

KBCT(FM), KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)
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
Marketing Consultant	1-2, 4-8, 10-28, 30-38, 40	32
Traffic & Continuity Director	1-8, 10-28, 30-31, 33-34, 36, 38, 40	15
News Director	1-2, 4-29, 31, 33-34, 36, 38, 40	29
Marketing Consultant	1-2, 4-8, 10-28, 30-34, 36, 38-40	39
Marketing Consultant	1-2, 4-8, 10-28, 30-34, 36, 38-40	8

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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	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	Broadcast Center of St. Louis 2360 Hampton Ave St. Louis, Missouri 63139 Phone : 314-647-8181 Url : broadcastcenterinfo.com Email : placement@broadcastcenterinfo.com Fax : 1-314-647-8181 John Carrol	N	0
4	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
5	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

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6	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
7	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
8	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	2
9	Glass Door - Not Directly Contacted by SEU	N	1
10	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
11	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

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12	Helping Hand of Goodwill Industries 200 South 8th Street St. Joseph, Missouri 64501 Phone : 8163154230 Email : adavis@mokangoodwill.org Anita Davis	Y	0
13	Highland Community College 606 W Main Highland, Kansas 66035 Phone : 785-442-6010 Email : humanresources@highlandcc.edu Lexy Clark	Y	0
14	Hillyard Technical Center 3434 Faraon St. Joseph, Missouri 64506 Phone : 816-671-4170 Email : john.delee@sjsd.k12.mo.us John DeLee	Y	0
15	Indeed.com - Not Directly Contacted by SEU	N	10
16	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
17	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

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18	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
19	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
20	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
21	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
22	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

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23	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
24	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
25	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
26	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
27	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
28	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Re-hire	N	1
30	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
31	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
32	St Joseph Post 4104 Country Lane St. Joseph, Missouri 64506 Phone : 816-233-8881 Url : www.stjosephpost.com Libby Waltemath Manual Posting	N	2
33	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
34	Stevens College 1200 East Broadway Columbia , Missouri 65215 Phone : 573-876-7101 Url : stephens.edu Email : career@stephens.edu Heather Mile-Mange	N	0

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35	University of Missouri 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Amanda Nell Manual Posting	N	0
36	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
37	Webster University 568 Garden Avenue St. Louis, Missouri 63119-3141 Phone : 800-981-9805 Trezette Dixon Manual Posting	N	0
38	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
39	Word of Mouth Referral	N	1
40	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:			17

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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	10/14/2025	Participation in Job Fairs	The SEU participated in the Fall 2025 My Success Event on October 14-15, 2025. This community job fair was held at the St. Joseph Civic Arena and attracted almost 2,000 students from over 40 high schools in Northwest Missouri. The event hosted several area business representatives, showcasing employment opportunities with local companies, including Eagle. The SEU took the opportunity to explain open positions, provide more information about the radio industry, and for those students interested in radio they were able to air an intro of a song with a provided script.	3	Operations Manager Program Director Program Director
2	1/23/2026	Participation in events sponsored by organizations representing the community	On January 23 and 24, 2026, the SEU participated in the St. Joseph Farm Show, where station representatives engaged with members of the attending public and promoted available employment opportunities. Representatives specifically advertised the organization's need for sales professionals, providing information to interested individuals and encouraging qualified attendees to consider applying. The event provided an opportunity to expand recruitment outreach and connect with potential applicants within the local community.	4	Operations Manager Farm Director Marketing Consultant Digital Marketing Consultant

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3	2/19/2026	Participation in events sponsored by organizations representing the community	On February 19–21, 2026, the SEU participated in the Western Farm Show to promote employment opportunities and engage with members of the attending public. Station representatives advertised the organization’s need for sales professionals, discussed the radio industry and available career opportunities with interested individuals, and provided a QR code allowing job seekers to access additional information about positions that were open at the time. This provided attendees with a convenient way to learn more about the organization, available positions, and how to pursue employment opportunities in the radio industry.	4	Operations Manager Farm Director News Reporter Digital Marketing Consultant
4	4/2/2026	Participation in events sponsored by organizations representing the community	On April 2, 2026, the SEU participated in the Touch-A-Truck Event at Avenue City School, providing students, local children, and community members an opportunity to tour the station’s remote broadcast vehicle and learn about the equipment, technology, and processes involved in radio broadcasting. Adults attending the event were also provided information about employment opportunities with the organization, including a QR code linking to current job openings.	1	Operations Manager

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5	4/25/2026	Participation in events sponsored by organizations representing the community	On April 25, 2026, the SEU sponsored and participated in the annual "I'm a Safe Driver" program, a community initiative organized by the St. Joseph Police Department Traffic Unit and Buchanan County Sheriff's Office in partnership with the Missouri Department of Transportation, and the Reed Automotive Group. During the event, station representatives provided attendees and accompanying adults with tours of the station's remote broadcast equipment and explained the processes involved in producing a remote broadcast. Representatives also discussed career paths and the various opportunities available for individuals interested in entering the radio and broadcasting industry.	1	Operations Manager
6	5/7/2026	Participation in events sponsored by organizations representing the community	On May 7, 2026, the SEU participated in the annual "Don't Do Drugs" Savannah Block Party at the United Electric Cooperative in Savannah, Missouri. The Operations Manager utilized this high-visibility community event to host an outreach booth, engaging with local residents, parents, and students about careers in the broadcasting industry. The Operations Manager provided tours of the station's remote broadcast equipment setup and explained live broadcasting processes to attendees and accompanying adults. Additionally, the Operations Manager was able to utilize this high-visibility community event to engage with local residents, parents, and students about careers in the broadcasting industry.	1	Operations Manager

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7	7/13/2026	Establishment of training programs for station personnel	The SEU put two of its new Marketing Consultants through a 7-week training program called P1 Plus, covering a number of broadcasting topics and skillsets. Participants watch more than 50 online video courses and take an exam at the end of each course. There are weekly calls with course instructors and weekly status updates that are sent to the participant's manager. Participants learn about topics such as advanced sales techniques and broadcast and digital sales, which will in turn help them advance their career in the company.	3	Senior Advisor of Strategy and Training Digital Marketing Consultant Marketing Consultant
8	7/17/2026	Participation in events sponsored by organizations representing the community	On July 17, 2026, the SEU actively participated in the 29th Annual Amelia Earhart Festival in Atchison, Kansas. SEU staff took on a highly visible role during the Friday night riverfront concert series, assisting with on-site stage production and delivering the live introductions for artists, such as Lorrie Morgan. Alongside these production duties, the SEU operated an interactive educational booth on the festival grounds designed to showcase the radio industry and educate the public on broadcasting career paths, including on-air talent, engineering, and digital content creation. Personnel engaged with attendees, distributed information regarding career preparation, and provided information regarding current job openings within the company.	2	Operations Manager On-Air Personality

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9	9/8/2026	Participation in Job Fairs	On September 8, 2026, the SEU participated in the St. Joseph Chamber of Commerce Community Job Fair, which included more than 30 participating businesses and organizations. The SEU hosted two booths and provided attendees with information regarding employment opportunities in the communications and broadcasting industry. Station staff spoke with interested individuals about career opportunities and the qualifications and responsibilities associated with positions in areas including sales, video production, and board operating. The event provided the SEU with an opportunity to reach members of the local community, increase awareness of career opportunities in broadcasting, and encourage qualified individuals to consider employment with the station.	4	General Manager Digital Marketing Consultant Marketing Consultant Marketing Consultant