

KBCT(FM), KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)
EEO PUBLIC FILE REPORT
October 1, 2024 - September 30, 2025

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
General Manager	1-37	27

KBCT(FM), KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)

EEO PUBLIC FILE REPORT

October 1, 2024 - September 30, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Broadcasting School 4511 SE 29th St Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : www.radioschool.com Email : michelle@radioschool.com Michelle McConnell	Y	0
2	Briar Cliff University/Career Development Center 3303 Rebecca Street Heelan Hall/Room 057 Sioux City, Iowa 51104 Phone : 712-279-5455 Url : www.briarcliff.edu Email : Joshua.Cobbs@briarcliff.edu Joshua Cobbs	Y	0
3	Central Methodist College 411 Central Methodist Square Fayette, Missouri 65270 Phone : 660-248-6986 Url : www.centralmethodist.edu Email : career@centralmethodist.edu Fax : 1-660-248-6980 Nicolette Yevich	N	0
4	Central Missouri State University Career Services Center WDE 1200 Warrensburg, Missouri 64093 Phone : 660-543-4985 Url : www.ucmo.edu Email : recruiter@ucmo.edu Fax : 1-660-543-4668 Amber Goreham	N	0
5	Culver-Stockton College One College Hill Canton, Missouri 63435 Phone : 573-288-6536 Url : www.culver.edu Email : rjarvis@culver.edu Robin Jarvis	N	0

KBCT(FM), KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Drury University 900 North Benton, FSC 114 Springfield, Missouri 65802 Phone : 417-873-7284 Url : drury.edu Email : career@drury.edu Fax : 1-417-873-7284 Emily Buckmaster	N	0
7	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 785-301-2552 Url : www.eaglemedia.com/careers Email : eaglehr@eagleradio.net Shai Harrison	N	1
8	Hannibal LaGrange College 2800 Palmyra Rd Hannibal, Missouri 63401 Phone : 573-221-3675 Url : hlg.edu Email : krichardson@hlg.edu Fax : 1-573-221-6594 Karry Richardson	N	0
9	Heart of America Indian Center 600 W 39th St Kansas City, Missouri 64111 Phone : 816-931-5229 Fax : 1-816-421-6493 Pam Slade	N	0
10	Helping Hand of Goodwill Industries 200 South 8th Street St. Joseph, Missouri 64501 Phone : 8163154230 Email : adavis@mokangoodwill.org Anita Davis	Y	0
11	Highland Community College 606 W Main Highland, Kansas 66035 Phone : 785-442-6010 Email : humanresources@highlandcc.edu Lexy Clark	Y	0

KBCT(FM), KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Hillyard Technical Center 3434 Faraon St. Joseph, Missouri 64506 Phone : 816-671-4170 Email : john.delee@sjsd.k12.mo.us John DeLee	Y	0
13	Indeed Website 6433 Champion Grandview Way Austin, Texas Url : www.indeed.com Shai Harrison Manual Posting	N	2
14	Kansas Association of Broadcasters 214 SW 6th Street Topeka, Kansas 66603 Phone : 785-235-1307 Email : info@kab.net Fax : 1-785-233-3052 Judy Clouse	Y	0
15	Lincoln University 820 Chestnut St. Jefferson City, Missouri 65101 Phone : 573-681-5167 Url : lincolnu.edu Email : meyerj@lincolnu.edu Fax : 1-573-681-5165 John Meyer	N	0
16	Lindenwood College 209 South Kingshighway St. Charles, Missouri 63301 Phone : 636-949-4806 Url : lindenwood.edu Email : careerdevelopment@lindenwood.edu Fax : 1-636-949-4790 Dana Wehrli	N	0

