

**EEO Public File Report
 KMOS-TV
 Warrensburg, MO
 October 1, 2018 to September 30,
 2019**

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. Broadcast Systems Engineer	08-13-18	10-16-18
2. On-Air Operations Coordinator	02-06-19	04-01-19
3. Community Outreach Coordinator	09-19-19	In Progress

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

UCM Human Resources Website
 HigherEdjobs.com
 Indeed.com
 Jobs.mo.gov
 Vetjobs.com
 Veteransenterprise.com
 Beahero-hireahero.com
 Jofdav.com
 Disabledperson.com
 Blackperspective.com
 Hispanic-today.com
 Wib-i.com
 Pbs.ORG
 CPB.ORG
 Kmos.org
 Warrensburg Daily Star Journal
 Columbia Daily Tribune
 The Sedalia Democrat
 YourMembership.com
 Facebook.com
 Current Magazine
 Current.org

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

1. Broadcast Systems Engineer

UCM Human Resources Website
HigherEdjobs.com
Indeed.com
Jobs.mo.gov
Vetjobs.com
Veteransenterprise.com
Beahero-hireahero.com
Jofdav.com
Disabledperson.com
Blackperspective.com
Hispanic-today.com
Wib-i.com
Pbs.ORG
CPB.ORG
Kmos.org
Warrensburg Daily Star Journal
The Sedalia Democrat
YourMembership.com
Facebook.com
Current Magazine
Current.org
Missouri Broadcasters Association Website
Society of Broadcast Engineers Website
Military.com
Monstor.com

2. On-Air Operations Coordinator

UCM Human Resources Website
HigherEdjobs.com
Indeed.com
Jobs.mo.gov
Vetjobs.com
Veteransenterprise.com
Beahero-hireahero.com
Jofdav.com
Disabledperson.com
Blackperspective.com
Hispanic-today.com
Wib-i.com
Pbs.ORG
CPB.ORG

Kmos.org
Warrensburg Daily Star Journal
The Sedalia Democrat
YourMembership.com
Facebook.com
Military.com
Monstor.com

3. Community Outreach Coordinator

UCM Human Resources Website
HigherEdjobs.com
Indeed.com
Jobs.mo.gov
Vetjobs.com
Veteransenterprise.com
Beahero-hireahero.com
Jofdav.com
Disabledperson.com
Blackperspective.com
Hispanic-today.com
Wib-i.com
Kmos.org
Warrensburg Daily Star Journal
The Sedalia Democrat
YourMembership.com
Military.com

During the previous 12 months, there were a total of 5 people interviewed for vacancies for full time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

1. Broadcast System Engineer
 - (2) Personal Reference
 - (1) Internal Candidate
2. On-Air Operations Coordinator
 - (2) UCM HR Website

D. 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.* Providing training to students and community volunteers to work in the areas of Master Control, Outreach, Accounting 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 and Fred Hunt Scholarships. This scholarships helps a student to further their chosen field.