

FOX KRBK TV
EEO PUBLIC FILE REPORT
September 26, 2013 - September 30, 2014

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Mutli Media Producer	9, 13, 16, 31-32, 46	16
Account Executive	1-8, 10-13, 15-18, 20-31, 33, 35-41, 43-46, 48-60	22
Television Advertising Account Executive	2-8, 10-60	22

FOX KRBK TV
EEO PUBLIC FILE REPORT
September 26, 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	Alliance for Women in Media formerly American Women In Radio and Television 1760 Old Meadow Road Suite 500 McLean, Virginia 22102 Phone : 703-506-3290 Url : www.allwomeninmedia.org Email : kniswander@awrt.org Fax : 1-703-506-3266 Kate Niswander	N	0
2	Arkansas State University 2105 Aggie Road Jonesboro, Arkansas 72401 Email : perryjackson@astate.edu Perry Jackson	N	0
3	Asian American Journalists Association 5 Third St. Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Email : national@aaaja.org Fax : 1-415-346-6343 Doris Truong	N	0
4	Avila University 11901 Wornall Road Kansas City, Missouri 64145 Phone : (816) 501 - 3767 Email : susan.wulff@avila.edu Susan Wulff	N	0
5	Avila University 11901 Wornall Road Kansas City, Missouri 64145 Email : careers@avila.edu Career Services	N	0
6	California Chicano News Media Assoc. (CCNMA) 300 S. Grand Ave, Suite 3950 Los Angeles, California 90071-8110 Phone : 213-437-4408 Url : www.ccnma.org Email : ccnmainfo@ccnma.org Fax : 1-213-437-4423 Human Resources	N	0

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7	Central Methodist University 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-6255 Email : nyevich@centralmethodist.edu Fax : 1-660-248-3469 Nicolette Yevich	N	0
8	Columbia College 1001 Rogers Street Columbia, Missouri 65216 Phone : 573-875-7425 Email : rajamerson@ccis.edu Reyhan Jamerson	N	0
9	Craigslist.org 1381 9th Ave. San Francisco, California 94122 Phone : 415-566-6394 Unknown Unknown Manual Posting	N	3
10	Culver-Stockton College One College Hill Canton, Missouri 63435 Phone : 217-231-6451 Email : careercenter@culver.edu Christie Mennenga	N	0
11	Drury University 900 N Benton Springfield, Missouri 65802 Phone : 417-873-7284 Email : career@drury.edu Fax : 1-417-873-7808 Emily Buckmaster	N	0
12	Emma Bowen Foundation for Minority Interests in Media (FMIM) 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : ebfoundation@cbs.com Fax : 1-212-975-5884 Sandra Rice	N	0

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13	Evangel University 1111 North Glenstone Springfield, Missouri 65802 Phone : 417-865-2815 x 7369 Email : careerservices@evangel.edu Fax : 1-417-865-9599 Scott Kirby	N	0
14	Evangel University 1111 N Glenstone Ave. Springfield, Missouri 65802 Cameron Pace Manual Posting	N	0
15	Fontbonne University 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : (314) 889-4579 Email : cdillon@fontbonne.edu Carol Dillon	N	0
16	FOX KRBK Website 1701 S. Enterprise Springfield, Missouri 65804 Amber Karnes Manual Posting	N	4
17	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-4940 Fax : 1-641-269-4508 Maryls Upah	N	0
18	Harris-Stowe State College 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 314-734-3512 Email : CareerServices@hssu.edu Wanda McNeal	N	0
19	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Online Listing Manual Posting	N	2

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September 26, 2013 - September 30, 2014

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20	Kansas State University 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785-532-6506 Email : jobs@ksu.edu Fax : 1-785-532-6802 James Wood	N	0
21	Lindenwood University 209 South Kingshighway St. Charles, Missouri 63301 Phone : 636-949-4806 Email : careerdevelopment@lindenwood.edu Fax : 1-636-949-4790 Dana Wehrli	N	0
22	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Online Listing Manual Posting	N	2
23	McPherson College 1600 East Euclid McPherson, Kansas 67460 Phone : 620-241-0731 Email : wiensc@mcpherson.edu Michael Schneider	N	0
24	Missouri Broadcasters Assoc. P.O. Box 104445 Jefferson City, Missouri 65110 Phone : 573-636-6692 Email : vsabatino@mbaweb.org Fax : 1-573-634-8258 Don Hicks	N	0
25	Missouri Career Center 1514 S. Glenstone Springfield, Missouri 65804 Phone : 417-887-4343 Email : springfield@works.state.mo.us Fax : 1-417-888-4076 Veronica Lowe	N	0

