

**KBSI, WDKA**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 31, 2023**

**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
Director of Sales	1-11, 13, 16-17, 19-25, 27-37, 39-41, 44, 46-47, 49-57	25
Master Control Operator	1-3, 5-7, 9-10, 13-17, 19-21, 23-24, 27- 41, 44-47, 49-51, 53-57	20
Multimedia Sales Consultant	1-3, 5-7, 9-11, 13, 16-17, 19-21, 23-24, 27-41, 44, 46-47, 49-51, 53-57	11
Multimedia Sales Consultant	1-3, 5-7, 9-11, 13, 16-17, 19-21, 23-24, 27-41, 44, 46-47, 49-51, 53-57	20
Multimedia Sales Consultant	1-3, 5-7, 9-11, 13, 16-17, 19-21, 23-24, 27-41, 44, 46-47, 49-51, 53-57	20
Creative Services Producer	1-3, 5-7, 9-10, 13, 16-17, 19-21, 23-24, 27-41, 44-47, 49-51, 53-57	45
Promotions Coordinator	1-3, 5-7, 9-10, 13, 16-17, 19-21, 23-24, 27-37, 39-41, 43-44, 46-47, 49-51, 53- 57	20
Content Manager	1-3, 5-7, 9-11, 13, 16-17, 19-25, 27-44, 46-47, 49-51, 53-57	20
Master Control Operator	1-3, 5-7, 9-10, 12-13, 16-24, 27-31, 33- 41, 43-44, 46-51, 53-57	12
Master Control Operator	1-3, 5-7, 9-10, 12-13, 16-24, 27-31, 33- 41, 43-44, 46-51, 53-57	20
Senior Multimedia Journalist	1-3, 5-7, 9-11, 13, 16-17, 19-25, 27-41, 43-44, 46-47, 49-51, 53-57	11
Director of Creative Services and Marketing	1-3, 5-7, 9-10, 12-13, 16-24, 26-31, 33- 41, 43-44, 46-51, 53-57	26

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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:gnewell@602communications.com">gnewell@602communications.com</a> Graham Newell	N	0
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Phone : 256-372-5836 Url : <a href="https://www.aamu.edu/">https://www.aamu.edu/</a> Email : <a href="mailto:sherry.pruitt@aamu.edu">sherry.pruitt@aamu.edu</a> Sherry Pruitt	N	0
3	Albany State University 504 College Dr Albany, Georgia 31705 Phone : 229-500-2026 Url : <a href="http://www.asurams.edu/">http://www.asurams.edu/</a> Email : <a href="mailto:hrasu@asurams.edu">hrasu@asurams.edu</a> Career Planning	N	0
4	Alternative Opportunities 3105 Independence Suite B Cape Girardeau, Missouri 63701 Phone : 573-334-9344 Email : <a href="mailto:hr@pfh.org">hr@pfh.org</a> Stacy Slanders	N	0
5	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Phone : 602-496-7430 Url : <a href="https://cronkite.asu.edu/">https://cronkite.asu.edu/</a> Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Mike Wong	Y	0
6	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-662-5371 Url : <a href="https://www.bishop.edu/">https://www.bishop.edu/</a> Email : <a href="mailto:jwomack@bishop.edu">jwomack@bishop.edu</a> Juliette Womack	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
7	Cape Girardeau Career & Tech 1080 S. Silver Springs Road Cape Girardeau, Missouri 63703 Phone : 573-334-0826 Url : <a href="https://ctc.capetigers.com/">https://ctc.capetigers.com/</a> Email : <a href="mailto:claytonk@capetigers.com">claytonk@capetigers.com</a> Kathleen Clayton	N	0
8	Carver Talent LLC 5319 Loon Nest Ct Appollo Beach, Florida 33572 Email : <a href="mailto:ty@carvertalent.com">ty@carvertalent.com</a> Ty Carver	N	1
9	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Phone : 610-399-2275 Url : <a href="https://cheyney.edu/">https://cheyney.edu/</a> Email : <a href="mailto:HR@cheyney.edu">HR@cheyney.edu</a> Career Services	N	0
10	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Phone : 252-335-3052 Url : <a href="http://www.ecsu.edu/">http://www.ecsu.edu/</a> Email : <a href="mailto:hr@ecsu.edu">hr@ecsu.edu</a> Career Center	N	0
11	Employee Referral	N	4
12	Former Employee	N	2
13	Foundation for Minority Interests in Media (FMIM) 825 7th Avenue 4th Floor New York, New York 10019 Phone : 212-664-3773 Url : <a href="http://www.emmabowenfoundation.com">http://www.emmabowenfoundation.com</a> Email : <a href="mailto:crystal.aldape@nbcuni.com">crystal.aldape@nbcuni.com</a> Crystal Aldape	N	0

