

**KMIZ/KQFX-LD  
NPG OF MISSOURI, LLC  
EEO PUBLIC FILE REPORT**

(October 1, 2022 thru September 30, 2023)

**RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES**

Appendix A includes a list of recruitment sources, indicating name, address, and contact person and telephone number of each. Sources with an asterisk (\*) denote organizations that have requested notification of full-time job vacancies.

**FULL-TIME POSITIONS FILLED; RECRUIT SOURCES USED**

**[With Hire's Recruitment Source Noted in Brackets and Sources of Interviews in Parentheses]**

News Director (#4-2,10-1,28-1) [Hire # 10]  
Position posted to: #3,4,8,10,19,20,26,28,31,32  
Open dates 2/1/23-7/31/23  
Fill date 8/15/23

Videographer (#4-4,10-1,19-3) [Hire # 19]  
Position posted to: #3,4,10,18,19,20  
Open dates 11/23/22-2/1/23  
Fill dates 2/13/23

News Producer (#4-6,19-1,20-1) [Hire #4]  
Position posted to: #3,4,8,10,19,20,31,32  
Open dates: 6/16/22-3/29/23  
Fill dates 4/3/23

Anchor/MMJ (#21-1) [Hire #21]  
Fill dates 4/17/23

News Producer (#4-1) [Hire #4]  
Position posted to: #3,4,8,10,19  
Open dates: 5/4/23-5/31/23  
Fill dates 6/5/23

Integrated Media Consultant (#21-1) [Hire #21]  
Position posted to: #3,4,7,10,19,20,21,28,31,32  
Open dates: 6/7/22 – 9/30/22  
Fill dates 10/2/22

Account Executive (#4-1) [Hire #4]  
Position posted to: #3,4,10,19,20,28,31,32  
Open dates 7/21/22 – 9/30/23  
Fill date 7/17/23

Content Editor (#4-4,21-1) Position posted to: #3,4,8,10,19,20,21,28,31,32 Open dates 1/3/23 – 5/3/23 Fill dates 5/29/23	[Hire #21]
Meteorologist/MMJ (#21-1) Fill dates 8/6/23	[Hire #21]
Anchor/MMJ (#21-1) Position posted to: #3,4,8,10,19,21,28 Open dates 7/27/23-8/21/23 Fill dates 8/6/23	[Hire #21]
Anchor/MMJ (#21-1) Fill dates 9/10/23	[Hire #21]
Chief Videographer (#21-1) Fill dates 8/27/23	[Hire #21]
Multi Media Journalist (#4-7) Position posted to: #3,4,8,10,19,20,28,29,31,32 Open dates 12/17/21-9/30/23 Fill dates 1/9/23,3/28/23, 7/17/23,9/25/23	[4 Hires #4]
Videographer (#4-1) Position posted to: #3,4,8,10,19,20,28,31,32 Open dates 8/7/23-8/21/23 Fill dates 8/28/23	[Hire #4]
Sales & Marketing Assistant (#4-3) Position posted to: #3,4,10,19,20,28 Open dates 8/17/22-12/27/22 Fill dates 12/29/22	[Hire #4]

**TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS**

44 persons

**NUMBER OF REFERRALS FROM SOURCES USED**

#4(29 persons), #10(2 persons), #19(4 persons), #20(1 person), #21(7 persons), #28(1 person)

**MASTER LIST OF RECRUITMENT SOURCES**

(An asterisk (\*) after the source denotes organizations that requested notification of full-time job vacancies.)

