

KOAM TV
EEO PUBLIC FILE REPORT
January 28, 2023 - January 26, 2024

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
Digital Content Producer	3-11, 13-15, 18, 20-21, 23-29, 31-38, 40-43, 45-46	9
Digital Marketing Coordinator	3-8, 10-11, 13-15, 18-20, 23-31, 36-38, 41-42, 45-47	3
FT Morning Videographer	2-6, 8, 10-11, 13-15, 17-20, 23-38, 40- 43, 45-47	10
J365 Multi-Media Journalist	3-8, 10, 13-16, 18-21, 23-30, 36-43, 45- 47	15
J365 Multi-Media Journalist	3-8, 10, 13-16, 18-21, 23-30, 36-43, 45- 47	39
J365 Multi-Media Journalist	3-8, 10, 13-16, 18-21, 23-30, 36-43, 45- 47	15
J365 Multi-Media Journalist	3-8, 10, 13-16, 18-21, 23-30, 36-43, 45- 47	15
Marketing Consultant	3-8, 10-11, 13-16, 18, 20, 23-31, 33, 36 -42, 45-47	33
Marketing Consultant	2-8, 10-15, 18-21, 23-42, 45-47	3
Meteorologist	2-8, 10-11, 13-16, 18-31, 36-47	16
News Anchor	4-8, 10, 13-16, 18-21, 23-31, 36-43, 45- 47	16
News Content Producer	4, 6-10, 13, 15, 18-21, 23-30, 36-43, 45 -46	15
Sports Anchor-Reporter	2, 4-6, 8, 10, 13-16, 18-20, 23-38, 40- 43, 46-47	15
Sports Director/Anchor	1-2, 4-8, 10, 13-16, 18-21, 23-31, 36- 38, 40-43, 45-47	24
Technical Media Operator	3-4, 6-8, 10-11, 13, 15, 18-20, 24-29, 31-38, 47	3
Technical Media Operator	3-4, 6-8, 10, 13-15, 18-21, 23-29, 32- 38, 40-43, 45-47	3
Weekend Anchor/MMJ	3-8, 10, 13-16, 18, 20, 23-30, 36-43, 46 -47	24