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14	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:info@gracehillsettlement.org">info@gracehillsettlement.org</a> Career Services	N	0
15	Handshake Midwestern Region Various, Missouri 55555 Url : <a href="http://www.uri.joinhandshake.com">www.uri.joinhandshake.com</a> .. Manual Posting	N	0
16	Harris-Stowe State University 3026 Laclede Ave St. Louis, Missouri 63103 Phone : 314-340-3512 Url : <a href="http://www.hssu.edu/">http://www.hssu.edu/</a> Email : <a href="mailto:info@hssu.edu">info@hssu.edu</a> Career Center	N	0
17	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Phone : 202-806-5807 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:humanresources@howard.edu">humanresources@howard.edu</a> Carol Dudley	Y	0
18	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3041 Url : <a href="https://htu.edu/">https://htu.edu/</a> Email : <a href="mailto:hr@htu.edu">hr@htu.edu</a> Career Center	N	0
19	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.cphoon@illinois.gov">scott.cphoon@illinois.gov</a> John Otey	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
20	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> Career Services Manual Posting	N	35
21	Ithaca College 101 Muller Faculty Center 953 Danby Rd Ithaca, New York 14850 Phone : 607-274-3365 Url : <a href="https://www.ithaca.edu/">https://www.ithaca.edu/</a> Email : <a href="mailto:careers@ithaca.edu">careers@ithaca.edu</a> Career Services	Y	0
22	KBSI / WDKA Website 806 Enterprise St. Cape Girardeau, Missouri 63703 Phone : 573-331-2113 Url : <a href="https://www.kbsi23.com/">https://www.kbsi23.com/</a> Email : <a href="mailto:hr.kbsi.wdka@kbsi23.com">hr.kbsi.wdka@kbsi23.com</a> Law Duncan	N	3
23	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Phone : 502-597-6700 Url : <a href="https://www.kysu.edu/">https://www.kysu.edu/</a> Email : <a href="mailto:kendra.herve@kysu.edu">kendra.herve@kysu.edu</a> Kendra Herve	N	0
24	Lincoln University of Missouri 820 Chestnut St Jefferson City, Missouri 65101 Phone : 573-681-5021 Url : <a href="https://www.lincolnu.edu/">https://www.lincolnu.edu/</a> Email : <a href="mailto:schlosserk@lincolnu.edu">schlosserk@lincolnu.edu</a> Kelly Schlosser	N	0
25	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="https://www.linkedin.com/">https://www.linkedin.com/</a> Account Manager Manual Posting	N	3

