

KOMU-TV

ANNUAL EEO PUBLIC FILE REPORT

The Purpose of this Annual EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: KOMU-TV, Columbia, MO and is required to be placed in the public inspection file of this station and on its web site.

The information contained in this Report covers the time period beginning October 1st, 2024, to and including September 30th, 2025 (the "Applicable Period").

The FCC's 2002 EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hire 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 follows have been designed, in aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Positions for Which This Source was Utilized" refer to the number of the full-time positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, virtually or over the telephone.

Appendix 1 to
Annual EEO Public File Report
Covering the Period October 1, 2024 - September 30, 2025
Station Comprising Station Employment Unit: KOMU-TV

Section 1: Vacancy Information

Full-Time Position Filled By Job Title	Total Interviewees	Recruitment Source of Hire
1. Television Show Director	3	MU Employment Portal
2. Newscast Producer	1	MU Employment Portal
3. Assignment Editor-KOMU 8 News	2	MU Employment Portal
4. Television Producer	1	Employee Referral
5. Director of Tech & Broadcast Engineering	3	Internal Posting/Announcement
6. Television Show Director	3	Employee Referral
7. Multimedia Marketing Strategist	3	MU Employment Portal
8. Manager III Business Admin	4	MU Employment Portal
9. Television Show Director	2	Employee Referral
10. Television Show Director	4	MU Employment Portal
11. Graphic Designer	7	MU Employment Portal
12. Multimedia Marketing Strategist	3	Other Non-Web Advertisement
13. Digital Operations Manger	4	MU Employment Portal
Total # of people interviewed during Applicable period	40	

Appendix 2 to

Annual EEO Public File Report

Covering the Period October 1, 2023 - September 30, 2024

Station Comprising Station Employment Unit: KOMU-TV

Section 2: Recruitment Source Information

Organization	Full Name	Email	Address	Position for which this source was utilized	Total number of interviews this resource provided
Harry S Truman VA Hospital	Heidi Lanier	heidi.lanier@va.gov	800 Hospital Drive Columbia Mo 65203	13	0
Harry S Truman VA Hospital	Dustin N. Cook	Dustin.Cook2@va.gov	800 Hospital Drive Columbia Mo 65203	1,2,3,5,6,7,8,9,10,12,13	0
Harry S Truman VA Hospital	Steve Long	stephen.long5@va.gov	800 Hospital Drive Columbia Mo 65203	9,10,13	0
Harry S Truman VA Hospital	Eldon Fletcher	Eldon.Fletcher@va.gov	800 Hospital Drive Columbia Mo 65203	9,10,13	0
St. Louis VA Health Care System - Vocational Rehabilitation Services	Michael Marcum	Michael.Marcum2@va.gov	3256 North Laclede Station Road St. Louis MO 63143	9,10,11,13	0
Veteran Services - Independence	Michael Freiwald	Michael.Freiwald@mvc.dps.mo.gov	205 Jefferson Street 12th Floor Jefferson Building Jefferson City MO	1,2,3,5,6,7,8,9,10,11,12,13	0
Veteran Services - Independence	Collin Volkart	Collin.Volkart@mvc.dps.mo.gov	205 Jefferson Street 12th Floor Jefferson Building Jefferson City MO	1,2,3,5,6,7,8,9,10,12,13	0

