

KHQA-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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
Multimedia Journalist B1S Job ID: 138456	1-27, 29, 31-35	20
Account Executive B1S Job ID: 138455	1-27, 29-30, 32-36	30
Account Executive B1S Job ID: 143181	1-7, 9-15, 17-29, 32-36	28

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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
1	Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6324 Email : cadavis@alcorn.edu Carolyn Davis	N	0
2	Alliance of Professional Organizations P O Box 6312 Springfield, Missouri 65801-6312 Phone : 417-887-1220 Url : www.ozarksalliance.org Email : pdgswan@parkcrestdental.com Fax : 1-417-887-0357 Tiffany Klingsworth	N	0
3	American Federation of Television and Radio Artists 1034 South Brentwood Blvd Suite 1310 St Louis, Missouri 63117 Email : mv@sagaftra.org Maureen O'Brien	N	0
4	Arkansas Baptist College 1600 Bishop Street Little Rock, Arkansas 72202 Phone : 501-420-1343 Email : edmond.davis@arkansasbaptist.edu Edmond David	N	0
5	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp	N	0
6	Avila College 11901 Wornall Rd Kansas City, Missouri 64145 Phone : 816-942-8400 Email : careers@avila.edu Fax : 1-816-942-3362 Kelly Elliott	N	0

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7	Ball State Universtiy Ball State Universtiy Career Center-Lucina Hall Muncie, Indiana 47306 Phone : 765-285-2436 Email : clhershman@bsu.edu Cindy Hershman	N	0
8	Bluefield College 3000 College Drive Bluefield, Virginia 24605 Phone : 276-326-4461 Url : www.bluefield.edu Email : jhr@bluefield.edu General Account	N	0
9	Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : johnson@bvua.edu Jerry Johnson	N	0
10	Central Christian College 911 East Urbandale Drive Moberly, Missouri 65270 Phone : 660 263-3900 Email : ww Walton@ccc.edu Fax : 1-660-263-3936 William Walton	N	0
11	Central Community College-Columbus 4500 63rd Street Columbus, Nebraska 68602 Phone : 402-562-1210 Email : lhastreiter@cccneb.edu Fax : 1-402-562-1201 Lora Hastreiter	N	0
12	Central Community College-Hastings P O Box 1024 Hastings, Nebraska 68902 Phone : 402-461-2419 Email : ksterner@cccneb.edu Fax : 1-402-461-2454 Kyle Sterner	N	0

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13	Central Missouri State Univ. Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Url : https://www.ucmo.edu/ Email : recruiter@ucmo.edu Theresa Alewel	N	0
14	Chicago State University 95th St at King Dr Chicago, Illinois 60628 Phone : 773-995-2327 LaTasha Gibson Manual Posting	N	0
15	Chicago Urban League 4510 S Michigan Ave Chicago, Illinois 60653 Phone : 773-451-3524 Url : http://www.thechicagourbanleague.org Email : AWells@chiul.org Andrew Wells	N	0
16	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Jim Freeman Manual Posting	N	0
17	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7425 Don Malson Manual Posting	N	0
18	DeVry Institute of Technology 11224 Holmes Road Kansas City, Missouri 64131 Phone : 816-941-0430 Email : KCC-CareerServices@devry.edu Fax : 1-816-941-0239 Gerry Ellis	N	0

