

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Operations Supervisor	1-5, 7, 10, 12-15, 19-20, 22-26, 28-32, 34-40, 42, 44-45, 48-49, 51, 54	29
Digital Sales Manager	1-5, 7, 9-10, 12-15, 20, 22-26, 28-31, 34-40, 44-46, 48-49, 51, 56	9
Account Executive	1-5, 7, 10, 12-15, 18, 20, 22-26, 28-31, 34-40, 43-49, 51-52	25
Account Executive	1-5, 7, 10, 12-15, 18, 20, 22-26, 28-31, 34-40, 43-49, 51-52	43
Account Executive	1-5, 7, 10, 12-15, 18, 20, 22-26, 28-31, 34-40, 43-49, 51-52	47
Reporter	1-7, 10-15, 17, 20, 22-26, 28-32, 34-40, 44-46, 48-49, 51	11
NEWS VIDEOGRAPHER	1-7, 10, 12-15, 18-20, 22-26, 28-32, 34-40, 44-46, 48-49, 51-52	19
Associate Producer	1-7, 10, 12-15, 18, 20-26, 28-32, 34-40, 44-46, 48-49, 51-52	29
Television Account Executive	1-5, 7-10, 12-15, 18, 20, 22-26, 28-31, 34-40, 44-46, 48-49, 51-53	9
Videographer/Editor	1-5, 7-8, 10, 12-16, 18-20, 22-26, 28-31, 34-36, 38-40, 44-46, 48, 50-52, 55	19
Local Sales Manager	1-5, 7-8, 10, 12, 14-16, 20, 22-23, 25, 27, 29-36, 38-40, 44-46, 48, 50-51, 55	35
Salesperson	1-5, 7-8, 10, 12-16, 18, 20, 22-26, 28-32, 34-36, 38-41, 44-46, 48, 50-52, 55	28
Salesperson	1-5, 7-8, 10, 12-16, 18, 20, 22-26, 28-32, 34-36, 38-41, 44-46, 48, 50-52, 55	16
Salesperson	1-5, 7-8, 10, 12-16, 18, 20, 22-26, 28-32, 34-36, 38-41, 44-46, 48, 50-52, 55	41
Director/Technical Director	1-5, 7-8, 10, 12-15, 18-20, 22-26, 28-31, 34-36, 38-40, 44-45, 48, 50-52, 55	29
Director/Technical Director	1-5, 7-8, 10, 12-15, 18-20, 22-26, 28-31, 34-36, 38-40, 44-45, 48, 50-52, 55	19
Director/Technical Director	1-5, 7-8, 10, 12-15, 18-20, 22-26, 28-31, 34-36, 38-40, 44-45, 48, 50-52, 55	19
NEWS VIDEOGRAPHER	1-5, 7-10, 12-15, 18, 20, 22-26, 28-32, 34-36, 38-40, 44-46, 48, 50-52, 55	9
NEWS VIDEOGRAPHER	1-5, 7-10, 12-15, 18, 20, 22-26, 28-32, 34-36, 38-40, 44-46, 48, 50-52, 55	29
Sales Assistant/Receptionist	1-4, 7-8, 10, 12-15, 18, 20, 22-26, 28-31, 34-36, 38-41, 44-45, 48, 50-52, 55	29
Associate Producer	1-4, 7-10, 12-15, 18, 20, 22-26, 28-32, 34-36, 38-40, 44-46, 48, 50-52, 55	9

