

**KOAM TV**  
**EEO PUBLIC FILE REPORT**  
**January 31, 2025 - January 31, 2026**

**I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Evening Weekday Meteorologist	3-4, 8, 10, 13-15, 20-22, 24-34, 41-48, 51, 54	24
Marketing Consultant	2-4, 8-10, 12, 14-16, 20-22, 24-34, 36- 39, 41-48, 51, 54	12
Marketing Consultant	3-4, 6-8, 10-12, 15, 20-22, 25-34, 41- 48, 54	12
Marketing Fulfillment Coordinator	3-4, 8-10, 14-15, 20-22, 24-34, 36-39, 41-48, 51, 54	3
Multi-Media Journalist	3-5, 8, 10-12, 14-15, 18, 20-22, 24-34, 41-48, 51, 54	12
Multi-Media Journalist	3-4, 6, 8, 10-12, 14-15, 17, 19-34, 41- 48, 51, 54	24
Multi-Media Journalist	3-4, 6, 8, 10-12, 14-15, 17, 19-34, 41- 48, 51, 54	23
News Content Producer	3-4, 8, 10, 15, 19-22, 24-34, 36-39, 41- 47, 51, 54	3
News Content Producer	3-4, 6, 8, 10-11, 15, 19-22, 25-34, 41- 48, 51, 54	3
News Content Producer	3-4, 6, 8, 10-11, 15, 19-22, 25-34, 41- 48, 51, 54	3
Sports Anchor/Reporter	1, 3-4, 6-8, 10, 15, 20-22, 24-35, 41-47, 50-52, 54	24
Sports Director/Anchor	1, 3-4, 6-8, 10-11, 15, 20-22, 24-34, 41- 48, 51-52, 54	24
Technical Media Operator	3-4, 8, 10-11, 14-15, 19-22, 24-34, 36- 39, 41-48, 51, 53-54	53
Technical Media Operator	3-4, 6-8, 10-12, 15, 20-22, 25-34, 36- 48, 51, 54	12
Technical Media Operator	3-4, 6-8, 10-12, 15, 20-22, 25-34, 36- 48, 51, 54	3
Technical Media Operator	3-4, 6-8, 10-12, 15, 20-22, 25-39, 41- 43, 45-49, 51-52, 54	12
Technical Media Operator	3-4, 8-10, 14-15, 19-22, 24-34, 36-39, 41-48, 51, 54	3
Weekend Meteorologist	3-4, 6, 8, 10-11, 14-15, 20-22, 24-34, 41-48, 51, 54	24

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	3
2	Allen Community College 1801 N Cottonwood Iola, Kansas 66749 Phone : 620-901-6237 Email : henderson@allence.edu Brad Henderson	Y	0
3	Breezy HR - Indeed 1534 Oak Street #301 Jacksonville, Florida 32204 Breezy HR Breezy HR Manual Posting	N	36
4	BreezyHR 1534 Oak St #301 Jacksonville, Florida 32204 Breezy HR Manual Posting	N	1
5	Career Fair	N	1
6	CareerPage 214 SW 6th Street Suite 300 Topeka, Kansas 66603 Phone : 785-235-1307 Url : http://kab.net Career Services Manual Posting	N	0
7	Carthage Crisis Center 100 S Main St Carthage, Missouri 64836 Phone : 417-358-3533 Email : carthagecrisiscenter@gmail.com Reverend Jim Benton  Prong 2 Ended Date: 5/22/2025	N	0
8	Carthage Technical Center 1100 E. Airport Dr. Carthage, Missouri 64836 Phone : 417-359-7026 Url : www.carthagetigers.org Email : greena@carthagetigers.org Ali Green	Y	0

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9	Carthage Technical Ctr 1100 E Airport Dr Carthage, Missouri 64836 Phone : 417-359-7026 Url : carthagetigers.org Email : powellj@carthagetigers.org Jessica Powell	Y	0
10	Crowder College 601 Laclede Ave Neosho, Missouri 64850 Phone : 417-455-5618 Url : http://www.crowder.edu Career Coach Career Coach Manual Posting	N	0
11	Employ Oklahoma 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
12	Employee Referral	N	7
13	Facebook - Not Directly Contacted by SEU	N	3
14	Fort Hays State University 600 Park St Hays, Kansas 67601 Handshake - Manual Posting	N	0
15	In House Postings 2950 NE Highway 69 Pittsburg, Kansas Email : ssaporito@koamtv.com EEO Coordinator	N	1
16	Independence Community College 1057 W College Ave Independence, Kansas 67301 Phone : 620-331-4100 Email : kniemeyer@indycc.edu Kole Niemeyer	Y	0
17	Internal Posting	N	1

