

KBSI, WDKA
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	1-6, 8, 11, 14, 16-24, 26-30, 32-41, 43-46, 48-52	22
Master Control Operator	1-6, 8, 11, 14, 16-24, 26-30, 32-41, 43-46, 48-52	20
Manager of Business Operations	1-6, 8, 11-12, 14, 16-24, 26-30, 32-41, 43-52	20
Local Sales Manager	1-8, 11, 14, 16-24, 26-30, 32-41, 43-52	20
Creative Services Producer	1-8, 11-12, 14, 16-17, 19-24, 26-30, 32-41, 43-52	20
Multimedia Journalist	1-8, 11, 14, 16-17, 19-24, 26-35, 37-38, 40-41, 43-52	20
Account Executive	1-8, 11-14, 16-17, 19-24, 26-30, 32, 34-35, 37-38, 40-41, 43-52	13
Account Executive	1-8, 11-14, 16-17, 19-24, 26-30, 32, 34-35, 37-38, 40-41, 43-52	12
Account Executive	1-8, 10-11, 14, 16-17, 19-24, 26, 28-32, 35-41, 43-52	20
Account Executive	1-8, 10-11, 14, 16-17, 19-24, 26, 28-32, 35-41, 43-52	10
Assistant Traffic Manager	4, 9, 12, 17, 20-21, 25-26, 48, 51	12
Master Control Operator	4, 12, 17, 20-22, 26, 48, 51	12
Local Sales Assistant	1-8, 11, 14-17, 19-26, 28-30, 32, 35-52	20
Anchor/EP	1-8, 11, 14, 16-17, 19-24, 26, 28-32, 35-41, 43-52	22

KBSI, WDKA
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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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 : gnewell@602communications.com Graham Newell	N	0
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Phone : 256-372-5836 Url : https://www.aamu.edu/ Email : sherry.pruitt@aamu.edu Sherry Pruitt	N	0
3	Albany State University 504 College Dr Albany, Georgia 31705 Phone : 229-500-2026 Url : http://www.asurams.edu/ Email : hrrasu@asurams.edu Career Planning	N	0
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Phone : 602-496-7430 Url : https://cronkite.asu.edu/ Email : mike.wong@asu.edu Mike Wong	Y	0
5	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-662-5371 Url : https://www.bishop.edu/ Email : jwomack@bishop.edu Juliette Womack	N	0

KBSI, WDKA
EEO PUBLIC FILE REPORT

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Cape Girardeau Career & Tech 1080 S. Silver Springs Road Cape Girardeau, Missouri 63703 Phone : 573-334-0826 Url : https://ctc.capetigers.com/ Email : claytonk@capetigers.com Kathleen Clayton	N	0
7	Carver Talent LLC 5319 Loon Nest Ct Appollo Beach, Florida 33572 Email : ty@carvertalent.com Ty Carver	N	0
8	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Phone : 610-399-2275 Url : https://cheyney.edu/ Email : HR@cheyney.edu Career Services	N	0
9	Current Employee	N	1
10	E-mail Inquiry	N	2
11	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Phone : 252-335-3052 Url : http://www.ecsu.edu/ Email : hr@ecsu.edu Career Center	N	0
12	Employee Referral	N	5
13	Former Employee	N	1
14	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 : crystal.aldape@nbcuni.com Crystal Aldape	N	0

KBSI, WDKA
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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15	Handshake Midwestern Region Various, Missouri 55555 Url : www.uri.joinhandshake.com . Manual Posting	N	0
16	Harris-Stowe State University 3026 Laclede Ave St. Louis, Missouri 63103 Phone : 314-340-3512 Url : http://www.hssu.edu/ Email : info@hssu.edu Career Center	N	0
17	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Phone : 202-806-5807 Url : http://www.howard.edu Email : humanresources@howard.edu Carol Dudley	Y	0
18	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3041 Url : https://htu.edu/ Email : hr@htu.edu Career Center	N	0
19	Illinois Workforce Development System 8195 Express Drive Marion, Illinois 62959 Phone : 618-241-6705 Url : http://www.illinoisskillsmatch.com Email : scott.cohoon@illinois.gov John Otey	N	0
20	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Career Services Manual Posting	N	66

