

KOAM TV
EEO PUBLIC FILE REPORT
January 30, 2017 - January 23, 2018

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
TELEVISION ACCOUNT EXECUTIVE	2-5, 7-10, 12-13, 16-19, 21, 23-27, 29-32, 34-38, 40, 44-50, 52	9
ANCHOR-REPORTER	2-8, 10, 12-13, 16-19, 21-38, 40, 44-50, 52	49
MULTI-MEDIA JOURNALIST	1-8, 10, 12-13, 16-21, 23-38, 40, 44-52	20
MULTI-MEDIA JOURNALIST	1-8, 10, 12-13, 16-21, 23-38, 40, 44-52	29
ASSOCIATE PRODUCER	2-5, 7-8, 10, 12-13, 16-17, 19, 23, 25-27, 29-32, 34-38, 40, 43-50, 52	44
ACCOUNT EXECUTIVE	1, 3-4, 7-8, 10, 12-13, 16-17, 19, 23, 25-32, 34-38, 40, 43-47, 49-50	30
ACCOUNT EXECUTIVE	3-4, 7-13, 16-17, 19, 23, 25-32, 34-40, 42-44, 46-47, 49-50	9
NEWS PRODUCER	2-5, 7-8, 10, 12-13, 16-17, 19, 23, 25-27, 29-30, 32-40, 43-44, 46-47, 49-50	35
ACCOUNT EXECUTIVE	3-4, 7-9, 11-13, 16-17, 19, 23, 25-27, 29-30, 32, 34-41, 43-44, 46-47, 49-50	9
GRAPHIC ARTIST	3-4, 7-9, 12-13, 16-17, 19-20, 23, 25-27, 29-30, 32-40, 43-44, 46-47, 49-50	29
DIGITAL CONTENT MANAGER	3-4, 6-9, 12-17, 19-20, 23, 25-27, 29-30, 32-40, 43-44, 46-47, 49-50	20

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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	2
2	Butler Community College 901 South Haverhill Road El Dorado, Kansas 67042 Url : www.butlercc.edu Email : scs@butlercc.edu Career Services Career Services	N	0
3	Carthage Crisis Center 100 S Main St Carthage, Missouri 64836 Phone : 417-358-3533 Email : carthagecrisiscenter@gmail.com Brian & Marilyn Bisbee	Y	0
4	Carthage Technical Center 1100 E. Airport Dr. Carthage, Missouri 64836 Phone : 417-359-7026 Url : www.carthagetigers.org Email : derryberryr@carthagetigers.org Rhonda Derryberry	Y	0
5	Cloud County Community College P.O. Box 1002 - 2221 Campus Dr. Concordia, Kansas 66901 Phone : 785-243-1435 Url : http://www.cloud.edu/studentservices/careercenter/ Email : bhanson@cloud.edu Brenda Hanson	N	0
6	Columbia School of Journalism Career Services 2950 Broadway mail code 3806 New York, New York 10027 Phone : 212-854-3861 Url : http://www.journalism.columbia.edu Career Services Manual Posting	N	0
7	Crowder College 601 Laclede, Rm 224 Neosho, Missouri 64850 Phone : 417-455-5618 Url : http://www.collegecentral.com/crowder Cassandra Owens Manual Posting	Y	0

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8	Drake University School of Journalism and Mass Communication 2805 University Avenue Meredith Hall 118 Des Moines, Iowa 50311 Phone : 5152712524 Email : grace.provenzano@drake.edu Grace Provenzano	Y	0
9	Employee Referral	N	7
10	Forest Park Baptist Church 725 S Highview Joplin, Missouri 64801 Phone : 417-623-4606 Email : drstevemertens@hotmail.com Dr. Steve Mertens	Y	0
11	Former Employee	N	2
12	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 Meister	Y	0
13	FOX14 Facebook 2950 NE Highway 69 Pittsburg, Kansas 66762 Url : www.fox14tv.com EEO Coordinator Manual Posting	N	0
14	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
15	Hire Mizzou Tigers University of Columbia Missouri School of Journalism, Career Svcs Columbia, Missouri 65211 Handshake Handshake Manual Posting	N	0

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16	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
17	In House Postings 2950 NE Highway 69 Pittsburg, Kansas Email : ssaporito@koamtv.com EEO Coordinator	N	3
18	Indeed 6433 Champion Grandview Way Bldg.1 Austin, Texas 78750 EEO coordinator EEO coordinator Manual Posting	N	5
19	INSTAGRAM 2950 NE Highway 69 Pittsburg, Kansas IT DEPT IT DEPT Manual Posting	N	0
20	Internal Posting	N	3
21	Job Force Pittsburg KS Pittsburg, Kansas 66762 Phone : 620-704-1732 Email : jobforce01@cox.net Doug Hale	Y	0
22	Joplin Globe Joplin Joplin, Missouri 64801 classified ads classified ads Manual Posting	N	0
23	Kansas Association of Broadcasters 214 SW 6th Street Topeka, Kansas Phone : 785-235-1307 Url : http://kab.net Job Bank Manual Posting	N	0