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September 26, 2013 - September 30, 2014

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Missouri Career Center - Branson 2720 Shepherd of the Hills Expressway Branson, Missouri 65616 Phone : 417-334-4156 Url : www.missouricareersource.com Email : jeanna.adams@ded.mo.gov Fax : 1-417-334-4159 Jeanna Adams	N	0
27	Missouri School of Journalism, Career Services 76G Gannett Hall University of Missouri Columbia, Missouri 65211 Phone : 573-882-0373 Email : willisb@missouri.edu Barbara G. Willis	N	0
28	Missouri Science and Technology 1870 Miner Circle/303 Norwood Hall Rolla, Missouri 65409 Phone : 573-341-4254 Email : career@mst.edu Fax : 1-573-341-4253 LeAnn Morton	N	0
29	Missouri Southern State College 3950 East Newman Road Joplin, Missouri 64801 Phone : 417-625-3137 Fax : 1-417-625-9338 Pat Hurley	N	0
30	Missouri Southern State University 3950 East Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : http://www.mssu.edu/career/index.php Email : brown-n@mssu.edu Nicole Brown	N	0
31	Missouri State University Career Center 901 S. National Ave Springfield, Missouri 65897 Phone : 417-836-5636 Url : www.missouristate.edu Email : careercenter@missouristate.edu Fax : 1-417-836-6797 Jack Hunter	N	0

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EEO PUBLIC FILE REPORT
September 26, 2013 - September 30, 2014

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32	MSU Career Center 901 S. Enterprise Ave. Springfield, Missouri 65804 Phone : 414-836-5636 N/A N/A Manual Posting	N	1
33	National Association of Black Owned Broadcasters 1155 Connecticut Ave., NW, Suite 600 Washington, District of Columbia 20036 Phone : (202) 463-8970 Url : www.nabob.org Email : info@nabob.org Fax : (202) 429-0657 Director of Placement	N	0
34	Non-Employee Referral KRBK Client, Habitat for Humanity	N	1
35	OTC College 533 W. Bland Lebanon, Missouri 65536 Phone : 417-447-6963 Email : christyk@otc.edu Fax : 1-417-532-5806 Christy K	N	0
36	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
37	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Fax : 1-573-651-2532 Sandy White	N	0
38	Southern Illinois University-Edwardsville Campus Box 1620 SIUE Edwardsville, Illinois 62026 Phone : 618-650-3656 Fax : 1-618-650-3656 Susan Seibert	N	0

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EEO PUBLIC FILE REPORT
September 26, 2013 - September 30, 2014

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39	Southwest Baptist University 1601 South Springfield Street Bolivar, Missouri 65613 Phone : (417) 328-1689 Email : spowers@sbuniv.edu Fax : 1-417-328-2091 Suzanne Powers	N	0
40	Southwest Baptist University Career Svcs. 1600 University Avenue Bolivar, Missouri 65613 Phone : 417.328.1610 Email : careerservices@sbuniv.edu Fax : 1-417-328-1505 Julia Dutile	N	0
41	Southwest Missouri State Univ 901 South National Springfield, Missouri 65804 Phone : 417-836-5000 Email : careerservices@smsu.edu Fax : 1-417-836-6797 Attn Vicki	N	0
42	Springfield Business Journal 313 Park Central West Springfield, Missouri 65806 Phone : 417-831-3238 Karen Ross Manual Posting	N	0
43	St. Louis University 221 North Grand Blvd. St. Louis, Missouri 63130 Phone : 314-977-2828 Fax : 1-314-977-3486 Scott Plowman	N	0
44	The Association for Women in Communications 3337 Duke St. Alexandria, Virginia 22314 Phone : 703-370-7436 Email : info@womcom.org Fax : 1-703-342-4311 Judy Arent-Morency	N	0

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September 26, 2013 - September 30, 2014

