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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Date of Opening</th>
<th>DateFilled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accountant II</td>
<td>11-01-15</td>
<td>12-01-15</td>
</tr>
<tr>
<td>Broadcast Systems Engineer</td>
<td>02-15-16</td>
<td>03-31-16</td>
</tr>
<tr>
<td>Production &amp; Content Manager</td>
<td>04-15-16</td>
<td>08-16-16</td>
</tr>
<tr>
<td>Television Operations Support Engineer</td>
<td>07-15-16</td>
<td>09-01-16</td>
</tr>
</tbody>
</table>

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;
C. The following is a list of the recruitment sources which provided the hirers 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.