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
18	Job Fair	N	1
19	Johnson County Community College 12345 College Blvd Overland Park, Kansas Phone : - Job Links - Manual Posting	N	0
20	Kansas Association of Broadcasters 214 SW 6th Street Topeka, Kansas Phone : 785-235-1307 Url : http://kab.net Job Bank Manual Posting	N	0
21	Kansas State University Manhattan KS Manhattan, Kansas Phone : - Handshake - Manual Posting	N	0
22	KOAM NEWS NOW WEBSITE 2950 NE Highway 69 Pittsburg, Kansas EEO Coordinator Manual Posting	N	8
23	Linked In	N	1
24	LinkedIn 2950 NE Highway 69 PO Box 659 Pittsburg, Kansas 66762 Phone : 6202310400 Morgan Murphy Media Morgan Murphy Media Manual Posting	N	14
25	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://mba.org Career Services 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
26	Missouri Job Center 730 S Wall Ave Joplin, Missouri 64804 Phone : 417-625-3613 Url : www.jobs.mo.gov Missouri Job Center Missouri Job Center Manual Posting	N	0
27	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
28	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
29	Mizzou-The University of Columbia 201 Student Success Center Hire Mizzou Tigers Columbia, Missouri 65211 Phone : - Handshake - Manual Posting	N	0
30	Morgan Murphy Media 7025 W Raymond Rd Madison, Wisconsin 53719 Phone : 620-231-0400 Digital Sales Coordinator KOAM DSC Manual Posting	N	3
31	MSSU Assistant Professor, Communication 3950 E Newman Rd Webster 332 Joplin, Missouri 64801 Phone : 417-625-9580 Shanna Slavings 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
32	MSSU Comm Dept Creative Svcs 3950 E Newman Rd Joplin, Missouri Phone : 417-625-3183 Madison Langley Manual Posting	Y	0
33	MSSU Department of Communication Newman Road Joplin, Missouri Phone : 417-625-9580 Ward Bryant Manual Posting  Prong 2 Ended Date: 5/22/2025	N	0
34	MSSU Master Instructor 3950 E Newman Rd Webster 147 Joplin, Missouri 64801 Phone : 625-3018 Brian Mehrens Manual Posting	N	0
35	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  Prong 2 Ended Date: 3/7/2025	N	0
36	ON AIR KFJX TV 2950 NE Highway 69 Pittsburg, Kansas Phone : - EEO Coord - Manual Posting	N	0
37	ON AIR KOAM TV 2950 NE Highway 69 Pittsburg, Kansas Phone : - EEO Coord - Manual Posting	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	ON AIR MeTV 2950 NE Highway 69 Pittsburg , Kansas 66762 Phone : - EEO Coord - Manual Posting	N	0
39	ON AIR THE CW 2950 NE Highway 69 Pittsburg, Kansas Phone : - EEO Coord - Manual Posting	N	0
40	Other Source	N	1
41	PSU Career Services 1701 S Broadway Pittsburg, Kansas 66762 Phone : 620-235-4143 Url : <a href="http://www.pittstate.edu">http://www.pittstate.edu</a> Email : <a href="mailto:careers@pittstate.edu">careers@pittstate.edu</a> Career Center	N	0
42	PSU Communication Department Pittsburg Pittsburg, Kansas Phone : 620-231-7000 PSU Communication Dept PSU Manual Posting	N	0
43	Southeast Kansas Works 216 N Broadway Pittsburg, Kansas 66762 Phone : 620-232-9810 Url : <a href="http://kansasworks.com">http://kansasworks.com</a> Email : <a href="mailto:Dustin.Troth@ks.gov">Dustin.Troth@ks.gov</a> Dustin Troth	N	0
44	The University of Kansas 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-3624 Hire Jayhawks 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
45	The University of Oklahoma 660 Parrington Oval Norman, Oklahoma 74171 Handshake - Manual Posting	N	0
46	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	0
47	University of Arkansas-Fayetteville 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2000 Handshake - Manual Posting	N	0
48	University of Central Missouri P.O. Box 800 Warrensburg, Missouri 64093 Phone : 877-729-8266 Handshake - Manual Posting	N	0
49	University of Missouri Kansas City 5000 Holmes St Kansas City, Missouri Phone : - Handshake - Manual Posting	N	0
50	Unknown Referral Source	N	2
51	Washburn University 1700 SW College Ave Topeka, Kansas Phone : - 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
52	Wichita State University Wichita KS Wichita, Kansas Phone : - Handshake - Manual Posting	N	0
53	Word of Mouth Referral	N	1
54	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>87</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/27/2025	Participation in events or programs sponsored by educational institutions	The Media Production Class from Webb City Junior High toured the station, watched the Noon News and visited with anchors. Students engaged with television staff who explained various job roles within the station's departments. Students visited the studio and production area where they could observe the live Noon News and visit with the news anchors after the broadcast.	2	Promotions Manager Engineering/IT Assistant
2	2/28/2025	Participation in events or programs sponsored by educational institutions	KOAM Weekend Meteorologist gave a career-focused presentation to a class of 7th-10th grade students at the EPIC Homeschool Career Development day at Faith Life Worship Center in Carthage MO.	1	Weekend Meteorologist
3	3/11/2025	Participation in events or programs sponsored by educational institutions	KOAM took part in the Soaring Heights Fifth Grade Career Day in Joplin, MO, from 1:00-3:00.	1	Promotions Manager
4	3/12/2025	Participation in events or programs sponsored by educational institutions	KOAM TV engaged with students at the Missouri Southern State University Spring Career Fair, held at Leggett and Platt Athletic Center, Joplin MO, from 10:00 A.M. to 1:30 P.M., facilitating career conversations and information about opportunities in broadcasting.	3	News Director Operations Manager Sr MMJ
5	3/26/2025	Participation in events or programs sponsored by educational institutions	KOAM attended the Oswego, KS College & Career Fair held at the Junior & Senior High Schools from 8:30 A.M. to 2:30 P.M., providing information about media and journalism careers.	2	Promotions Manager Senior Marketing Consultant
6	3/26/2025	Participation in events or programs sponsored by educational institutions	KOAM's General Manager and KFJX's General Manager participated in the Missouri Southern State University Advisory Board Meeting at Webster Hall, engaging in strategic discussions regarding educational and industry collaborations.	2	VP/General Manager KFJX General Manager
7	3/27/2025	Participation in events or programs sponsored by educational institutions	A group of approximately 40 homeschooled guests from Neosho MO toured the station, watched the Noon News, and visited with anchors.	2	Promotions Manager Digital Producer