KBSI, WDKA
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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21	Ithaca College 101 Muller Faculty Center 953 Danby Rd Ithaca, New York 14850 Phone : 607-274-3365 Url : https://www.ithaca.edu/ Email : careers@ithaca.edu Career Services	Y	0
22	KBSI / WDKA Website 806 Enterprise St. Cape Girardeau, Missouri 63703 Phone : 573-331-2113 Url : https://www.kbsi23.com/ Email : hr.kbsi.wdka@kbsi23.com Law Duncan	N	3
23	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Phone : 502-597-6700 Url : https://www.kysu.edu/ Email : kendra.herve@kysu.edu Kendra Herve	N	0
24	Lincoln University of Missouri 820 Chestnut St Jefferson City, Missouri 65101 Phone : 573-681-5021 Url : https://www.lincolnu.edu/ Email : schlosserk@lincolnu.edu Kelly Schlosser	N	0
25	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : https://www.linkedin.com/ Account Manager Manual Posting	N	0
26	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

KBSI, WDKA
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Phone : 205-929-1000 Url : https://www.miles.edu/ Email : mwilson@miles.edu Patricia Wilson	N	0
28	Missouri Broadcasters Association 1025 Northeast Dr PO Box 104445 Jefferson City, Missouri 65109 Phone : 5736366692 Url : http://www.mbaweb.org Email : rheffner@mbaweb.org Rachael Heffner	N	0
29	Missouri State University 901 South National Carrington Hall 309 Springfield, Missouri 65804 Phone : 417-836-5636 Url : http://www.smsu.edu Email : careercenter@missouristate.edu Kelly Rapp	N	0
30	Missouri's Workforce Resource Website 760 S Kingshighway Street Suite C Cape Girardeau, Missouri 63701 Phone : 573-751-3981 Url : https://www.job4you.org/ Email : ttankersley@job4you.org Tammy Tankersley	N	0
31	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3195 Url : https://www.morgan.edu/ Email : Debbie.duran@morgan.edu Career Center	N	0
32	NAACP 1156 15th Street NW Suite 915 Washington, District of Columbia 20005 Phone : 877-622-2798 Url : http://www.naacp.org Email : washingtonbureau@naacpnet.org Career Services	N	0

KBSI, WDKA
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	National Assoc of Broadcasters 1 M Street SE Washington, District of Columbia 20003 Phone : 202-429-5300 Url : http://www.nab.org Career Services Manual Posting	N	0
34	National Assoc of Hispanic Journalists 1050 Connecticut Ave NW NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : http://www.nahj.org Email : contact@nahj.org Virginia Gallido	N	0
35	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
36	National Organization For Women PO Box 120523 Nashville, Tennessee 37212 Phone : 615-259-7141 Url : http://www.now.org Email : tennesseehow@comcast.net Cliff Seigler	N	0
37	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Url : https://www.nsu.edu/ Email : careerservices@nsu.edu Career Services	N	0
38	Purdue University Young Hall Room 132 155 S Grant Street West Lafayette, Indiana 47907 Phone : 765-494-4768 Url : https://www.purdue.edu Email : hr@purdue.edu Paula McLain	N	0

KBSI, WDKA
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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39	Robert Half 622 Emerson Suite 300 Creve Couer, Missouri 63141 Phone : 314-656-0420 Email : dana.james@roberthalf.com Dana James	N	6
40	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : http://www.semo.edu Email : careerservices@semo.edu Daniel Presson	N	0
41	Southern IL University Carbondale, Illinois 62901 Phone : 618-453-1040 Url : https://www.siu.edu/ Email : cjenk@siu.edu Cindy Jenkins	N	0
42	Station Website	N	1
43	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Phone : 713-313-7541 Url : http://www.tsu.edu/ Email : placementservices@tsu.edu Andreaus Boise-Fontenot	N	0
44	The Association of LGBTQ Journalists 2120 L St NW Suite 850 Washington, District of Columbia 20037 Url : nlgja.org Email : jobboard@nlgja.org Veronica Fernandez-Alvarado	N	0
45	The Professional Center 415 Fourth Ave Suite 1 Tarentum, Pennsylvania 15084 Phone : 412-224-9006 Email : info@theprofessionalcenter.org Nancy Kuritzky	N	0

