

EEO PUBLIC FILE REPORT
FOR
STATIONS KNPG-CD, KNPN-CD, and KJCO-CD

This EEO Public File Report
Covers the Period
June 11, 2024 to September 30, 2024*

* The stations in the employment unit became subject to the FCC Rules applicable to Class A stations on June 11, 2024. This Report is timely filed pursuant to direction from the Commission Staff. *See* Letter from Barbara A. Kreisman, Chief, Video Division, Media Bureau, dated October 10, 2024.

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station KNPG-CD, KNPN-CD, AND KCJO-CD's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period ending on September 30, 2024, the station filled the following full-time vacancies:

1. News Producer
2. Account Executive
3. Meteorologist

The station interviewed a total of ten (10) people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
NPG Career Site (External)	0
NPG Career Site (Internal)	1
Indeed	4
TVJobs	0
JobCase	0
Handshake	0
NWMSU	0
KU – HireJayhawks	0
Employee Referral	4
External Referral	1

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Producer **Recruitment Source That Referred the Hiree:** Indeed

Requisition #: 24-1042 **Total Number of Persons Interviewed for the Vacancy:** 3

Date Vacancy Opened: 04/01/24

Date Vacancy Filled: 06/11/24

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NPG Career Site (External)	www.npgco.com/careers	Tim Sportsman	816-271-8650	0	No
NPG Career Site (Internal)	www.npgco.com/careers	Tim Sportsman	816-271-8650	1	No
Indeed	www.Indeed.com	N/A	N/A	1	No
TVJobs.com	www.tvjobs.com	Mark Holloway	N/A	0	No
Handshake	https://app.joinhandshake.com	N/A	N/A	0	No
NWMSU	career@nwmissouri.edu	N/A	N/A	0	No
KU – Hire Jayhawks	https://ku-csm.symplicity.com	N/A	N/A	0	No
Employee Referral	In-house delivery to HR	Jennifer Wright	816-271-8571	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Meteorologist **Recruitment Source That** Indeed
Requisition #: 24-1104 **Referred the Hiree:** Indeed
Date Vacancy Opened: 06/21/24 **Total Number of Persons**
Date Vacancy Filled: 08/12/24 **Interviewed for the** 3
Vacancy: 3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NPG Career Site (External)	www.npgco.com/careers	Tim Sportsman	816-271-8650	0	No
NPG Career Site (Internal)	www.npgco.com/careers	Tim Sportsman	816-271-8650	0	No
Indeed	www.Indeed.com	N/A	N/A	1	No
TVJobs.com	www.tvjobs.com	Mark Holloway	N/A	0	No
Handshake	https://app.joinhandshake.com	N/A	N/A	0	No
NWMSU	career@nwmissouri.edu	N/A	N/A	0	No
KU – Hire Jayhawks	https://ku-csm.symplicity.com	N/A	N/A	0	No
Employee Referral	In-house delivery to HR	Jennifer Wright	816-271-8571	2	No

ATTACHMENT B
MENU OPTION ACTIVITIES

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Stations KNPG-CD, KNPN-CD and KJCO-CD, St. Joseph, MO have engaged in the following outreach activities during the period covered by this report:

Activity Classification	Type of Activity	Brief Description
1	Arizona State University Job Fair	Recruiting for potential hires and interns at Arizona State University on 9/16 – 9/17/24. NPG Recruiters were Michael Fabac, Kade Atwood, Sean Flanagan & Beatriz Martinez.
4	Severe Weather Training for School Children (Safety Town)	Chief Meteorologist (Jared Shelton) presented to children in grades 1 – 4 on severe weather topics and safety-related information. Event organized by St. Joseph Health & Safety Council and held on 6/19, 6/26, 7/3 and 7/10/24.
4	Severe Weather Training for School Children (Safety Acres)	Chief Meteorologist (Jared Shelton) presented to children in grades 3 – 5 on severe weather topics and safety-related information. Event organized by St. Joseph Health & Safety Council and held on 9/12 – 9/13/24.
8	In-house Training	NPG Director of Training & Development (Pete Seyfer) conducted training sessions for all news staff – producers, directors, on-air staff and managers from 8/12 – 8/14/24.

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;

3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.