

ANNUAL EEO PUBLIC FILE REPORT KQTV October 1, 2019 through September 30, 2020

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

KQTV

The information contained in this Report covers the time period beginning October 1, 2019 to and including September 30, 2020 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period; 2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number; 3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period; 4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and 5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from October 1, 2019 through September 30, 2020

Station(s) Comprising the Station Employment Unit: KQTV

	Full-Time Positions Filled by Job Title	Date Filed	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Sales Assistant/Traffic Clerk	11/18/2019	J	11	A,B,C,D,E,F,J
2	News Anchor/Reporter	1/20/2020	D	3	A,B,C,D,E,F,G,I, J
3	TMP/Director	3/29/2020	F	2	A,B,C,D,E,F,G,I,
4	Meteorologist/Reporter	5/18/2020	B	2	A,B,C,D,E,F,G,I, J
5	News Producer	6/29/2020	B	2	A,B,C,D,E,F,G,I
6	TMP/Director	7/10/2020	C	2	A,B,C,D,E,F,G,I,J
7	TMP/Director	7/20/2020	A	4	A,B,C,D,E,G,I
8	Sales Assistant/Traffic Clerk	7/27/2020	J	5	A,B,C,D,E,F,G,H,I,J
9	Digital Sales Manager	8/27/2020	B	2	A,B,C,D,E,F,G,I,J
10	IT Engineer	9/14/2020	J	3	A,B,C,D,E,F,G,I,J

Section 1: Vacancy Information

Total Number of Persons Interviewed During Applicable Period: 36

Appendix 2 to Annual EEO Public File Report

Covering the Period from October 1, 2019 through September 30, 2020

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	Nick Ingram	4000 Faraon Street St. Joseph, MO 64506	816-364-2222	N	8
C	Heartland Media LLC	website	<a href="https://heartbeat.heartlandtv.com">https://heartbeat.heartlandtv.com</a>		Y	3
D	TVJobs.com	website	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	760-754-8177	N	2
E	Missouri Division of Workforce Development	Davis Scholz	301 S. 7th Street St. Joseph, MO 64501	816-236-9736	Y	1
F	KQTV On-air spot	Mandy Fultz	4000 Faraon Street St. Joseph, MO 64506	816-364-2222	N	2
G	Northwest Missouri "Hire a Bearcat"	website	<a href="mailto:career@nwmissouri.edu">career@nwmissouri.edu</a>		N	1

H	Nodaway News Leader	Lisa Dolton	PO Box 373 Maryville, MO 64468	660-562-4747	N	0
I	Missouri Western State University (Handshake)	website	4525 Downs Drive St. Joseph, MO 64507	816-271-4200	N	1
J	Indeed	website	www.indeed.com		N	16

Appendix 3 to Annual EEO Public File Report

Covering the Period from October 1, 2019 through September 30, 2020

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	Missouri Western State University – “Fall 2020 Virtual Career Fair” – Sept 2020 Northwest Missouri State University – “Career Day” Fall 2019
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 one intern in the news/sports department before COVID.
3	Participation in general outreach efforts	The station ran spot for job openings for business and organizations that would be placed on our website and/or on-air spot.