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Butler Community College 901 South Haverhill Road El Dorado, Kansas 67042 Url : <a href="http://www.butlercc.edu">www.butlercc.edu</a> Email : <a href="mailto:scs@butlercc.edu">scs@butlercc.edu</a> Career Services Career Services	N	0
2	Carthage Crisis Center 100 S Main St Carthage, Missouri 64836 Phone : 417-358-3533 Email : <a href="mailto:carthagecrisiscenter@gmail.com">carthagecrisiscenter@gmail.com</a> Brian & Marilyn Bisbee	Y	0
3	Carthage Technical Center 1100 E. Airport Dr. Carthage, Missouri 64836 Phone : 417-359-7026 Url : <a href="http://www.carthagetigers.org">www.carthagetigers.org</a> Email : <a href="mailto:derryberryr@carthagetigers.org">derryberryr@carthagetigers.org</a> Rhonda Derryberry	Y	0
4	Cloud County Community College P.O. Box 1002 - 2221 Campus Dr. Concordia, Kansas 66901 Phone : 785-243-1435 Url : <a href="http://www.cloud.edu/studentservices/careercenter/">http://www.cloud.edu/studentservices/careercenter/</a> Email : <a href="mailto:bhanson@cloud.edu">bhanson@cloud.edu</a> Brenda Hanson	N	0
5	Coffeyville Community College 400 W 11th Coffeyville, Kansas 67337 Phone : 620-252-7170 Url : <a href="http://www.coffeyville.edu">http://www.coffeyville.edu</a> Email : <a href="mailto:restivo.rocky@coffeyville.edu">restivo.rocky@coffeyville.edu</a> Rocky Restivo	Y	0
6	Columbia School of Journalism Career Services 2950 Broadway mail code 3806 New York, New York 10027 Phone : 212-854-3861 Url : <a href="http://www.journalism.columbia.edu">http://www.journalism.columbia.edu</a> Career Services Manual Posting	N	0

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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7	Crowder College 601 Laclede, Rm 224 Neosho, Missouri 64850 Phone : 417-455-5618 Url : <a href="http://www.collegecentral.com/crowder">http://www.collegecentral.com/crowder</a> Cassandra Owens Manual Posting	Y	0
8	Drake University School of Journalism and Mass Communication 2805 University Avenue Meredith Hall 118 Des Moines, Iowa 50311 Phone : 5152712524 Email : <a href="mailto:grace.provenzano@drake.edu">grace.provenzano@drake.edu</a> Grace Provenzano	Y	0
9	Employee Referral	N	5
10	Forest Park Baptist Church 725 S Highview Joplin, Missouri 64801 Phone : 417-623-4606 Email : <a href="mailto:drstevemertens@hotmail.com">drstevemertens@hotmail.com</a> Dr. Steve Mertens	Y	0
11	Former Employee	N	1
12	Fort Scott Community College 2108 South Horton St Fort Scott, Kansas 66701 Phone : 620-223-2700 Url : <a href="http://www.fortscott.edu">http://www.fortscott.edu</a> Email : <a href="mailto:judym@fortscott.edu">judym@fortscott.edu</a> Judy Meister	Y	0
13	FOX14 Facebook 2950 NE Highway 69 Pittsburg, Kansas 66762 Url : <a href="http://www.fox14tv.com">www.fox14tv.com</a> EEO Coordinator Manual Posting	N	0
14	Illinois Center for Broadcasting Chicago Campus 530 S. State St. Chicago, Illinois 60605 Phone : 3128848000 Url : <a href="http://funjobsonair.com">http://funjobsonair.com</a> Email : <a href="mailto:dclark@beonair.com">dclark@beonair.com</a> Don Clark	Y	0

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	In House Postings 2950 NE Highway 69 Pittsburg, Kansas Email : ssaporito@koamtv.com EEO Coordinator	N	0
16	Indeed 6433 Champion Grandview Way Bldg.1 Austin, Texas 78750 EEO coordinator EEO coordinator Manual Posting	N	2
17	Indeed.com	N	2
18	INSTAGRAM 2950 NE Highway 69 Pittsburg, Kansas IT DEPT IT DEPT Manual Posting	N	0
19	Internal Posting	N	8
20	Job Force Pittsburg KS Pittsburg, Kansas 66762 Phone : 620-704-1732 Email : jobforce01@cox.net Doug Hale	Y	0
21	Joplin Globe Joplin Joplin, Missouri 64801 classified ads classified ads Manual Posting	N	0
22	Kansas Association of Broadcasters 214 SW 6th Street Topeka, Kansas Phone : 785-235-1307 Url : http://kab.net Job Bank Manual Posting	N	1
23	Kansas State University Career Services 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785-532-1681 Url : www.ksu.edu/ces Email : jobs@ksu.edu Debbie Owens	Y	0

