

KOAM TV
EEO PUBLIC FILE REPORT
January 27, 2024 - January 30, 2025

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSList") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Content Producer	2-6, 9, 12, 15-17, 21-24, 26-34, 41, 43, 46, 49-52, 55, 57-59	12
Digital Marketing Coordinator	2-3, 5-6, 9, 12, 15-17, 21-23, 26-32, 34, 41, 43, 46, 49-52, 57-59	12
FT Videographer	2-6, 9, 12, 15-17, 21-24, 26-38, 41, 43, 46, 49-52, 57-59	2
J365 Multi-Media Journalist	2-6, 9-10, 12, 15-17, 21, 23-24, 26-34, 40-41, 43, 45-46, 49-53, 57-59	17
J365 Multi-Media Journalist	2-6, 9-10, 12, 15-17, 21, 23-24, 26-34, 40-41, 43, 45-46, 49-53, 57-59	10
Marketing Consultant	1-9, 11-39, 41-44, 46-55, 57-59	2
Marketing Consultant	1-9, 11-39, 41-44, 46-55, 57-59	2
Marketing Consultant	1-6, 9, 12-17, 21-24, 26-32, 34, 41, 43, 46, 49-52, 58-59	17
News Content Producer	2-6, 9-10, 12, 15-17, 21-24, 26-28, 30-34, 41, 43, 46, 49-52, 57-59	2
Streaming News Anchor Producer	1-6, 9, 12, 15-17, 19, 21-24, 26-34, 41, 43, 46, 49-52, 56-59	17
Technical Media Operator	2-6, 9, 12, 15-17, 21-24, 26-32, 34-38, 41, 43, 46, 50-52, 57-59	2
Technical Media Operator	2-6, 9, 12, 15-17, 21-24, 26-28, 30-38, 41, 43, 46, 49-52, 57-59	2
Technical Media Operator	2-6, 9, 12, 15-17, 21-24, 26-28, 30-38, 41, 43, 46, 49-52, 57-59	2
Video Journalist/Producer	2-6, 9, 12, 15-17, 21-24, 26-28, 30-34, 40-41, 43, 46, 49-52, 57-59	2
Weekend Anchor/MMJ	2-6, 9, 12, 15-17, 19, 21-24, 26-34, 41, 43, 46, 49-52, 57-59	12

