

KBSI, WDKA
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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 |
|----------------------------|--|-----------------------|
| Sales Account Executive | 1-2, 4-7, 9, 11-13, 15-17, 19-47, 49-51, 53, 55 | 9 |
| Creative Services Producer | 1-2, 4-5, 7, 11-13, 15-16, 19-44, 46-51, 53 | 41 |
| Creative Services Producer | 1-2, 4-5, 7, 11-13, 15-16, 18-44, 46-51, 53, 56 | 18 |
| Master Control Operator | 1-4, 7-8, 10-16, 19-44, 46-48, 50-54, 56 | 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 | 602 Communications 4349 E Colter Street Phoenix, Arizona 85018 Phone : 704-543-1426 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik | N | 0 |
| 2 | Alternative Opportunities 3105 Independence Suite B Cape Girardeau, Missouri 63701 Phone : 573-334-9344 Email : tbertrand@pfh.org Stacy Slanders | N | 0 |
| 3 | Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Url : http://www.asu.edu Email : mike.wong@asu.edu Mike Wong | Y | 0 |
| 4 | Bishop State Community College 351 N. Broad Street Mobile, Alabama Phone : 251-662-5371 Url : http://www.bishop.edu Email : jwomack@bishop.edu Juliette Womack | N | 0 |
| 5 | Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway | N | 0 |
| 6 | Career Fair | N | 1 |
| 7 | Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley | N | 0 |
| 8 | Current Employee/Internal Promotion | N | 1 |

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|-----------|---|---|--|
| 9 | Employee Referral | N | 6 |
| 10 | Foundation for Minority Interests in Media (FMIM) 825 7th Avenue 4th Floor New York, New York 10019 Phone : 212-664-3773 Url : http://www.emmabowenfoundation.com Email : rahsaan.harris@nbcuni.com Career Services | N | 0 |
| 11 | GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source | N | 1 |
| 12 | Grace Hill Neighborhood Services 2600 Hadley St. Louis, Missouri 63106 Phone : 314-539-9500 Url : http://www.gracehill.org Email : lindalw@gracehill.org Career Services | N | 0 |
| 13 | Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source | Y | 0 |
| 14 | Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley | N | 0 |
| 15 | Illinois Workforce Development System 8195 Express Drive Marion, Illinois 62959 Phone : 618-241-6705 Url : http://www.illinoisskillsmatch.com Email : scott.cphoon@illinois.gov John Otey | N | 0 |

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|-----------|---|---|--|
| 16 | Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source | N | 1 |
| 17 | Internet Ad-not directly contacted by SEU | N | 2 |
| 18 | Internship Program | N | 1 |
| 19 | Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source | Y | 0 |
| 20 | Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |
| 21 | KBSI / WDKA 806 Enterprise St. Cape Girardeau, Missouri 63780 Phone : 573-331-2113 Email : employment@sbgstv.com Rhonda Mirgaux | N | 0 |
| 22 | Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn | N | 1 |
| 23 | Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk | 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 |
|------------------|---|--|---|
| 24 | Missouri Broadcasters Association 1025 Northeast Dr PO Box 104445 Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Email : tharper@mbaweb.org Terry Harper | N | 0 |
| 25 | Missouri State University 901 South National Carrington Hall 309 Springfield, Missouri 65804 Phone : 417-836-5636 Url : http://www.smsu.edu Email : humanresources@missouristate.edu Jill Wiggins | N | 0 |
| 26 | Missouri's Workforce Resource Website 1737 Kingshichway Cape Girardeau, Missouri 63701 Phone : 573-751-3981 Url : http://www.missouricareersource.com Email : tammyt@job4you.org Fax : 1-573-290-5746 Barb Snellen | N | 0 |
| 27 | Murray State University 102 Curris Center Murray, Kentucky 42071 Phone : 270-762-7087 Url : http://www.murraystate.edu Email : human.resources@murraystate.edu Career Services | N | 0 |
| 28 | NAACP 1156 15th Street NW Suite 915 Washington, District of Columbia 20005 Phone : 877-622-2798 Url : http://www.naACP.com Email : washingtonbureau@naACPnet.org Career Services | N | 0 |
| 29 | National Assoc of Broadcasters 1771 North Street NW Washington, District of Columbia 20036 Phone : 202-429-1650 Url : http://www.nab.org Email : nab@nab.org Dwight Ellis | N | 0 |

