

KHQA-TV
EEO PUBLIC FILE REPORT
July 8, 2025 - 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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	7/8/2025	Establishment of an intern program designed to assist members of the community	KHQA participated in an internship program that started in early June 2025 and concluded on 7/10/2025. This year KHQA had 1 college students interested in learning about the world of broadcasting and helped them learn the day-to-day operations of a Newsroom. The purpose of the internship program is to enhance classroom learning through practical career-related work experience for local universities and colleges. The internship experience is personalized so that the student has the opportunity to develop new [or specific] skills he/she can use in mulitple settings.	2	News Director Director of Operations
2	7/16/2025	Participation in events sponsored by organizations representing the community	On July 16, 2025 a local high school student job shadowed in the KHQA Newsroom. The student completed a 4-H project that involves researching a career they are passionate about—journalism. During the visit, the student attended the afternoon news meeting, shadowed a seasoned newsroom professional, and engaged with staff members across the newsroom, asking insightful questions and gaining a behind-the-scenes look at the world of broadcast news. The student spent about 3-4 hours in the KHQA newsroom. The job shadow student now says, with KHQA's help, their College & Career Readiness project that's now on display at the fair was selected for the State Fair, Grand Champion, a 4-H medal, and a blue ribb	1	Digital content Manager

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3	7/21/2025	Participation in events or programs sponsored by educational institutions	On July 21, KHQA hosted 4th–7th graders from the Hannibal Children’s Center for a studio tour. Reporter Cassie Schoene showed the students how a newscast is produced, gave them a chance to try the green screen and teleprompter, and answered their questions about reporting and life on camera. They also got a behind-the-scenes look at production control. This is the third year the Children’s Center has brought students to the station, and each visit is a fun, hands-on learning experience.	2	Operations Manager Multimedia Journalist
4	7/23/2025	Participation in events or programs sponsored by educational institutions	On July 23, KHQA welcomed 1st, 2nd, and 3rd graders from the Hannibal Children’s Center for a behind-the-scenes tour of the studio. Guided by reporter Cassie Schoene, the students learned how a newscast comes together, tried their hand at the green screen for weather, and practiced reading from the teleprompter. They also explored the production control room and asked questions about working in television. This marks the third year the group has visited KHQA, and they continue to enjoy the hands-on experience each time. Lillian Bricker and Cassie Schoene	2	Operations Manager Multimedia Journalist