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II. MASTER RECRUITMENT SOURCE LIST ("MRSList")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arkansas Tech University 215 W O Street Russellville, Arkansas 72801 Phone : - Handshake - Manual Posting	N	0
2	Breezy HR - Indeed 1534 Oak Street #301 Jacksonville, Florida 32204 Breezy HR Breezy HR Manual Posting	N	35
3	BreezyHR 1534 Oak St #301 Jacksonville, Florida 32204 Breezy HR Manual Posting	N	0
4	CareerPage 214 SW 6th Street Suite 300 Topeka, Kansas 66603 Phone : 785-235-1307 Url : http://kab.net Career Services Manual Posting	N	0
5	Carthage Crisis Center 100 S Main St Carthage, Missouri 64836 Phone : 417-358-3533 Email : carthagecrisiscenter@gmail.com Reverend Jim Benton	Y	0
6	Carthage Technical Center 1100 E. Airport Dr. Carthage, Missouri 64836 Phone : 417-359-7026 Url : www.carthagetigers.org Email : greena@carthagetigers.org Ali Green (Krieg)	Y	0
7	CarverTalent.com New Jersey -, New Jersey Phone : (813) 625-2130 -- Manual Posting	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
8	Cherokee County Economic Development 201 E. Pine, P.O. Box 432 Columbus, Kansas 66725 Phone : 620-762-0717 Url : CherokeeCountyKansas.com Janet Miller Manual Posting	N	0
9	Crowder College 601 Laclede Ave Neosho, Missouri 64850 Phone : 417-455-5618 Url : http://www.crowder.edu Abby Tribble Manual Posting	N	0
10	Employee Referral	N	3
11	Friends University 2100 W University Ave Wichita, Kansas Phone : - Handshake - Manual Posting	N	0
12	In House Postings 2950 NE Highway 69 Pittsburg, Kansas Email : ssaporito@koamtv.com EEO Coordinator	N	4
13	Indeed 6433 Champion Grandview Way Bldg.1 Austin, Texas 78750 EEO coordinator EEO coordinator Manual Posting	N	1
14	Johnson County Community College 12345 College Blvd Overland Park, Kansas Phone : - Job Links - Manual Posting	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
15	Kansas Association of Broadcasters 214 SW 6th Street Topeka, Kansas Phone : 785-235-1307 Url : http://kab.net Job Bank Manual Posting	N	0
16	Kansas State University Manhattan KS Manhattan, Kansas Phone : - Handshake - Manual Posting	N	0
17	KOAM NEWS NOW WEBSITE 2950 NE Highway 69 Pittsburg, Kansas EEO Coordinator Manual Posting	N	8
18	KOAM-KFJX-THE CW FACEBOOK 2950 NE Highway 69 Pittsburg, Kansas 66762 Url : www.koamtv.com -- Manual Posting	N	0
19	LinkedIn 2950 NE Highway 69 PO Box 659 Pittsburg, Kansas 66762 Phone : 6202310400 Department Head DH Manual Posting	N	2
20	MediaRecruiter.com 9457 So University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 3034005150 Art Scott Manual Posting	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
21	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://mba.org Career Services Manual Posting	N	0
22	Missouri Job Center 730 S Wall Ave Joplin, Missouri 64804 Phone : 417-625-3613 Url : www.jobs.mo.gov Email : kcochran@wibswmo.com Kathi Cochran	N	0
23	Missouri Southern State University 3950 E Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : http://www.mssu.edu Email : careerservices@mssu.edu Alex Gandy	N	0
24	Missouri State University (SMS) 901 S. National Ave Springfield, Missouri 65897 Phone : 417-836-5636 Url : http://www.missouristate.edu Handshake - Manual Posting	N	0
25	Missouri University of Science and Technology-Missouri S&T Rolla Missouri Rolla, Missouri 65409 Phone : 573-341-4111 Handshake - Manual Posting	N	0
26	Mizzou-The University of Columbia 201 Student Success Center Hire Mizzou Tigers Columbia, Missouri 65211 Phone : - Handshake - Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Morgan Murphy Media 7025 W Raymond Rd Madison, Wisconsin 53719 Amanda S KOAM Manual Posting	N	1
28	MSSU Assistant Professor, Communication 3950 E Newman Rd Webster 332 Joplin, Missouri 64801 Phone : 417-625-9580 Shanna Slavings Manual Posting	N	0
29	MSSU Comm Dept Adm Assist 3950 E Newman Rd Joplin, Missouri Phone : 417-625-9580 Alyssa Farney Manual Posting	N	0
Prong 2 Ended Date: 8/13/2024			
30	MSSU Comm Dept Creative Svcs 3950 E Newman Rd Joplin, Missouri Phone : 417-625-3183 Madison Langley Manual Posting	Y	0
31	MSSU Department of Communication Newman Road Joplin, Missouri Phone : 417-625-9580 Ward Bryant Manual Posting	Y	0
32	MSSU Master Instructor 3950 E Newman Rd Webster 147 Joplin, Missouri 64801 Phone : 625-3018 Brian Mehrens Manual Posting	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
33	Ohio University E.W. Scripps School of Journalism Schoonover Center 242 1 Ohio University Athens, Ohio 45701-2979 Phone : 740.593.2606 Mr. Atish Baidya Manual Posting	Y	0
34	OK Job Match-Miami Workforce Center 121 North Main Street Miami, Oklahoma 74354 Phone : 918-542-5561 ext 15 Url : https://servicelink.oesc.state.ok.us/ada Joan Follin Manual Posting	N	0
35	ON AIR KFJX TV 2950 NE Highway 69 Pittsburg, Kansas Phone : - EEO Coord - Manual Posting	N	0
36	ON AIR KOAM TV 2950 NE Highway 69 Pittsburg, Kansas Phone : - EEO Coord - Manual Posting	N	2
37	ON AIR MeTV 2950 NE Highway 69 Pittsburg , Kansas 66762 Phone : - EEO Coord - Manual Posting	N	0
38	ON AIR THE CW 2950 NE Highway 69 Pittsburg, Kansas Phone : - EEO Coord - Manual Posting	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
39	Oral Roberts University 7777 S Lewis Ave Tulsa, Oklahoma 74171 Phone : - Handshake - Manual Posting	N	0
40	Other Source	N	2
41	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	0
42	PSU College of Business 1701 S Broadway Pittsburg, Kansas College of Business College of Business Manual Posting	N	0
43	PSU Communication Department Pittsburg Pittsburg, Kansas Phone : - Communication Dept Saporito Manual Posting	N	1
44	Rick Gevers & Associates 355 E Ohio St 303 Indianapolis, Indiana Rick Gevers Manual Posting	N	0
45	Self Referral	N	2
46	Southeast Kansas Works 216 N Broadway Pittsburg, Kansas 66762 Phone : 620-232-9810 Url : http://kansasworks.com Email : Dustin.Troth@ks.gov Dustin Troth	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
47	Springfield News Leader 651 Booneville Springfield, Missouri 65806 Phone : 888-263-7991 Url : http://www.news-leader.com Alex --- Manual Posting	N	0
48	The Morning Sun 701 N Locust Pittsburg, Kansas 66762 Phone : 620-231-7200 Url : www.morningsun.net Classified Ads Manual Posting	N	0
49	The University of Kansas 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 7858647630 Steve Rottinghaus Manual Posting	N	0
50	The University of Oklahoma 660 Parrington Oval Norman, Oklahoma 74171 Handshake - Manual Posting	N	0
51	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
52	University of Arkansas-Fayetteville 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2000 Handshake - Manual Posting	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
53	University of Central Missouri P.O. Box 800 Warrensburg, Missouri 64093 Phone : 877-729-8266 Handshake - Manual Posting	N	0
54	University of Missouri Kansas City 5000 Holmes St Kansas City, Missouri Phone : - Handshake - Manual Posting	N	0
55	University of the Ozarks University of the Ozarks 415 N. College Avenue Clarksville, AR 72830, Arkansas 72830 Phone : - Handshake - Manual Posting	N	0
56	Unknown Referral Source	N	1
57	Washburn University 1700 SW College Ave Topeka, Kansas Phone : - Handshake - Manual Posting	N	0
58	Wichita State University Wichita KS Wichita, Kansas Phone : - Handshake - Manual Posting	N	0
59	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			63

