

2024-2025 EEO Report

KXCV/KRNW-FM Annual EEO Public File Report Form Covering the Period from October 1,2024 to September 30,2025

LIST OF ALL FULL-TIME JOBS FILLED FOR THE 12 MONTH PERIOD OF OCTOBER 1,2024 THROUGH SEPTEMBER 30,2025

Job Title: Membership/Events Coordinator	Date Filled: 11/1/24
Job Title: News Director	Date Filled: 4/19/25

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

Job Title for Vacancy: Membership/Events Coordinator	Date Vacancy Filled: 11/1/24
Recruitment Source for Actual Hire: NWMSU Human Resources Website	

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Persons and Phone Number
NWMSU Career Services Website	Brooke Hull 660-562-1127
HigherEdJobs.com	www.higheredjobs.com
National Association of Black Journalists	www.nabjcareers.org
Indigenous Journalists Association	www.indigenousjournalists.org
Asian American Journalist Association	www.aajacareers.org
NWMSU Career Services social media	Brooke Hull 660-562-1127
KXCV/KRNW Website	John Coffey 660-562-1163

Job Title for Vacancy: News Director	Date Vacancy Filled: 4/19/25
Recruitment Source for Actual Hire: Corporation for Public Broadcasting website	

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

Name and Address of Source	Contact Persons and Phone Number
NWMSU Career Services Website	Brooke Hull 660-562-1127
HigherEdJobs.com	www.higheredjobs.com
National Association of Black Journalists	www.nabjcareers.org
Indigenous Journalists Association	www.indigenousjournalists.org
Asian American Journalist Association	www.aajacareers.org
NWMSU Career Services Social Media	Brooke Hull 660-562-1127
KXCV/KRNW Website	John Coffey 660-562-1163
KXCV/KRNW Radio	John Coffey 660-562-1163

Corporation for Public Broadcasting	www.cpb.org
Missouri Broadcasters Association	www.missouribroadcasters.org
Iowa State University Career Services-CyHire	https://cyhire.iastate.edu

Description of Supplemental Outreach Activities

Date of Initiative Events: Initiative 7

Describe Nature of Initiative: Participate in scholarship programs directed at students desiring to pursue a career in broadcasting.

Describe Scope of Broadcasters' Participation (including name of any other sponsoring or participating organizations): We have established (solicited funds for, set up guidelines for, and selected recipients for) five scholarships to be granted students of broadcasting and to KXCV-KRNW on-air student announcers at Northwest Missouri State University. The scholarships are awarded annually.

Names of Station Personnel Involved in Initiative: John Coffey, Patty Holley, Darren Perkins, Matt Tritten, Gavin McGough and Hannah Staggs.

Form Prepared By: John Coffey

Date: 9/30/25

Description of Supplemental Outreach Activities

Date(s) of Initiative Events: Initiative 8

Describe Nature of Initiative: Establish a training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Describe Scope of Broadcasters' Participation (including name of any other sponsoring or participating organizations): Northwest students who are interested in developing communication skills are invited to audition for on-air, news reporting and sports engineer positions. If the audition is successfully completed, then the student enters a formalized, on-going training and evaluation process. Weekly workshops are held and one-on-one evaluation sessions are a part of the training. We participate in career fairs at college level. We offer job shadow opportunities at middle school and higher levels. We participate in enhanced teacher training opportunities.

Names of Station Personnel Involved in Initiative: John Coffey, Patty Holley, Darren Perkins, Matt Tritten, Gavin McGough and Hannah Staggs.

Form Prepared By: John Coffey

Date: 9/30/25

YEARLY TOTAL NUMBER OF INTERVIEWEES AND TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE

Yearly Period Beginning: October 1, 2024	Ending: September 30, 2025
Total Number of Persons Interviewed for Full-Time Vacancies: 5	

Total Number of Interviewees Referred by Each Recruitment Source:

Recruitment Source Name	Total Number of Interviewees
NWMSU Career Services Website	4

HigherEdJobs.com	0
National Association of Black Journalists	0
Indigenous Journalists Association	0
Asian American Journalist Association	0
NWMSU Career Services Social Media	0
KXCV/KRNW website	0
KXCV/KRNW Radio	0
Corporation for Public Broadcasting	1
Missouri Broadcasters Association	0
Iowa State University Career Services- CyHire	0

Summary Description of Supplemental Outreach Activities

2/4 Year Period Beginning October 1, 2024 and Ending September 30, 2025

Specify First Initiative: INITIATIVE 7 Participate in scholarship programs directed to students desiring to pursue a career in broadcasting.

Describe activities undertaken to fulfill that initiative: We have established (solicited funds for, set up guidelines for, and selected recipients for) five scholarships to be granted students of broadcasting and to KXCV-KRNW on-air student announcers at Northwest Missouri State University. The scholarships are awarded annually.

Specify Second Initiative: INITIATIVE 8 Establish a training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Describe activities undertaken to fulfill that initiative: Northwest students who are interested in developing communication skills are invited to audition for on-air, news reporting and sports engineer positions. If the audition is successfully completed, then the student enters a formalized, on-going training and evaluation process. Weekly workshops are held and one-on-one evaluation sessions are a part of this training. We participate in career fairs at college level. We offer job shadow opportunities at middle school and higher levels, including Upward Bound. We participate in enhanced teacher training opportunities.