

**EEO Public File Report**  
October 1, 2019 through September 30, 2020  
Stations KOZK-TV and KSMU-FM, Springfield, MO  
Missouri State University

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

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

**Total full-time vacancies filled from October 1, 2019 through September 30, 2020: 4**

**(1) Director of Community Support**

**Start Date: October 1, 2019**

**Referral Source(s) for person hired:**

[www.missouristate.edu](http://www.missouristate.edu)

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

**Sources Utilized:**

Various Listings arranged by MSU HR (see list below)

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

[www.missouristate.edu](http://www.missouristate.edu) **(Provided 1 interviewee)**

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

CPB Jobline

[www.cpb.org/jobline](http://www.cpb.org/jobline)

Rachel Knight  
Missouri State University  
901 South National

Springfield, MO 65897  
Phone: 417-836-3511

Missouri Broadcasters Association  
<https://www.mbaweb.org/job-openings/>  
Rachel Knight  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3511

Greater Public  
[www.greaterpublic.org](http://www.greaterpublic.org)  
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](http://www.optv.org) and [www.ksmu.org](http://www.ksmu.org)  
Rachel Knight  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3511

**(2) Corporate Support Representative**  
**Start Date: October 1, 2019**

**Referral Source(s) for person hired:**

[www.optv.org](http://www.optv.org) and [www.ksmu.org](http://www.ksmu.org)  
Rachel Knight  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3511

**Sources Utilized:**

[www.missouristate.edu](http://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)

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

CPB Jobline

[www.cpb.org/jobline](http://www.cpb.org/jobline)

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

Missouri Broadcasters Association

<https://www.mbaweb.org/job-openings/>

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

Greater Public

[www.greaterpublic.org](http://www.greaterpublic.org)

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 (**Provided 1 interviewee**)

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](http://www.optv.org) and [www.ksmu.org](http://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**)

Jamie Henline  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3512

**(3) Membership Coordinator**

**Start Date: October 28, 2019**

**Referral Source(s) for person hired:**

Personal Contact with Station Staff  
Lori Street  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3506

**Sources Utilized:**

[www.missouristate.edu](http://www.missouristate.edu) (**Provided 2 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](http://www.cpb.org/jobline)

Rachel Knight  
Missouri State University  
901 South National

Springfield, MO 65897  
Phone: 417-836-3511

Missouri Broadcasters Association  
<https://www.mbaweb.org/job-openings/>  
Rachel Knight  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3511

Greater Public  
[www.greaterpublic.org](http://www.greaterpublic.org)  
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 **(Provided 1 interviewee)**

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](http://www.optv.org) and [www.ksmu.org](http://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)**

Lori Street  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3506

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

Jamie Henline  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3512

**(4) General Manager**  
**Start Date: May 16, 2020**

**Referral Source(s) for person hired:**

[www.missouristate.edu](http://www.missouristate.edu)  
Linda Stephens  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-6616

**Sources Utilized: ADD INTERVIEW REFERRAL SOURCES**

[www.missouristate.edu](http://www.missouristate.edu) (Provided 2 interviewees)  
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](http://www.cpb.org/jobline)  
Rachel McGinnis  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3511

Missouri Broadcasters Association  
<https://www.mbaweb.org/job-openings/>  
Rachel McGinnis  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3511

Greater Public  
[www.greaterpublic.org](http://www.greaterpublic.org)

Rachel McGinnis  
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 McGinnis  
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](http://www.optv.org) and [www.ksmu.org](http://www.ksmu.org)

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

## ANNOUNCEMENT DISTRIBUTION

All station vacancies are announced through the Missouri State University Office of Human Resources and are automatically distributed to the following minority recruitment sources. Any interviewees provided by these sources are also indicated above.

<b>Company</b>	<b>Address</b>	<b>City</b>	<b>State</b>
Air National Guard	matthew.d.degase.mil@mail.mil	St. Joseph	MO
Alternative Opportunities	1111 S. Glenstone, Suite 2-100	Springfield	MO
Broadway United Methodist Church	545 S Broadway Ave	Springfield	MO
Columbia Veteran Center	Charlotte.roth@va.gov		
Department of Veterans Affairs	4801 Linwood Blvd.	Kansas City	MO
Developmental Center of the Ozarks	1545 E. Pythian	Springfield	MO
Faith Tabernacle Apostolic Church	2548 North Fremont	Springfield	MO
Gibson Presbyterian Church	536 East Tampa	Springfield	MO
Greater Metropolitan Missionary Baptist Church	1400 North West Avenue	Springfield	MO
Grupo Latinoamericano de Springfield	918 E Calhoun	Springfield	MO
Harvest Tabernacle UPC	3114 E Sunset Street	Springfield	MO
HigherEdJobs.com	715 Lake Street, Suite 400	Oak Park	IL
INSIGHT Into Diversity			
Joplin Vocational Rehabilitation	801 E. 15th Street	Joplin	MO
Kansas City Indian Center	600 West 39th Street	Kansas City	MO
Kansas City Veteran Center	4800 Main Street, Suite 107	Kansas City	MO
Korean Presbyterian Church of Springfield	1559 South Grant	Springfield	MO
Lakes Country Rehabilitation Center	PO Box 1277	Springfield	MO
MERS Goodwill	319 N Main Ave STE 300	Springfield	MO
Mid-American All-Indian Center	650 North Seneca Street	Wichita	KS
Minorities in Business (MIB)	405 N. Jefferson	Springfield	MO
Missouri Army National Guard	samuel.m.jarvis.mil@mail.mil	Jefferson City	MO
Missouri State University Career Center	Missouri State University JQH Arena 685 S. John Q Hammons Parkway	Springfield	MO
Missouri State University Career Center	MSU JQH Arena 685 S. John Q Hammons Parkway	Springfield	MO
Missouri State University Veteran Student Services	veteranservices@missouristate.edu	Springfield	MO
Missouri State University, West Plains Business Office	AlyssaCollins@missouristate.edu	West Plains	MO
Missouri State University, West Plains Business Office	ScottSchneider@missouristate.edu	West Plains	MO
MO Career Center	2900 E Sunshine	Springfield	MO
MO Career Center, Ft. Leonard Wood, MO	joshua.williams@ded.mo.gov		
MO Division of Workforce Development	2900 E Sunshine	Springfield	MO
MO Division of Workforce Development	2900 E Sunshine	Springfield	MO
MO Workforce Development Centers	15301 E. 23rd Street	Independence	MO
NAACP	7605 Natural Bridge Rd. Suite #103	St. Louis	MO