October 1, 2022-September 30, 2023

No.	Source (name, address, contact person, telephone, email address)	No.	Source (name, address, contact person, telephone, email address)
1.	Columbia Daily Tribune 573-815-1851 (fax) 101 N. Fourth St. 573-815-1500 (phone) Columbia, MO 65201 <a href="mailto:rwheeler@columbiatribune.com">rwheeler@columbiatribune.com</a>	18.	Handshake.com (further posting to colleges and universities such as: University of Missouri-Columbia, Columbia College, University of Central Missouri, University of Missouri-Kansas City, Kansas State University, University of Iowa, Northwestern University, etc.
2.	Columbia Missourian 573-884-5293 (fax) 221 S. 8 <sup>th</sup> St. 573-882-5720 (phone) Columbia, MO 65201 <a href="mailto:horinea@missouri.edu">horinea@missouri.edu</a>	19.	Indeed website 6433 Champion Grandview Way, Bldg. 1 Austin, TX 78750 800-462-5842 (phone) <a href="http://www.indeed.com">www.indeed.com</a>
3.	KMIZ-TV Job Board 501 Business Loop 70 East Columbia, MO 65201	20.	Linked In 605 W Maude Ave. Sunnyvale, CA 94085 650-687-3600 (phone) <a href="http://www.linkedin.com">www.linkedin.com</a>
4.	KMIZ-TV Website <a href="http://www.abc17news.com">www.abc17news.com</a>	21.	Internal Promotion Company Transfer
5.	Frank N. Magid Associates 8500 Normandale Lake Blvd., Suite 630 Minneapolis, MN 55437 612-216-0703 (phone) Megan Eubanks <a href="mailto:mhelberg@magid.com">mhelberg@magid.com</a>	22.	Radio and Television Business Report331 SE Mizner Blvd. Boca Raton, FL 33432 703-490-3099 (phone) <a href="http://www.rbr.com">www.rbr.com</a>
6.	Missouri Job Center 101 Park De Ville Drive, Suite E Columbia, MO 65203 573-522-2744 (phone) <a href="mailto:Lisa.marshall@ded.mo.gov">Lisa.marshall@ded.mo.gov</a>	23.	University of Central Missouri-Handshake 116 W. South St. Warrensburg, MO 64093 660-543-4111 (phone) <a href="mailto:schwepker@ucmo.edu">schwepker@ucmo.edu</a> <a href="http://www.ucmo.edu/efm">www.ucmo.edu/efm</a>
7.	KMIZ TV Advertising- on air ads	24.	Missouri State University 901 S. National Ave. Springfield, MO 65897 <a href="http://www.missouristate.edu/mkt">www.missouristate.edu/mkt</a> Chalanda Johnson-417-836-6861
8.	TV Jobs 760-754-2115 (fax) Post Office Box 4116 Oceanside, CA 92052 800-374-0119 (phone)	25.	William Woods University 1 University Avenue Fulton, MO 65251 573-642-2251 (phone)

	<a href="http://www.tvjobs.com">www.tvjobs.com</a>		<a href="mailto:amy.dittmer@williamwoods.edu">amy.dittmer@williamwoods.edu</a>
9.	Medialine 800—237-8073 <a href="http://www.medialine.com">www.medialine.com</a>	26.	Rick Gevers & Associates 355 E. Ohio St., #303 Indianapolis, IN 46204 317-635-7912 (phone) <a href="http://www.rickgevers.com">www.rickgevers.com</a>
10.	News Press & Gazette website <a href="http://www.NPGco.com">www.NPGco.com</a>	27.	Regional Emmys Office 3655 Olive Street St. Louis, MO 63108 314-533-2993 (phone) Maggie Eubanks <a href="mailto:Maggie@emmymid-america.org">Maggie@emmymid-america.org</a>
11.	Craigslist 1381 9 <sup>th</sup> Avenue San Francisco, CA 94122 415-566-6394 (phone) <a href="http://www.craigslist.com">www.craigslist.com</a>	28.	MBA Website 1025 Northeast Drive Jefferson City, MO 65109 573-636-6692 (phone) Terry Harper- <a href="mailto:tharper@mbaweb.org">tharper@mbaweb.org</a> <a href="http://www.mbaweb.org">www.mbaweb.org</a>
12.	Jefferson City News Tribune P. O. Box 420 Jefferson City, MO 65101 573-449-4167 (phone) <a href="mailto:brenda@newstribune.com">brenda@newstribune.com</a>	29.	Communications Department @ Mizzou 108 Switzler Hall Columbia, MO 65211 <a href="mailto:communications@missouri.edu">communications@missouri.edu</a> Cathy Illingworth-573-882-4431
13.	Westminster College 319 South Market Street New Wilmington, PA 16172 800-942-8033 (phone) <a href="mailto:Susi.wilson@westminster-mo.edu">Susi.wilson@westminster-mo.edu</a> CareerSrv@westminster-mo.edu	30.	Columbia College-Handshake 1001 Rogers Street Columbia, MO 65216 (573) 875-8700 Angie Pauley <a href="mailto:alpauley@ccis.edu">alpauley@ccis.edu</a>
14.	Stephens College 1200 E. Broadway Columbia, MO 65215 573-442-2211 (phone) <a href="mailto:a wooden@stephens.edu">a wooden@stephens.edu</a>	31.	Facebook NPG of Missouri Facebook account
15.	Central Methodist University-Handshake 411 Central Methodist Square Fayette, MO 65248 877-CMU-1854 Jessie Maxwell <a href="mailto:career@centralmethodist.edu">career@centralmethodist.edu</a>	32.	Twitter NPG of Missouri Twitter account
16.	Spots n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, GA 30152 888-884-2630 x 701 (phone) <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a>	33.	Reel Media Talent Agency Lindsay Wilhite <a href="mailto:lindsay@reelmediagroup.com">lindsay@reelmediagroup.com</a>
17.	TVNewsCheck 238 Crosshill Road Wynnewood, PA 19096 610-649-7989 (phone) <a href="mailto:Steve.stolz@newscheckmedia.com">Steve.stolz@newscheckmedia.com</a>	34.	Zip Recruiter <a href="mailto:Kaylee@ziprecruiter.com">Kaylee@ziprecruiter.com</a>