<u>Columbia Vet Center</u>	Mark K. Johnson	<u>mark.johnson3@va.gov</u>	2475 Broadway Bluffs Suite Columbia MO 65203	9,10,11,13	0
<u>Catholic Charities of Central and Northern Missouri</u>	Paige Lewis	<u>plewis@cccnmo.org</u>	1240 East Brown School Road Columbia MO 65203	9,10,11,13	0
<u>Catholic Charities of Central and Northern Missouri</u>	Nicholas Butler	<u>nbutler@cccnmo.org</u>	1240 East Brown School Road Columbia MO 65203	9,10,11,13	0
<u>Veteran Services - Springfield</u>	Anthony Cupples	<u>Anthony.Cupples@mvc.dps.mo.gov</u>	1410 S Kansas Expy Springfield MO 65807	8,9,10,11,13	0
<u>Missouri Career Center - Chillicothe</u>	Shari Schenewerk	<u>sharon.schenewerk@ded.mo.gov</u>	601 West Mohawk Road Chillicothe MO 64601	8,9,10,11,13	0
<u>Boone County Family Resources</u>	Erin McQuegge	<u>emcquegge@bcfr.org</u>	2700 West Ash Street Columbia MO 65203	9,10	0
<u>Boone County Family Resources</u>	Kaitlynn Rhinehart	<u>krhinehart@bcfr.org</u>	2700 West Ash Street Columbia MO 65203	9,10	0
<u>Employment Connection - St. Louis</u>	Karla Humphrey	<u>humphreyk@employmentstl.org</u>	2838 Market Street St. Louis Mo 63103	9,10,11,13	0
<u>Missouri Job Center - Joplin Veteran Services</u>	Ray Tupper	<u>ray.tupper@dhewd.mo.gov</u>	730 S Wall Ave Joplin MO 64801	9,10,11,13	0
<u>Vocational Rehabilitation- St. Louis West</u>	Christopher Winters	<u>Christopher.Winters@vr.dese.mo.gov</u>	9900 Page Ave Saint Louis MO 63132-1443	1,2,3,6,7,12,13	0
<u>Vocational Rehabilitation- St. Louis West</u>	Karen Klenke	<u>karen.klenke@vr.dese.mo.gov</u>	9900 Page Ave Saint Louis MO 63132-1443	9,10,11,13	0

Missouri Dept. of Higher & Workforce Development	Damien Hegger	damien.hegger@dhewd.mo.gov	101 Park De Ville Drive Columbia MO 65203	9,10,11,13	0
Incsys - Power4Vets	David Miranda	david.miranda@incsys.com	3380 146th Place Southeast Bellevue WA 98007	2	0
P3 Army Readiness Specialist	Gregory Green	Gregory.T.Green.ctr@mail.mil	140 Replacement Avenue Fort Leonard Wood MO 65473	9,10,11,13	0
P3 Army Readiness Specialist	Fred Love	Fred.D.Love4.ctr@mail.mil	24 Davis Street Saint Louis MO 63125	9,10,11,13	0
Missouri Rehab Service for the Blind-MO	Matthew Cissell	Matthew.D.Cissell@dss.mo.gov	615 Howerton Ct Jefferson City 65109	7,8,9,10, 11,12,13	0
Missouri Rehab Service for the Blind-MO	Karli Ritcher	Karli.Richter@dss.mo.gov	615 Howerton Ct Jefferson City 65109	1,2,3	0
Maryville University of St. Louis	Erin Bosewell	eboswell@maryville.edu	650 Maryville University Dr Saint Louis MO 63141	1,2,3,5,6,7, 8,9,10,11, 12,13	0
St Louis Vet center	Tony Williams	Tony.williams4@va.gov	287 N. Lindbergh Blvd Creve Coeur MO 63141	1,2,3,5,6,7, 8,9,10,12, 13	0
Veterans Service Boonville	Michael Smith	Michael.Smith@mvc.dps.mo.gov	1 st Floor Courthouse Boonville Mo 65233	1,2,3,5,6,7, 8,9,10,12, 13	0
Worknet	Larry Brown	worknetnow2@gmail.com	800 N Tucker Blvd St. Louis, MO 63101	9, 10,11,13	0
Worknet	Sam Jones	sam@worknetnow.com	800 N Tucker Blvd St. Louis, MO 63101	3,5,8,9,10, 11	0
Metropolitan Community College	Jacqueline Ware Sodsod	Jacqueline.waresodsod@mckck.edu	1775 University Ave. Kansas City Mo 64120	6,7,8,12	0
Metropolitan Community College	Holly Andachter	Holly.andachter@mckck.edu	1775 University Ave Kansas City Mo 64120	6,7,8,12	0
Vocational Rehab Hannibal	Jo Moncrief	jo.moncrief@vr.dese.mo.gov	112 Jaycee Dr Hannibal MO 63401	3,5,6,7,8,9, 10,12	0

