	Participation in events or programs sponsored by educational institutions	A group of teens from Kansas Kids @GEAR UP, toured the station and watched the 5:00 News to learn more about weather and meteorology.	1	Promotion Manager
19	3/11/2020	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Missouri Southern State University Spring Career Fair from 10 a.m. - 1:30 p.m. at the Leggett & Platt Athletic Center. Information about current job openings and jobs in broadcasting was shared with students.	2	Promotion Manager Promotion Assistant
20	3/12/2020	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Spring Career Day 2020 at Pittsburg State University, held at the Robert W. Plaster Center, from 10:00 a.m. - 2:00 p.m. Information was shared with students concerning jobs in broadcasting.	2	Promotion Manager Promotion Assistant
21	11/20/2020	Participation in events or programs sponsored by educational institutions	Sports Director, Jacob Lenard, participated in the Yates Center KS Middle School Virtual Career Day. Jacob spent 30 minutes speaking and answering questions about his career.	1	Sports Director

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EEO PUBLIC FILE REPORT
January 27, 2020 - January 27, 2021

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22	1/27/2021	Participation in other activities designed by the station employment unit	1/27/20 through 1/27/21 KOAM routinely aired 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