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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	1/30/2024	Participation in events or programs sponsored by educational institutions	A Pittsburg State University student interned in the News Department 1/30/24-5/3/24.	1	News Director
2	2/1/2024	Participation in events or programs sponsored by educational institutions	KOAM Leadership Team members visited the Strategic Communications class at PSU to talk about jobs in media and help with their marketing project.	4	VP/General Manager KFJX General Manager News Director, Digital Content Mgr Promotion Mgr
3	2/8/2024	Participation in events or programs sponsored by educational institutions	Students and guests from St. Andrews Catholic School in Independence KS toured the station and watched the Noon News.	1	Promotions Manager
4	2/15/2024	Participation in other activities designed by the station employment unit	Two guests from Liberal MO toured the station and watched the Noon News.	1	Promotions Manager
5	2/23/2024	Participation in events or programs sponsored by educational institutions	Students from the Media Productions class at Webb City MO Junior High toured the station and watched the Noon News.	1	Promotions Manager
6	2/23/2024	Participation in events or programs sponsored by educational institutions	News Director, Brit Stack, made a recruitment visit to Webster University in St. Louis MO. She spoke with classes about working in a newsroom.	1	News Director
7	2/28/2024	Provision of training to management	During the biweekly Leadership Team Meeting, our EEO coordinator reviewed EEO policies and procedures with the leadership team and reminded the team leaders about the importance of documenting interviewees and referral sources.	10	VP/GM, KFJX GM, News Director EEO Coordinator, Business Mgr Promotions Mgr, Sales Mgr, Operations Mgr Traffic Mgr, Digital Content Mgr/Asst News Dir
8	2/29/2024	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the University of Kansas School of Journalism and Mass Communications Career Fair from 10 a.m. - 3 p.m. at Stauffer-Flint Hall.	2	News Director MMJ