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
24	KFJX TV ON AIR 2950 NE Highway 69 Pittsburg, Kansas EEO Coordinator Manual Posting	N	1
25	KFJX TV WEBSITE 2950 NE Highway 69 Pittsburg, Kansas EEO Coordinator Manual Posting	N	1
26	KOAM Facebook 2950 NE Highway 69 Pittsburg, Kansas 66762 Url : <a href="http://www.koamtv.com">www.koamtv.com</a> EEO Coordinator Manual Posting	N	0
27	KOAM Facebook Carousel News Feed 2950 NE Highway 69 Pittsburg, Kansas 66762 Url : <a href="http://www.koamtv.com">www.koamtv.com</a> Danny Thomas Manual Posting	N	0
28	KOAM TV ON AIR 2950 NE Highway 69 Pittsburg, Kansas EEO Coordinator Manual Posting	N	9
29	KOAM TV WEBSITE 2950 NE Highway 69 Pittsburg, Kansas EEO Coordinator Manual Posting	N	16
30	Labette Community College 200 S 14th St Parsons, Kansas 67357 Phone : 620-421-6700 ext 1178 Url : <a href="http://www.labette.edu">http://www.labette.edu</a> Email : <a href="mailto:MelissaN@labette.edu">MelissaN@labette.edu</a> Melissa Nance	Y	0

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
31	LDS Employment Services Center 1901 E. Peters Colony Carrollton, Texas 75007 Phone : 972-492- 2432 Url : <a href="http://www.ldsjobs.org">www.ldsjobs.org</a> Email : <a href="mailto:ldsjobs.dallas7@ldsmail.net">ldsjobs.dallas7@ldsmail.net</a> Sister Bartholomew	Y	0
32	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Mark Shilstone Manual Posting	N	0
33	MediaRecruiter.com 9457 So University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 3034005150 Art Scott Manual Posting	N	3
34	Miami Workforce Center 100 A Street NE Miami, Oklahoma 74355 Phone : 918-542-5561 Url : <a href="https://servicelink.oesc.state.ok.us/ada">https://servicelink.oesc.state.ok.us/ada</a> Email : <a href="mailto:joan.follin@oesc.state.ok.us">joan.follin@oesc.state.ok.us</a> Joan Follin	N	0
35	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : <a href="http://mba.org">http://mba.org</a> Career Services Manual Posting	N	1
36	Missouri Career Center 730 S Wall Ave Joplin, Missouri 64801 Phone : 417-629-3000 Url : <a href="http://missouricareersource.com">http://missouricareersource.com</a> Email : <a href="mailto:debbie.hollis@ded.mo.gov">debbie.hollis@ded.mo.gov</a> Debbie Hollis	N	2

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
37	Missouri School of Journalism, Career Services 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : WillisB@missouri.edu Barbara Willis	Y	0
38	Missouri Southern State University 3950 E Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : <a href="http://www.mssu.edu">http://www.mssu.edu</a> Email : careerservices@mssu.edu Career Center	N	2
39	Missouri State University (SMS) 901 S. National Ave Springfield, Missouri 65897 Phone : 417-836-5636 Url : <a href="http://www.missouristate.edu">http://www.missouristate.edu</a> Email : careercenter@missouristate.edu Career Center	N	0
40	NEO A&M College Dyer Hall 113 200 I Street NE Miami, Oklahoma 74354 Phone : 918-540-6242 Url : <a href="http://www.neo.edu">http://www.neo.edu</a> Email : rlloyd@neo.edu Rachel Lloyd	Y	0
41	Non-Employee Referral	N	3
42	Northwest Arkansas Newspaper PO Box 1607 Fayetteville, Arkansas 72702 Phone : 479-442-1700 Url : <a href="http://www.nwaonline.com">www.nwaonline.com</a> Classified Ads Manual Posting	N	0
43	Other Source	N	1