		35.	Mizzou Career Center <a href="mailto:career@missouri.edu">career@missouri.edu</a>
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**Supplemental Outreach Initiatives**

(October 1, 2022 through September 30, 2023)

FCC Menu Categories

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Menu Category (select # from above list)	Brief Description of Activity, Including Date(s) and Station Staff Involved
6	<ul style="list-style-type: none"> <li>• TV Jobs, ABC17news.com website, News Press &amp; Gazette website, Missouri Career Center, On Air Ads, and social media ads. Listing positions available in broadcast industry, October 1, 2022-September 30, 2023. Doug Rhoades-General Sales Manager, Scott Flannigan - News Director, Chad Hypes – News Director, Donna Farmer-Human Resources.</li> </ul>
5	<ul style="list-style-type: none"> <li>• KMIZ offers internships in our sales and news departments. The internships allow students to gain real world broadcast experience, learn new skills and prepare for careers in broadcasting. The station hosted 4 interns during this reporting period from the University of Missouri (4) Sports Intern Fall 2023 News Producer Intern Summer 2023 (2) News Producer Intern Fall 2023</li> </ul>
4	<ul style="list-style-type: none"> <li>• October 21, 2022 – Missouri Press Bar Commission. Statewide group working on ongoing relationships between media and the court system. Those in attendance were members of the commission and media types including Curtis Varns (General Manager).</li> <li>• November 1, 2022 – Exceptional Employee Award Banquet by the Jefferson City Chamber of Commerce. Account Executive Lindsay Welch was nominated and honored at the 2022 Small Business and Exceptional Employee Award ceremony hosted by the Jefferson City Chamber of Commerce. Management attended to watch and support Lindsay in this high honor. In attendance were Lindsay Welch (Account Executive), Ryann Kampeter (Local Sales Manager), Doug Rhoades (Director of Sales, Curtis Varns (General Manager) and Donna Farmer (Business Analyst/HR</li> </ul>

Coordinator).

