

**KBSI, WDKA**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2014 - September 30, 2015**

**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
General Manager	1-6, 8, 10, 12-15, 17, 19, 21, 23-34, 37-40, 42-43, 46-48	8
Local Sales Manager	1-7, 10-19, 21-40, 43-48	7
Account Executive-Paducah, KY & Marion, IL	1-5, 9-11, 13-32, 34-41, 43-48	9
Master Control Operator -- Full-Time	1-4, 10-11, 13-19, 21-32, 34-41, 43-48	41
General Sales Manager	1-4, 7, 10-11, 13, 15-19, 21-32, 34-40, 43-47	7

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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 : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Sandy Lizik	N	0
2	Alternative Opportunities 3105 Independence Suite B Cape Girardeau, Missouri 63701 Phone : 573-334-9344 Email : <a href="mailto:teruts@aoinc.org">teruts@aoinc.org</a> Stacy Slanders	N	0
3	Bishop State Community College 351 N. Broad Street Mobile, Alabama Phone : 251-662-5371 Url : <a href="http://www.bishop.edu">http://www.bishop.edu</a> Email : <a href="mailto:jwomack@bishop.edu">jwomack@bishop.edu</a> Juliette Womack	N	0
4	Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	0
5	Careerbuilder.com 8401 Greensboro Dr Ste 250 McLean, Virginia 22102 Phone : na Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrew Hamburger	N	1
6	Current Employee	N	2
7	Employee Referral	N	2
8	Former Employee	N	1
9	Former Employee Referral	N	1