KBCT(FM), KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Maryville University 13550 Conway Road St Louis, Missouri 63141 Phone : 314-576-9300 Url : maryville.edu Email : career@maryville.edu Fax : 1-314-529-9923 Lynn Willits	N	0
18	Mineral Area College 5270 Flat River Road Park Hills, Missouri 63601 Phone : 573-518-3820 Url : mineralarea.edu Email : asheets@mineralarea.edu Alison Sheets	N	0
19	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : tstutheit@missouribroadcasters.org Fax : 1-573-634-8258 Terri Stutheit	Y	0
20	Missouri Department of Higher Education & Workforce Development 301 South 7th Street St. Joseph, Missouri 64501 Phone : 816-236-9736 Url : www.greathires.org Email : david.scholz@dhewd.mo.gov Fax : 1-816-387-2029 David Scholz	Y	0
21	Missouri Southern State University 3950 East Newman Road Joplin, Missouri 64801 Phone : 417-625-3137 Url : http://www.mssu.edu/career/index.php Email : gandy-a@mssu.edu Alex Gandy	N	0

KBCT(FM), KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)

EEO PUBLIC FILE REPORT

October 1, 2024 - September 30, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Missouri Valley College 500 East College Marshall, Missouri 65340 Phone : 660-831-4080 Url : moval.edu Email : mckayk@moval.edu Fax : 1-660-831-4039 Kellie McKay	N	0
23	Missouri Vocational Rehabilitation 525 Jules Suite201 St Joseph, Missouri 64501 Phone : 816-617-9177 Email : matthew.gregg@vr.dese.mo.gov Matthew Gregg	Y	0
24	Missouri Western State University 4525 Downs Drive Student Placement Center St. Joseph, Missouri 64507 Phone : 816-271-4206 Email : careercenter@missouriwestern.edu Jean Foster	Y	0
25	National Association of Farm Broadcasting 1100 Platte Falls Road Platte City, Missouri 64079 Phone : 816-431-4032 Url : nafb.com Email : info@nafb.com Career Opportunities	N	0
26	Northwest Missouri State University KXCV 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1163 Url : kxcv.org Email : jcoffey@nwmissouri.edu John Coffey	Y	0
27	RadioInsight https://radioinsight.com/ Sayreville, New Jersey Lance Venta Manual Posting	N	2

KBCT(FM), KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)
EEO PUBLIC FILE REPORT
October 1, 2024 - September 30, 2025
II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Fax : 1-317-846-9120 Scott Jones	N	0
29	Southern Illinois University/Edwardsville SIUE Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : sseiber@siue.edu Fax : 1-618-650-3656 Susan Seibert	Y	0
30	St. Joseph Chamber of Commerce 3003 Frederick Ave St. Joseph, Missouri 64506 Phone : 816-364-4113 Url : www.saintjoseph.com Kristie Arthur Manual Posting	N	0
31	St. Louis Community College 11333 Big Bend Road St. Louis, Missouri 63122 Phone : 314-984-7611 Url : stlcc.edu Email : CES@stlcc.edu Fax : 1-314-984-7447 Rita Reinhardt	N	0
32	Stevens College 1200 East Broadway Columbia , Missouri 65215 Phone : 573-876-7101 Url : stephens.edu Email : career@stephens.edu Heather Mile-Mange	N	0
33	University of Missouri 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Amanda Nell Manual Posting	N	0

KBCT(FM), KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)

EEO PUBLIC FILE REPORT

October 1, 2024 - September 30, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Washburn University Career Services 1700 SW College Ave Morgan Hall 123 Topeka, Kansas 66621 Phone : 785-670-1936 Url : www.washburn.edu Angela Valdivia Manual Posting	Y	0
35	Webster University 568 Garden Avenue St. Louis, Missouri 63119-3141 Phone : 800-981-9805 Trezette Dixon Manual Posting	N	0
36	Women's Employment Network 920 Main Suite 100 Kansas City, Missouri 64105 Phone : 816-822-8083 Url : kcwen.org Email : tbomar@kcwen.org Fax : 1-816-822-8607 Bomar Tonia	N	0
37	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

KBCT(FM), KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)

