

KBSI, WDKA
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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
Account Executive	1-6, 8-13, 15-37	6
Master Control Operator	1-8, 10-37	6

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EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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 : teruts@aoinc.org Stacy Slanders	N	0
3	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
4	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
5	Careerbuilder.com 8401 Greensboro Dr Ste 250 McLean, Virginia 22102 Phone : Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	0
6	Employee Referral	N	3
7	Foundation for Minority Interests in Media (FMIM) 825 7th Avenue 4th Floor New York, New York 10019 Phone : 212-456-1992 Url : http://www.emmabowenfoundation.com Email : phylis.eagle-oldson@nbcuni.com Career Services	N	0

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8	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
9	Hero 2 Hired 2400 Army Pentagon Washington, District of Columbia 20310 Url : http://www.h2h.jobs Crystal Arcilla Manual Posting	N	0
10	Hispanic Link News Service 1402 N St. NW Washington, District of Columbia 20005 Phone : 202-234-0280 Url : http://www.hispaniclink.com Email : Charlie@hispaniclink.org Carlos Ericson	N	0
11	Illinois Workforce Development System 8195 Express Drive Marion, Illinois 62959 Phone : 618-241-6705 Url : http://www.illinoiskillsmatch.com Email : scott.cohoon@illinois.gov John Otey	N	0
12	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : Eloise@ithaca.edu Eloise Green	Y	0
13	Linkedin Corporate Solutions 2029 Stierlin Cr Mountain View, California 94043 Url : http://www.linkedin.com/company/sinclair-broadcast Danielle Anderson Manual Posting	N	0

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14	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Phone : xxx Url : www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
15	Missouri's Workforce Resource Website PO Box 1087 Jefferson City, Missouri 65102 Phone : 573-751-3981 Url : http://www.missouricareersource.com Email : rstrop@mersgoodwill.org Barb Snellen	N	0
16	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
17	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
18	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
19	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.com Email : nahj@nahj.org Virginia Gallido	N	0

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October 1, 2013 - September 30, 2014

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20	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
21	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
22	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
23	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
24	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8330 Email : wgbrockington@nsu.edu Dr. Wanda Brockington	N	0
25	Purdue University Rawls Hall, Room 3029 100 S. Grand St West Lafayette, Indiana 47907 Email : luzaders@purdue.edu Sally Luzader	N	0

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26	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
27	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
28	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Fax : 1-573-651-2532 Jerry Westbrook	N	0
29	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	0
30	Southern IL University Cardondale, Illinois 62901 Phone : 618-453-1040 Url : http://www.siu.edu Email : hrinfo@siu.edu Cindy Jenkins	N	0
31	Southwest 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 Jack Hunter	N	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
32	The Art Institute of Fort Lauderdale 1799 SE 17th Street Fort Lauderdale, Florida 33316 Phone : 800-275-7603 x 2615 Email : lsanchez@aii.edu LuWin Sanchez	N	0
33	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
34	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
35	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
36	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
37	Women's Information Network 1800 R. Street NW Ste C-4 Washington, District of Columbia 20009 Phone : 202-347-2827 Url : http://www.womensinfonetnetwork.com Email : info@winonline.org Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/22/2013	Participation in events or programs sponsored by educational institutions	The TV & Film in America Class of Southeast Missouri State University came to the station for a tour. Rob Chronister, On Air / Production Manager, conducted the tour. He discussed the various departments found at the station and employment opportunities. He also entertained any questions that were asked. Lastly, he discussed the educational requirement for a broadcast career.	2	On Air / Production Manager Senior MCO	0.25
2	10/22/2013	Participation in events or programs sponsored by educational institutions	The Television Directing Class of Southeast Missouri State University came to the station for a tour. Rob Chronister, On Air / Production Manager, conducted the tour. He discussed the various departments found at the station and employment opportunities. He also entertained any questions that were asked. Lastly, he discussed the educational requirement for a broadcast career.	4	On Air / Production Manager Producer Producer Producer	0.25
3	10/24/2013	Participation in Job Fairs	The City of Cape as well as other local sponsors offered a chance for area 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, corporate job openings list and other information regarding employment opportunities within the broadcasting field. Station promotional items were also given. Station participants answered all questions asked.	2	Business Manager Local Sales Asst.	0.25
4	10/29/2013	Participation in events or programs sponsored by educational institutions	Our Chief Engineer and Assistant Engineer gave a tour to a local high school student. They discussed the various departments at the station. They also discussed in more detail the engineering department as well as day to day operations. Employment opportunities and educational requirements were discussed. They entertained all questions that were presented.	2	Chief Engineer Asst. Engineer	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
5	3/6/2014	Participation in Job Fairs	Southeast Missouri State University offered a chance for area industry leaders and University students to come together in search of job opportunities or available internships. This fair was held at the Student Recreation Center on campus in Cape Girardeau, Missouri. KBSI-TV / WDKA-TV participated by handing out information regarding employment opportunities within the broadcasting field. A list of corporate job openings was provided as well. Station promotional items were also distributed.	1	Business Manager	0.25
6	3/10/2014	Participation in events or programs sponsored by educational institutions	Orchard Elementary Tiger Cub Troop came to the station for a tour. Chuck Moffitt, Promotion Manager, conducted the tour. He discussed the various departments found at the station and employment opportunities. He entertained all questions that were asked.	1	Promotion Manager	0.25
7	5/6/2014	Participation in events or programs sponsored by educational institutions	This event was held for the BL255 class at Southeast Missouri State University. Mr. Smythe described the broadcast industry and informed Dr. Pam Gershuny's class of the employment opportunities available. He also discussed where opportunities with Sinclair Broadcast can be found and how to apply. Lastly, he entertained all questions presented.	1	General Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						1.75