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24	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
25	KFJX TV ON AIR 2950 NE Highway 69 Pittsburg, Kansas EEO Coordinator Manual Posting	N	0
26	KFJX TV WEBSITE 2950 NE Highway 69 Pittsburg, Kansas EEO Coordinator Manual Posting	N	0
27	KOAM Facebook 2950 NE Highway 69 Pittsburg, Kansas 66762 Url : www.koamtv.com EEO Coordinator Manual Posting	N	0
28	KOAM Facebook Carousel News Feed 2950 NE Highway 69 Pittsburg, Kansas 66762 Url : www.koamtv.com Danny Thomas Manual Posting	N	3
29	KOAM TV ON AIR 2950 NE Highway 69 Pittsburg, Kansas EEO Coordinator Manual Posting	N	4
30	KOAM TV WEBSITE 2950 NE Highway 69 Pittsburg, Kansas EEO Coordinator Manual Posting	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Labette Community College 200 S 14th St Parsons, Kansas 67357 Phone : 620-421-6700 ext 1178 Url : http://www.labette.edu Email : MelissaN@labette.edu Melissa Nance	Y	0
32	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
33	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Mark Shilstone Manual Posting	N	3
34	Miami Workforce Center 100 A Street NE Miami, Oklahoma 74355 Phone : 918-542-5561 Url : https://servicelink.oesc.state.ok.us/ada Email : joan.follin@oesc.state.ok.us Joan Follin	N	0
35	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://mba.org Career Services Manual Posting	N	1
36	Missouri Career Center 730 S Wall Ave Joplin, Missouri 64801 Phone : 417-629-3000 Url : http://missouricareersource.com Email : debbie.hollis@ded.mo.gov Debbie Hollis	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
37	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	2
38	Missouri State University (SMS) 901 S. National Ave Springfield, Missouri 65897 Phone : 417-836-5636 Url : http://www.missouristate.edu Email : careercenter@missouristate.edu Career Center	N	0
39	MSSU Newman Road Joplin, Missouri Bill Hunt Manual Posting	N	0
40	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
41	Non-Employee Referral	N	1
42	Other Source	N	1
43	PSU Pittsburg Pittsburg, Kansas Shelly Saporito Manual Posting	N	0
44	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	1

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45	Saga Communications Website 73 Kercheval Avenue Suite 201 Grosse Pointe Farm, Michigan 48236 Phone : 313-886-7070 Url : http://sagacommunications.com Career Services Manual Posting	N	0
46	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	1
47	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
48	Tulsa Community College Southeast Campus Room 2215 Tulsa, Oklahoma Phone : 9185957688 Melyssa Hendrickson Manual Posting	N	0
49	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Mark Holloway	N	4
50	TWITTER 2950 NE Highway 69 Pittsburg, Kansas IT Dept. IT Dept. Manual Posting	N	0
51	Unknown Referral Source	N	1

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52	Washburn University 1700 SW College Avenue, Morgan Hall 105 Topeka, Kansas 66621 Phone : 785-670-1450 Url : www.washburn.edu/career-services Kent McAnally Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			49

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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	1/30/2017	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
2	1/30/2017	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 1/30/17 through 1/23/18 are listed throughout this report.	2	Promotion Manager Promotion Assistant

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3	1/30/2017	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 1/30/17 through 1/23/18 are listed throughout this report.	2	Promotion Manager Promotion Assistant
4	2/7/2017	Participation in events or programs sponsored by educational institutions	News Director, Kristi Spencer, was a judge for Digital Video Production for the District 17 Future Business Leaders of America (FBLA) Leadership Conference, held at Missouri Southern State University, Joplin, MO.	1	News Director
5	2/13/2017	Participation in events or programs sponsored by educational institutions	Students from Frank Layden Elementary School in Frontenac KS toured the station and watched the Noon News. They discussed weather with weather anchor Michael Hayslip.	2	Promotion Assistant Weather Anchor
6	2/15/2017	Participation in events sponsored by community groups	Clients and staff from Preferred Community Services in Joplin MO toured the station, watched the Noon News and discussed weather with weather anchor Michael Hayslip.	2	Promotion Manager Weather Anchor
7	2/21/2017	Participation in events or programs sponsored by educational institutions	Students from St. Mary's Colgan Junior High Communications Class in Pittsburg KS toured the station and watched the Noon News.	1	Promotion Manager