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45	The Urban League 3701 Grandel Square St. Louis, Missouri 63156 Phone : 314-615-3624 Fax : 1-314-531-7462 Sidney Tyler	N	0
46	TVJOBS P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark Holloway	N	0
47	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Mark Holloway Manual Posting	N	0
48	Univ. of Missouri-Columbia 11 Jesse Hall Columbia, Missouri 65201 Phone : 573-882-0878 Fax : 1-573-882-5440 Amanda Nell	N	0
49	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Larry Foley	N	0
50	University of Central Missouri Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Email : careers@ucmo.edu Fax : 1-660-543-4668 Theresa Alewel	N	0
51	University of Central Missouri P.O. Box 800 Warrensburg, Missouri 64093 Email : recruiter@ucmo.edu Sharon Jennings	N	0

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September 26, 2013 - September 30, 2014

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52	University of Illinois Urbana-Champaign 717 South Wright Street Champaign, Illinois 61820 Phone : (217) 244-1497 Email : grooney@illinois.edu Gail Rooney	N	0
53	University of Missouri-St. Louis 8001 Natural Bridge Road St. Louis, Missouri 63121 Phone : 314-516-5100 Fax : 1-314-516-6535 Emily Mceneny	N	0
54	University of the Ozarks 415 Collge Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Fax : 1-479-979-1477 Kimberly Spicer	N	0
55	University of Tulsa 600 South College Tulsa, Oklahoma 74104 Phone : 918-631-2896 Fax : 1-918-631-2115 Sherri Alexander	N	0
56	Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-5930 Fax : 1-314-935-5905 Mark Smith	N	0
57	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-7143 Fax : 1-314-968-7478 Ray Angle	N	0
58	Westminster College 501 Westminster Ave. Fulton, Missouri 65251 Phone : 573-592-5381 Fax : 1-573-592-5383 Ginnie Hall	N	0

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September 26, 2013 - September 30, 2014

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59	William Jewel College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Fax : 1-816-415-5027 Judy Rychlewski	N	0
60	William Woods University 1 University Ave. Fulton, Missouri 65251 Phone : 573.592.4313 Email : Amy.Dittmer@WilliamWoods.edu Amy Dittmer	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			13

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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	10/1/2013	Establishment of training programs for station personnel	Account executives receive ongoing sales training, outside of normal day to day internal training. KRBK-TV has set up high level sales training with a company called Trustpoint. Each week, each member of the sales department has a one hour offsite training session at the Trustpoint offices. The training teaches management principles for the account executives to further their careers in preparation for sales management. This training has been ongoing throughout the year.	4	Sales Manager Account Executive Account Executive Account Executive	1.00
2	10/1/2013	Establishment of a mentoring program	KRBK-TV has established an internal mentoring program for employees to learn the skills necessary to qualify for higher level positions. The program entails spending time both observing and hands on experience in the area that the employee is interested in advancing. Positions that have participated in this mentoring program include: Operations Assistant, On-Air Talent, Multimedia Journalist, Production Assistant, Sales Assistant and Traffic Assistant.	4	Admin Assistant Promotions On-Air Talent On-Air Talent	1.00
3	1/14/2014	Establishment of an intern program designed to assist members of the community	Production Intern - College Student Intern assisted with productions and promotions during shoots. Intern duties included: rigging lights and audio equipment, assisting in editing and post-production. Intern also sat in on training sessions to learn more about editing programs such as Final Cut, Adobe Premiere, Adobe After Effects and Adobe Photoshop. Production Intern worked from January 14, 2014 to May 6, 2014.	2	Intern Creative Services	1.00
4	2/20/2014	Participation in Job Fairs	Missouri State University Career Expo, Missouri State University Campus. This Career Fair provides management the opportunity to discuss career opportunities in broadcasting and individually meet and discuss possible job openings at the station. This event was attended by the General Manager and Local Sales Manager.	4	General Manager Local Sales Manager Director of Operations Account Executive	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	6/24/2014	Establishment of an intern program designed to assist members of the community	News/Web Intern - College Student Intern assisted KRBK-TV reporters. He was trained to edit the station website and was assigned to update news sections each day. He was also trained on shooting and editing video. Intern worked from June 24, 2014 - present.	2	Intern Creative Services	1.00
TOTAL POINTS OVER REPORTING PERIOD:						4.25