Missouri State University	Kristina Rosewell	careercenter@missouristate.edu	901 South National Ave. Springfield MO 65897	3,5,8,13	0
Career Planning & Development at Drury University	Brandon Gash	career@drury.edu	900 N Benton Ave Springfield MO 65802	2,3,7,12	0
Lyon College	Vicki Webb	Vicki.webb.@lyon.edu	2300 Highland Rd Batesville AR 72501	2,3,7,12	0
Missouri Western State University	Shelly Lundy	slundy@missouriwestern.edu	4525 Downs Drive Saint Joseph MO 64507	2,3,5,8,13	0
University Of Central Missouri	Sarah Cavanah	careers@ucmo.edu	108 W South St Warrensburg MO 64093	1,3,5,6,7,8,9,10,11,12	0
National Association of Broadcaster	N/A	nab@nab.org	1 M Street SE Washington DC 20003	1,2,3,4,5,6,7,8,9,10,11,12,13	0
RTDNA	N/A	N/A	National press Building 529 14 th St. NW Ste 1240 Washington DC 20045	1,2,3,4,5,6,7,8,9,10,11,12,13	0
Missouri Broadcasters Assn.	Marc Gordon	mgordon@mbaweb.org	P.O. Box 104445 Jefferson City, MO 65110-4445	1,2,3,4,5,6,7,8,9,10,11,12,13	0
AWC Association for Women in Communication	N/A	N/A	4730 National Ave Building A1 Springfield Mo 65810	1,2,3,4,5,6,7,8,9,10,11,12,13	0
Emma Bowen Foundation for Minority Interests in Media	N/A	N/A	1221 Avenue of Americas 28A42 New York NY 10020	1,2,3,4,5,6,7,8,9,10,11,12,13	0
IWMF International Women's Media Foundation	N/A	N/A	1625 K St. NW. Suite 1275 Washington, DC 2006	1,2,3,4,5,6,7,8,9,10,11,12,13	0
National Association of Black College Broadcasters	N/A	N/A	P.O. Box 3191 Atlanta, GA 30302	1,2,3,4,5,6,7,8,9,10,11,12,13	0
NABJ National Association of Black Journalists	N/A	N/A	1100 Knights Hall Suite 3101 College Park MD 20742	1,2,3,4,5,6,7,8,9,10,11,12,13	0

Native American Journalists Assn	N/A	N/A	OU gaylord College 395 W. Lindsey St Norman OK 73019	1,2,3,4,5,6,7,8,9,10,11,12,13	0
NAPT	N/A	N/A	1800 N 33 rd St Lincoln NE 68505-1409	1,2,3,4,5,6,7,8,9,10,11,12,13	0
South Asian Journalists Assn.	N/A	N/A	Columbia Graduate School of Journalism 2950 Broadway New York NY 10027	1,2,3,4,5,6,7,8,9,10,11,12,13	0
AAJA Asian American Journalists Assn.	N/A	N/A	5 th Third St Suite 1108 San Francisco CA 94103	1,2,3,4,5,6,7,8,9,10,11,12,13	0
Black Culture Center-MU	N/A	N/A	813 Virginia Ave Columbia Mo 65211	1,2,3,4,5,6,7,8,9,10,11,12,13	0
CCNMA	N/A	N/A	USC Annenberg School of Journalism 727 W. 27 th St	1,2,3,4,5,6,7,8,9,10,11,12,13	0
NABOB National Association. Of Black-Owned Broadcasters	N/A	N/A	1250 Connecticut Ave NW Suite 700 Washington DC 20036	1,2,3,4,5,6,7,8,9,10,11,12,13	0
NAHJ National Association of Hispanic Journalists	N/A	N/A	1000 National Press Bldg. 529.14 th St NW Washington DC 20045-2001	1,2,3,4,5,6,7,8,9,10,11,12,13	0
NAMME National Association of Minority Media Executives	N/A	N/A	1921 Gallows Rd Ste 600 Vienna VA 22182	1,2,3,4,5,6,7,8,9,10,11,12,13	0
NLGJA National Lesbian and Gay Journalists	N/A	N/A	2120 L Street Ste 850 Washington DC 20045-2001	1,2,3,4,5,6,7,8,9,10,11,12,13	0
Internal Posting/Announcement			5550 Highway 63 South Columbia Mo 65201	5,11,13	6
Employee Referral			5550 Highway 63 South Columbia MO 65201	1,4,6,8,9,10,13	7
LinkedIn				1,6,9,10	2