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

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44	Pittsburg Workforce Development 105 W Euclid Pittsburg, Kansas 66762 Phone : 620-231-4250 Url : <a href="http://kansasworks.com">http://kansasworks.com</a> Email : <a href="mailto:dcherry@kansasworks.com">dcherry@kansasworks.com</a> Debbie Cherry	N	0
45	PSU Career Services 1701 S Broadway Pittsburg, Kansas 66762 Phone : 620-235-4143 Url : <a href="http://www.pittstate.edu">http://www.pittstate.edu</a> Email : <a href="mailto:careers@pittstate.edu">careers@pittstate.edu</a> Career Center	N	2
46	Saga Communications Website 73 Kercheval Avenue Suite 201 Grosse Pointe Farm, Michigan 48236 Phone : 313-886-7070 Url : <a href="http://sagacommunications.com">http://sagacommunications.com</a> Career Services Manual Posting	N	1
47	Self Referral	N	1
48	The National Alliance of State Broadcasters 214 SW 6th Street Suite 300 Topeka, Kansas 66603 Phone : 785-235-1307 Url : <a href="http://kab.net">http://kab.net</a> Career Services Manual Posting	N	0
49	Tulsa Community College 909 S Boston - MC423 Tulsa, Oklahoma 74119 Phone : 918-595-7217 Url : <a href="http://tulsacc.edu">http://tulsacc.edu</a> Email : <a href="mailto:etaylor@tulsacc.edu">etaylor@tulsacc.edu</a> Ed Taylor	Y	0
50	Tulsa Community College Southeast Campus Room 2215 Tulsa, Oklahoma Phone : 9185957688 Melyssa Hendrickson Manual Posting	N	0



**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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51	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Mark Holloway	N	1
52	TWITTER 2950 NE Highway 69 Pittsburg, Kansas IT Dept. IT Dept. Manual Posting	N	0
53	Unknown Referral Source	N	1
54	Walk In	N	1
55	Washburn University 1700 SW College Avenue, Morgan Hall 105 Topeka, Kansas 66621 Phone : 785-670-1450 Url : <a href="http://www.washburn.edu/career-services">www.washburn.edu/career-services</a> Kent McAnally Manual Posting	N	0
56	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>66</b>

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/10/2016	Participation in events or programs sponsored by educational institutions	A client with Alternative Opportunities in Joplin MO was a job shadow in the Production Dept. and News Dept. as part of the nonprofit Discovery Exploration Program.	3	Production Manager Director News Assistant
2	2/11/2016	Participation in events or programs sponsored by educational institutions	KOAM/KFJX participated in the 2016 Spring Career Day at Pittsburg State University. The career day was held at the Overman Student Center from 10A-2P. Information about job opportunities in broadcasting was shared and discussed with students. Employment applications were provided.	2	Promotion Assistant Admin Assist/EEO Coordinator
3	2/17/2016	Participation in events or programs sponsored by educational institutions	Students from the SEK Learning Center in Girard KS toured the station, watched the Noon News, and visited with the Noon and Weather anchors.	3	Promotion Manager Noon Anchor Weather Anchor
4	2/19/2016	Participation in events or programs sponsored by educational institutions	A group of students from Frontenac KS High School Broadcasting Class toured the station and watched the Noon News.	2	Promotion Manager News Anchor
5	2/19/2016	Participation in events or programs sponsored by educational institutions	Promotion Manager, Vance Lewis, attended the TV Production Advisory Board meeting for Joplin Schools. The meeting was held at Joplin High School from 11:30-1:00.	1	Promotions Director
6	2/23/2016	Participation in events or programs sponsored by educational institutions	Promotions Manager, Vance Lewis, gave a presentation to the MSSU Scriptwriting Class and shared information and examples for creating promotional announcements and public service announcements.	1	Promotions Manager
7	2/26/2016	Participation in events or programs sponsored by educational institutions	5th grade students from Welch OK toured the station and watched the Noon News.	2	Promotion Manager FOX General Manager
8	2/26/2016	Participation in events or programs sponsored by educational institutions	Students from the Welch OK 5th grade class toured the station and watched the Noon News.	1	Promotion Manager
9	3/2/2016	Participation in events or programs sponsored by educational institutions	4 Students from Pittsburg High School job shadowed in the Production and News Departments.	2	Promotion Manager KOAM Local Sales Mgr.