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26	Media Job Center - TVNewsCheck.com 238 Crosshill Road Wynnewood, Pennsylvania 19096 Phone : 817-578-6324 Url : tvnewscheck.com Paul Greeley Manual Posting	N	3
27	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
28	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Phone : 205-929-1000 Url : <a href="https://www.miles.edu/">https://www.miles.edu/</a> Email : <a href="mailto:mwilson@miles.edu">mwilson@miles.edu</a> Patricia Wilson	N	0
29	Missouri Broadcasters Association 1025 Northeast Dr PO Box 104445 Jefferson City, Missouri 65109 Phone : 5736366692 Url : <a href="http://www.mbaweb.org">http://www.mbaweb.org</a> Email : <a href="mailto:rheffner@mbaweb.org">rheffner@mbaweb.org</a> Rachael Heffner	N	0
30	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:careercenter@missouristate.edu">careercenter@missouristate.edu</a> Kelly Rapp	N	0
31	Missouri's Workforce Resource Website 760 S Kingshighway Street Suite C Cape Girardeau, Missouri 63701 Phone : 573-751-3981 Url : <a href="https://www.job4you.org/">https://www.job4you.org/</a> Email : <a href="mailto:ttankersley@job4you.org">ttankersley@job4you.org</a> Tammy Tankersley	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	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3195 Url : <a href="https://www.morgan.edu/">https://www.morgan.edu/</a> Email : <a href="mailto:Debbie.duran@morgan.edu">Debbie.duran@morgan.edu</a> Career Center	N	0
33	NAACP 1156 15th Street NW Suite 915 Washington, District of Columbia 20005 Phone : 877-622-2798 Url : <a href="http://www.naACP.org">http://www.naACP.org</a> Email : <a href="mailto:washingtonbureau@naACPnet.org">washingtonbureau@naACPnet.org</a> Career Services	N	0
34	National Assoc of Broadcasters 1 M Street SE Washington, District of Columbia 20003 Phone : 202-429-5300 Url : <a href="http://www.nab.org">http://www.nab.org</a> Email : <a href="mailto:nab@nab.org">nab@nab.org</a> Career Services	N	0
35	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.org">http://www.nahj.org</a> Email : <a href="mailto:contact@nahj.org">contact@nahj.org</a> Virginia Gallido	N	0
36	National Hispanic Media Coalition 65 South Grand Ave Unit 200 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
37	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

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38	National Organization For Women PO Box 120523 Nashville, Tennessee 37212 Phone : 615-259-7141 Url : <a href="http://www.now.org">http://www.now.org</a> Email : <a href="mailto:tennesseehow@comcast.net">tennesseehow@comcast.net</a> Cliff Seigler	N	0
39	National Urban League of Central Carolinas, Inc 740 W 5th Street Charlotte, North Carolina 28202 Phone : 704-373-2256 Url : <a href="https://www.urbanleaguecc.org">https://www.urbanleaguecc.org</a> Email : <a href="mailto:melissa.herbert@urbanleaguecc.org">melissa.herbert@urbanleaguecc.org</a> Melissa Herbert	N	0
40	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Url : <a href="https://www.nsu.edu/">https://www.nsu.edu/</a> Email : <a href="mailto:careerservices@nsu.edu">careerservices@nsu.edu</a> Career Services	N	0
41	Purdue University Young Hall Room 132 155 S Grant Street West Lafayette, Indiana 47907 Phone : 765-494-4768 Url : <a href="https://www.purdue.edu">https://www.purdue.edu</a> Email : <a href="mailto:hr@purdue.edu">hr@purdue.edu</a> Paula McLain	N	0
42	Radio-TV News Directors Assoc 4121 Plank Rd #512 Fredericksburg, Virginia 22407 Phone : 202-659-6510 Url : <a href="http://www.rtdna.org">http://www.rtdna.org</a> Email : <a href="mailto:tatrap@rtdna.org">tatrap@rtdna.org</a> Tara Puckey	N	0
43	Robert Half 622 Emerson Suite 300 Creve Couer, Missouri 63141 Phone : 314-656-0420 Email : <a href="mailto:dana.james@roberthalf.com">dana.james@roberthalf.com</a> Dana James	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
44	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : <a href="http://www.semo.edu">http://www.semo.edu</a> Email : <a href="mailto:careerservices@semo.edu">careerservices@semo.edu</a> Daniel Presson	N	0
45	Southeast Missouri State University - Mass Media Department 1 University Plaza Cape Girardeau, Missouri 63701 Phone : 573-270-2947 Url : <a href="https://semo.edu/colleges-departments/arts-media/m">https://semo.edu/colleges-departments/arts-media/m</a> Email : <a href="mailto:drdufek123@outlook.com">drdufek123@outlook.com</a> Jim Dufek	N	3
46	Southern IL University Carbondale, Illinois 62901 Phone : 618-453-1040 Url : <a href="https://www.siu.edu/">https://www.siu.edu/</a> Email : <a href="mailto:cjenk@siu.edu">cjenk@siu.edu</a> Cindy Jenkins	N	0
47	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Phone : 713-313-7541 Url : <a href="http://www.tsu.edu/">http://www.tsu.edu/</a> Email : <a href="mailto:placementservices@tsu.edu">placementservices@tsu.edu</a> Andreas Boise-Fontenot	N	0
48	The Association of LGBTQ Journalists 2120 L St NW Suite 850 Washington, District of Columbia 20037 Url : <a href="http://nlgja.org">nlgja.org</a> Email : <a href="mailto:jobboard@nlgja.org">jobboard@nlgja.org</a> Veronica Fernandez-Alvarado	N	0
49	The Professional Center 415 Fourth Ave Suite 1 Tarentum, Pennsylvania 15084 Phone : 412-224-9006 Email : <a href="mailto:info@theprofessionalcenter.org">info@theprofessionalcenter.org</a> Nancy Kuritzky	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
50	The Urban League 3701 Grandel Square St. Louis, Missouri 63108 Phone : 314-615-3624 Url : <a href="https://www.ulstl.com/">https://www.ulstl.com/</a> Email : <a href="mailto:hr@urbanleague-stl.org">hr@urbanleague-stl.org</a> Kim Love	N	0
51	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="https://www.tvjobs.com/">https://www.tvjobs.com/</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Mark Holloway	N	0
52	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Phone : 870-575-8052 Url : <a href="http://www.uapb.edu/">http://www.uapb.edu/</a> Email : <a href="mailto:hardena@uapb.edu">hardena@uapb.edu</a> Angela Harden	N	0
53	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Phone : 703-428-7536 Email : <a href="mailto:vicki.h.mullen.civ@mail.mil">vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0
54	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Phone : 304-766-3185 Url : <a href="https://www.wvstateu.edu/">https://www.wvstateu.edu/</a> Email : <a href="mailto:jsaldivar@wvstateu.edu">jsaldivar@wvstateu.edu</a> Julie Saldivar	N	0
55	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina 27110 Phone : 336-750-3240 Url : <a href="https://www.wssu.edu/">https://www.wssu.edu/</a> Email : <a href="mailto:careersvcs@wssu.edu">careersvcs@wssu.edu</a> Career Services	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
56	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
57	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>54</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	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 day parts. 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
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	KBSI/WDKA began 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 inaugural year, there was one intern. This intern was later hired as a part-time member of the employment unit's news department.  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.	2	Creative Services Director GM
3	5/3/2022	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