Indeed				1,6,7, 8,9,10	3
MU Employment Portal			5550 Hwy 63 South Columbia, MO 65201	1,2,3,4,5,6 ,7,8,9,10, 11,12,13	16
Other Non-Web Advertisement				1,6,9,10, 12	2
Website Missouri Job Center				1,6,9,10	1
TVNews check.com				13	1
Society of Broadcast Engineer Website				13	2

KOMU-TV broadcasts 2-4 times per month announcements soliciting organizations who wish to receive information about job openings at KOMU-TV.

Appendix 3 to

Annual EEO Public File Report

Covering the Period October 1, 2024 - September 30, 2025

Station Comprising Station Employment Unit: KOMU-TV

Section 3: (Non-Vacancy Specific) Recruitment Activities Undertaken by KOMU-TV

Station Visits

KOMU-TV staff members regularly conduct station tours for various community groups, including students from local schools, youth groups, and other organizations. During these tours, participants have the opportunity to observe station operations, ask questions about broadcasting, and learn about career opportunities in the industry. Educational requirements for different station positions are also discussed. Additionally, students gain insights into careers in journalism. The station's staff often assists local youth groups with information needed to obtain merit badges. Below are the groups who toured KOMU-TV or viewed a live newscast.

Date	Organization	Tour Notes
11/1/24	Mid-Missouri Christian Homeschool Cooperative	Tour and viewed LIVE newscast
11/14/24	Boonville High School Digital Media Class	Tour and viewed LIVE newscast
1/13/25	Girl Scout Troop 70977	Tour and viewed LIVE newscast
3/4/25	GFWC Club	Tour and viewed LIVE newscast
4/11/25	Haynes Homeschool Tour	Tour and viewed LIVE newscast
4/30/25	Local Family (Beckwith)	Tour and viewed LIVE newscast
5/6/25	Cole R-1	Tour and viewed LIVE newscast
6/5/25	Avant Living	Tour and viewed LIVE newscast
6/12/25	Leadership Columbia	Tour and viewed LIVE newscast
7/17/25	Local Family (Beckwith)	Tour and viewed LIVE newscast
7/29/25	Local Family (Beckwith)	Tour and viewed LIVE newscast
7/30/25	AG Education/Leadership Tour	Tour and viewed LIVE newscast
8/6/25	Academy of Early Childhood Learning	Tour and viewed LIVE newscast

Career Day/Community Presentations & Involvement

KOMU-TV staff members are often involved in local efforts for career education in Mid-Missouri. The station's staff members regularly visit area schools where they speak about journalism and broadcasting and the opportunities within those industries. Staff members also make presentations to groups in our community, educating attendees about station operations and the broadcast industry.

Date	Organization	Notes
10/1-11/18/24	Mizzou Meteorology/Workshop	Beckwith: Career in Meteorology, performance feedback
10/12/24	NABJ Unity Conference	Freeman: Professional development for those wanting to enter journalism.
10/24/24	Integrated Warning Team Meeting	Beckwith: Best practices for media and agency interactions
11/20/24	Pioneer Trail Elementary	Beckwith: Weather Education/Career in Meteorology