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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	Agency Referral	N	1
2	Arkansas Tech University 215 W O Street Russellville, Arkansas 72801 Phone : - Handshake - Manual Posting	N	0
3	Breezy HR - Indeed 1534 Oak Street #301 Jacksonville, Florida 32204 Breezy HR Breezy HR Manual Posting	N	27
4	BreezyHR 1534 Oak St #301 Jacksonville, Florida 32204 Breezy HR Manual Posting	N	1
5	CareerPage 214 SW 6th Street Suite 300 Topeka, Kansas 66603 Phone : 785-235-1307 Url : http://kab.net Career Services Manual Posting	N	0
6	Carthage Crisis Center 100 S Main St Carthage, Missouri 64836 Phone : 417-358-3533 Email : carthagecrisiscenter@gmail.com Reverend Jim Benton	Y	0
7	Carthage Technical Center 1100 E. Airport Dr. Carthage, Missouri 64836 Phone : 417-359-7026 Url : www.carthagetigers.org Email : greena@carthagetigers.org Ali Green (Krieg)	Y	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
8	Crowder College 601 Laclede Ave Neosho, Missouri 64850 Phone : 417-455-5618 Url : http://www.crowder.edu Abby Tribble Manual Posting	N	0
9	Employee Referral	N	2
10	In House Postings 2950 NE Highway 69 Pittsburg, Kansas Email : ssaporito@koamtv.com EEO Coordinator	N	5
11	Indeed 6433 Champion Grandview Way Bldg.1 Austin, Texas 78750 EEO coordinator EEO coordinator Manual Posting	N	0
12	Johnson County Community College 12345 College Blvd Overland Park, Kansas Phone : - Job Links - Manual Posting	N	0
13	Kansas Association of Broadcasters 214 SW 6th Street Topeka, Kansas Phone : 785-235-1307 Url : http://kab.net Job Bank Manual Posting	N	0
14	Kansas State University Manhattan KS Manhattan, Kansas Phone : - Handshake - Manual Posting	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
15	KOAM NEWS NOW WEBSITE 2950 NE Highway 69 Pittsburg, Kansas EEO Coordinator Manual Posting	N	15
16	LinkedIn 2950 NE Highway 69 PO Box 659 Pittsburg, Kansas 66762 Phone : 6202310400 Department Head DH Manual Posting	N	7
17	MediaRecruiter.com 9457 So University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 3034005150 Art Scott Manual Posting	N	0
18	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://mba.org Career Services Manual Posting	N	0
19	Missouri Job Center 730 S Wall Ave Joplin, Missouri 64804 Phone : 417-625-3613 Url : www.jobs.mo.gov Email : kcochran@wibswmo.com Kathi Cochran	N	0
20	Missouri Southern State University 3950 E Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : http://www.mssu.edu Email : careerservices@mssu.edu Alex Gandy	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
21	Missouri State University (SMS) 901 S. National Ave Springfield, Missouri 65897 Phone : 417-836-5636 Url : http://www.missouristate.edu Handshake - Manual Posting	N	0
22	Missouri University of Science and Technology-Missouri S&T Rolla Missouri Rolla, Missouri 65409 Phone : 573-341-4111 Handshake - Manual Posting	N	0
23	Mizzou-The University of Columbia 201 Student Success Center Hire Mizzou Tigers Columbia, Missouri 65211 Phone : - Handshake - Manual Posting	N	0
24	Morgan Murphy Media 7025 W Raymond Rd Madison, Wisconsin 53719 Amanda S KOAM Manual Posting	N	10
25	MSSU Assistant Professor, Communication 3950 E Newman Rd Webster 332 Joplin, Missouri 64801 Phone : 417-625-9580 Shanna Slavings 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

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27	MSSU Comm Dept Creative Svcs 3950 E Newman Rd Joplin, Missouri Phone : 417-625-9580 Madison West Manual Posting	Y	0
28	MSSU Department of Communication Newman Road Joplin, Missouri Phone : 417-625-9580 Ward Bryant Manual Posting	Y	0
29	MSSU Master Instructor 3950 E Newman Rd Webster 147 Joplin, Missouri 64801 Phone : 625-3018 Brian Mehrens Manual Posting	N	0
30	Ohio University E.W. Scripps School of Journalism Schoonover Center 242 1 Ohio University Athens, Ohio 45701-2979 Phone : 740.593.2606 Mr. Atish Baidya Manual Posting	Y	0
31	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
32	ON AIR KFJX TV 2950 NE Highway 69 Pittsburg, Kansas Phone : - EEO Coord - Manual Posting	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
33	ON AIR KOAM TV 2950 NE Highway 69 Pittsburg, Kansas Phone : - EEO Coord - Manual Posting	N	2
34	ON AIR MeTV 2950 NE Highway 69 Pittsburg , Kansas 66762 Phone : - EEO Coord - Manual Posting	N	0
35	ON AIR THE CW 2950 NE Highway 69 Pittsburg, Kansas Phone : - EEO Coord - Manual Posting	N	0
36	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
37	PSU Communication Department Pittsburg Pittsburg, Kansas Phone : - Communication Dept Saporito Manual Posting	N	0
38	Southeast Kansas Works 216 N Broadway Pittsburg, Kansas 66762 Phone : 620-232-9810 Url : http://kansasworks.com Email : Dustin.Troth@ks.gov Dustin Troth	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
39	The University of Kansas 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 7858647630 Steve Rottinghaus Manual Posting	N	1
40	The University of Oklahoma 660 Parrington Oval Norman, Oklahoma 74171 Handshake - Manual Posting	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
42	University of Arkansas-Fayetteville 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2000 Handshake - Manual Posting	N	0
43	University of Central Missouri P.O. Box 800 Warrensburg, Missouri 64093 Phone : 877-729-8266 Handshake - Manual Posting	N	0
44	University of Missouri Kansas City 5000 Holmes St Kansas City, Missouri Phone : - Handshake - Manual Posting	N	0
45	Washburn University 1700 SW College Ave Topeka, Kansas Phone : - Handshake - Manual Posting	N	0