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8	2/27/2017	Participation in events or programs sponsored by educational institutions	A Senior from Frontenac KS High School job shadowed weather anchor Michael Hayslip from 8 a.m. to 12:30 p.m. to learn about weather technology, forecasting, constructing a newscast, newsroom roles and duties, etc.	1	Weather Anchor
9	2/28/2017	Participation in events sponsored by community groups	Two home school students job shadowed with Meteorologists Doug Heady and Nick Kelly. Danny Thomas, G.M., gave them a tour of the station.	3	Chief Meteorologist Meteorologist General Manager
10	2/28/2017	Participation in events or programs sponsored by educational institutions	Sports Director, Jacob Lenard, took part in a Comm Careers open format panel at Pittsburg State University.	1	Sports Director
11	3/1/2017	Participation in events or programs sponsored by educational institutions	Two students from Pittsburg KS High School job shadowed in the Production and News Departments.	2	Production Manager Assignment News Editor
12	3/2/2017	Participation in events or programs sponsored by educational institutions	Students from East Newton High School in Diamond, Missouri, toured the station, learned about weather technology and watched the 5:00 p.m. News.	3	Promotion Assistant Weather Anchor/Chief Meteorologist Weather Anchor/Meteorologist
13	3/3/2017	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. There was discussion about the curriculum, fund-raising, scholarships, etc. and how to better prepare students for not only printing jobs, but also new media and video jobs.	1	Production Manager
14	3/9/2017	Participation in events or programs sponsored by educational institutions	3rd Grade students from George Nettles Elementary, Pittsburg KS, toured the station and watched the Noon News.	3	Promotion Manager Promotion Assistant Assignment News Editor
15	3/14/2017	Participation in Job Fairs	KOAM-TV & KFJX-TV participated in the 2017 PSU Spring Career Day at Pittsburg State University. Career Day was held at the Robert W. Plaster Center from 10 a.m. to 2 p.m. Information about current job openings and jobs in broadcasting was shared with students.	2	News Director Promotion Assistant

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16	3/14/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Nick Kelly, gave a talk at Avilla MO Elementary School near Joplin MO. Nick spoke about weather and showed the students what he uses to forecast.	1	Meteorologist
17	3/16/2017	Participation in events or programs sponsored by educational institutions	News Director, Kristi Spencer, participated in the Joplin MO High School career awareness and practice interviews for sophomores and juniors.	1	News Director
18	3/31/2017	Participation in events or programs sponsored by educational institutions	Weather Anchor/Reporter Michael Hayslip, gave a presentation to the PSU Communication Class. Michael shared information on story finding, writing, interview techniques, and creative video with storytelling. He explained job descriptions of a reporter and producer. He talked about the importance of deadlines.	1	Weather Anchor/Reporter
19	4/4/2017	Participation in events or programs sponsored by educational institutions	The Labette Community College Mass Media & PR Classes from Parsons KS toured the station and watched the Noon News.	1	Promotion Manager
20	4/5/2017	Participation in Job Fairs	KOAM-TV & KFJX-TV participated in the Missouri Southern University Spring Career Fair from 10A-2P held at the Leggett & Platt Athletic Center. Information about current job openings and jobs in broadcasting was shared with students.	3	Promotion Assistant News Director FOX Local Sales Manager
21	4/27/2017	Participation in events or programs sponsored by educational institutions	A student from Parsons KS Middle School job shadowed with weather anchor Michael Hayslip. He toured the station and watched the Noon News. 3	3	News Director News Operations Dir. Weather Anchor
22	5/2/2017	Participation in events or programs sponsored by educational institutions	KOAM/KFJX participated in the Spring 2017 Job Fair at Crowder College in Neosho MO from 10 a.m. to 1 p.m.	2	Promotion Manager Promotion Assistant
23	5/4/2017	Participation in events or programs sponsored by educational institutions	A Senior from Carl Junction MO High School job shadowed three members in the Production Department from 8 a.m. - 12:30 p.m. for her Multimedia Productions class. The job shadow received a tour of the station, she spent time learning about commercial producing and putting together the noon news.	3	Production Manager Commercial Producer News Director