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

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10	3/3/2016	Participation in events or programs sponsored by educational institutions	The Production Department hosted a job shadow and his instructor from Erie Kansas High School.	3	Production Manager Videographer Graphic Artist
11	3/4/2016	Participation in events or programs sponsored by educational institutions	KOAM Production Manager attended the Pittsburg State University Graphics and Imaging Technology Department's National Advisory Council Meeting to discuss the course of study in the department and how to better prepare students for employment in the real world.	1	Production Manager
12	3/10/2016	Participation in events sponsored by community groups	Clients and staff from Mosaic in Pittsburg KS toured the station.	2	Promotion Manager Promotion Assistant
13	3/11/2016	Participation in events or programs sponsored by educational institutions	KOAM News Director attended an External Advisory Board meeting at Pittsburg State University concerning the redesign of the Communication Department Program.	1	News Director
14	3/22/2016	Participation in events sponsored by community groups	Clients and staff from Easy Living in Webb City MO toured the station and watched the Noon News.	2	Promotion Manager Promotion Assistant
15	3/24/2016	Participation in events or programs sponsored by educational institutions	A junior broadcast student from the University of Arkansas job shadowed in the News Department with our evening News Producer.	2	News Director News Producer
16	4/1/2016	Participation in events or programs sponsored by educational institutions	KOAM News Director and News Reporter participated in the Joplin MO south Middle School Career Day for 8th graders and talked to groups about careers in broadcasting.	2	News Director News Reporter
17	4/4/2016	Participation in events sponsored by community groups	A Boy Scout Troop from Baxter Springs KS toured the station and watched the 6PM News.	1	Promotion Manager
18	4/6/2016	Participation in events or programs sponsored by educational institutions	KOAM/KFJX participated in the Missouri Southern University Spring Career Fair from 10A-2P held at the Leggett & Platt Athletic Center visiting with students about job opportunities at the TV stations.	3	Promotion Manager News Director Promotion Assistant
19	4/13/2016	Participation in events or programs sponsored by educational institutions	Steve Holinsworth, Production Manager, participated in the Humboldt KS High School Career Day for grades 8 through 12.	1	Production Manager

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

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20	4/15/2016	Participation in events or programs sponsored by educational institutions	Students from Meadowlark Elementary in Pittsburg KS toured the station and watched the Noon News.	2	Promotion Manager Promotion Assistant
21	4/20/2016	Participation in events or programs sponsored by educational institutions	Students from the Cherryvale KS Elementary 2nd grade class toured the station.	2	Promotion Manager Promotion Assistant
22	4/28/2016	Participation in events or programs sponsored by educational institutions	Students from the 3rd grade class at Ketchum OK Elementary School toured the station and watched the Noon News.	2	Promotion Manager Promotion Assistant
23	4/29/2016	Participation in events or programs sponsored by educational institutions	Students from the Joplin MO North Middle School 8th grade class toured the station and watched the Noon News.	2	Promotion Manager Promotion Assistant
24	5/3/2016	Participation in events or programs sponsored by educational institutions	Students from Joplin MO Soaring Heights 5th grade graduating class visited the station for their annual station tour and pizza party.	2	Promotion Manager Promotion Assistant
25	5/6/2016	Participation in events or programs sponsored by educational institutions	Students from Jayhawk Elementary School in Mound City KS toured the station and watched the Noon News.	2	Promotion Manager Promotion Assistant
26	5/10/2016	Participation in events or programs sponsored by educational institutions	Students from Jasper Missouri 5th grade class toured the station and watched the Noon News.	1	Promotion Manager
27	5/16/2016	Participation in events or programs sponsored by educational institutions	A student at Pittsburg State University filled the paid internship position in the "Enteractive Digital" Marketing Department from May 16, 2016 to August 5, 2016. The internship involved learning the development and assimilation of customer-facing digital marketing materials for the media industry. It also included the creation and management of digital content for articles, blogs, social media, and marketing/promotional materials.	1	Director of Digital Marketing
28	6/3/2016	Participation in events or programs sponsored by educational institutions	Students from Seneca Missouri Elementary School toured the station and watched the Noon News.	2	Promotion Manager General Manager

