

EEO Public File Report
October 1, 2015 through September 30, 2016
Stations KOZK-TV and KSMU-FM, Springfield, MO
Missouri State University

All vacancies available at KSMU-FM and KOZK-TV are mailed to the University vacancies mailing list which is attached.

Additionally, vacancy information was made available for each position as outlined below.

Total full-time vacancies filled from October 1, 2015 through September 30, 2016: 2

(1) Membership Coordinator

Start Date: October 19, 2015

Referral Source(s) for person hired:

Personal Contact with Station Staff
Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3505

Sources Utilized:

www.missouristate.edu **(Provided 1 interviewee)**

Linda Stephens
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-6616

Various Listings arranged by MSU HR (see list below)

Linda Stephens
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-6616

CPB Jobline

www.cpb.org/jobline

Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511

On-air spots on KSMU Radio Network and Ozarks Public Television

Rachel Knight

Missouri State University

901 South National

Springfield, MO 65897

Phone: 417-836-3511

Spots are written, produced, scheduled and aired by station staff.

www.optv.org and www.ksmu.org (**Provided 1 interviewee**)

Rachel Knight

Missouri State University

901 South National

Springfield, MO 65897

Phone: 417-836-3511

Personal Contact with Station Staff (**Provided 1 interviewee**)

Missouri State University

901 South National

Springfield, MO 65897

(2) Senior Broadcast Engineer – Radio & TV

Start Date: May 2, 2016

Referral Source(s) for person hired:

Personal Contact with Station Staff

Doug Waugh

Missouri State University

901 South National

Springfield, MO 65897

Phone: 417-836-5831

Sources Utilized:

www.missouristate.edu

Linda Stephens

Missouri State University

901 South National

Springfield, MO 65897

Phone: 417-836-6616

Various Listings arranged by MSU HR (see list below) (**Provided 1 interviewee**)

Linda Stephens

Missouri State University

901 South National

Springfield, MO 65897

Phone: 417-836-6616

CPB Jobline

www.cpb.org/jobline

Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511

On-air spots on KSMU Radio Network and Ozarks Public Television

Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511

Spots are written, produced, scheduled and aired by station staff.

www.optv.org and www.ksmu.org

Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511

Personal Contact with Station Staff (**Provided 2 interviewees**)

Missouri State University
901 South National
Springfield, MO 65897

ANNOUNCEMENT DISTRIBUTION

All station vacancies are announced through the Office of Human Resources and are automatically distributed to the following minority recruitment sources. These recruitment sources did not provide any interviewees.

Community Recruitment Sources:				
Broadway United Methodist Church	545 S Broadway Ave	Springfield	MO	65806
Faith Tabernacle Apostolic Church	2548 North Fremont	Springfield	MO	65803
Gibson Presbyterian Church	536 East Tampa	Springfield	MO	65806
Greater Metropolitan Missionary Baptist Church	1400 North West Avenue	Springfield	MO	65802
Harvest Tabernacle UPC	3114 E Sunset Street	Springfield	MO	65804
(Disbanded) Korean Presbyterian Church of Springfield	1559 South Grant	Springfield	MO	65807
Silver Springs Church of God	518 E Atlantic	Springfield	MO	65802
Washington Avenue Baptist Church	1722 N. National	Springfield	MO	65803
Northwest Missouri State University/Career Development Coordinator	career@nwmissouri.edu	Maryville	MO	64468
General Affirmative Action Recruitment Sources:				
MERS Goodwill	319 N Main Ave STE 300	Springfield	MO	65806
Missouri State University Career Center	Missouri State University JQH Arena 685 S. John Q Hammons Parkway	Springfield	MO	65897
Missouri State University Career Center	MSU JQH Arena 685 S. John Q Hammons Parkway	Springfield	MO	65897
MO Division of Workforce Development	2900 E Sunshine	Springfield	MO	65804
Vatterott College	3850 South Campbell	Springfield	MO	65807
HigherEdJobs.com (directly linked to the Missouri State University applicant portal) Funded by Human Resources and Office of the Provost	715 Lake Street, Suite 400	Oak Park	IL	60301
The Academic Network (TAN) Funded by Provost Office http://www.tandiversity.com/	2010 West Avenue K #646	Lancaster	CA	93536-5229
St. Louis American Newspaper Funded by Human Resources	2315 Pine Street	St. Louis	MO	63103
The Call Newspaper Funded by Human Resources	PO Box 410477	Kansas City	MO	64141
Unite of Southwest Missouri, Inc. Funded by Human Resources	PO Box 1745	Springfield	MO	65801