1/25/25	MU Journalism Students	Allen/Carl: Anchor Workshop
2/26/25	MU Dept of Natural Resources	Beckwith: Mentor students for job interviews and best practices
3/7/25	Heart of MO Women's Conference	Freeman: Career in News
3/13/25	Law Enforcement PIOs	Freeman: How to interact with media
3/18/25	Harrisburg Elementary	Beckwith: Weather Education/Career in Meteorology
3/19/25	Paxton Keeley Elementary	Finello: Weather Education/Career in Meteorology
3/19/25	Cedar Ridge Elementary	Freeman, Kobielusz, Beckwith: Mentor Students/Education
4/11/25	MoCDA Spring Conference	Allen: Speaker/Panel Discussion of Industry Experts
4/21/25	MU Dept of Natural Resources	Beckwith: Mentor students for job applications and best practices
4/23/25	Grant Elementary	Beckwith: Weather Education/Career in Meteorology
4/24/25	MU Journalism Class	Beckwith: Guest Lecture News Producing Class
4/24/25	MU Journalism Class	Beckwith: Job Shadow with student interested in weather
5/5/25	Reynolds Journalism Institute	Freeman: Journalism Education/Career in Journalism
5/7/25	Shepard Blvd. Elementary	Beckwith: Weather Education/Career in Meteorology
5/16/25	Two Mile Prairie Elementary	Beckwith: Weather Education/Career in Meteorology
6/4/25	Boone County Girls in EMT in Meteorology	Beckwith/Kobielusz: Cooperation with EMT/Tour/Strategies
7/22/25	MSHAA from the media	Freeman: Mentor student athletes how to answer questions
8/6/25	Columbia Rotary Club	Beckwith: Weather Education/Safety/Career
9/2/25	Mizzou Meteorology	Beckwith: Weather Education/Career in Meteorology

Employee Training

KOMU-TV fosters an environment that encourages, supports and provides training to enhance employees' skills and career opportunities. Some examples include:

KOMU-TV consistently cross trains part-time employees specifically in our News/Production Department to encourage development and potential full-time opportunities. Many part time production employees are students looking to develop skills and prepare themselves for employment after graduation, and many have found full time employment due to this practice.

On October 11, 2024 General Manager Matt Garrett attended the University of Missouri's See. Say. Do. Workshop. This event was moderated by the University of Missouri's Counseling Center. The event's topic and discussion centered on mental health awareness, stress and how it affects students and employees. It also discussed available resources.

On October 24, 2024 General Manager Matt Garrett attended the University of Missouri's Administrative Leadership Development Alumni Event. This event was moderated by the University of Missouri's Vice President for Human Resources and Chief Human Resources Officer. The event's panel discussion and topic centered on Leading in Higher Education.

On November 7, 2024 General Manager Matt Garrett attended the Building Your Team of the Future: Integrating Next-Gen Workers. This event explored the critical strategies for attracting, retaining, and empowering the next generation of talent. Topics included: Understanding the Next-Gen Workforce, Building a Modern Workplace, Leveraging Technology for Talent Acquisition and Retention and Developing Future Leaders.

On May 30, 2025 General Manger Matt Garrett, GSM Tom Dugan, News Director Jeimmie Nevalga and Digital Operations Manager Bill Smith attended the presentation about "How to Build a Thriving Culture So Employees

Want to Come to Work on Mondays. This session discussed how to build strong and intentional cultures, so people give their best at work, helping reach their full potential.

On May 30, 2025 General Manger Matt Garrett, GSM Tom Dugan, News Director Jeimmie Nevalga and Digital Operations Manager Bill Smith attended the presentation about “Recruitment Best Practices for Future Proofing Your Workplace. This session discussed how to recruit and hire top talent by getting creative using multiple strategies. Recruit talent today for success tomorrow.

On July 1, 2025 General Manger Matt Garrett completed a course/training on successful Search Committees for job recruitment. The training is designed to provide strategic and tactical advice to search committees of academic/faculty, academic administrator, or executive searches when it comes to recruiting colleagues to the university. The module focuses on best and common practices in recruiting broadly, while ensuring compliance with university rules and regulations.

Teaching/Mentoring

October 1, 2024-September 30, 2025, the following KOMU-TV staff members also served as adjunct instructors at the Missouri School of Journalism. As instructors, they teach reporting and performance classes. Additionally, instructors offer students guidance, help develop their skills and serve as mentors.

