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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Date Opened</th>
<th>Date Filled</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Community Outreach Coordinator</td>
<td>09/19/2019</td>
<td>03/09/20</td>
</tr>
<tr>
<td>2. Member Support Specialist</td>
<td>09/01/2020</td>
<td>On-Going</td>
</tr>
</tbody>
</table>

B. During the previous twelve 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
- Cpbt.org
- Kmos.org
- Warrensburg Daily Star Journal
- Columbia Daily Tribune
- The Sedalia Democrat
- YourMembership.com
- Facebook.com
- 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. **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
   Facebook.com
   YourMembership.com
   Military.com

2. **Member Services Specialist**

   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
During the previous twelve months, a total of two people were 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. Community Engagement 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.* This program provides training to students and community volunteers to work in the areas of Master Control, Outreach, Accounting, Production, and Engineering.

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