INSIGHT Into Diversity (directly linked to the Missouri State University applicant portal) Funded by the VP areas of Administrative Services and Marketing & Communication				
Minority Recruitment Sources:				
Grupo Latinoamericano de Springfield	918 E Calhoun	Springfield	MO	65802
NAACP	7605 Natural Bridge Rd. Suite #103	St. Louis	MO	63121
NAACP	PO Box 8983	Springfield	MO	65801
NAACP	1601 East 18th Street	Kansas City	MO	64108
Southwest Missouri Indian Center	543 South Scenic	Springfield	MO	65802
Mid-American All-Indian Center	650 North Seneca Street	Wichita	KS	62703
Kansas City Indian Center	600 West 39th Street	Kansas City	MO	64111
Minorities in Business (MIB) c/o Oke-Thomas & Associates, Inc.	1972 E. Chestnut Expressway	Springfield	MO	65803
Disability Recruitment Sources				
Alternative Opportunities	1111 S. Glenstone, Suite 2-100	Springfield	MO	65804
Developmental Center of the Ozarks	1545 E. Pythian	Springfield	MO	65802
Paraquad, Inc.	5240 Oakland Avenue	St. Louis	MO	63110
MO Workforce Development Centers	15301 E. 23rd Street	Independence	MO	64055
Joplin Vocational Rehabilitation	801 E. 15th Street	Joplin	MO	64804
Springfield North Vocational Rehabilitation	anita.michel@vr.dese.mo.gov			
Southwest Center for Independent Living	2864 S. Nettleton Avenue	Springfield	MO	65807
Springfield South Vocational Rehabilitation	1735 W. Catalpa, Suite C	Springfield	MO	65807
State of Missouri Department of Elementary and Secondary Education Vocational Rehabilitation	ronald.williams@vr.dese.mo.gov			
Ozark Independent Living	109 Aid Avenue	West Plains	MO	65775
MO Division of Workforce Development	2900 E Sunshine	Springfield	MO	65804
Veterans Recruitment Sources:				
Navy Marine Corp Reserve Center	1110 N. Fremont Avenue	Springfield	MO	65802
Department of Veterans Affairs	4801 Linwood Blvd.	Kansas City	MO	64128
Kansas City Veteran Center	4800 Main Street, Suite 107	Kansas City	MO	64111
Springfield Veteran Center	Rob.Freeman@va.gov			
Columbia Veteran Center	Charlotte.roth@va.gov			
St. Louis Veteran Center	Tony.williams4@va.gov			
Professional Diversity Network Veteran Connect Virtual Job Fair (November 3 - 24, 2014) Funded by Human Resources	http://www.veteransconnect.net/home.php			

Veterans Administration Regional Office	Federal Building 400 S 18th Street	St Louis	MO	63103
Missouri State University Veteran Student Services	veteranservices@missouristate.edu	Springfield	MO	65897
MO Division of Workforce Development	2900 E Sunshine	Springfield	MO	65804
Missouri Army National Guard	samuel.m.jarvis.mil@mail.mil	Jefferson City	MO	65101
Air National Guard	matthew.d.degase.mil@mail.mil	St. Joseph	MO	64503
Other Recruitment Sources:				
Missouri State University, West Plains Business Office	AlyssaCollins@missouristate.edu	West Plains	MO	65775
Missouri State University, West Plains Business Office	ScottSchneider@missouristate.edu	West Plains	MO	65775
Lakes Country Rehabilitation Center	PO Box 1277	Springfield	MO	65801

