

ANNUAL EEO PUBLIC FILE REPORT KQTV October 1, 2024 through September 30, 2025

Station(s) Comprising the Station Employment Unit: KQTV

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filed	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	TMP/News Reporter	10/30/2024	Indeed	3	A, B, C, D, E, H
2	Traffic Manager	5/1/2025	In House post	2	A, B, C, D, E, F, G, H
3	TMP/News Reporter	5/27/2025	Handshake	3	A, B, C, D, E, H
4	AM Producer/Reporter	9/8/2025	In House Post	4	A, B, C, D, E, F, G, H

Total Number of Persons Interviewed During Applicable Period: 12

Covering the Period from October 1, 2024 through September 30, 2025

Station(s) Comprising the Station Employment Unit: KQTV

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	KQTV Internal Posting	Steve Cline	4000 Faraon Street St. Joseph, MO 64506	816-364-2222	N	2
B	KQTV Website	Michelle King	4000 Faraon Street St. Joseph, MO 64506	816-364-2222	N	1
C	Heartland Media LLC	website	https://heartbeat.heartlandtv.com		Y	0
D	TVJobs.com	website	www.tvjobs.com	760-754-8177	N	2
E	Missouri Division of Workforce Development	Davis Scholz	2202 Frederick Ave., St. Joseph, MO 64506	816-236-9736	Y	1
F	KQTV On-air spot	Traffic Manager	4000 Faraon Street St. Joseph, MO 64506	816-364-2222	N	1
G	Missouri Western State University (Handshake)	website	4525 Downs Drive St. Joseph, MO 64507	816-271-4200	N	1
H	Indeed	website	www.indeed.com		N	4

Appendix 3 to Annual EEO Public File Report

Covering the Period from October 1, 2024 through September 30, 2025

Station(s) Comprising the Station Employment Unit: KQTV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KQTV

	Recruitment Initiative	Description
1	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	HRMA Job Fair, March 18, 2025. Attended by KQ2's HR Manager. Community Career Fair, September 23, 2025. Attended by KQ2's News Director.
2	Internship program designed to assist members of the community to acquire skills needed for broadcast employment	The station accepts interns enrolled in academic programs leading toward a degree in broadcasting. During the reporting period the station hosted two interns (Ayden Baugh and Anson Tipple) in the Weather Department. Supervisor was AM Meteorologist. News and Sports Dept. had four interns (NWMS, MWSC and MoWest). Supervisors were Sports Director and News Director.
3	Participation in job banks to promote outreach	The station provides airtime for a Community Job Bank spot. Spots provide airtime to area business and KQTV of job vacancies to help promote broad outreach.
4	Participation in other activities and Career Fair	The station attends My Success events, sponsored by the St. Joseph School District. The events give juniors and seniors an opportunity to meet area businesses and possible jobs for the future. KQTV's Traffic Manager, HR Manger, Creative Services Producer and AM Meteorologist attended. Oct. 15, 2024 Mid-Buchanan Career Fair, March 19, 2025. Attended by KQ2's Morning News Anchor. Benton High School Career Fair, May 1, 2025. Attended by KQ2's HR Manager.

		KQ2's Morning Meteorologist went to five local schools for Weather Talk with Vanessa. News Director reads to students at Pershing every Thursday during school year.
--	--	--