KBSI, WDKA
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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46	The Urban League 3701 Grandel Square St. Louis, Missouri 63108 Phone : 314-615-3624 Url : https://www.ulstl.com/ Email : hr@urbanleague-stl.org Kim Love	N	0
47	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : https://www.tvjobs.com/ Email : jobs@tvjobs.com Mark Holloway	N	0
48	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Phone : 703-428-7536 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
49	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Phone : 304-766-3185 Url : https://www.wvstateu.edu/ Email : jsaldivar@wvstateu.edu Julie Saldivar	N	0
50	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina 27110 Phone : 336-750-3240 Url : https://www.wssu.edu/ Email : careersvcs@wssu.edu Career Services	N	0
51	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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52	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Phone : 504-520-7537 Url : https://www.xavier.edu/ Email : sleblan1@xula.edu Sharlene LeBlanc	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			85

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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	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>KBSI/WDKA has an internship program to help members of the community achieve their educational goals. KBSI/WDKA recruits students interested in the broadcast industry by advertising our internship programs at career fairs and by educating managers to mention this opportunity when speaking with members of the community. During this year, there was two interns.</p> <p>News Interns spend time learning the functions of the newsroom which include reporting, editing, shooting video, and writing stories. News interns also include Sports which focus more on newsgathering and preparing clips for sports segments.</p>	1	General Manager
2	Ongoing Event	Participation in other activities designed by the station employment unit	KBSI/WDKA produced a television spot which airs approximately each day on different parts of the day. The spot asks organizations having employment opportunities to contact KBSI/WDKA for the purpose of being added to KBSI/WDKA's mailing list and informs job seekers to check KBSI/WDKA's website for postings or current openings. The spot confirms KBSI/WDKA is an Equal Opportunity Employer.	1	General Manager
3	8/20/2023	Participation in events or programs sponsored by educational institutions	Southeast Missouri State University held a welcome back picnic. KBSI / WDKA-TV participated in hosting a booth offering the opportunity to engage discussions about broadcasting, internships, and employment opportunities with the station employees. A URL code was also provided to scan and link to the stations Open Positions webpage. Station promotional items were also handed out.	3	General Manager Sales Assistant & Research Analyst Promotion Coordinator
4	9/19/2023	Participation in Job Fairs	KBSI/WDKA attended Southern Illinois University's job fair. We met with candidates one on one and also held a group discussion about current and future job opportunities and internships.	2	General Manager Creative Services Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	10/13/2023	Participation in events or programs sponsored by educational institutions	Southeast Missouri State University held a homecoming block party. KBSI / WDKA-TV participated in hosting a booth offering the opportunity to engage discussions about broadcasting and employment opportunities with the station employees. A URL code was also provided to scan and link to the stations Open Positions webpage. Station promotional items were also handed out.	2	Promotion Coordinator Account Executive
6	11/21/2023	Provision of training to management	Broadcast 1 Source hosted a training session for KBSI/WDKA. The KBSI/WDKA HR team participated in learning about EEO reporting and requirements and look forward to utilizing the skills learned in the upcoming reporting process.	1	Manager of Business Operations
7	12/5/2023	Participation in Job Fairs	We hosted an information booth at Cape Girardeau Career & Technology Center where we spoke to students about current and future job opportunities, as well as our internship program.	2	Manager of Business Operations Director of Local Sales
8	2/20/2024	Participation in Job Fairs	KBSI/WDKA had a booth the Southern Illinois University Spring 2024 Job and Internship Fair. We met with students to discuss job opportunities and our internship program.	2	Manager of Business Operations Creative Services Director