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4	9/21/2022	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. The fair was held at the University 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.	4	Manager of Business Operations General Manager Director of Sales Promotions Coordinator
5	1/24/2023	Participation in other activities designed by the station employment unit	The employment unit has a relationship with the Mass Communications department at Southeast Missouri State University. Throughout the year, the employment unit's Creative Services department has ongoing communications regarding open positions at the station. The Mass Communications department also passes along students who may be potential candidates for job openings.	3	Creative Services Producer Manager of Business Operations General Manager
6	1/25/2023	Provision of training to management	KBSI/WDKA management team attended the Missouri Broadcasters Association's Rising Above virtual sales & management summit. During this training summit the station managers attended the diversity and inclusion training. The title of this training session was, Discovering Your "Why" Through Diversity, Equity, & Inclusion.	5	Manager of Business Operations General Manager Broadcast Engineer Broadcast Operations Director
7	2/8/2023	Participation in events or programs sponsored by educational institutions	We visited Southeast Missouri State University. We spoke to the professor and Chair of the Mass Media Department about current and upcoming job opportunities, in which they then referred candidates to our job listings.	1	Senior Multimedia Journalist
8	3/23/2023	Participation in Job Fairs	KBSI/WDKA attended the University of Central Missouri's Spring 2023 Communication & Digital Media Production Virtual Job Fair through Handshake. We met with candidates one on one and also held a group discussion about current and future job opportunities and internships.	1	Manager of Business Operations

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9	3/29/2023	Participation in events or programs sponsored by educational institutions	We hosted an information booth at Southeast Missouri State University where we spoke to students about current and future job opportunities, as well as our internship program.	1	Manager of Business Operations