A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Date of Opening</th>
<th>Date Filled</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Broadcast Systems Engineer</td>
<td>08-13-18</td>
<td>10-16-18</td>
</tr>
<tr>
<td>2. On-Air Operations Coordinator</td>
<td>02-06-19</td>
<td>04-01-19</td>
</tr>
<tr>
<td>3. Community Outreach Coordinator</td>
<td>09-19-19</td>
<td>In Progress</td>
</tr>
</tbody>
</table>

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
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.