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8	3/28/2025	Participation in other activities designed by the station employment unit	KOAM's Chief Meteorologist conducted weather spotter training for local Cherokee County, KS spotters to enhance community weather awareness and safety.	1	Chief Meteorologist
9	4/3/2025	Participation in events or programs sponsored by educational institutions	A senior student from Fort Scott KS High School participated in a job shadowing experience with KOAM's Chief Meteorologist, gaining real-world insights into weather broadcasting.	1	Chief Meteorologist
10	4/16/2025	Participation in events or programs sponsored by educational institutions	KOAM News Director made a recruitment visit to the University of Mississippi where she met with students to talk about their career aspirations. She also led a class that simulates a day in a newsroom.	1	News Director
11	4/16/2025	Participation in events or programs sponsored by educational institutions	KOAM's News Producer gave educational presentations to Northeast Elementary classes in Arma, KS, sharing insights on news production and media roles.	1	Content News Producer
12	4/17/2025	Participation in events or programs sponsored by educational institutions	Fifth grade students from St. Patrick School, Chanute KS, toured the KOAM station, observed the Noon News broadcast, and interacted with anchors and staff to learn about broadcast media.	1	Promotions Manager
13	4/22/2025	Participation in events or programs sponsored by educational institutions	The McAuley High School Meteorology class, Joplin MO, toured KOAM facilities, visited various departments, watched live newscasts, and engaged with staff and news anchors.	1	News Director

