

KTVO-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
Account Executive B1S Job ID: 138457	1-3, 5-11, 14-17	5
Account Executive B1S Job ID: 138457	1-3, 5-11, 14-17	5
Production Assistant B1S Job ID: 142175	1-18	4
Production Assistant B1S Job ID: 142175	1-18	12

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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	Arkansas Baptist College 1600 Dr. Martin Luther King Jr Drive Little Rock, Arkansas 72202 Phone : 501-420-1343 Email : edmond.davis@arkansasbaptist.edu Edmond David	N	0
2	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Fax : 1-641-628-5338 Pat Joachim Kitzman	N	0
3	Columbia College 1001 Rogers St Columbia , Missouri 65216 Phone : 6606265820 Url : http://app.joinhandshake.com Melissa Billington Manual Posting	N	0
4	Employee Referral	N	1
5	Indeed 200 West 6th Street Floor 36 Austin, Texas 78701 Holly Johnson Manual Posting	N	4
6	Indian Hills Community College 525 Grandview Ave Ottumwa, Iowa 52501 Phone : 641-683-5102 Url : www.indianhills.edu Tori Henrichs Manual Posting	N	0
7	Missouri Broadcasters Assoc. 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : www.mbaweb.org Email : tstutheit@missouribroadcasters.org Terri Stutheit	N	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
8	Missouri Career Center 2105 East Normal Kirksville, Missouri 63501 Phone : 660-785-2335 Email : Terra.Rouse@dhewd.mo.gov Fax : 1-660-785-2404 Terra Rouse	N	0
9	Missouri School of Journalism 120 Neff Hall Columbia, Missouri 65211 Phone : 573-882-4821 Url : https://hiremizzoutigers.com Barbara Willis Manual Posting	N	0
10	Moberly Area Community College 101 College Avenue Moberly, Missouri 65270 Phone : 660-263-4110 Email : sondas@macc.edu Sonda Stewart	N	0
11	Southern Illinois University Career Center Carbondale, Illinois Phone : 618-453-7112 Email : mpurdy@siu.edu Matt Purdy	N	0
12	Station Website	N	2
13	The Craig Newmark Graduate School of Journalism at CUNY 219 W 40th Street New York, New York 10018 Phone : 6467587800 Yolanda Rodriguez Manual Posting	Y	0
14	Truman State University Career Center Kirksville, Missouri 63501 Phone : 660-785-4237 Url : https://www.myinterfase.com/truman/employer Joel Brumfield Manual Posting	N	0

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15	University of Missouri - KC 4825 Troost Kansas City, Missouri 64110 Phone : 816-235-1015 Url : careerservices@umkc.edu Goldie Gildehaus Manual Posting	N	0
16	William Woods University 1 University Ave. Fulton, Missouri 65251 Phone : 573-220-2673 Email : Career.Services@williamwoods.edu Shay Jasper	N	0
17	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
18	ZipRecruiter 604 Arizona Ave Santa Monica, California 90401 Holly Johnson Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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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	10/15/2025	Participation in events or programs sponsored by educational institutions	On Wednesday October 15th the Ottumwa Community High School brought the schools Bulldog Network student-led broadcasting and media class to tour KTVO's Kirksville studio. KTVO staff provided the students with the opportunity to see firsthand how a professional newsroom and production area works. The Students were accompanied by their advisor, Jeromy King. Students were shown the studio, studio control and staff gave demonstrations of the equipment and related first hand knowledge of broadcasting. Matthew Dawson and Jessica Childs gave the tour. Dan Magruder also participated.	3	Director of Operations\ENG News Director Managing Editor
2	11/14/2025	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Matt Gunn led a tour of the KTVO building in Kirksville for teachers from the Kirksville R-III and Adair County R-I school districts on November 14, 2025. The teachers got to see the newsroom, but they really enjoyed seeing the studio. While they were here, many had questions about how severe and winter weather is handled and how Matt changes his presentations for the school visits he does. Some of the teachers even tried their hand in front of the greenscreen.	1	Chief Meteorologist
3	1/14/2026	Participation in events or programs sponsored by educational institutions	On Wednesday January 14, 2026, four Ottumwa High School students and a teacher came to the studio to see how the KTVO station runs a newscast. The group is part of their school's Bulldogs Network. They were showed the control room and studio and watched the 5p and 6p newscasts. Matthew Dawson, John Garlock, and Jessica Childs conducted the tour and were on hand to answer their questions.	3	Managing Editor News Director Operations Manager

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4	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
5	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

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6	4/8/2026	Participation in events or programs sponsored by educational institutions	On Wednesday April 8, 2026, about 15 students from Truman State University with instructor Professor James Cianciola toured KTVO. The tour was led by KTVO Operations Manager, Matt Dawson and KTVO Multimedia Journalist, Stephanie Nau. Dawson showed them around the station, including the Production Offices, Studio Control, and Studio, informing students on how a news stations operates. Stephanie gave students insight into news gathering, editing, story writing, and anchoring newscasts. After the tour the students were informed about job opportunities in small markets like KTVO and the advantages of starting their careers in a small market. They were also given information on how to apply to jobs within Rincon Broadcasting Group and the careers page.	2	Operations Manager Multimedia Journalist
7	5/1/2026	Participation in events or programs sponsored by educational institutions	On Friday, May 1st The Ottumwa Community School District held a career day for 5th graders from, Farhney, James, Wilson, Horace Mann, and others. Volunteers from nearly 20 different businesses gathered to explain to kids about the many different career paths they could take. Sports Anchor, Reporter, AJ Johnson attended the career day representing KTVO. AJ told the students about his job and education and the step he took to become a journalist.	1	Sports Reporter

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8	5/8/2026	Participation in events or programs sponsored by educational institutions	A group of northeast Missouri students learned about the weather from a special guest on May 8. Chief Meteorologist Matt Gun visited with the 7th graders at Adair County R-1. The students learned about different types of clouds, storms, storm safety tips and the difference between a watch and a warning. Each class also had the opportunity to ask Matt some weather-related questions, questions about his education and his career as a meteorologist. and journalist.	1	Chief Meteorologist
9	5/19/2026	Participation in events or programs sponsored by educational institutions	On May 19th, weekend Sports Anchor, AJ Johnson, volunteered in an event at Cardinal Community Schools called the Amazing Shake. This event was put in place to begin teaching kids at an early age how to practice in real-world communication, build confidence and interact in a professional environment. During the KTVO portion Students practiced being an on air reporter and reading scripts live on camera. The exercise helped with eye contact, poise, and public speaking. At the end, three students were selected to move to the final round where they would have lunch with professionals to tryout their skills in a real setting. AJ also spoke about his education and what it takes to become a journalist.	1	Weekend Sports Anchor

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10	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