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  
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  (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
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
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

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

Referral Source(s) for person hired:

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

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)
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

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

Sources Utilized: ADD INTERVIEW REFERRAL SOURCES  

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  
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
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.

<table>
<thead>
<tr>
<th>Company</th>
<th>Address</th>
<th>City</th>
<th>State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Air National Guard</td>
<td><a href="mailto:matthew.d.degase.mil@mail.mil">matthew.d.degase.mil@mail.mil</a></td>
<td>St. Joseph</td>
<td>MO</td>
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<tr>
<td>Alternative Opportunities</td>
<td>1111 S. Glenstone, Suite 2-100</td>
<td>Springfield</td>
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<tr>
<td>Broadway United Methodist Church</td>
<td>545 S Broadway Ave</td>
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<tr>
<td>Columbia Veteran Center</td>
<td><a href="mailto:Charlotte.roth@va.gov">Charlotte.roth@va.gov</a></td>
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<tr>
<td>Department of Veterans Affairs</td>
<td>4801 Linwood Blvd.</td>
<td>Kansas City</td>
<td>MO</td>
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<tr>
<td>Developmental Center of the Ozarks</td>
<td>1545 E. Pythian</td>
<td>Springfield</td>
<td>MO</td>
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<tr>
<td>Faith Tabernacle Apostolic Church</td>
<td>2548 North Fremont</td>
<td>Springfield</td>
<td>MO</td>
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<td>Gibson Presbyterian Church</td>
<td>536 East Tampa</td>
<td>Springfield</td>
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<td>Greater Metropolitan Missionary Baptist Church</td>
<td>1400 North West Avenue</td>
<td>Springfield</td>
<td>MO</td>
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<tr>
<td>Grupo Latinoamericano de Springfield</td>
<td>918 E Calhoun</td>
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<td>3114 E Sunset Street</td>
<td>Springfield</td>
<td>MO</td>
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<tr>
<td>HigherEdJobs.com</td>
<td>715 Lake Street, Suite 400</td>
<td>Oak Park</td>
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<td>INSIGHT Into Diversity</td>
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<td>801 E. 15th Street</td>
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<td>600 West 39th Street</td>
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<td>4800 Main Street, Suite 107</td>
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<td>Korean Presbyterian Church of Springfield</td>
<td>1559 South Grant</td>
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<tr>
<td>Lakes Country Rehabilitation Center</td>
<td>PO Box 1277</td>
<td>Springfield</td>
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<tr>
<td>MERS Goodwill</td>
<td>319 N Main Ave STE 300</td>
<td>Springfield</td>
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<tr>
<td>Mid-American All-Indian Center</td>
<td>650 North Seneca Street</td>
<td>Wichita</td>
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<tr>
<td>Minorities in Business (MIB)</td>
<td>405 N. Jefferson</td>
<td>Springfield</td>
<td>MO</td>
</tr>
<tr>
<td>Missouri Army National Guard</td>
<td><a href="mailto:samuel.m.jarvis.mil@mail.mil">samuel.m.jarvis.mil@mail.mil</a></td>
<td>Jefferson City</td>
<td>MO</td>
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<tr>
<td>Missouri State University Career Center</td>
<td>Missouri State University JQH Arena</td>
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<td>MSU JQH Arena</td>
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<td>685 S. John Q Hammons Parkway</td>
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<tr>
<td>Missouri State University Veteran Student Services</td>
<td><a href="mailto:veteranservices@missouristate.edu">veteranservices@missouristate.edu</a></td>
<td>Springfield</td>
<td>MO</td>
</tr>
<tr>
<td>Missouri State University, West Plains Business Office</td>
<td><a href="mailto:AlyssaCollins@missouristate.edu">AlyssaCollins@missouristate.edu</a></td>