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14	4/24/2025	Participation in events or programs sponsored by educational institutions	Two students from Missouri Southern State University, Joplin MO, job shadowed at KOAM with the Commercial Editor/Videographer/Graphic Designer. They watched part of the Noon News in the control room and observed the other part of the news in the studio. They visited different departments at the station; newsroom, master control, streaming room, and commercial production, and learned what each department did and how they all work together.	1	Commercial Editor/Videographer/Graphic Designer
15	5/1/2025	Participation in events or programs sponsored by educational institutions	A Parsons KS 11th-grade student participated in a job shadowing experience with KOAM's Chief Meteorologist, gaining knowledge of weather department operations.	1	Chief Meteorologist
16	5/12/2025	Participation in events or programs sponsored by educational institutions	KOAM's Weather Anchor/Reporter delivered a presentation on weather to students at Irving Elementary, Joplin, MO, promoting interest in weather sciences and broadcasting.	1	Weather Anchor/Reporter
17	5/15/2025	Participation in events or programs sponsored by educational institutions	Students from the 5th grade graduating class of Soaring Heights Elementary School, Joplin MO, visited KOAM for a tour and pizza party. Students visited KOAM from 10:30 a.m. - 1:30 p.m. They toured the station, visited with station personnel, observed the Noon News and talked with anchors, then participated in a pizza lunch and games hosted by staff.	3	Promotions Manager Operations Manager Digital Content Producer
18	5/16/2025	Participation in events or programs sponsored by educational institutions	KOAM TV participated in the Baxter Springs KS Elementary Career Day. KOAM staff set up a camera, a prompter, and a TV for students to read a mock news script from the prompter and watch themselves on TV.	2	Promotions Manager Commercial Editor, Videographer, Graphics Designer
19	5/19/2025	Participation in events or programs sponsored by educational institutions	A student from the College of the Ozarks interned in the News Department from 5.19.25-6.26.2025, shadowing videographers and multimedia journalists to learn newsroom operations.	1	News Director

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20	5/19/2025	Participation in events or programs sponsored by educational institutions	A student from Southeastern Oklahoma State University interned in the Sales Department May 2025-August 2025 assisting KOAM & Phase 3 Digital with several sales and marketing responsibilities.	1	General Sales Manager
21	5/20/2025	Participation in scholarship programs	KOAM VP & General Manager participated as a panelist & judge for the Kansas Association of Broadcasters Foundation student scholarship awards.	1	VP/General Manager
22	6/11/2025	Establishment of training programs for station personnel	KOAM News Director attended the 2025 RTDNA training conference in New Orleans, participating in professional development workshops from June 11 to June 13, 2025.	1	News Director
23	6/25/2025	Participation in events or programs sponsored by educational institutions	KOAM's Chief Meteorologist delivered two educational presentations at the Turn Around Ranch in Joplin, MO, sharing meteorological knowledge with community members.	1	Chief Meteorologist
24	8/6/2025	Establishment of training programs for station personnel	KOAM VP & General Manager attended a two day workshop management training seminar entitled RAB Leadership Masterclass, presented by Jeff Schmidt, Senior VP of Professional Development, RAB in Wichita KS August 6th and 7th.	1	VP/General Manager
25	8/7/2025	Provision of training to management	8/7/25-8/8/25 Several members of the KOAM leadership team participated in The Global Leadership Summit online between 9:00 a.m. and 4:00 listening to several motivational speakers for leadership development and strategic insights.	6	VP/GM, Business Mgr, Promotions Dir, Operators Mgr, Admin Asst, KFJX GM
26	8/20/2025	Participation in events or programs sponsored by educational institutions	KOAM participated in the Missouri Southern State University, Joplin MO, Community Day from 10:00 a.m. - 1:30 p.m. to connect with students and faculty. The event was held in the Billingsly Student Center	1	Promotions Manager
27	9/2/2025	Participation in events or programs sponsored by educational institutions	Students from Pittsburg State University's Intro to Journalism class toured KOAM, observed the 5:00 p.m. news broadcast, and interacted with news anchors.	1	Digital Content Manager/Assistant News Director

