

**KBSI, WDKA**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2019 - September 30, 2020**

**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
Master Control Operator	1-7, 9-48	6
Master Control Operator	1-5, 7-8, 11-14, 16-33, 36-40, 42-44, 46 -48	18

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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:hr@pfh.org">hr@pfh.org</a> Stacy Slanders	N	0
3	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Mike Wong	Y	0
4	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
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Aaron Brumfield	N	0
6	Current Employee - Transfer/Promotion	N	1
7	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:rahsaan.harris@nbcuni.com">rahsaan.harris@nbcuni.com</a> Career Services	N	0

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8	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : <a href="http://www.gijobs.com">www.gijobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> R. Brandt	N	0
9	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> Sinclair SilkRoad Source	N	0
10	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:ljackson@gracehillsettlement.org">ljackson@gracehillsettlement.org</a> Career Services	N	0
11	Hire A Hero PO Box 6808 Morango, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
12	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Carol Dudley	Y	0
13	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	Y	0

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14	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
15	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> Sinclair SilkRoad Source	N	0
16	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Broadbean Source	Y	0
17	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Broadbean Source	N	0
18	KBSI / WDKA 806 Enterprise St. Cape Girardeau, Missouri 63780 Phone : 573-331-2113 Email : <a href="mailto:employment@sbgvtv.com">employment@sbgvtv.com</a> Rhonda Mirgaux	N	1
19	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Account Manager	N	0
20	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

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
21	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
22	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
23	Missouri's Workforce Resource Website 1737 Kingshichway Cape Girardeau, Missouri 63701 Phone : 573-751-3981 Url : <a href="http://www.missouricareersource.com">http://www.missouricareersource.com</a> Email : <a href="mailto:tammyt@job4you.org">tammyt@job4you.org</a> Fax : 1-573-290-5746 Barb Snellen	N	0
24	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
25	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
26	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

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
27	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
28	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
29	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
30	National Urban League of Central Carolinas, Inc 740 W 5th Street PO Box 34686 Charlotte, North Carolina Phone : 704-373-2256 ext 219 Url : <a href="http://www.nul.org">http://www.nul.org</a> Email : <a href="mailto:melissa.herbert@urbanleaguecc.org">melissa.herbert@urbanleaguecc.org</a> Career Services	N	0
31	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
32	Purdue University Rawls Hall, Room 3029 100 S. Grand St West Lafayette, Indiana 47907 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Sally Luzader	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
33	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
34	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> Sinclair SilkRoad Source	N	0
35	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> Sinclair SilkRoad Source	N	0
36	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:careerservices@semo.edu">careerservices@semo.edu</a> Jerry Westbrook	N	0
37	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Email : <a href="mailto:careerservices@semo.edu">careerservices@semo.edu</a> Fax : 1-573-651-2532 Jerry Westbrook	N	0
38	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

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39	Southern Illinois of Carbondale 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2121 Email : sbgresumes@sbgstv.com Career Center	N	0
40	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
41	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : sbgresumes@sbgstv.com Broadbean Source	N	0
42	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : sbgresumes@sbgstv.com Andrea Siegle	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

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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> Sinclair SilkRoad Source	N	0
46	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	0
47	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0
48	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>2</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	10/10/2019	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	Business Manager
2	11/26/2019	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 Adm Assistant
3	1/15/2020	Participation in events or programs sponsored by educational institutions	Cape Girardeau Career and Technology Center (CTC) invited KBSI / WDKA to attend their Workforce Wednesday Program. During the event, we had the opportunity to meet 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!	1	Business Manager

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4	2/19/2020	Participation in events or programs sponsored by educational institutions	Cape Girardeau Career and Technology Center (CTC) invited KBSI / WDKA to attend their Workforce Wednesday Program. During the event, we had the opportunity to meet 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!	1	Business Manager
5	3/5/2020	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.	2	Business Manager Administrative Assistant
6	3/10/2020	Participation in events or programs sponsored by educational institutions	The Advanced Video Production class of Southeast Missouri State University came to the station for a tour. Rob Chronister, Creative Services Director, and the Production team conducted the tour. They discussed the various departments found at the station and employment opportunities. They also entertained any questions that were asked. Lastly, the educational requirements for a career in broadcasting were discussed	5	Creative Services Director Creative Services Asst Producer Producer

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7	8/31/2020	Participation in events or programs sponsored by educational institutions	Cape Girardeau Chamber of Commerce has requested employers in 16 career clusters to record a 3-5 minute video. Students will be given an assessment to determine what their interest areas are and will be able to view the videos in those career pathways. KBSI and WDKA volunteered to produce such a video. Our Local Sales Manager recorded her experiences in the Broadcast Industry with our stations and Sinclair Broadcast Group. We are excited to be a part of this unique project and hope students find the Broadcast Industry as interesting as we do.	1	Local Sales Manager
8	9/3/2020	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 University Center on campus in Cape Girardeau. KBSI-TV / WDKA-TV participated by handing out pamphlets that explain our stations and Sinclair Broadcast Group and provides contact information. Station promotional items were also given.	2	Business Manager Adm Assistant