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9	3/1/2024	Participation in other activities designed by the station employment unit	3/1/24-3/31/24 Two locally produced Women's History spots aired several times in March. The spots included some of the women employed at KOAM along with their job titles. The spots aired at various times during March in honor of Women's History Month.	1	Promotions Manager
10	3/4/2024	Participation in events or programs sponsored by educational institutions	Sports Director, John Dales, was a judge for the KAB Student Broadcast Awards for the Sports category, viewing three different categories of sports video productions made by college and high school students.	1	Sports Director
11	3/7/2024	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Franklin Tech (Joplin Schools Vo Tech) Annual Career Fair from 8:30 - 12:00 in Gym 2 & 3 at the Joplin MO High School/Franklin Tech Center.	4	Promotions Manager Operations Manager MMJ VP/General Mgr
12	3/7/2024	Participation in events sponsored by organizations representing the community	KOAM News Director and KOAM Multi-Media Journalist were involved with media training at Downstream Casino on how to work well with local press.	2	News Director Multi-Media Journalist
13	3/14/2024	Participation in events sponsored by organizations representing the community	KOAM hosted the Pittsburg Area Chamber of Commerce weekly networking coffee. Chamber members toured the station and attended a meeting in the KOAM studio.	10	VP/GM, KFJX GM, News Director Promotions Manager, Operations Mgr GSM, NSM, Traffic Mgr Business Mgr, EEO Coord
14	3/21/2024	Participation in events or programs sponsored by educational institutions	Students with the PSU Strategic Communication class visited the station to gain information for their spring marketing project.	2	Digital Content Manager/Assistant News Director News Director
15	3/21/2024	Participation in events or programs sponsored by educational institutions	Students from Pittsburg State University Audio/Video Class toured the station and watched the Noon News.	1	Promotions Manager
16	3/26/2024	Participation in events sponsored by organizations representing the community	Students from the Pittsburg State University Broadcasting class toured the station and watched the Noon News.	1	News Director

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17	3/27/2024	Participation in events or programs sponsored by educational institutions	News Director, Brit Stack, attended the Media Advisory Board meeting for the Carthage Technical Center, Carthage MO. There was discussion about classes related to broadcasting/news, and information was shared regarding internships and job shadows.	1	News Director
18	3/28/2024	Participation in events or programs sponsored by educational institutions	Students with St. Patrick Catholic School, Chanute, Kansas, toured the station and watched the Noon News.	1	Promotions Manager
19	3/29/2024	Participation in events or programs sponsored by educational institutions	KOAM VP/General Mgr. Brook Arnold, was re-nominated to the Pittsburg State University Department of Communication External Advisory Board and attended the meeting held at the Wilkinson Alumni Center from 11 a.m. to 2 p.m.	1	VP/General Manager
20	3/31/2024	Participation in events or programs sponsored by educational institutions	During the month of March, KOAM Promotions Manager was a judge for Missouri Southern State University's Media Showcase TV PSA entries. The Media Showcase recognizes the work of high school students throughout the region.	1	Promotions Manager
21	4/1/2024	Participation in events or programs sponsored by educational institutions	News Director Brit Stack, visited with Journalism Students at Missouri State University in Springfield MO and critiqued their weekly newscast, talked to students about journalism as a career, and spoke about current openings at KOAM.	1	News Director
22	4/1/2024	Participation in events sponsored by organizations representing the community	4/1/24-9/1/24 KOAM customized and aired You Belong Here spots as part of the National Association of Broadcasters campaign promoting and recruiting for jobs in broadcasting. KOAM aired both :15 and :30 second spots in various time periods.	2	VP/General Manager Promotions Manager
23	4/3/2024	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Fort Scott KS High School Career Fair from 8 a.m. - 12 p.m.	1	Promotions Manager

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24	4/3/2024	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Riverton KS High School Career Fair, from 1:00 p.m. to 3:00 p.m. in the Field House Gymnasium.	1	Promotions Manager
25	4/12/2024	Participation in events or programs sponsored by educational institutions	Students from the Pittsburg State University Audio/Video class toured the station and watched the Noon News.	1	Promotions Manager
26	4/30/2024	Participation in events or programs sponsored by educational institutions	Students with the PSU Strategic Communication class presented their marketing project plan to KOAM managers at the Crossland House on the PSU campus.	5	VP/General Manager News Director, Digital Content Mgr KFJX General Mgr Promotions Assistant
27	5/2/2024	Participation in events or programs sponsored by educational institutions	Students from the 3rd grade class at George Nettels Elementary, Pittsburg KS, toured the station and watched the Noon News.	1	Promotions Manager
28	5/10/2024	Participation in events or programs sponsored by educational institutions	Students from the graduating 5th grade class of Soaring Heights Elementary School in Joplin MO, our Bright Futures partner, visited the station for their annual station tour and watching the Noon News, along with a pizza party hosted by KOAM staff members.	4	Promotions Manager KFJX General Manager Admin Assistant Promotions Assistant
29	5/13/2024	Participation in events or programs sponsored by educational institutions	A Pittsburg State University student interned in the News Department 5/13/24-8/2/24.	1	News Director
30	5/17/2024	Participation in events or programs sponsored by educational institutions	KOAM TV participated in Career Day for grades three through six at Central Elementary School, Baxter Springs KS.	1	Chief News Photographer
31	5/19/2024	Participation in events or programs sponsored by educational institutions	A student with Missouri Southern State University interned in Digital Content in the News Department 5/19/24-5/31/24.	1	Digital Content Manager/Assistant News Director
32	5/20/2024	Participation in scholarship programs	KOAM VP/General Manager, Brook Arnold, served on the Kansas Association of Broadcasters Scholarship Committee and participated in the scholarship interviews.	1	VP/General Manager