<td>West Plains</td>
<td>MO</td>
</tr>
<tr>
<td>Missouri State University, West Plains Business Office</td>
<td><a href="mailto:ScottSchneider@missouristate.edu">ScottSchneider@missouristate.edu</a></td>
<td>West Plains</td>
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</tr>
<tr>
<td>MO Career Center</td>
<td>2900 E Sunshine</td>
<td>Springfield</td>
<td>MO</td>
</tr>
<tr>
<td>MO Career Center, Ft. Leonard Wood, MO</td>
<td><a href="mailto:joshua.williams@ded.mo.gov">joshua.williams@ded.mo.gov</a></td>
<td></td>
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<tr>
<td>MO Division of Workforce Development</td>
<td>2900 E Sunshine</td>
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<tr>
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<td>15301 E. 23rd Street</td>
<td>Independence</td>
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<tr>
<td>NAACP</td>
<td>7605 Natural Bridge Rd. Suite #103</td>
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<td>Organization</td>
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<tr>
<td>NAACP</td>
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<tr>
<td>Navy Marine Corp Reserve Center</td>
<td>1110 N. Fremont Avenue</td>
<td>Springfield</td>
<td>MO</td>
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<tr>
<td>Northwest Missouri State University/Career</td>
<td><a href="mailto:career@nwmissouri.edu">career@nwmissouri.edu</a></td>
<td>Maryville</td>
<td>MO</td>
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<td>Development Coordinator</td>
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<tr>
<td>Ozark Independent Living</td>
<td>109 Aid Avenue</td>
<td>West Plains</td>
<td>MO</td>
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<tr>
<td>Paraquad, Inc.</td>
<td>5240 Oakland Avenue</td>
<td>St. Louis</td>
<td>MO</td>
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<tr>
<td>Professional Diversity Network</td>
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<td>Veteran Connect Virtual Job Fair</td>
<td><a href="http://www.veteransconnect.net/home.php">http://www.veteransconnect.net/home.php</a></td>
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<td>Silver Springs Church of God</td>
<td>518 E Atlantic</td>
<td>Springfield</td>
<td>MO</td>
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<td>Southwest Center for Independent Living</td>
<td>2864 S. Nettleton Avenue</td>
<td>Springfield</td>
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<td>Southwest Missouri Indian Center</td>
<td>543 South Scenic</td>
<td>Springfield</td>
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<tr>
<td>Springfield North Vocational Rehabilitation</td>
<td><a href="mailto:anita.michel@vr.dese.mo.gov">anita.michel@vr.dese.mo.gov</a></td>
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<tr>
<td>Springfield South Vocational Rehabilitation</td>
<td>1735 W. Catalpa, Suite C</td>
<td>Springfield</td>
<td>MO</td>
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<tr>
<td>Springfield Veteran Center</td>
<td><a href="mailto:Rob.Freeman@va.gov">Rob.Freeman@va.gov</a></td>
<td>St. Louis</td>
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<tr>
<td>St. Louis American Newspaper</td>
<td>2315 Pine Street</td>
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<tr>
<td>St. Louis Veteran Center</td>
<td><a href="mailto:Tony.williams4@va.gov">Tony.williams4@va.gov</a></td>
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<tr>
<td>State of Missouri Department of Elementary and</td>
<td><a href="mailto:ronald.williams@vr.dese.mo.gov">ronald.williams@vr.dese.mo.gov</a></td>
<td></td>
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<tr>
<td>Secondary Education Vocational Rehabilitation</td>
<td></td>
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<tr>
<td>The Academic Network (TAN)</td>
<td>2010 West Avenue K #646</td>
<td>Lancaster</td>
<td>CA</td>
</tr>
<tr>
<td>The Call Newspaper</td>
<td>PO Box 410477</td>
<td>Kansas City</td>
<td>MO</td>
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<tr>
<td>Turning Point Church</td>
<td>1722 N. National</td>
<td>Springfield</td>
<td>MO</td>
</tr>
<tr>
<td>Unite of Southwest Missouri, Inc.</td>
<td>PO Box 1745</td>
<td>Springfield</td>
<td>MO</td>
</tr>
<tr>
<td>Vatterott College</td>
<td>3850 South Campbell</td>
<td>Springfield</td>
<td>MO</td>
</tr>
<tr>
<td>Veterans Administration Regional Office</td>
<td>Federal Building 400 S 18th Street</td>
<td>St Louis</td>
<td>MO</td>
</tr>
</tbody>
</table>
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