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10	Foundation for Minority Interests in Media (FMIM) 825 7th Avenue 4th Floor New York, New York 10019 Phone : 212-456-1992 Url : <a href="http://www.emmabowenfoundation.com">http://www.emmabowenfoundation.com</a> Email : <a href="mailto:phylis.eagle-oldson@nbcuni.com">phylis.eagle-oldson@nbcuni.com</a> Career Services	N	0
11	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
12	Goodwill / Missouri's Workforce Resource Website PO Box 1087 Jefferson City, Missouri 65102 Phone : 573-751-3981 Url : <a href="http://www.missouricareersource.com">http://www.missouricareersource.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Barb Snellen	N	0
13	Grace Hill Neighborhood Services 2600 Hadley St. Louis, Missouri 63106 Phone : 314-539-9500 Url : <a href="http://www.gracehill.org">http://www.gracehill.org</a> Email : <a href="mailto:lindalw@gracehill.org">lindalw@gracehill.org</a> Career Services	N	0
14	Hispanic Link News Service 1402 N St. NW Washington, District of Columbia 20005 Phone : 202-234-0280 Url : <a href="http://www.hispaniclink.com">http://www.hispaniclink.com</a> Email : <a href="mailto:Charlie@hispaniclink.org">Charlie@hispaniclink.org</a> Carlos Ericson	N	0
15	Illinois Workforce Development System 8195 Express Drive Marion, Illinois 62959 Phone : 618-241-6705 Url : <a href="http://www.illinoisskillsmatch.com">http://www.illinoisskillsmatch.com</a> Email : <a href="mailto:scott.cohoon@illinois.gov">scott.cohoon@illinois.gov</a> 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 : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
17	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : <a href="mailto:Eloise@ithaca.edu">Eloise@ithaca.edu</a> Eloise Green	Y	0
18	KBSI / WDKA 806 Enterprise St. Cape Girardeau, Missouri 63780 Phone : 573-331-2113 Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Rhonda Mirgaux	N	0
19	Linkedin Corporate Solutions 2029 Stierlin Cr Mountain View, California 94043 Url : <a href="http://www.linkedin.com/company/sinclair-broadcast">http://www.linkedin.com/company/sinclair-broadcast</a> Danielle Anderson Manual Posting	N	0
20	Local Newspaper	N	1
21	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Phone : xxx Url : <a href="http://www.media-match.com">www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
22	Missouri Broadcasters Association 1025 Northeast Dr PO Box 104445 Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : <a href="http://www.mbaweb.org">http://www.mbaweb.org</a> Email : <a href="mailto:tharper@mbaweb.org">tharper@mbaweb.org</a> Terry Harper	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
23	Missouri State University 901 South National Carrington Hall 309 Springfield, Missouri 65804 Phone : 417-836-5636 Url : <a href="http://www.smsu.edu">http://www.smsu.edu</a> Email : <a href="mailto:humanresources@missouristate.edu">humanresources@missouristate.edu</a> Jill Wiggins	N	0
24	Murray State University 102 Curris Center Murray, Kentucky 42071 Phone : 270-762-7087 Url : <a href="http://www.murraystate.edu">http://www.murraystate.edu</a> Email : <a href="mailto:human.resources@murraystate.edu">human.resources@murraystate.edu</a> Career Services	N	0
25	NAACP 1156 15th Street NW Suite 915 Washington, District of Columbia 20005 Phone : 877-622-2798 Url : <a href="http://www.naacp.com">http://www.naacp.com</a> Email : <a href="mailto:washingtonbureau@naacpnet.org">washingtonbureau@naacpnet.org</a> Career Services	N	0
26	National Assoc of Broadcasters 1771 North Street NW Washington, District of Columbia 20036 Phone : 202-429-1650 Url : <a href="http://www.nab.org">http://www.nab.org</a> Email : <a href="mailto:nab@nab.org">nab@nab.org</a> Dwight Ellis	N	0
27	National Assoc of Hispanic Journalists 1050 Connecticut Ave NW NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : <a href="http://www.nahj.com">http://www.nahj.com</a> Email : <a href="mailto:nahj@nahj.org">nahj@nahj.org</a> Virginia Gallido	N	0
28	National Hispanic Media Coalition 55 South Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Url : <a href="http://www.nhmc.org">http://www.nhmc.org</a> Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Alejandra Valenzuela	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
29	National Organization For Women PO Box 25331 Raleigh, North Carolina 27611 Phone : 919-834-4073 Url : <a href="http://www.now.org">http://www.now.org</a> Email : <a href="mailto:nownorthcarolina@gmail.com">nownorthcarolina@gmail.com</a> Career Services	N	0
30	National Organization For Women 1100 H St. NW 3rd Floor Washington, District of Columbia 20005 Phone : 202-628-8669 Url : <a href="http://www.now.org">http://www.now.org</a> Email : <a href="mailto:now@now.org">now@now.org</a> Bonnie Rice	N	0
31	National Urban League of Central Carolinas, Inc 740 W 5th Street PO Box 34686 Charlotte, North Carolina Phone : 704-373-2256 Url : <a href="http://www.nul.org">http://www.nul.org</a> Email : <a href="mailto:info@urbanleaguecc.org">info@urbanleaguecc.org</a> Career Services	N	0
32	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8330 Email : <a href="mailto:wgbrockington@nsu.edu">wgbrockington@nsu.edu</a> Dr. Wanda Brockington	N	0
33	Purdue University Rawls Hall, Room 3029 100 S. Grand St West Lafayette, Indiana 47907 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sally Luzader	N	0
34	Radio-TV News Directors Assoc 4121 Plank Rd #512 Fredericksburg, Virginia 22407 Phone : 202-659-6510 Url : <a href="http://www.rtnda.org">http://www.rtnda.org</a> Email : <a href="mailto:karenh@rtdna.org">karenh@rtdna.org</a> Career Services	N	0

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35	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
36	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
37	Society of Professional Journalists 3909 N Meridian St Indianapolis, Indiana Phone : 317-927-8000 Url : <a href="http://www.spj.org">http://www.spj.org</a> Email : <a href="mailto:cvachon@spj.org">cvachon@spj.org</a> Terry Harper	N	0
38	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Url : <a href="http://www.semo.edu">http://www.semo.edu</a> Email : <a href="mailto:humanresources@semo.edu">humanresources@semo.edu</a> Jerry Westbrook	N	0
39	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Email : <a href="mailto:humanresources@semo.edu">humanresources@semo.edu</a> Fax : 1-573-651-2532 Jerry Westbrook	N	0
40	Southern IL University Cardondale, Illinois 62901 Phone : 618-453-1040 Url : <a href="http://www.siu.edu">http://www.siu.edu</a> Email : <a href="mailto:hrinfo@siu.edu">hrinfo@siu.edu</a> Cindy Jenkins	N	0
41	Station Website	N	2