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33	6/6/2024	Provision of training to management	VP/General Manager, Brook Arnold, participated in the National Association of Broadcasters Broadcast Leadership Training program September 2023 to June 2024. This is a training program that focuses on educating broadcast professionals on media company ownership and leadership.	1	VP/General Manager
34	6/6/2024	Establishment of training programs for station personnel	KOAM News Personnel attended the Kansas Association of Broadcasters News Workshop held at Wichita State University, Wichita KS.	4	Digital Content Manager/Assistant News Director News Operations/Chief Photographer News Anchor/Reporter Multi-Media Journalist
35	6/12/2024	Provision of training to management	News Director, Brit Stack, attended the RTDNA Conference 6/12/24 - 6/14/24, held in Milwaukee and participated in sessions discussing elections, AI, journalist safety, and more.	1	News Director
36	6/14/2024	Establishment of training programs for station personnel	Chief Meteorologist, Doug Heady, attended the AMS 51st Conference on Broadcast Meteorology and Seventh Conference on Weather Warnings and Communication June 11th-14th, held at Myrtle Beach, South Carolina.	1	Chief Meteorologist
37	6/20/2024	Participation in events or programs sponsored by educational institutions	Students from Altoona Kansas Midway in classes K-5th toured the station and watched the noon news.	1	Promotions Manager
38	6/26/2024	Participation in events sponsored by organizations representing the community	Chief Meteorologist, Doug Heady, gave 3 talks to high school students from 9:30 a.m. to 12:30 p.m. at the Turnaround Ranch in Joplin, Missouri.	1	Chief Meteorologist
39	7/25/2024	Participation in other activities designed by the station employment unit	A Parsons Kansas High School graduate job shadowed Meteorologist Doug Heady. The graduate is attending KU in the fall and pursuing meteorology.	1	Chief Meteorologist

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40	8/8/2024	Provision of training to management	8/8/24-8/9/24 Several members of the KOAM leadership team participated in The Global Leadership Summit online between 9:00 and 4:00 listening to several motivational speakers about leadership growth.	9	VP/General Manager Business Mgr, Admin Assist KFJX GM, Promotions Mgr, Operations Mgr. GSM, NSM, Digital Sales Mgr
41	8/20/2024	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the PSU Community Fair, from 11:30 a.m. to 1:30 p.m. on the oval at the center of PSU's main campus, Pittsburg KS.	1	Promotions Manager
42	8/21/2024	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the MSSU Community Day, Joplin MO, from 10 a.m. to 1:30 p.m. in the Billingsly Student Center to connect with MSSU students, faculty, and staff.	1	Promotions Manager
43	9/3/2024	Participation in events or programs sponsored by educational institutions	Students from the Pittsburg State University Broadcast Journalism Class toured the station and watched the 5:00 News.	1	Digital Content Manager/Assistant News Director
44	9/11/2024	Participation in events or programs sponsored by educational institutions	Students from Yates Center, Kansas Junior & Senior High School toured the station and watched the Noon News.	1	Promotions Manager
45	9/18/2024	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Northeast Rural Outreach College & Career Fair, hosted by the Independence Community College and held at the Northeast High School in Arma KS. The fair was held from 8:30-2:00.	2	Promotions Manager News Anchor/Multi-Media Journalist
46	9/19/2024	Participation in events or programs sponsored by educational institutions	Students from Neosho County Kansas Community College toured the station and watched the Noon News.	1	Promotions Manager
47	10/14/2024	Participation in other activities designed by the station employment unit	KOAM designed and ordered 500 Now Hiring business cards with a QR code directly to the KOAM jobs page to hand out at career fairs and recruiting events.	1	News Director
48	10/17/2024	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the University of Kansas School of Journalism and Mass Communications Career Fair from 10 a.m. - 3 p.m. at Stauffer-Flint Hall.	1	News Director