- December 14, 2022 – The Central Missouri Food Bank’s annual holiday food drive conducted in Columbia and Jefferson City. The Station ran promos, news stories, and digital ads promoting the food drive and encouraging viewers to donate cash or goods. Nearly all station personnel signed up for shifts to work the food drive collections sites.
- February 28, 2023 – Missouri Women Business Council Guest Speaker. Ryann Kampeter was asked to be the guest speaker for the monthly Missouri Women’s Business Council zoom call. Members of MoWBC joined the zoom and listened to advice and guidance from Ryann about how to be successful in your career and in your community. In attendance was Ryann Kampeter (Local Sales Manager).
- March 10, 2023 – Home Schoolers visited the station for a tour – they visited different departments of the television station and learned about the business. In attendance was Tom Seagraves (Newscast Director), Madison Stuerman (News Producer), John Ross (Meteorologist), Meghan Drakas, Kennedy Miller and Ethan Heinz (Anchors/Multimedia Journalist), Sherri Carinder (Sales Assistant), Curtis Varns (General Manager).
- May 5, 2023 – Missouri Press Bar Commission. Statewide group working on ongoing relationships between media and the court system. Those in attendance were members of the commission and media types including Curtis Varns (General Manager).
- July 17, 2023 – Missouri Mentor Program Station Tour. About 8-10 adults attended a tour of the television station to see how we operate. In attendance were Sherri Carinder (Sales Assistant), Nate Splater and Chance Gotsch (Meteorologists).
- August 23, 2023 – Missouri Press Bar Commission. Statewide group working on ongoing relationships between media and the court system. Emergency meeting to discuss new legislation aimed at redacting witness information in all court pleadings. Those in attendance were members of the commission and media types including Curtis Varns (General Manager).
- September 7, 2023 – Jefferson City Magazine’s 2023 Ones to Watch Banquet to honor those in the community who are young professionals on the rise. Account Executive Lindsay Welch was recognized as a 2023 recipient of Ones to Watch. Other station personnel attended the dinner to honor Lindsay’s recognition. Lindsay made a speech contributing her success to the skills she has learned from our management team giving her this job and teaching her the ropes. In attendance were Lindsay Welch (Account Executive, Madi Gerlach (Account Executive), Doug Rhoades (Director of Sales), Ryann Kampeter (Local Sales Manager), Curtis Varns (General Manager), and Donna Farmer (Business Analyst/HR Coordinator).
- September 8, 2023 – The United Way Days of Caring volunteer event. – Spent time at the Salvation Army in Jefferson City cleaning exterior windows around the building. In attendance were Lindsay Welch (Account Executive) and Ryann Kampeter (Local Sales Manager).
- September 8, 2023 – Jefferson City Chamber of Commerce Gala – ABC17 was the media sponsor of the event. Travis Buck (Commercial Services Producer) produced the

	<p>award videos that were showcased to the over 400 attendees at the Gala. Other team members attended the event and represented the station. Those in attendance were Lindsay Welch (Account Executive), Ryann Kampeter (Local Sales Manager) and Doug Rhoades (Director of Sales).</p> <ul style="list-style-type: none"> <li>• September 14, 2023 – Fundraiser for Domestic Violence Shelter – Men as Allies from True North. Community leaders gather to hear about the problem of domestic violence in our community. In attendance was Curtis Varns (General Manager).</li> <li>• September 18, 2023 – ACT is the Alternative Community Training program that did a station tour of the television station to see how we operate. In attendance were Sherri Carinder (Sales Assistant), and John Ross (Meteorologist).</li> <li>• September 21, 2023 - Young Professional Summit for Jefferson City’s Young Professional Group. The Mid-Mo Summit is a dynamic, speaker-driven professional development and networking event for area young professionals. The audience consists of career-minded, entrepreneurial, and forward-thinking individuals. The program features keynote presenters on professional and personal success, plus networking breakout sessions. Those in attendance were Lindsay Welch (Account Executive) and Ryann Kampeter (Local Sales Manager).</li> </ul>
8	<p>The station offered the following training opportunities, which enable station personnel to acquire skills to advance within the company:</p> <ul style="list-style-type: none"> <li>• December 6-7, 2022 – News Anchor Training Institute - Company sent lead news anchors to anchor training in Cedar Rapids, IA. The two-day event was hosted by our news consulting and research firm. In attendance was Lucas Geisler (News Anchor).</li> <li>• January 4-6, 2023 – Magid in house visit from Pat Maday – News consultant workshops, training and feedback. There was a special emphasis on training for reporters, producers and the weather team. News manager helped organize the training agenda and led the workshops with consultant Pat Maday. In attendance were the Newsroom staff, Michael Fabac (Corporate Director of News &amp; Marketing) and Sarah Adams (Promotions Manager).</li> <li>• March 14-16, 2023 – Magid &amp; Associates news research presentations – Our research and consulting firm, Magid &amp; Associates, presented the findings of its most recent research project to ownership and management, then later to staff. We also conducted planning sessions to draw up the strategic action plan for the new research. Additionally, our consultant shared some national research pertaining to weather. In attendance were Michael Fabac (Corporate Director of News &amp; Marketing), Curtis Varns (General Manager), Katie Greathouse (Assistant News Director), Matt Sanders (Digital Content Director), and Sarah Adams (Promotions Manager). The Weather research was attended by the previous mentioned employees and the weather team. All station personnel attended the research presentations.</li> <li>• March 15-16, 2023 – Promax – Sales team training with Kelly Wirges, owner of Promax. Topics covered included: Customer CARE meetings, finding whale opportunities, overcoming objections, sales review, return on investment formulas, overall sales best practices. Sales team attended a day and a half of training. This was also in conjunction with NPG’s St. Joseph sales team. In attendance were DOS, LSM, IMC and all account executives.</li> </ul>