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28	9/30/2025	Participation in events or programs sponsored by educational institutions	Students with Girard KS High School FBLA toured the station during the morning where they visited various departments and talked with station personnel about jobs and the duties of the department.	2	Promotions Manager KFJX General Manager
29	10/6/2025	Establishment of training programs for station personnel	KOAM managers and staff attended the annual Kansas Association of Broadcasters Convention in Manhattan, KS, participating in training for sales, management, and news.	6	GM, Sales Mgr. Mkting Consultants MMJ
30	10/10/2025	Participation in other activities designed by the station employment unit	KOAM produced generic hire on-air advertisements promoting job opportunities and directing applicants to the KOAM News Now website.	2	Traffic Manager Operations Manager
31	10/15/2025	Participation in events or programs sponsored by educational institutions	The Media class from Yates Center KS Jr/Sr High School toured the station, visiting several departments and talking with staff. The students watched the live Noon Newscast from the studio and production area and visited with the anchors.	1	Promotions Manager
32	10/16/2025	Participation in events or programs sponsored by educational institutions	KOAM News Director participated in the University of Kansas School of Journalism and Mass Communications Career Fair held at Stauffer-Flint Hall from 10 a.m. - 3 p.m.	1	News Director
33	10/27/2025	Provision of training to management	KOAM VP & General Manager completed the Loyola University School of Communications Master Class for Media Managers 10/27/25-10/31/25.	1	VP/General Manager
34	11/3/2025	Participation in events or programs sponsored by educational institutions	KOAM VP/General Manager participated in the annual Joplin Eagles High School Television & Digital Advisory meeting held at the High School cafeteria and the JETHD Studio.	1	VP/General Manager
35	11/3/2025	Participation in events or programs sponsored by educational institutions	News Director participated in the Carthage MO Tech Center Digital Media Board meeting to advise about new trends in the industry and locally as well as discuss new technologies, strategies and local staffing needs. There was discussion about classes related to broadcasting news.	1	News Director

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36	11/4/2025	Participation in events or programs sponsored by educational institutions	KOAM's Promotion Manager joined the Jefferson College Digital Media Advisory Committee, providing industry perspectives to educational programs.	1	Promotions Manager
37	11/5/2025	Participation in events or programs sponsored by educational institutions	The meteorology class from Webb City MO High School toured KOAM and visited several departments as well as watched the Noon News and visited with the anchors.	2	Promotions Manager Weekend Meteorologist
38	11/14/2025	Participation in events or programs sponsored by educational institutions	The Current Events class from Pittsburg High School toured the station, visited with KOAM staff in various departments and watched the Noon News.	1	Promotions Manager
39	11/18/2025	Participation in events or programs sponsored by educational institutions	The 3rd grade classes from Meadowlark Elementary, Pittsburg KS, toured KOAM, visited several departments and talked with staff. They also watched the Noon News.	3	Promotions Manager Engineering/IT Assistant News Photographer
40	11/20/2025	Participation in events or programs sponsored by educational institutions	KOAM participated in the Carl Junction MO Junior High Career Day, held in the Carl Junction Junior High Gym from 8:20 a.m. to 11:30 a.m.	2	Promotions Manager Videographer/Drone Pilot/Commercial Producer
41	1/8/2026	Establishment of training programs for station personnel	Morgan Murphy Media provided training, hosted by RTDNA, to KOAM News personnel and staff from various departments for a webinar regarding local news.	1	News & various departments
42	1/13/2026	Establishment of training programs for station personnel	Morgan Murphy Media Legal Counsel met with managers and supervisors for training and discussion regarding several FCC topics and requirements including children's programming, contest rules, EEO requirements, and HR issues.	11	VP and General Counsel Morgan Murphy Media Leadership Team
43	1/13/2026	Establishment of training programs for station personnel	Morgan Murphy Media legal counsel met with the News Department regarding legal issues that affect journalists. The discussion focused on a hypothetical reporting scenario that journalists could run into.	18	VP & General Counsel, Morgan Murphy Media News Director MMJs, Videographers, Producers, Digital Content, Anchors Promotion mgr, Ops mgr, VP/GM, KFJX GM

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44	1/24/2026	Participation in other activities designed by the station employment unit	1/31/25 - 1/24/26 Routine notices regarding our FCC EEO requirements about educating the public about job opportunities in broadcasting were mentioned throughout the past year in our emailed & posted bi-weekly Gazette to inform and remind management and staff about our EEO program.	1	Promotions Manager
45	1/24/2026	Participation in other activities designed by the station employment unit	1/31/25 through 1/24/26 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