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24	5/5/2017	Participation in events or programs sponsored by educational institutions	KOAM/KFJX participated in the Seneca Elementary Career Day from 8:30 a.m. to 11 a.m. in Seneca MO. The event was held on the playground with approximately 800 students in attendance.	2	Promotion Manager Promotion Assistant
25	5/5/2017	Participation in events or programs sponsored by educational institutions	The Meteorology class from Fredonia KS High School toured the station and watched the 5:00 News.	2	Promotion Manager Chief Meteorologist
26	5/9/2017	Participation in events or programs sponsored by educational institutions	Students from the graduating 5th grade class of Soaring Heights Elementary School in Joplin MO visited the station for their annual station tour and pizza party.	2	Promotion Manager Promotion Assistant
27	5/10/2017	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
28	6/12/2017	Participation in events sponsored by community groups	Guests from Parsons Kansas State Hospital & Training Center toured the station, watched the Noon News, and discussed weather with weather anchor Michael Hayslip.	1	Promotion Manager
29	6/15/2017	Participation in events sponsored by community groups	School-age children from Carl Junction Christian Church, Carl Junction MO, toured and watched the Noon News.	1	Promotion Manager
30	6/30/2017	Participation in events sponsored by community groups	School-age children from First Baptist Church Learning Center in Carl Junction MO toured the station and watched the Noon News.	1	Promotion Manager
31	8/23/2017	Participation in events or programs sponsored by educational institutions	KOAM/KFJX participated in the MSSU Community Day 2017, Joplin MO, from 10:30A-1:00P on the MSSU Oval to welcome and visit with students about job opportunities at the TV stations.	2	Promotion Manager Promotion Assistant
32	8/29/2017	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.	2	Promotion Manager Promotion Assistant
33	9/25/2017	Participation in events or programs sponsored by educational institutions	Promotion Manager, Vance Lewis, attended the TV/Broadcast Advisory Board meeting for Franklin Technology Center and Joplin MO Schools from 11:30-1:00.	1	Promotion Manager

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34	10/2/2017	Participation in events sponsored by community groups	Approximately 40 visitors from Hearth & Home Education home school families toured the station and watched the Noon News.	2	Promotion Manager Promotion Assistant
35	10/16/2017	Participation in events sponsored by community groups	A home school group of approximately 40 guests, from Neosho MO, toured and watched the Noon News.	1	Promotion Manager
36	10/16/2017	Participation in events sponsored by community groups	The FCH home school group of about 45 guests, from Neosho MO toured the station and watched the Noon News.	2	Promotion Manager Promotion Assistant
37	10/18/2017	Participation in events or programs sponsored by educational institutions	3rd grade students from George Nettles Elementary School in Pittsburg KS toured the station and watched the Noon News.	2	Promotion Manager Promotion Assistant
38	10/25/2017	Participation in events or programs sponsored by educational institutions	Students from Girard High School in Girard KS toured and watched the Noon News.	1	Promotion Manager
39	11/8/2017	Participation in events or programs sponsored by educational institutions	Students from Liberal Missouri Schools toured the station and watched the Noon News.	1	Promotion Manager
40	11/10/2017	Participation in events or programs sponsored by educational institutions	Students from Bartlett KS Elementary School toured the station and watched the Noon News.	2	Promotion Manager Promotion Assistant
41	11/14/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Nick Kelly, attended the Webb City MO Junior High Career Day from 12:30 - 2 p.m. and spoke with students about his career in weather broadcasting.	1	Meteorologist
42	11/29/2017	Participation in events or programs sponsored by educational institutions	Students from Bronaugh MO High School Radio & TV class toured the station and watched the Noon News.	1	Promotion Manager
43	12/1/2017	Participation in events or programs sponsored by educational institutions	A Senior from Carl Junction MO High School Global Business Tech class job shadowed Meteorologist Doug Heady to learn about meteorology.	1	Chief Meteorologist
44	12/8/2017	Participation in events sponsored by community groups	News Anchor-Reporter, Lisa Olliges, emceed the Heart Association Go Red for Women Luncheon from 10 a.m. - 1 p.m. at the Roxy Event Center in Joplin MO.	1	News Anchor-Reporter

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45	12/11/2017	Participation in events sponsored by community groups	The Cherokee County KS Glittering Stones 4H Club toured the station and watched the 6:00 News.	1	Promotion Manager
46	12/14/2017	Participation in events or programs sponsored by educational institutions	5th grade students from Erie KS Elementary School toured the station and watched the Noon News.	2	Promotion Manager Promotion Assistant
47	12/15/2017	Participation in events or programs sponsored by educational institutions	Students from Chanute KS Middle School toured the station and watched the Noon News.	1	Promotion Manager
48	1/8/2018	Participation in other activities designed by the station employment unit	1/30/17 through 1/23/18 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
49	1/10/2018	Participation in events or programs sponsored by educational institutions	KOAM/KFJX participated in the Crawford County Career Opportunities Day held at the Robert W. Plaster Center at Pittsburg State University. The event was sponsored by the Business Education Alliance and was attended by juniors and seniors from Crawford County high schools and additional high schools to raise awareness of opportunities available to them in the workplace.	2	Promotion Manager Promotion Assistant
50	1/23/2018	Provision of training to management	A recent Broadcast Law article about the FCC enforcing EEO rules was shared with Department Heads. The article talked about the importance of recruiting practices and tracking interviewees.	1	Admin Assist-EEO Coord