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

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29	6/10/2016	Participation in events or programs sponsored by educational institutions	Students from Seneca MO Elementary School toured the station and watched the Noon News.	3	Promotion Manager Promotion Assistant
30	6/30/2016	Participation in events or programs sponsored by educational institutions	Students from Commerce OK Elementary School toured the station and watched the Noon News.	2	Promotion Manager Promotion Assistant
31	7/15/2016	Participation in events or programs sponsored by educational institutions	Children from the First Baptist church Learning Center in Carl Junction MO toured the station and watched the Noon News.	2	Promotion Director Promotion Assistant
32	8/9/2016	Participation in events sponsored by community groups	A Webb City MO family toured the station and watched the Noon News.	1	Promotion Manager
33	8/24/2016	Participation in events or programs sponsored by educational institutions	KOAM/KFJX participated in MSSU Community Day, Joplin MO, from 10:30A-1:30P on the MSSU Oval to welcome and visit with students about job opportunities at the TV stations.	3	Promotion Manager Promotion Assistant Production Manager
34	8/30/2016	Participation in events or programs sponsored by educational institutions	KOAM/KFJX participated in the PSU Community Fair, Pittsburg KS, held on the PSU Campus Oval from 11A-1P to welcome and visit with students about job opportunities at the TV stations.	3	Promotion Manager Promotion Assistant Production Manager
35	9/1/2016	Participation in events or programs sponsored by educational institutions	KOAM Production Manager assisted the audio/video instructor at Chanute KS High School with setting up a studio, reviewing equipment and equipment needs. He met with the video production class answering a variety of questions related to audio and video. He also spoke to the class about employment opportunities at KOAM TV.	1	Production Manager
36	9/8/2016	Participation in events sponsored by community groups	Home school families from Carl Junction MO toured the station and watched the Noon News.	1	Promotion Manager

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

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37	9/21/2016	Participation in events or programs sponsored by educational institutions	KOAM Production Manager attended the Pittsburg State University Graphics and Imaging Technology National Advisory Committee meeting held at PSU. The meeting included discussion about curriculum. Also discussed was a single point of contact for businesses to inform the department and it's students about open positions that could be filled by GIT students.	1	Production Manager
38	10/3/2016	Participation in events or programs sponsored by educational institutions	A foreign exchange student from Jasper MO High School job shadowed in the News Department.	1	News Director
39	10/20/2016	Participation in events or programs sponsored by educational institutions	KOAM and KFJX participated in the Pittsburg State University Fall Career Expo held in the Robert W. Plaster Center from 10A-2P visiting with students about jobs at the TV stations.	3	Promotion Manager News Director Local Sales Manager
40	11/21/2016	Participation in events or programs sponsored by educational institutions	Students from the 4th grade class at Meadow View Elementary in Altamont KS toured the station and watched the Noon News.	1	Promotion Manager
41	12/6/2016	Participation in events or programs sponsored by educational institutions	A student from Frontenac KS High School job shadowed in the News Department.	1	News Director
42	12/7/2016	Participation in events or programs sponsored by educational institutions	Junior High School students from Riverton KS toured the station and watched the Noon News.	1	News Operations Manager
43	12/9/2016	Participation in events sponsored by community groups	The Glittering Stones 4-H Club toured the station and watched the 6PM News.	1	Promotion Manager
44	12/14/2016	Participation in events or programs sponsored by educational institutions	Students from the Erie KS Elementary 5th grade class toured the station and watched the Noon News.	1	Promotion Manager
45	1/11/2017	Participation in events or programs sponsored by educational institutions	KOAM/KFJX participated in the Crawford County Career Opportunities Day held at the PSU Robert W. Plaster Center. The event was sponsored by the Business Education Alliance for area high school juniors and seniors to raise awareness of job opportunities.	2	Promotion Manager Promotion Assistant

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
46	1/20/2017	Participation in events or programs sponsored by educational institutions	Students from the Career Tech class at Quapaw OK High School toured the station and watched the Noon News in the studio.	2	Promotion Manager Promotion Assistant
47	1/29/2017	Participation in job banks, internet programs and other programs designed to promote outreach	1/30/16 through 1/29/17 KOAM placed and will continue to place upper-level full time job openings in a job bank of media trade groups as noted in the job vacancies list and referrals in the public file report.	1	Admin Assist/EEO Coordinator
48	1/29/2017	Participation in other activities designed by the station employment unit	1/30/16 through 1/29/17 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

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
49	1/29/2017	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/KFJX 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 as well. 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 1/30/16 through 1/29/17 are listed throughout this report.	2	Promotion Manager Promotion Assistant Former Promotion Assistant



**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2016 - January 29, 2017**

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
50	1/29/2017	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/KFJX 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 as well. 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 1/30/16 through 1/29/17 are listed throughout this report.	2	Promotion Manager Promotion Assistant Former Promotion Assistant
51	1/29/2017	Provision of training to management	Notices about our EEO obligations are mentioned routinely in our printed bi-weekly gazette and emailed Monday memo to inform and remind management and staff about our EEO program and requirements to educate the public about job opportunities.	1	Promotion Manager