

EEO Public File Report

October 1, 2025 through September 30, 2026
Stations KOZK-TV and KSMU-FM, Springfield, MO
Missouri State University

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, 2025 through September 30, 2026: 0

SUPPLEMENTAL OUTREACH INITIATIVES

October 1, 2025 through September 30, 2026

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 2025; Spring Semester 2026, Summer Semester 2026, Fall Semester 2026

Description and Scope of Involvement: In cooperation with area colleges and universities, KSMU-FM and KOZK-TV provide 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:

Michele Skalicky, News Director, Radio & TV

Interns Included:

FA25 – 1

SP26 – 3

SU26 – 1

FA 26 - 2

Initiative Two: Hosting of at least one job fair.

Date: September 22, 2026

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:

Jessica Balisle, Operations & Compliance Coordinator, Radio & TV

Justin Beaupre, Director of Content, TV

Ran Cummings, Administrative Assistant, Radio & TV

Chris Drew, Morning Host-Report, Radio

Rachel Knight, General Manager, Radio & TV
Corbin Livingston, Master Control Operator, TV
Zoë McGarry, Engagement & Volunteer Coordinator, Radio & TV
Michele Skalicky, News Director, Radio & TV
Lori Street, Manager of Donor Relations and Analysis, Radio & TV

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

Events:

- November 6, 2026: Missouri State University All Majors Mock Interview Day
- March 4, 2026: Missouri State University Job & Internship Fair
- April 10, 2026: Missouri State University All Majors Mock Interview Day
- May 7, 2026: High Pointe Elementary School Career Fair

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
Justin Beaupre, Director of Content, TV
Chris Drew, Morning Host-Reporter, Radio
Jamie Henline, Manager of Donor Communications & Digital Fundraising, Radio & TV
Seamus McKenzie, Corporate Support Representative, Radio & TV
Sue Robinson, Director of Community Support, Radio & TV
Michele Skalicky, News Director, Radio & TV

Initiative Four: Provision of training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Dates: November 12, 2025; September 15, 2026

Description and Scope of Involvement: Management level personnel from KSMU-FM and KOZK-TV completed Conducting a Legal and Effective Search Briefing, a training program through the Missouri State University Human Resources Department and the office of Institutional Equity & Compliance, designed to assist search committees and hiring units with conducting legal and effective job searches. The training includes search guidelines, legal components of a search, and recruitment techniques that will attract a diverse applicant pool.

Personnel Involved:

Jessica Balisle, Operations & Compliance Coordinator, Radio & TV
Rachel Knight, General Manager, Radio & TV