	<ul style="list-style-type: none"> <li>• March 28-29, 2023 – Magid &amp; Associates online workshop for producer training. Company pays a monthly fee to retain consulting company. Part of the agreement allows company’s employees to participate in continuing education such as these training sessions. In attendance were all station producers, David Kitchin, Madison Stuerman, and Josie Anglin.</li> <li>• April 17<sup>th</sup>, 2023 – Jackson Lewis – A Conversation with EEOC Vice Chair Jocelyn Samuels – Webinar on EEOC practices on pregnancy accommodations, employers juggling the rights of employees, etc. In attendance was Donna Farmer (Business Analyst/HR Coordinator).</li> <li>• June 19-21, 2023 – Magid &amp; Associates in-house news workshops, training and feedback - Company brought in consultant to do one-on-one feedback sessions with employees. There were group reviews and critique sessions as well. Consultant also met with management to discuss research progress. There was a special emphasis on breaking news and live shots. Those in attendance were Newsroom staff, Curtis Varns (General Manager) and Sarah Adams (Promotions Manager).</li> <li>• August 2-3, 2023 – Magid &amp; Associates News Anchor feedback and training -. Company retains consulting firm to work with on-air talent. Those in attendance were Lucas Geisler, Erika McGuire, Hannah Falcon, Marina Diaz, Nia Hinson, John Ross, Chanel Porter, Nathalie Jones, and Chance Gotsch.</li> <li>• September 11-13, 2023 – Magid &amp; Associates News workshops - Employee feedback and training, consulting and strategy. This visit included considerable emphasis on weather coverage and strategic planning with management. Those in attendance all newsroom personnel, Curtis Varns (General Manager) and Sarah Adams (Promotions Manager).</li> </ul>
10	<ul style="list-style-type: none"> <li>• October 5, 2022 - Northwest Missouri State University – Fall Career Fair. Interviewed Seniors who were graduating in December 2022 or May 2023. Also, spoke to a journalism class with a question and answer session. In attendance were Scott Flannigan (News Director) and Zach Farwell (Assignment Editor).</li> <li>• October 27, 2022 – P1 Learning - Ryann Kampeter represented ABC17 and FOX22 by speaking with college students at Central Methodist University. What a day in the life of an account executive looks like and fielded questions from the students who came prepared and eager to learn more about a career in media sales. In attendance were Ryann Kampeter (Local Sales Manager).</li> <li>• October 27 &amp; November 3, 2022 – School visit from Owensville High School. The students are part of the OHS TV Classes and this is an opportunity for students to see firsthand what a broadcast newsroom looks like. Those in attendance that helped with the tour were Scott Flannigan (News Director), Curtis Varns (General Manager), Multimedia Journalists, Producers and Videographers.</li> <li>• November 9, 2022 - Penn State University – Comm Careers. Interviewed students at the Capital Job Fair in Washington, DC. The event was off campus and there were many students with strong sales and promotional qualities. In attendance were Michael Fabac (Director of News &amp; Marketing-Broadcast) and Meghan Drakas (NPG of Missouri News Anchor/Multimedia Journalist).</li> </ul>

