KOZK-TV and KSMU-FM engages in robust promotion and recruitment of each staff vacancy. Additionally, as a part of Missouri State University, the stations benefit from the University's broad recruitment efforts. Specific information about each station vacancy filled during the reporting period is outlined below, followed by details on the University’s general recruitment efforts.

Total full-time vacancies filled from October 1, 2022 through September 30, 2023: 3

(1) News Director KSMU
Start Date: February 16, 2023

Referral Source(s) for person hired:

Personal Contact with Station Staff (Provided 2 interviewees)
Rachel Knight
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511

Sources Utilized:

www.missouristate.edu
Crystal Ponder
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-6616

Various Listings arranged by MSU HR (see list below) (Provided 1 interviewee)
Crystal Ponder
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-6616

Job Board (CareerBuilder.com, Monster, etc.)
Jessica Balisle
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-6634
On-air spots on KSMU Radio Network and Ozarks Public Television
Jessica Balisle
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-6634

Spots are written, produced, scheduled and aired by station staff.

www.optv.org and www.ksmu.org
Jessica Balisle
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-6634

(2) Morning Host/Reporter – KSMU
Start Date: June 29, 2023

Referral Source(s) for person hired:

On-air spots on KSMU Radio Network and Ozarks Public Television (Provided 1 interviewee)
Jessica Balisle
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-3511

Spots are written, produced, scheduled and aired by station staff.

Sources Utilized:

www.missouristate.edu (Provided 1 interviewee)
Crystal Ponder
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-6616

Various Listings arranged by MSU HR (see list below) (Provided 1 interviewee)
Crystal Ponder
Missouri State University
901 South National
Springfield, MO 65897
Phone: 417-836-6616

CPB Jobline
www.cpb.org/jobline
Jessica Balisle  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3511  

Missouri Broadcasters Association  
https://www.mbaweb.org/job-openings/  

Jessica Balisle  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3511  

www.optv.org and www.ksmu.org  

Jessica Balisle  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3511  

(3) Broadcast Operations Manager - OPT  
Start Date: July 5, 2023  

Referral Source(s) for person hired:  

Personal Contact with Station Staff (Provided 1 interviewee)  
Brent Moore  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-3511  

Sources Utilized:  

www.missouristate.edu  
Crystal Ponder  
Missouri State University  
901 South National  
Springfield, MO 65897  
Phone: 417-836-6616  

Various Listings arranged by MSU HR (see list below)  
Crystal Ponder  
Missouri State University  
901 South National
ANNOUNCEMENT DISTRIBUTION

Station vacancies are posted through the Missouri State University Office of Human Resources, which utilizes the following recruitment sources to reach historically underrepresented groups.

<table>
<thead>
<tr>
<th>Community Recruitment Sources:</th>
<th>Springfield</th>
<th>MO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Broadway United Methodist Church</td>
<td></td>
<td></td>
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<tr>
<td>Gibson Presbyterian Church</td>
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<td></td>
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<tr>
<td>Greater Metropolitan Missionary Baptist Church</td>
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<tr>
<td>Harvest Tabernacle UPC</td>
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<td></td>
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<tr>
<td>Turning Point Church</td>
<td></td>
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</tr>
<tr>
<td>Northwest Missouri State University/Career Development Coordinator</td>
<td>Maryville</td>
<td>MO</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>General Affirmative Action Recruitment Sources:</th>
<th>Springfield</th>
<th>MO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Missouri State University Career Center</td>
<td></td>
<td></td>
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<tr>
<td>Missouri State University Career Center</td>
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<tr>
<td>MO Career Center</td>
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<tr>
<td>MO Career Center</td>
<td></td>
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<tr>
<td>HigherEdJobs.com</td>
<td>Oak Park</td>
<td>IL</td>
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<tr>
<td>Unite of Southwest Missouri, Inc.</td>
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<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Minority Recruitment Sources:</th>
<th>Springfield</th>
<th>MO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grupo Latinoamericano de Springfield</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NAACP</td>
<td>St. Louis</td>
<td>MO</td>
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<tr>
<td>NAACP</td>
<td></td>
<td></td>
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<tr>
<td>NAACP - Kansas City</td>
<td>Kansas City</td>
<td>MO</td>
</tr>
<tr>
<td>Kansas City Indian Center</td>
<td>Kansas City</td>
<td>MO</td>
</tr>
<tr>
<td>Minorities in Business (MIB)</td>
<td></td>
<td></td>
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<tr>
<td>The University of Tulsa – Multicultural Student Programs</td>
<td>Tulsa</td>
<td>OK</td>
</tr>
<tr>
<td>University of Tulsa – Diversity, Equity and Inclusion Office</td>
<td>Tulsa</td>
<td>OK</td>
</tr>
<tr>
<td>Tulsa Area United Way</td>
<td>Tulsa</td>
<td>OK</td>
</tr>
<tr>
<td>International Institute SW MO</td>
<td>St. Louis</td>
<td>MO</td>
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<tr>
<td>International Institute SW MO</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Disability Recruitment Sources</th>
<th>Springfield</th>
<th>MO</th>
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</thead>
<tbody>
<tr>
<td>Developmental Center of the Ozarks</td>
<td></td>
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<tr>
<td>Joplin Vocational Rehabilitation</td>
<td>Joplin</td>
<td>MO</td>
</tr>
<tr>
<td>Springfield North Vocational Rehabilitation</td>
<td></td>
<td></td>
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<tr>
<td>Empower Abilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>State of Missouri Department of Elementary and Secondary Education</td>
<td>Jefferson</td>
<td>MO</td>
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<tr>
<td>Rehabilitation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ozark Independent Living</td>
<td>West Plains</td>
<td>MO</td>
</tr>
<tr>
<td>Ability Connection Oklahoma</td>
<td>Oklahoma City</td>
<td>OK</td>
</tr>
<tr>
<td>Ability Resources</td>
<td>Tulsa</td>
<td>OK</td>
</tr>
</tbody>
</table>
Additionally, the following organizations have requested notice of all job vacancies at KSMU-FM and KOZK-TV. These organizations are notified of each station vacancy via the email address they provided at the time of their request.