EEO PUBLIC FILE REPORT

October 1, 2024 - September 30, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/15/2024	Participation in Job Fairs	The SEU participated in the Fall 2024 My Success Event on October 15-16, 2024. This community job fair was held at the Civic Arena and attracted almost 2,000 students from over 40 high schools in Northwest Missouri. The event hosted more than 70 area business representatives, showcasing job positions, internships and employment opportunities with local companies that job seekers could apply for. Students met one-on-one with representatives from each business in attendance through a highly interactive approach where students were exposed to the educational requirements necessary for each career. Colleges and technical centers were on hand to share where students could find the additional education and training necessary. The SEU took the opportunity to explain open positions and duties of station personnel.	4	Operations Manager Program Director News Director Program Director
2	2/11/2025	Participation in events or programs sponsored by educational institutions	The KKJO Program Director of the SEU presented at Career Days with the St. Joseph School District on February 11, 2025. The station employee spoke about their position in broadcasting, to include their on-air responsibilities and past experiences in the field. The conversation led to answering questions for those considering a career in the broadcasting field to provide insight into the education and experience needed to be successful.	1	Program Director
3	3/18/2025	Participation in Job Fairs	The SEU participated in the Community Job Fair on March 18, 2025 hosted by the HRMA of Northwest Missouri at the Stoney Creek Hotel and Conference Center. The event attracted over 350 job seekers and showcased more than 20 employers. The event showcased job positions, internships and employment opportunities with local companies that job seekers could apply for. The SEU took the opportunity to explain open positions and duties of station personnel.	1	General Manager

KBCT(FM), KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)
EEO PUBLIC FILE REPORT
October 1, 2024 - September 30, 2025
III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	5/1/2025	Participation in events or programs sponsored by educational institutions	The KKJO Program Director of the SEU volunteered as a mock interviewer for Benton High School on May 1 and 2, 2025 for the United Way. The station employee interviewed a total of 15 students during the two day event, following a list of specific questions with follow-up to help students develop their interviewing skills to help them be successful when interviewing for careers outside of a school setting.	1	Program Director
5	5/8/2025	Participation in events or programs sponsored by educational institutions	The SEU participated in a Q&A Panel with a senior Media and Marketing class at the University of Central Missouri on May 8, 2025. The panelists included the SEU's General Manager and company CRO, to provide a wide-range of experience in the broadcasting and media fields. Questions ranged from career beginnings, challenges in the field, to motivation and success and adapting to media trends.	2	Chief Revenue Officer General Manager
6	5/9/2025	Participation in events or programs sponsored by educational institutions	The KKJO Program Director of the SEU presented at Career Day with Truman Middle School, Spring Garden, Benton High School and Gene Field Elementary on May 9, 2025. The station employee spoke about their position in broadcasting, to include their on-air responsibilities and past experiences in the field. The conversation led to answering questions for those considering a career in the broadcasting field to provide insight into the education and experience needed to be successful.	1	Program Director

KBCT(FM), KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)

EEO PUBLIC FILE REPORT

October 1, 2024 - September 30, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	5/29/2025	Participation in events or programs sponsored by educational institutions	The KKJO Program Director of the SEU presented as a career speaker at Bode Middle School on May 29, 2025, organized by the United Way of Greater St. Joseph. The station employee spoke to four 7th and 8th grade classes, sharing about their career in broadcasting, to include their on-air responsibilities, past experiences in the field, what a typical day-to-day looks like, training and education required for the career, and more. The conversation led to answering questions for those considering a career in the broadcasting field to provide insight into the education and experience needed to be successful.	1	Program Director
8	9/23/2025	Participation in Job Fairs	On September 23, 2025, the SEU's Operations Manager participated in the St. Joseph Chamber of Commerce Community Job Fair. The Operations Manager spoke to interested individuals about various careers available in the communications industry. Applicants had the opportunity to visit about their area of interest such as sales, video production, and board operating.	1	Operations Manager