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49	10/21/2024	Provision of training to management	10 KOAM employees attended the Kansas Association of Broadcasters Convention held at the Wichita Marriott, Wichita KS, to attend sessions in management, news, and sales.	10	VP/GM, GSM, News Dir Digital Sales, Mktg, Digital Asst Sr Marketing, Marketing Anchor/Reporter,MMJ ,Wknd Anchor/Reporter
50	10/21/2024	Provision of training to management	KOAM Digital Content Manager/Assistant News Director and Multi-Media Journalist attended the Open Records seminar, held at the Tulsa OK Technology Center Riverside Campus.	2	Digital Content Manager/Assistant News Director Multi-Media Journalist
51	10/24/2024	Participation in events or programs sponsored by educational institutions	Students from the Pittsburg State University Intro to Audio/Video Class toured the station and watched the Noon News.	1	Promotions Manager
52	10/30/2024	Participation in events or programs sponsored by educational institutions	KOAM Digital Producers were presenters at the Career Expo at Fort Scott KS Middle School to speak with students about jobs in broadcasting.	2	Digital News Producer Digital News Producer
53	11/1/2024	Participation in events or programs sponsored by educational institutions	General Manager, Brook Arnold, participated in the JETHD (Joplin Eagles Television High Definition) Advisory Board meeting held from 11:30 a.m. to 1:30 p.m. at the Joplin MO High School.	1	VP/General Manager
54	11/14/2024	Participation in events or programs sponsored by educational institutions	News Director, Brit Stack, made a recruitment visit to the University of Mississippi 11/14/24-11/15/24. She spoke with several beginning journalism classes, met one on one with some students graduating in Spring, and did outreach with students focused on marketing communications and public relations.	1	News Director
55	11/19/2024	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Carl Junction MO Junior High Career Day from 8:30 a.m. - 12:00 p.m.	1	Promotions Manager
56	12/4/2024	Participation in events or programs sponsored by educational institutions	Third grade students from George Nettels Elementary in Pittsburg, KS toured the station and watched the Noon News.	2	Promotions Manager Digital Content Producer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
57	12/16/2024	Participation in events or programs sponsored by educational institutions	Students with JETHD, the Joplin Missouri High School television station, toured KOAM and watched the Noon News.	2	VP/General Manager News Director
58	1/13/2025	Participation in events or programs sponsored by educational institutions	A student with the Missouri School of Journalism visited KOAM 1/13/25-1/17/25 to work with the KOAM news team and enhance digital efforts at the station as part of the Reynolds Journalism Institute's Potter Digital Ambassadors program, offered by the Missouri Broadcasters Association.	2	News Director Digital Content Mgr/Asst News Director
59	1/28/2025	Participation in events or programs sponsored by educational institutions	News Anchor/Reporter, Tawnya Bach, participated at the Future Business Leaders of America competition held at Pittsburg State University in the Overman Student Center. Tawnya was a judge for Public Service Announcements, Broadcast Journalism, and Sports & Entertainment Management.	1	Anchor/Reporter
60	1/29/2025	Participation in events or programs sponsored by educational institutions	News Director, Brit Stack, participated in the Carthage Tech Center Digital Media Board meeting to advise the high school Tech Center's Digital Media teachers about new trends in the industry and locally. This consists of discussing new technologies, strategies (to a point), and local staffing needs. Mock interviews were conducted with some students to give them experience as the look to apply for jobs.	1	News Director
61	1/30/2025	Participation in other activities designed by the station employment unit	Routine notices regarding our EEO obligations were mentioned throughout the past year in our emailed & posted bi-weekly Gazette to inform and remind management and staff about our EEO program and our requirements to educate the public about job opportunities.	1	Promotions Manager

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
62	1/30/2025	Participation in other activities designed by the station employment unit	1/27/24 through 1/30/25 KOAM routinely aired the following EEO Announcement. KOAM News Now 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 620-231-0400 . KOAM-TV is an Equal Opportunity Employer."	1	Admin Assist/EEO Coordinator