NAACP	PO Box 8983	Springfield	MO
NAACP	1601 East 18th Street	Kansas City	MO
Navy Marine Corp Reserve Center	1110 N. Fremont Avenue	Springfield	MO
Northwest Missouri State University/Career Development Coordinator	career@nwmissouri.edu	Maryville	MO
Ozark Independent Living	109 Aid Avenue	West Plains	MO
Paraquad, Inc.	5240 Oakland Avenue	St. Louis	MO
Professional Diversity Network Veteran Connect Virtual Job Fair	<a href="http://www.veteransconnect.net/home.php">http://www.veteransconnect.net/home.php</a>		
Silver Springs Church of God	518 E Atlantic	Springfield	MO
Southwest Center for Independent Living	2864 S. Nettleton Avenue	Springfield	MO
Southwest Missouri Indian Center	543 South Scenic	Springfield	MO
Springfield North Vocational Rehabilitation	anita.michel@vr.dese.mo.gov		
Springfield South Vocational Rehabilitation	1735 W. Catalpa, Suite C	Springfield	MO
Springfield Veteran Center	Rob.Freeman@va.gov		
St. Louis American Newspaper	2315 Pine Street	St. Louis	MO
St. Louis Veteran Center	Tony.williams4@va.gov		
State of Missouri Department of Elementary and Secondary Education Vocational Rehabilitation	ronald.williams@vr.dese.mo.gov		
The Academic Network (TAN)	2010 West Avenue K #646	Lancaster	CA
The Call Newspaper	PO Box 410477	Kansas City	MO
Turning Point Church	1722 N. National	Springfield	MO
Unite of Southwest Missouri, Inc.	PO Box 1745	Springfield	MO
Vatterott College	3850 South Campbell	Springfield	MO
Veterans Administration Regional Office	Federal Building 400 S 18th Street	St Louis	MO

## **SUPPLEMENTAL OUTREACH INITIATIVES**

**October 1, 2019 through September 30, 2020**

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

**Date(s):** Fall Semester 2019; Spring Semester 2020; Summer Semester 2020

**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  
Jennifer Moore, Director of News & Content Coordinator, Radio

**Interns Included:**

FA19 – 2  
SP20 – 3  
SU20 – 1

**Initiative Two:** Hosting of at least one job fair.

**Date:** September 17, 2020

**Description and Scope of Involvement:** KSMU-FM and KOZK-TV hosted a virtual job fair at our studios. Virtual 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:**

Melissa Rea, Outreach Coordinator, Radio & TV  
Sue Robinson, Director of Community Support, Radio & TV  
Rachel Knight, Assistant General Manager, Radio & TV  
Jennifer Moore, Director of News & Content Coordinator, Radio  
Lori Street, Manager, Membership, Radio & TV  
Brent Slane, Distributed User Support Specialist, TV  
Dan Feind, Broadcast Engineer, Radio & TV

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

**Events:**

- October 1, 2019: Ozarks Area Community Action Corporation (OACAC) Vocational Opportunities Program
- October 22, 2019: Missouri State University Job Shadow Program
- November 19, 2019: Ozarks Technical Community College Mock Interviews
- February 26, 2020: Missouri State University Career Expo

- September 8, 2020 – December 11, 2020: Missouri State University Bear POWER (Promoting Opportunities for Work, Education and Resilience) Internship Program

**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:**

Rachel Knight, Assistant General Manager, Radio & TV  
Jamie Henline, Assistant Manager – Membership, Radio & TV  
Lori Street, Manager, Membership, Radio & TV  
Jason Ferber, Videographer/Editor, TV  
Brent Slane, Distributed User Support Specialist, TV  
Sue Robinson, Director of Community Support, Radio & TV  
Ted Quirk, Corporate Support Representative & Special Events Coordinator, Radio & TV  
Jennifer Moore, Director of News & Content Coordinator, Radio

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

**Dates:** February-March 2020

**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 General Manager, Radio & TV  
Nico Burasco, Videographer/Editor  
Liz Malarkey, Traffic Coordinator & Operations Assistant, Radio  
Monica Cataldo, Traffic Coordinator, TV