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|------------------|---|--|---|
| 30 | National Assoc of Hispanic Journalists 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : http://www.nahj.com Email : nahj@nahj.org Virginia Gallido | N | 0 |
| 31 | National Hispanic Media Coalition 55 South Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Alejandra Valenzuela | N | 0 |
| 32 | National Organization For Women PO Box 25331 Raleigh, North Carolina 27611 Phone : 919-834-4073 Url : http://www.now.org Email : nownorthcarolina@gmail.com Career Services | N | 0 |
| 33 | National Organization For Women 1100 H St. NW 3rd Floor Washington, District of Columbia 20005 Phone : 202-628-8669 Url : http://www.now.org Email : now@now.org Bonnie Rice | N | 0 |
| 34 | National Urban League of Central Carolinas, Inc 740 W 5th Street PO Box 34686 Charlotte, North Carolina Phone : 704-373-2256 Url : http://www.nul.org Email : info@urbanleaguecc.org Career Services | N | 0 |
| 35 | Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8330 Email : wgbrockington@nsu.edu Dr. Wanda Brockington | N | 0 |

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|-----------|--|---|--|
| 36 | Purdue University Rawls Hall, Room 3029 100 S. Grand St West Lafayette, Indiana 47907 Email : sbgresumes@sbgstv.com Sally Luzader | N | 0 |
| 37 | Radio-TV News Directors Assoc 4121 Plank Rd #512 Fredericksburg, Virginia 22407 Phone : 202-659-6510 Url : http://www.rtnda.org Email : karenh@rtdna.org Career Services | N | 0 |
| 38 | Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source | N | 0 |
| 39 | SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source | N | 0 |
| 40 | Society of Professional Journalists 3909 N Meridian St Indianapolis, Indiana Phone : 317-927-8000 Url : http://www.spj.org Email : cvachon@spj.org Terry Harper | N | 0 |
| 41 | Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Url : http://www.semo.edu Email : humanresources@semo.edu Jerry Westbrook | N | 1 |

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|------------------|---|--|---|
| 42 | Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Email : humanresources@semo.edu Fax : 1-573-651-2532 Jerry Westbrook | N | 0 |
| 43 | Southern IL University Cardondale, Illinois 62901 Phone : 618-453-1040 Url : http://www.siu.edu Email : hrinfo@siu.edu Cindy Jenkins | N | 0 |
| 44 | Southern Illinois of Carbondale 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2121 Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 45 | Station On-Air Advertisement | N | 1 |
| 46 | The Art Institute of St Louis 1520 S 5th St St Louis , Missouri 63303 Phone : 800-275-7603 x 2615 Email : sbgresumes@sbgstv.com Career Advisor | N | 0 |
| 47 | The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |
| 48 | The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle | N | 0 |

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|-----------|--|---|--|
| 49 | The Professional Center 415 Fourth Ave Suite 1 Tarentum, Pennsylvania 15084 Phone : 412-224-9006 Url : http://www.theprofessionalcenter.org Email : info@theprofessionalcenter.org Nancy Kuritzky | N | 0 |
| 50 | The Urban League 3701 Grandel Square St. Louis, Missouri 63108 Phone : 314-615-3624 Url : http://www.nul.org Email : hr@urbanleague-stl.org Kim Love | N | 0 |
| 51 | TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source | N | 0 |
| 52 | Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway | N | 0 |
| 53 | University of Missouri - St. Louis 278 Millennium Student Ctr One University Center St. Louis, Missouri 63121 Phone : 314-516-5100 Url : http://www.mizzou.com Email : muhrs@missouri.edu Emily McEneny | N | 0 |
| 54 | US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen | Y | 0 |