- January 18 & 19, 2023 – Mill Creek Elementary Third Grade Class, our Partner in Education, came for a field trip to the station to visit the newsroom and studio. Those in attendance that helped with this tour were Jessica Hafner (Chief Meteorologist), Sherri Carinder (Sales Assistant) and Chris Bryant (Videographer).
- February 15, 2023 – Columbia College Career Day. Station participated as a registered organization representing both news and sales along with describing Multimedia Journalist and Account Executive open positions to student attendees. There were several other Mid-Missouri local business that attended. Those in attendance were Ryann Kampeter (Local Sales Manager) and Katie Greathouse (Assistant News Director).
- February 24, 2023 - Penn State graduates – JobExpo.Comm2023 job fair. Interviewed graduates for full-time jobs and undergrads interested in paid summer internships. Those in attendance were Michael Fabac (Director of News & Marketing-Broadcast) and Joe Ruch (NPG of Colorado meteorologist).
- February 27, 2023 - Arizona State University –School of Journalism. Interviewed graduating seniors in the Journalism department for News Press & Gazette. In attendance were Laura Clark, Sean Flanagan, Rebecca Johnson, and Samantha Lomibao (Corporate and Local Station personnel).
- February 28, 2023 - Penn State Meteorology – Virtual Career Day. Interviewed five Penn State Meteorologists via Zoom. In attendance was Michael Fabac (Director of News & Marketing-Broadcast).
- March 7-8, 2023 - University of Missouri – Columbia School of Journalism. Interviewed graduating seniors in the Journalism department for News Press & Gazette. In attendance were Michael Fabac, Calvin Pike, Gary Smith and Laura Clark, corporate employees. Also in attendance were Curtis Varns (General Manager) and Lucas Geisler (Anchor/MMJ), NPG of Missouri employees.
- May 8, 2023 – Glasgow Elementary 3<sup>rd</sup> Grade Tour. Around 25-30 students toured the station to see what a television station looks like. In attendance were Sherri Carinder (Sales Assistant), Chance Gotsch & John Ross (Meteorologists) and Chris Bryant (Chief Videographer).
- June 29, 2023 – Sturgeon Schools Summer School Tour. Around 30 students and teachers viewed the television station to see how we operate. In attendance were Sherri Carinder (Sales Assistant), Chance Gotsch & John Ross (Meteorologists) and Chris Bryant (Chief Videographer).
- Pennsylvania State University – September 15, 2023 – Discussion with assistant dean for career placement, Bob Martin, about on campus recruiting for the fall and next spring. Also discussed placing interns at our stations. In attendance were Chad Hypes (News Director) from corporate and Curtis Varns (General Manager) from NPG of Missouri.
- October 7, 14, 22/2022, January 12, 26, February 9, 14, 17, August 25, September 1, 8, 15, 22, 29, 2023 – Live broadcast of Columbia Public Schools sporting events including

high school football and boys and girls basketball. The productions are a joint effort between KMIZ-TV staff and the students of the Columbia Area Career Center's Broadcast Program. This is a hands on, real-life experience for the broadcast students. It involves second year students in the program and for the academic year 2022-23, it allowed 30 students to pick up experience producing games. Our stations provide the broadcast equipment, the set up, an on-site engineer and the directors for the broadcasts. Our staff trains the students and oversees their work during the broadcast. Students run cameras and provide a color commentator. The station and school district share the costs of the play-by-play announcers. In attendance were Curtis Varns (General Manager), Eric Jones (Chief Engineer), Jon Hoek and Matt Morrow (Maintenance Engineer), Josh Shabel and Cooper Bryant (Directors), Chris Bryant (Chief Videographer), Jerunek Morris (Chief Videographer).

- October 20, 2022 – Columbia College Volleyball - Live broadcast of Columbia College Volleyball. The productions are a joint effort between KMIZ-TV staff and the students of the Columbia Area Career Center's Broadcast Program. This is a hands on, real-life experience for the broadcast students. It involves second year students in the program and for the academic year 2022-23. Our stations provide the broadcast equipment, the set up, an on-site engineer and the directors for the broadcasts. Our staff trains the students and oversees their work during the broadcast. Students run cameras and provide a color commentator. The station and school district share the costs of the play-by-play announcers. In attendance were Curtis Varns (General Manager), Eric Jones (Chief Engineer), Jon Hoek and Matt Morrow (Maintenance Engineer), Josh Shabel and Cooper Bryant (Directors), Chris Bryant (Chief Videographer).
- November 15, 2022 – Men's and Women's Columbia College Basketball - Live broadcast of Columbia College Men's and Women's College Basketball. The productions are a joint effort between KMIZ-TV staff and the students of the Columbia Area Career Center's Broadcast Program. This is a hands on, real-life experience for the broadcast students. It involves second year students in the program and for the academic year 2022-23. Our stations provide the broadcast equipment, the set up, an on-site engineer and the directors for the broadcasts. Our staff trains the students and oversees their work during the broadcast. Students run cameras and provide a color commentator. The station and school district share the costs of the play-by-play announcers. In attendance were Curtis Varns (General Manager), Eric Jones (Chief Engineer), Jon Hoek and Matt Morrow (Maintenance Engineer), Josh Shabel and Cooper Bryant (Directors), Chris Bryant (Chief Videographer).