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46	Wichita State University Wichita KS Wichita, Kansas Phone : - Handshake - Manual Posting	N	0
47	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:			71

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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	2/7/2023	Participation in events or programs sponsored by educational institutions	Third grade students from George Nettles Elementary, Pittsburg KS, toured the station and watched the Noon news.	2	Promotions Manager Assignment Editor
2	2/7/2023	Establishment of training programs for station personnel	Morgan Murphy Media legal counsel, VP of News, and attorneys held a meeting with the News Department regarding legal issues that affect journalists.	2	Counsel for Morgan Murphy VP of News, Morgan Murphy Media
3	2/13/2023	Participation in events or programs sponsored by educational institutions	News Director, Brit Stack, made a recruitment visit to the University of Mississippi 2/14/23-2/15/23. She spoke with classes about working in a newsroom, digital producing, and developing story ideas as well as critiqued work and did resume reviews.	1	News Director
4	2/16/2023	Provision of training to management	Members of the leadership team attended an EEO webinar from 1:00-2:00 sponsored by the Kansas Association of Broadcasters. The webinar was presented by David Oxenford, partner at the law firm of Wilkinson Barker Knauer LLP in Washington D.C.	9	VP/GM, Admin Assist Operations Mgr, News Dir, Digital Content Mgr Business Mgr, Promotions Mgr Dir of Engineering, MM, Sales Mgr
5	2/17/2023	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Carthage Technical Center Career Fair held in the Tiger Activity Center/Carthage MO High School. The fair was held from 8 a.m. - 11:00 a.m.	2	Promotions Manager Operations Manager
6	2/22/2023	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Pittsburg State University Spring Career Day, Pittsburg KS, from 10 a.m. - 2:00 p.m. The fair was held in the Overman Student Center.	3	Promotions Manager News Director Operations Manager
7	3/1/2023	Participation in other activities designed by the station employment unit	3/1/23 - 3/31/23 Two locally produced Women's History spots aired several times in March. The spots included some of the women employed at KOAM along with their job titles. The spots aired in honor of Women's History Month.	1	Promotions Manager

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8	3/2/2023	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the University of Kansas School of Journalism and Mass Communications Career Fair from 10 a.m. - 3 p.m. at Stauffer-Flint Hall on the Lawrence Kansas campus.	2	VP/General Manager News Director
9	3/2/2023	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Franklin Tech (Joplin Schools Vo Tech) Annual Career Fair from 8:30 - 12:00 at the Joplin MO High School/Franklin Tech Center.	1	Promotions Manager
10	3/3/2023	Participation in events or programs sponsored by educational institutions	Students from Webb City MO High School Media Class toured the station and watched the Noon News.	2	Promotions Manager Assignment Editor
11	3/15/2023	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Missouri Southern State University Spring Career Fair, Joplin MO, from 10:00 a.m. - 1:30 p.m. held at the Leggett and Platt Athletic Center.	3	Promotions Manager News Director Operations Manager
12	3/20/2023	Participation in events or programs sponsored by educational institutions	A student from Southeast High School, Cherokee KS, job shadowed an MMJ from the News Department.	1	News Director
13	3/21/2023	Participation in events or programs sponsored by educational institutions	A 5th grade student from Webb City MO Middle School, job shadowed Chief Meteorologist Doug Heady for 3 hours.	1	Chief Meteorologist
14	3/28/2023	Participation in events sponsored by organizations representing the community	KOAM Multi-Media Journalist, Shannon Becker, assisted Joplin MO Police Department Captain with mock on-scene interviews for new corporal candidates learning to communicate with media.	1	Multi-Media Journalist
15	4/5/2023	Participation in events or programs sponsored by educational institutions	Promotions Manager, Vance Lewis, joined the Fort Scott High School Digital Media Pathway advisory board.	1	Promotions Manager
16	4/5/2023	Participation in events or programs sponsored by educational institutions	Three students from Carthage MO High School job shadowed in the News Department.	1	News Director
17	4/5/2023	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Fort Scott KS High School Career Fair from 8 a.m. - 12 p.m.	1	Promotions Manager