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|--|---|--|---|
| 55 | Vision Maker Media 1800 No 33 Street PO Box 83111 Lincoln, Nebraska 68501 Phone : 402-472-3522 Url : http://www.nativetelecom.org Email : visionmaker@unl.edu Frank Blythe | N | 0 |
| 56 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 16 |

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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 | 10/1/2017 | Establishment of an intern program designed to assist members of the community | <p>The Station Employment Unit has an internship program as defined below: Program Goal: The goal of our internship program is to recruit candidates from colleges and technical schools to prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> • Develop links with technical schools, universities, and colleges to promote the Station Employment Unit as a prospective employer. • Create a symbiotic relationship between interns and Station Employment Unit employees. • Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry. <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> • The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered. • The applicant must be at least 18 years of age. • The applicant must be in good academic standing, as defined by his or her academic institution. • The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid. • In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility | 4 | Creative Services Director Creative Services Asst. Creative Services Producer Creative Services Producer |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|--|-------------------------------------|---------------------------------------|
| | | | requirements. From October 1, 2017 through September 30, 2018, the station employment unit did have one intern from Southeast Missouri State University. | | |
| 2 | 10/12/2017 | Participation in Job Fairs | Southeast Missouri State University offered a chance for are industry leaders and University students to come together in search of job opportunities or available internships. The fair was held at the Student Recreation Center on campus in Cape Girardeau. KBSI-TV / WDKA-TV participated by handing out pamphlets and provided a corporate job openings list. Station promotional items were also given. | 1 | Programming Manager |
| 3 | 10/18/2017 | Participation in events or programs sponsored by educational institutions | Marketing Consultant, Brandy McIntire, spoke with the Ethics organization, Student Center for Public Trust, at Southeast Missouri State University. She discussed business ethics within the broadcast industry as well as careers. Job opportunities and how to apply were discussed as well. All questions were entertained. The station brochure was given out to attendees. We appreciate opportunities to continue working with SEMO University! | 1 | Marketing Consultant |
| 4 | 10/25/2017 | Participation in events or programs sponsored by educational institutions | Cape Girardeau Career and Technology Center (CTC) invited KBSI / WDKA to attend their twelfth annual College and Career Fair. During the fair, we had the opportunity to meet over 450 juniors and seniors from twelve area high schools. Educational requirements and job opportunities were discussed. All questions were entertained. The station brochure was given out to attendees as well as station promotional items. We appreciate opportunities to continue working with CTC! | 2 | Business Manager Local Sales Asst. |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|--|-------------------------------------|---|
| 5 | 10/26/2017 | Participation in Job Fairs | The City of Cape as well as other local sponsors offered a chance for are industry leaders and job seekers to come together in search of job opportunities. The fair was held at the Osage Center in Cape Girardeau. KBSI-TV / WDKA-TV participated by handing out pamphlets and provided a corporate job openings list. Station promotional items were also given. | 2 | Programming Manager Business Manager |
| 6 | 3/1/2018 | Participation in Job Fairs | Southeast Missouri State University offered a chance for are industry leaders and University students to come together in search of job opportunities or available internships. The fair was held at the Student Recreation Center on campus in Cape Girardeau. KBSI-TV / WDKA-TV participated by handing out pamphlets and provided a corporate job openings list. Station promotional items were also given. | 3 | Programming Manager Local Sales Asst Business Manager |
| 7 | 4/2/2018 | Participation in events or programs sponsored by educational institutions | Marketing Consultant, Michelle Olson, spoke with the Principles of Management Class at Southeast Missouri State University. She discussed the everyday activities of a Marketing Consultant as well as the career opportunities within the broadcast industry. She also explained how to apply. All questions were entertained. The station brochure was given out to attendees. We appreciate opportunities to continue working with SEMO University! | 1 | Marketing Consultant |