

**ANNUAL EEO PUBLIC FILE REPORT**  
**KSNF**  
**October 1, 2013 through September 30, 2014**

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

KSNF

The information contained in this Report covers the time period beginning October 1, 2013 to and including September 30, 2014 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from October 1, 2013 through September 30, 2014

Station(s) Comprising the Station Employment Unit: KSNF

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Account Executive (KSNF)	11/15/13	I	5	A-F, I, J, L, M, P, R
2	General Assignment Reporter (KODE)	10/14/2013	G	2	A-G, J, M, P, R-T
3	Anchor (KSNF)	11/1/2013	Internal Promotion	2	A-G, J, M, P, R,S
4	Account Executive (KSNF)	12/09/2013	L	5	A-F, I, J, L, M, P, R
5	General Assignment Reporter (KSNF)	12/09/2013	G	2	A-G, J, M, P, R-T
6	Weekend Meteorologist/Reporter (KODE)	12/20/2013	G	1	A-G, J, M, P, R-T
7	Anchor (KODE)	01/15/2014	M	2	A-G, I, J, M, P, R-T
8	Account Executive (KODE)	1/27/2014	I	1	A-F, I, J, L, M, P, R
9	Building Maintenance Engineer)	3/17/2014	O	4	F, M, J, O
10	General Assignment Reporter (KSNF)	5/19/2014	G	1	A-G, J, M, P, R-T
11	General Assignment Reporter (KODE)	8/05/2014	G	1	A-G, J, M, P, R-T
12	Weekend Meteorologist/Reporter (KODE)	4/23/2014	G	1	A-G, J, M, P, R-T

Total Number of Persons Interviewed During Applicable Period: 27

Appendix 2 to Annual EEO Public File Report

Covering the Period from October 1, 2013 through September 30, 2014

Station(s) Comprising the Station Employment Unit: KSNF

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	University of Arkansas	Larry Foley	Kimpel 116, Fayetteville, AR	479-575-6307	N	0
B	Missouri Southern State University	Patricia Hurley	3950 Newman Road Joplin, MO	417-625-9300	N	0
C	University of Kansas	Patty Noland	1435 Jayhawk Blvd. Lawrence, KS	785-864-7630	N	0
D	University of Missouri	None	www.hiremizzoutigers.com	None	N	0
E	Pittsburg State University	Troy Comeau	1701 S Broadway Pittsburg, KS	620-234-4716	N	0
F	Missouri Career Center	Debbie Hollis	730 S Wall Joplin, MO	417-629-3000	Y	0
G	TV Jobs.com	Mark Holloway	P.O. Box 4116 Oceanside, CA	760-754-8177	N	9

H	National Alliance of State Broadcasters Career Page	Mark Gordon	Nasbaoline.net	573-636-6692	N	0
I	Employee Referral	N/A	N/A	N/A	N	3
J	Oklahoma Employee Security Commission	Jim Belcher	121 N Main Miami, OK 74354	918-542-5561	N	0
K	Fourstateshomepage.com	Lynn Thornton	1502 Cleveland Joplin, MO	417-781-2345	N	
L	KSNF/KODE on Air	John Hoffmann	1502 Cleveland, Joplin, MO	417-781-2345	N	9
M	Station Job Post	Pam Mounce	1502 Cleveland, Joplin, MO	417-781-2345	N	2
N	Nexstar.TV Corp. Website	Rachel Anderson	5215 N. O'Connor Blvd. #1400, Irving, TX	972-373-8800	N	0
O	The Joplin Globe	Paula Sill	117 E 4 <sup>th</sup> Street, Joplin, MO	417-623-3480	N	4
P	MSSU Career Center`	Erica Friberg	3950 Newman Road, Joplin hirealion@mssu.edu	417-625-9343	N	0
Q	Community Employment Inc	Jamie	515 S Main, Joplin, MO	417-625-9343	N	0
R	PSU Career Center	Heather Busch	Gorillas4hire@pittstate.edu	620-235-4140	N	0
S	Spots N Dots	ads@spotsndots.com	1635 Old Hwy 41 NW Kennesaw, GA	888-884-2630	N	0
T	Independence Community College	mgithens@indycc.edu	1057 W. College Ave Independence, KS	620-991-4100	N	0

Appendix 3 to Annual EEO Public File Report

Covering the Period from October 1, 2013 through September 30, 2014

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KSNF

	Recruitment Initiative	Description
1	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	This ongoing semester internship program has been in place at the station for seven years. The station welcomes students from area universities and colleges who are motivated and excited about expanding their knowledge and hands-on experience in a vibrant broadcasting environment. Students must be enrolled in a program related to the broadcasting industry, and their internship must be endorsed, supported and consistently monitored by the sponsoring university. Students are rewarded with course credit upon completion of the semester-long program. Internship periods include Fall, Spring and Summer. This reporting period we had three interns all during the summer semester; Auburn University-1, Mid-America Nazarene University-1 and Missouri Southern State University-1.
2	Participation in job fairs by station personnel who have responsibility for hiring decisions.	On November 6th, 2013 the station participated in a Career Fair sponsored by McDonald County High School. The Career Fair gave high school students the opportunity to explore career options available to them. Representing the station were Promotion Manager, News Director and a member of the KSNF Sales team.
3	Participation in general (not vacancy-specific) outreach efforts	The station sponsors a high school job shadowing program developed in conjunction with area high schools that allow students to job shadow news and production people. This gives them the opportunity to evaluate the profession and decide whether this is a career path they would like to follow. We had ten students job shadow.