Ben Arnet – Adjunct for Sports Reporting class

Sara Moyers – Adjunct for J1300 Fundamentals of Written Journalism and Strategic Communication

Jason Brasier - Adjunct for J1200 Fundamentals of Visual Journalism and Strategic Communication

On October 28, 2024 General Manager Matt Garrett guest lectured a News Reporting Class at the University of Missouri. Discussion included business operations, programming, marketing and sales.

February 3, 2025 General Sales Manager Tom Dugan and Digital Operations Manager Bill Smith met with MU Journalism School’s News Producing Class. Both presented information about broadcast and digital demographics, how to use and inform operations.

February 13, 2025 General Manager Matt Garrett, General Sales Manager Tom Dugan and Digital Operation Manager Bill Smith met with MU Business School’s Integrated Marketing Communications Class. Both presented real world information about legacy and digital marketing. Also discussed careers in media. A question-and-answer session was held at the end of the class.

On April 25, 2025 General Manager Matt Garrett guest lectured a News Reporting Class at the University of Missouri. Discussion included business operations, programming, marketing and sales.

On May 7, 2025 Creative Services Manager Robert Floyd represented KOMU-TV at Mexico High School. The presentation included an overview of communications in business, and specifically in broadcast/multimedia. The presentation reviewed job skills and what makes applicants stand out.

September 15, 2025 General Sales Manager Tom Dugan and Digital Operations Manager Bill Smith met with MU Journalism School’s News Producing Class. Both presented information about broadcast and digital demographics, how to use and inform operations.

KOMU-TV/KBIA-FM Scholarship:

KOMU-TV, along with KBIA-FM, presents a \$1,000 scholarship to the outstanding student in the Broadcast News sequence in the Missouri School of Journalism. The student must have the qualities of energy, enthusiasm,

accuracy, and a desire to excel in journalism. The student selected must also have at least one year of school remaining. In August of 2025, this scholarship was awarded to Missouri School Journalism student Emma Becker.

Recruitment at the Missouri School of Journalism for Part Time Employees:

On August 22, 2025 KOMU-TV's Evie Allen along with faculty members Jann Carl and Dominick Lee represented the station at the Missouri School of Journalism's New Student Welcome Day. All participated in this event to share opportunities and potential part time employment for students interested in TV news production.

Student Lab

KOMU-TV's newsroom is a teaching lab for the University of Missouri School of Journalism. KOMU-TV's existence and ownership by the University of Missouri is based upon the model of providing a real-world experience to broadcast journalism students. Journalism students report, produce and anchor newscasts as part of their educational experience. Each semester more than 100 journalism students enhance their skills in the KOMU-TV newsroom. Graduates of the University of Missouri School Journalism are highly sought-after job candidates due to their hands on experience and knowledge gained in the KOMU-TV Newsroom. KOMU-TV is the only commercially operated network affiliated television station where journalism students participate in the production of all news programs.

October 1, 2024 – September 30, 2025, KOMU-TV and the Missouri School of Journalism, hosted station groups and news executives from the following organizations: TEGNA, Sinclair Media Group, Nexstar Media Group, Morgan Murphy Media, Gray Television, News-Press & Gazette, E.W Scripps Co., Hearst Television, Spectrum News, Hubbard Broadcasting, Heritage Broadcasting of Michigan and Fox Television Stations. Student journalists learning their craft in the KOMU-TV Newsroom, were interviewed, critiqued and provided professional development tips from representatives from those organizations.

Additional Information

KOMU-TV in collaboration with The Missouri School of Journalism provide tours of KOMU-TV's station and operations to prospective School of Journalism students. Prospective students see how the station operates and how current students work as reporters, producers, anchors, editors, and more. Prospective students meet the staff, faculty, and students who are passionate about journalism and eager to share their insights and advice. Prospective students also learn about the various programs and opportunities that the station and school offer and how it prepares students for successful careers in the media industry. Tours are conducted throughout the year, typically in the afternoon to expose prospective students to how journalism students contribute and participate in daily newscasts.