

KPLR, KTVI

EEO PUBLIC FILE REPORT

October 1, 2018 - September 30, 2019

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) KPLR, KTVI, St Louis, Missouri.

KPLR, KTVI, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 314-213-7416.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

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
IT Specialist	2-8, 10-11, 13-14, 16-23, 25-32	5
Reporter	2-8, 14-16, 18-32	5
Dir, Research	2-4, 7-8, 14-16, 18-32	26
Engineer	2-4, 7-8, 14-16, 18-32	26
Asst, Executive/Sales Support	2-4, 7-8, 14-32	27
MMJ	2-5, 7-8, 14-16, 18-32	5
Photographer	2-5, 7-8, 14-16, 18-32	5
Editor	1-4, 7-8, 14-16, 18-32	11
Engineer	2-5, 7-8, 10-11, 14, 16-17, 19-23, 25-32	5
Producer	2-5, 7-8, 14-16, 18-32	5
Reporter/Anchor-1	2-4, 7-8, 10-11, 14, 16, 19-32	27
Photographer	2-4, 7-8, 10-11, 14, 16, 19-32	11
Asst, Sales	2-4, 7-8, 10-11, 14, 16-17, 19-23, 25-28, 30-32	17
Mgr, National Sales	2-5, 7-8, 10-11, 14, 16, 19-23, 25-28, 30-32	5
MMJ	2-4, 7-8, 14-16, 18-28, 30-32	27

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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	Agency Referral	N	1
2	Catholic Employment Network 7717 Highway N Dardenne Prairie, Missouri 63368 Phone : 636-561-4451 Url : www.catholicemploymentnetwork.org Email : jobleads@catholicemploymentnetwork.org Msgr Ted L Wojcicki	N	0
3	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
4	Emmyonline 1001 Highlands Plaza Dr W, Ste 320 St Louis, Missouri 63110 Phone : 314-647-3669 Url : http://www.emmyonline.org Email : maggie@emmymid-america.org Maggie Eubanks	N	0
5	Employee Referral	N	9
6	Fontbonne University 6800 Wydown Blvd St Louis, Missouri 63105 Phone : 314-889-4579 Email : masaro@fontbonne.edu Mary Asaro	N	0
7	Harris Stowe 3026 Laclede St Louis, Missouri 63103 Phone : 314-340-3366 Email : careerservices@hssu.edu Wanda McNeil	N	0
8	Haskell Indian Nations University 155 Indian Ave, #5021 Lawrence, Kansas 66046 Phone : 785-749-8448 Email : mgonzaless@HASKELL.edu Mona Gonzales	N	0

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EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Hispanic Chamber of Commerce 1600 Baltimore Ave, Suite 250 Kansas City, Missouri 64108 Phone : 816-374-5466 Email : perry@kcchamber.com Rick Perry	N	0
10	IBEW Local 4 1610 S. Kingshighway St Louis, Missouri 63110 Phone : 314-664-0202 Email : broadcast@ibewlocal4.com Elaine Hoernis	N	0
11	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	20
12	ITT Technical Institute 6640 Corporate Trail Drive Earth City, Missouri 63045 Phone : 314-298-7800 Email : eaelston@itt-tech.edu April Elston		
13	Job Board	N	1
14	KTVI / KPLR - websites 2250 Ball Drive St Louis, Missouri 63146 Phone : 314-213-7419 Url : http://www.fox2now.com Email : jmillitzer@tribunemedia.com Joe Millitzer	N	0
15	Lincoln University 820 Chestnut Jefferson City, Missouri 65101 Phone : (573) 681-5987 Email : ccsjobs@lincolnu.edu Richard L. Presberry, Sr., PhD	N	0