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42	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
43	The Professional Center 415 Fourth Ave Suite 1 Tarentum, Pennsylvania 15084 Phone : 412-224-9006 Url : <a href="http://www.theprofessionalcenter.org">http://www.theprofessionalcenter.org</a> Email : <a href="mailto:info@theprofessionalcenter.org">info@theprofessionalcenter.org</a> Nancy Kuritzky	N	0
44	The Urban League 3701 Grandel Square St. Louis, Missouri 63108 Phone : 314-615-3624 Url : <a href="http://www.nul.org">http://www.nul.org</a> Email : <a href="mailto:hr@urbanleague-stl.org">hr@urbanleague-stl.org</a> Kim Love	N	0
45	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
46	University of Missouri - St. Louis 278 Millennium Student Ctr One University Center St. Louis, Missouri 63121 Phone : 314-516-5100 Url : <a href="http://www.mizzou.com">http://www.mizzou.com</a> Email : <a href="mailto:muhrs@missouri.edu">muhrs@missouri.edu</a> Emily McEneny	N	0
47	Vision Maker Media 1800 No 33 Street PO Box 83111 Lincoln, Nebraska 68501 Phone : 402-472-3522 Url : <a href="http://www.nativetelecom.org">http://www.nativetelecom.org</a> Email : <a href="mailto:visionmaker@unl.edu">visionmaker@unl.edu</a> Frank Blythe	N	0

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48	Women's Information Network 1800 R. Street NW Ste C-4 Washington, District of Columbia 20009 Phone : 202-347-2827 Url : <a href="http://www.womensinfonetWORK.com">http://www.womensinfonetWORK.com</a> Email : <a href="mailto:info@winonline.org">info@winonline.org</a> Career Services	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>10</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/9/2014	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 given. All questions were entertained.	1	Business Manager
2	10/23/2014	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.	2	General Sales Manager Business Manager
3	10/23/2014	Participation in events or programs sponsored by educational institutions	The Production staff and Master Control Supervisor conducted the tour of the station for the TV Directing Southeast Missouri State University class. They discussed the programming process through the production phase to Master Control's duties. Employment opportunities were discussed as well. All questions were entertained.	5	Production Manager Producer Producer Master Control Supervisor
4	10/23/2014	Participation in events or programs sponsored by educational institutions	The Production staff and Master Control Supervisor conducted the tour of the station for the TV & Film in America Southeast Missouri State University class. They discussed the production department and Master Control area and employment opportunities. All questions were entertained.	5	Production Manager Producer Producer Master Control Supervisor

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5	1/20/2015	Participation in events or programs sponsored by educational institutions	A Mass Communications student from Southeast Missouri State University toured the station. She was introduced to each of the departments and given an explanation of what each did. She also followed one of our AE's on a cold call, a follow-up call, and a network meeting. We believe it was a productive day and gave her an insight into the day in the life of a Broadcast Industry Account Executive.	3	Programming Manager General Manager Account Executive
6	2/26/2015	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 given.	2	General Sales Manager Production Manager
7	3/12/2015	Participation in events or programs sponsored by educational institutions	The stations' Production Manager conducted the tour of the Master Control, Production, and Studio areas for the Southeast Missouri State University Mass Media Class. The operations of the station were discussed as well as educational requirements and job opportunities. All questions were entertained. We appreciate opportunities to continue working with Southeast Missouri State University!	1	Production Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	6/1/2015	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"> <li>• Develop links with technical schools, universities, and colleges to promote the Station Employment Unit as a prospective employer.</li> <li>• Create a symbiotic relationship between interns and Station Employment Unit employees.</li> <li>• 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.</li> </ul> <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• The applicant must be at least 18 years of age.</li> <li>• The applicant must be in good academic standing, as defined by his or her academic institution.</li> <li>• 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.</li> <li>• In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility</li> </ul>	4	Production Manager Producer Producer Producer

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			requirements.  From October 1, 2014 through September 30, 2015, the station employment unit did have one intern from Southeast Missouri State University.		
9	6/9/2015	Provision of training to management	The station managers participated in a Leadership Training course offered by Dale Carnegie. The course was held at Dalhousie Golf Club in Cape Girardeau, MO over three days. Many topics were covered including the following: delegating, coaching, leading effective meetings, tapping into creative potential, and developing motivation and recognition techniques to increase morale, job satisfaction, and productivity. Each participant received a certification of completion.	8	General & General Sales Managers Production Manager & Chief Engineer Promotions & Business Managers WDKA Station Manager & MCO Supervisor