SUPPLEMENTAL OUTREACH INITIATIVES

October 1, 2015 through September 30, 2016

Initiative One: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Date(s): Fall Semester 2015; Spring Semester 2016; Summer Semester 2016

Description and Scope of Involvement: In cooperation with area colleges and universities, KSMU-FM and KOZK-TV provide internship opportunities to students interested in careers in the media industry. Students gain practical experience in the broadcast industry while earning college credit. Students have the opportunity to work in the areas of production/programming, engineering, fundraising and business operations. Students who show proficiency during the internship experience are often hired for part-time paid positions.

Personnel Involved:

Rachel Knight, Assistant General Manager, Radio & TV
 Scott Harvey, Director of News & Content Coordinator, Radio
 Hannah Wingo, Corporate Support Representative & Special Events Coordinator, Radio & TV
 Abigail Lacy, Corporate Support Representative & Special Events Assistant, Radio & TV
 Tom Carter, Programming and Production Manager, TV
 Steve Wynn, Assistant Manager – Production, TV

Interns Included:

FA15 – 9

SP16 – 5

SU16 – 4

Initiative Two: Hosting of at least one job fair.

Date: September 23, 2016

Description and Scope of Involvement: KSMU-FM and KOZK-TV hosted a job fair at our studios. Tours were provided to interested students and staff spent one-on-one time with students, answering questions about careers in the media industry in general and opportunities at KSMU-FM

and KOZK-TV specifically. Staff members were available to review resumes and offer job search advice to students.

Personnel Involved:

Rachel Knight, Assistant to the General Manager, Radio & TV
Scott Harvey, Director of News & Content Coordinator, Radio
Lori Street, Membership Manager, Radio & TV
Tom Carter, Programming & Production Manager, TV
Brent Moore, Chief Engineer, TV
Jessica Balisle, Administrative Specialist, Radio & TV

Initiative Three: Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Events:

- October 29, 2015: Missouri State University Employer Panel
- October 23, 2015: Missouri State University Mock Interviews
- November 19, 2015: Ozarks Technical Community College Mock Interviews
- February 24, 2016: Missouri State University Community Involvement Fair
- February 23, 2016: Missouri State University Career Expo
- May 4, 2016: Ozarks Technical Community College Career Fair
- August 21, 2016: Missouri State University New Student Festival
- September 7, 2016: Missouri State University Community Engagement Fair
- September 7, 2016: Soak Up Springfield Outreach Fair

Description and Scope of Involvement:

A station representative answered questions regarding job opportunities available at the station, distributed information about the stations, presented information about station programming and services, accepted resumes and applications, and, when applicable, guided students through mock job interviews.

Personnel Involved:

Tammy Wiley, General Manager, Radio & TV
Rachel Knight, Assistant General Manager, Radio & TV
Scott Harvey, Director of News & Content Coordinator, Radio
Abigail Lacy, Corporate Support Representative & Special Events Assistant, Radio & TV
Sheila Sharpe, Special Projects Assistant, Radio & TV
Tonia Castaneda, Volunteer Coordinator, Radio & TV
Hannah Wingo, Corporate Support Representative & Special Events Coordinator, Radio & TV
Jessica Balisle, Administrative Specialist, Radio & TV

Initiative Four: Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Dates: February-March 2016

Description and Scope of Involvement: KSMU-FM and KOZK-TV participated in the Missouri Broadcasters Association Scholarship Program. KSMU-FM and KOZK-TV ran on-air spots

promoting the program, accepted applications and forwarded recommended applicants to the Missouri Broadcasters Association for consideration.

Personnel Involved:

Rachel Knight, Assistant to the General Manager, Radio & TV

Nico Burasco, Videographer/Editor

Liz Malarkey, Traffic Coordinator & Operations Assistant, Radio

Monica Cataldo, Traffic Coordinator, TV