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18	4/11/2023	Participation in events or programs sponsored by educational institutions	Third grade students from Altamont KS toured the station and watched the Noon News.	1	Promotions Manager
19	4/12/2023	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Riverton KS High School Career Fair, held from 1:00 p.m. - 3:00 p.m.	1	Promotions Manager
20	4/12/2023	Participation in events or programs sponsored by educational institutions	A student from Carthage High School job shadowed KOAM Meteorologist Doug Heady.	1	Chief Meteorologist
21	4/13/2023	Participation in events or programs sponsored by educational institutions	Multi-Media Reporter, Shannon Becker, participated in the Missouri Southern State University Media Showcase at Webster Hall where audio, video, and publication students from area high schools attend and compete. Shannon was part of a presentation in Corley Auditorium.	1	Multi-Media Journalist
22	4/19/2023	Participation in events or programs sponsored by educational institutions	Students from Baxter Springs KS High School toured the station and watched the Noon News.	1	Promotions Manager
23	5/3/2023	Participation in events or programs sponsored by educational institutions	Meteorologist Sam Lane, spoke to the Columbus KS 6th grade classes and shared a power point presentation with the students.	1	Meteorologist
24	5/10/2023	Participation in events sponsored by organizations representing the community	VP/General Manager, Brook Arnold, was keynote speaker during a luncheon for the Carthage MO Chamber Empowering Women in Leadership: Inaugural Leadership Conference.	1	VP/General Manager
25	5/10/2023	Participation in events or programs sponsored by educational institutions	Students from the Marmaton Valley KS Elementary School 3rd, 4th, and 5th grade classes toured the station and watched the Noon News.	1	Promotions Manager
26	5/12/2023	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Baxter Springs KS Career Day for grades three through six.	1	Promotions Manager Chief News Photographer
27	5/17/2023	Participation in events or programs sponsored by educational institutions	A Missouri Southern State University student completed an Internship in the News Department 5/17/23-8/4/23.	1	News Director

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28	5/18/2023	Participation in events or programs sponsored by educational institutions	Students from the graduating 5th grade class of Soaring Heights Elementary School in Joplin MO, our Bright Futures partner, visited the station for their annual station tour and pizza party.	3	Promotions Manager KFJX General Manager Admin Assistant
29	5/19/2023	Participation in events or programs sponsored by educational institutions	A University of Oklahoma student completed an Internship in the Weather Department May 2023 through August 2023.	1	Chief Meteorologist
30	5/30/2023	Participation in events or programs sponsored by educational institutions	A Pittsburg State University student completed an Internship in News Digital Content 5/30/23-8/2/23.	1	Digital Content Manager
31	6/5/2023	Participation in events or programs sponsored by educational institutions	A University of Oklahoma student completed an Internship in the Weather Department from 6/5/23 through 8/4/23.	1	Chief Meteorologist
32	8/1/2023	Participation in other activities designed by the station employment unit	A family from Joplin MO toured the station and watched the Noon News.	1	Promotions Manager
33	8/4/2023	Provision of training to management	8/3/23-8/4/23 Several members of the leadership team participated in The Global Leadership Summit online from 9:00 to 4:00 involving motivational speakers on leadership growth.	8	VP/General Manager, FOX GM, News Director Business Mgr, Admin Assist Promotions Mgr, Sales Mgr, Operations Mgr
34	8/23/2023	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Missouri Southern State University Community Day, Joplin MO. Community Day was held inside the Billingsly Student Center from 10:00 a.m. - 1:30 p.m.	2	Promotions Manager KFJX General Manager
35	8/31/2023	Participation in events or programs sponsored by educational institutions	Students from the Pittsburg State University Broadcasting Class toured the station and watched the 5:00 newscast.	1	Promotions Manager
36	9/6/2023	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Rural Outreach Career Fair, hosted by the Independence Community College and held at the Northeast High School in Arma KS. The fair was held from 8:30-2:30.	2	Promotions Manager Operations Manager

