

**EEO Public File Report
KMOS-TV
Warrensburg, MO
October 1, 2015 to September 30, 2016**

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

<i>Job Title</i>	<i>Date of Opening</i>	<i>Date Filled</i>
1. Accountant II	11-01-15	12-01-15
2. Broadcast Systems Engineer	02-15-16	03-31-16
3. Production & Content Manager	04-15-16	08-16-16
4. Television Operations Support Engineer	07-15-16	09-01-16

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened:

- a. *University of Central Missouri Human Resources Web Site Administration*
101 Warrensburg, MO 64093 660-543-4255
- b. *KMOS-TV website kmos.org*
- c. *HigherEdjobs.com; 814-861-3080*
- d. *Indeed.com; www.indeed.com/hire*
- e. *Jobs.mo.gov; 866-506-0251*
- f. *PBS.org*
- g. *CPB.org; 202-879-9600*
401 9th Street, N.W.; Washington, D.C. 20004-2129
- h. *Warrensburg The Daily Star-Journal*
134 E. Market Street; Warrensburg, MO 64093
Carolyn Sivils 660-747-8123 ext. 100
- i. *Sedalia Democrat*
700 S. Massachusetts Avenue; Sedalia, MO 65301
Pat DeHaven; 660-826-1000 ext. 1502

In addition, the University of Central Missouri subscribes to the Office of Federal Contract Compliance Programs posting service offered by JobTarget, and this ensures that beyond ucmo.edu all UCM jobs are automatically posted to the following sites:

- j. *Vetjobs.com*
P.O. Box 71445; Marietta, GA 30007-1445
770-993-5117
- k. *Beahero-hireahero.com; 917-941-6103; jklare@hireds.com*
- l. *Jofdav.com; 760-420-1269*
- m. *Disabledperson.com; 760-42-1268*
disABLEDperson, Inc.; P.O. Box 230636; Encinitas, CA 92023-0636
- n. *Blacperspective.com; 818-654-0870*
EqualityMagazines.com; 13351 Riverside Drive #514;
Sherman Oaks, CA 91423
- o. *Wib-i.com (Women in Business and Industry) 818-654-0870*
EqualityMagazines.com; 13351 Riverside Drive #514;

Sherman Oaks, CA 91423
p. *Hispanic-today.com*

- C. The following is a list of the recruitment sources which provided the hirees for the position for full-time jobs shown in Section A above:

Accountant: Indeed.com

Broadcast Systems Engineer: University of Central Missouri Human Resources Website

Production & Content Manager: Indeed.com

Television Operations Support Engineer: University of Central Missouri Human Resources Website.

- D. During the previous 12 months, there were a total of 11 people interviewed for vacancies for full time positions. At least 2 of the interviewees were referred by Indeed.com, at least 2 were referred by the University of Central Missouri Human Resources Website, and at least one was referred by Jobs.mo.gov. The referral sources of the remaining interviewees are unknown. The University of Central Missouri's human resources department is responsible for making hires to fill vacant positions at KMOS-TV. Until recently, this department was unaware of any need to enumerate the number of interviewees referred by each source. The question of "how did you hear about this vacancy" has always been on the UCM Application, but its response was not made mandatory until April 1, 2016; therefore, if the applicant did not voluntarily fill out the information it was not included. Going forward, however, this information will be maintained.

- E. During the last 12 months, the station employment unit engaged in the following initiatives:
- a. *Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.* This is done by

providing training to students and community volunteers to work in the areas of Master Control, Outreach and Production.

- b. *Participation in scholarship programs directed to students desiring to pursue a career in broadcasting.* This is done by the awarding of the John Bradley Scholarship and the Fred Hunt Scholarship. These scholarships helps a student to further their chosen field.

F. *Training programs.* During the past year, various station management and staff personnel attended educational and informational sessions at industry conferences including the following:

Public Television Program Association

PBS Techcon 2016

National Association of Broadcasters Convention 2016

PBS Annual Meeting 2016

Public Media Business Association Conference

In addition, the station's staff attended the University of Central Missouri's Title IX training, as well as NTrinsx Color Training Parts I and II.