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16	Lindenwood College 209 S.Kingshighway St Charles, Missouri 63301 Phone : 636-529-9375 Email : careerdevelopment@lindenwood.edu Dana Wehrli	N	0
17	Linked In	N	6
18	Missouri Career Source 3675 West Outer Road Suite 102 Arnold, Missouri 630010-5231 Phone : 636-287-8909 Url : www.jobs.mo.gov Email : cheryl.mccrady@ded.mo.gov Fax : 1-636-287-8932 Cheryl McCrady	N	0
19	Murray State University 801 Fine Arts Murray, Kentucky 42071 Phone : 270-809-5363 Email : chaynes@murraystate.edu Christopher Haynes	N	0
20	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
21	Productive Futures 5225 Delmar Blvd St Louis, Missouri 63108 Phone : 314-367-2522 Email : roberson_angela@yahoo.com Angela Roberson	N	0
22	Southern Illinois University POBox 1620 Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : careerdevelopment@siue.edu T Dugan	N	0

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EEO PUBLIC FILE REPORT
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23	St Louis Community College 11333 Big Bend Blvd Kirkwood, Missouri 63122 Phone : 314-984-7611 Email : sreinhart11@stlcc.edu Rita Reinhardt	N	0
24	St Louis University 221 N. Grand St Louis, Missouri 63103 Phone : 314-977-2828 Email : careers@slu.edu Leann Neil	N	0
25	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	3
26	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	7
27	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holoway	N	3
28	United Minority Media Assn 5511 Woodland Ave, Suite 1 Kansas City, Missouri 64110 Phone : 816-822-1313 Email : ummaseventyfour@yahoo.com MC Richardson	N	0

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29	University of Missouri - KC 4825 Trost, Room 205 Kansas City, Missouri 64110 Phone : 816-235-1636 Email : careerservices@umkc.edu Roz Powell	N	0
30	University of Missouri School of Journalism 76 Gannett, attn career center Columbia, Missouri 65211 Phone : 573-882-0373 Url : http://www.career.missouri.edu/contacts/ Email : career@missouri.edu Dean Brian Brooks	N	0
31	Urban League of Metro St Louis 8960 Jennings Station Road St Louis, Missouri 63136 Phone : 314-506-5306 Url : www.ulstl.com Email : hwhiting@urbanleague-stl.org Fax : 1-314-388-9845 Ms. Hollis R. Whiting	N	0
32	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			50

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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	11/15/2018	Participation in events or programs sponsored by educational institutions	Webster University School of Communications hosted an Internship Expo with media companies. Executive Producer met with students, reviewed reels, and interviewed them for potential roles.	1	Executive Producer
2	2/25/2019	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Ellisville Elementary School on weather facts, instruments, and safety in their field.	1	Meteorologist
3	4/26/2019	Participation in events sponsored by community groups	NABJ Region II Job Fair in Cincinnati, OH.	2	HR Manager HR Director
4	5/4/2019	Participation in events sponsored by community groups	NAHJ Chicago job fair promotion roles in the Midwest Stations.	2	HR Coordinator HR Coordinator
5	5/7/2019	Establishment of an intern program designed to assist members of the community	Internship Program for 3 college students to work at the station over the summer and learn about the broadcast industry for a potential career in broadcasting.	3	News Director Digital Executive Producer Managing Editor
6	5/8/2019	Provision of training to management	Attended Half Day of training to update on recent cases and laws protecting employees from discrimination and harassment in the workplace.	1	Manager, HR
7	5/21/2019	Participation in events or programs sponsored by educational institutions	Career Day at St Louis Public Schools. 100 students attended career day for communications and broadcast media industry. Executive Producer spoke about background in their field and next steps students should take to continue down this career path.	1	Executive Producer
8	6/26/2019	Provision of training to management	Training on how to comply with USERRA regulations and ensure compliance with it's requirements and provisions against discrimination and harassment.	1	Manager, HR
9	8/7/2019	Participation in events sponsored by community groups	NABJ in Miami. News and Engineer directors and talent attended, reviewed reels and interviewed potential candidates.	3	VP/News Engineering Supervisor Producer