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37	9/7/2023	Participation in events or programs sponsored by educational institutions	Students from the Pittsburg State University Intro to Broadcasting Class toured the station and watched the 5:00 newscast.	1	Promotions Manager
38	10/4/2023	Participation in events or programs sponsored by educational institutions	Students from Yates Center KS Middle School toured the station and watched the Noon News.	1	Promotions Manager
39	10/17/2023	Participation in events sponsored by organizations representing the community	KOAM Multi-Media Journalist, Shannon Becker, assisted Joplin MO Police Department Captain with training and mock on-scene interviews for new corporal candidates learning to communicate with media.	1	Multi-Media Journalist
40	10/19/2023	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the University of Kansas School of Journalism and Mass Communications Career Fair from 10 a.m. - 3 p.m. at Stauffer-Flint Hall, 1435 Jayhawk Blvd on the Lawrence Kansas campus.	2	News Director KOAM Anchor/Reporter
41	11/1/2023	Participation in events or programs sponsored by educational institutions	General Manager, Brook Arnold, participated in the JETHD (Joplin Eagles Television High Definition) Advisory Board meeting held 11:30 a.m. - 1:00 p.m. in Joplin MO.	1	VP/General Manager
42	12/26/2023	Participation in other activities designed by the station employment unit	A 16 year old guest from Fort Scott, KS, shadowed Chief Meteorologist Doug Heady.	1	Chief Meteorologist
43	1/19/2024	Participation in events sponsored by organizations representing the community	Chief Meteorologist, Doug Heady, gave a 30 minute talk at the Joplin MO Morning Rotary about weather and his responsibilities as a TV meteorologist.	1	Chief Meteorologist
44	1/23/2024	Participation in events or programs sponsored by educational institutions	News Anchor/Reporter, Tawnya Bach, was a judge for the broadcast journalism category at the Future Business Leaders of America competition held at Pittsburg State University. The competition drew over 300 students from 16 high schools.	1	Anchor/Reporter

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45	1/25/2024	Participation in events or programs sponsored by educational institutions	General Manager, Brook Arnold, was a guest speaker at Missouri Southern State University for Dr. Ward Bryant's Communications Management class, COMM301. We discussed the industry, managing a TV station, advice for students and leadership styles.	1	VP/General Manager
46	1/26/2024	Participation in events or programs sponsored by educational institutions	News Director, Brit Stack, met with the Joplin High School students that take part in the JETHD program to talk to them about jobs in television – whether that's after graduating high school or after college.	1	News Director
47	Ongoing Event	Provision of training to management	Notices regarding our EEO obligations were mentioned throughout the past year in our emailed & posted bi-weekly Gazette as well as emailed Monday Memos to inform and remind management and staff about our EEO program and our requirements to educate the public about job opportunities.	1	Promotions Manager
48	Ongoing Event	Participation in other activities designed by the station employment unit	1/28/23 through 1/26/24 KOAM routinely aired the following EEO Announcement. KOAM News Now 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 620-231-0400 . KOAM-TV is an Equal Opportunity Employer."	1	Admin Assist/EEO Coordinator