- MERS Goodwill Career Center
- Missouri Department of Elementary & Secondary Education Vocational Rehabilitation
- Preferred Family Healthcare Employment Services
- Drury University Career Planning & Development

SUPPLEMENTAL OUTREACH INITIATIVES  
October 1, 2022 through September 30, 2023

Initiative One: Execution of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Date(s): Fall Semester 2022; Spring Semester 2023; Summer Semester 2023

Description and Scope of Involvement: In cooperation with area colleges and universities, KSMU-FM and KOZK-TV provide paid internships to students interested in careers in the media industry. Students gain practical experience while earning college credit. Students have the opportunity to work in the areas of production/programming, engineering, fundraising, and business operations.

Personnel Involved: 
Jessica Balisle, Operations & Compliance Coordinator, Radio & TV
Dax Bedell, Assistant Production Manager, TV
Michele Skalicky, News Director, Radio
Sue Robinson, Director of Community Support, Radio & TV
Stefanie McCall, Engagement & Volunteer Coordinator, Radio & TV

Interns Included:
FA22 – 2
SP23 – 1
SU23 – 0

Initiative Two: Hosting of at least one job fair.

Date: September 20, 2023

Description and Scope of Involvement: KSMU-FM and KOZK-TV hosted a job fair at our studios. Tours were provided to interested students and staff spent one-on-one time with students, answering questions about careers in the media industry in general and opportunities at KSMU-FM and KOZK-TV specifically. Staff members were available to review resumes and offer job search advice to students.

Personnel Involved:
Stefanie McCall, Engagement & Volunteer Coordinator, Radio & TV
Sue Robinson, Director of Community Support, Radio & TV
Rachel Knight, General Manager, Radio & TV
Brent Moore, Chief Engineer, TV
Michele Skalicky, News Director, Radio
Gregory Holman, Reporter/Editor, Radio
Dax Bedell, Assistant Production Manager, TV
Jessica Balisle, Operations & Compliance Coordinator, Radio & TV

Initiative Three: Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Events:
- November 4, 2022: Missouri State University Mock Interview Day
- November 18, 2022: Logan-Rogersville High School Career Day
- February 22, 2023: Missouri State University Job & Internship Career Fair
- March 1, 2023: Marshfield High School Mock Interviews

Description and Scope of Involvement:
A station representative answered questions regarding job opportunities available at the station, distributed information about the stations, presented information about station programming and services, accepted resumes and applications.

Personnel Involved:
Jessica Balisle, Operations & Compliance Coordinator, Radio & TV
Stefanie McCall, Engagement & Volunteer Coordinator, Radio & TV
Dax Bedell, Assistant Production Manager, TV
Sue Robinson, Director of Community Support, Radio & TV
Phil Case, IT Coordinator, TV
Initiative Four: Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Dates: February 1, 2023 – March 13, 2023

Description and Scope of Involvement: KSMU-FM and KOZK-TV participated in the Missouri Broadcasters Association Scholarship Program. KSMU-FM and KOZK-TV ran on-air spots promoting the program, accepted applications and forwarded recommended applicants to the Missouri Broadcasters Association for consideration.

Personnel Involved:
Rachel Knight, General Manager, Radio & TV
Jessica Balisle, Operations & Compliance Coordinator, Radio & TV
Nico Burasco, Videographer/Editor, TV
Liz Malarkey, Traffic Coordinator & Operations Assistant, Radio
Monica Cataldo, Traffic Coordinator, TV