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19	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Email : Career@drury.edu Fax : 1-417-873-7808 Tina Moore	N	0
20	Indeed 200 West 6th Street Floor 36 Austin , Texas 78701 Holly Johnson Manual Posting	N	3
21	Kansas City Association of Black Journalists PO Box 32744 Kansas City, Missouri 64111 Phone : 816 234-4341 Url : www.kcabj.org/ Email : diuguidlj@yahoo.com Lewis Diuguid	N	0
22	Lindenwood University 209 S. Kingshighway Street St. Charles, Missouri Phone : 636-949-4451 Alex Stewart Manual Posting	N	0
23	Missouri School of Journalism 120 Neff Hall Columbia , Missouri Phone : 573-882-4821 Barbara Willis Manual Posting	N	0
24	Morningside University Attn: Dave Madsen 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712 274-5480 Email : ascenciog@morningside.edu Geovanni Ascencio	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	National Association of Broadcasters 1771 N St. NW Washington, District of Columbia Phone : 202-429-5497 Url : www.nab.org Email : nab@nab.org Fax : 1-202-429-5343 Alex Hitz Sanchez	N	0
26	Northwest Missouri State University 800 University Drive Admin Bldg 130 Maryville, Missouri 64468 Phone : 6605621250 Url : www.nwmissouri.edu/careerserv/HABinfo.htm Email : career@nwmissouri.edu Stacey M Stokes	N	0
27	Quincy University 1800 College Avenue Quincy, Illinois 62301 Phone : 217 222-8020 Email : liesekr@quincy.edu College Recruiter	N	0
28	Rincon Broadcasting Group Careers Page 301 S. McDowell Street Suite 125 #1645 Charlotte, North Carolina 28204 Phone : 6606265820 Melissa Billington Manual Posting	N	1
29	Southwestern Illinois College 2500 Carlyle Ave. Belleville, Illinois 62220 Phone : 618-222-5562 Email : careerservices@swic.edu Nicole Counselor	N	0
30	Station Website	N	1
31	The Craig Newmark Graduate School of Journalism at CUNY 219 W 40th Street New York, New York 10018 Phone : 646-758-7800 Awa Sowe Manual Posting	Y	0

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32	Truman State University Career Center Kirksville, Missouri 63501 Phone : 660-785-4237 Url : https://truman-csm.symplicity.com/employers/index . Joel Brumfield Manual Posting	N	0
33	University of Illinois Chicago 601 South Morgan-M/C 102 Chicago, Illinois 60607 Phone : 312-996-2969 Andres Garza Manual Posting	N	0
34	Western Illinois University 1 University Circle Macomb, Illinois 61445 Phone : 309-298-1838 Url : www.wiu.edu Career Counselor Manual Posting	N	0
35	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
36	ZipRecruiter 604 Santa Monica, California 90401 Holly Johnson Manual Posting	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2025	Participation in events or programs sponsored by educational institutions	On Wednesday October 1st, Director of Sales, Jason Wright volunteered to be a part of the College & Careers curriculum at Griggsville-Perry High School. The students practiced skills they will need to enter the workforce in the future by completing mock interviews with the volunteers. This gave the students the chance to practice real-world job interview skills. Jason participated by being a mock interviewer. He asked questions as if the students were applying for a job in broadcast sales and media sales.	1	Local Sales Manger
2	3/12/2026	Participation in events or programs sponsored by educational institutions	Human Resources Generalist, Melissa Billington and KTVO\KHQA News Director, Jessica Childs, represented KTVO, KHQA, and sister stations WICS/WICD/WRSP/WCCU/WBUI as well as all of Rincon Broadcasting Group at the Indian Hills Community College Career Expo on Thursday March 12, 2026, in Ottumwa Iowa. Melissa and Jessica reviewed resumes and met with attendees on campus to discuss Rincon Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were given handouts about current job openings and how to apply on-line for jobs using a QR Code that took them to the Rincon Broadcasting Group Careers Page.	2	Human Resources Generalist News Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	3/19/2026	Participation in events or programs sponsored by educational institutions	Human Resources Generalist, Melissa Billington and KTVO\KHQA Assistant News Director, Mack Pierce, represented KTVO, KHQA, and sister stations WICS/WICD/WRSP/WCCU/WBUI as well as all of Rincon Broadcasting Group at the Culver Stockton College Career Expo on Thursday March 19, 2026, in Canton Missouri. Melissa and Mack reviewed resumes and met with attendees on campus to discuss Rincon Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were given handouts about current job openings and how to apply on-line for jobs using a QR Code that took them to the Rincon Broadcasting Group Careers Page.	2	Human Resources Generalist Assistant News Director
4	9/24/2026	Participation in events or programs sponsored by educational institutions	Human Resources Generalist, Melissa Billington and KTVO\KHQA News Director, Jessica Childs, represented KTVO, KHQA, and sister stations WICS/WICD/WRSP/WCCU/WBUI in Springfield, IL, WVTM in Milwaukee WI, and KAYU in Spokane WA, as well as all of Rincon Broadcasting Group at the Truman State University Career Expo on Thursday September 24, 2026, in Kirksville MO. Melissa and Jessica reviewed resumes and met with attendees on campus to discuss Rincon Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were given handouts about current job openings and how to apply on-line for jobs using a QR Code that took them to the Rincon Broadcasting Group Careers Page.	2	Human Resources Generalist News Director