

Federal Communications Commission

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Description: MID-TERM EEO REPORT
Application Reference Number: 20091105ACR
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Federal Communications Commission Washington, D.C. 20554		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY	
FCC 397					
BROADCAST MID-TERM REPORT				FOR COMMISSION USE ONLY FILE NO. - 20091105ACR	
Legal Name of the Licensee UNIVERSITY OF CENTRAL MISSOURI					
Mailing Address WOOD 11 OFFICE OF BROADCAST SERVICES					
City WARRENSBURG		State or Country (if foreign address) MO		Zip Code 64093 -	
Telephone Number (include area code) 6605434155			E-Mail Address (if available) DPETERSON@UCMO.EDU		
FCC Registration Number 0006254254		Facility ID Number 4326		Call Sign KMOS-TV	
TYPE OF BROADCAST STATION:		Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International		Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input checked="" type="radio"/> Educational TV	
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
[Station List]					
Station List					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)	
KMOS-TV	4326	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	SEDALIA, MO	<input type="radio"/> Yes <input checked="" type="radio"/> No	
KTBG	9928	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	WARRENSBURG, MO	<input type="radio"/> Yes <input checked="" type="radio"/> No	

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name HARRY C. MARTIN, ESQUIRE		Street Address 11TH FLOOR 1300 N. 17TH. STREET	
City ARLINGTON	State VA	Zip Code 22209-	Telephone Number 7038120415

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent AARON PODELEFSKY
Title PRESIDENT	Telephone No. (include area code) 6605434155
Date 11/5/2009	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II	
RESPONSIBILITY FOR IMPLEMENTATION	
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:	
Name: DONALD PETERSON	Title: GENERAL MANAGER
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III	
MID-TERM REPORT	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1
Description: EEO PUBLIC FILE REPORTS

PLEASE SEE THE ATTACHED COPY OF THE 2007-2008 AND 2008-2009 EEO PUBLIC FILE REPORTS.

Attachment 1

Description
2007-2008 EEO Public File Report
2008-2009 EEO Public File Report

**2007-2008 EEO Report
KMOS-TV
Warrensburg, MO**

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

None were available during this time period.

B. During the last 12 months, the station employment unit engaged in the following (menu) option initiatives (provide full details, including an explanation if no such initiatives were conducted during the period involved):

- a. *Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.* This is done by providing training to students and community volunteers to work in the areas of Master Control, Outreach and Production.
- b. *Participation in scholarship programs directed to students desiring to pursue a career in broadcasting.* This is done by awarding the John Bradley Scholarship. This scholarship helps a student to further their chosen field.

**2008-2009 EEO Report
KMOS-TV
Warrensburg, MO**

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

<i>Job Title</i>	<i>Date of Opening</i>	<i>Date Filled</i>
1. On Air Operations Mananger	09-15-08	11-15-08
2. Development Officer	08-30-08	11-15-08

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened:

- a. *Columbia Daily Tribune 101 North 4th Street Columbia, MO 65201 Classified Department 573-815-1855*
- b. *University of Central Missouri Human Resources Web Site Administration 101 Warrensburg, MO 64093 660-543-4255*
- c. *Sedalia Democrat 700 S. Massachusetts Ave. Sedalia, MO 65301 Classified Department 660-826-1001*

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

On air Operations Manager—personally recruited by Director of Broadcasting Services from local Wal-Mart
Development Officer—UCM web page/husband was employee

D. 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:

On-air Operations Manager

1. University of Central Missouri Human Resources Web Site
2. Personally recruited by Director of Broadcasting Services/local Wal-Mart employee
3. University of Central Missouri Human Resources Web Site

Development Officer

1. University of Central Missouri Human Resources Web Site
2. Sedalia Democrat

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 is done by providing training to students and community volunteers to work in the areas of Master Control, Outreach 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 Scholarship. This scholarship helps a student to further their chosen field.