

FOX KRBK TV
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

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
Account Executive	2-5, 7-9, 11-17, 19-22, 24-25, 27-29, 31, 33, 35-38, 40-41, 43-44, 47, 49-52, 54-57, 59, 61-62, 64-66, 68-70, 73-78	43
Account Executive	2-5, 7-9, 11-17, 19-22, 24-25, 27-29, 31, 33, 35-38, 40-41, 43-44, 47, 49-52, 54-57, 59, 61-62, 64-66, 68-70, 73-78	14
Account Executive	2-5, 7-9, 11-17, 19-22, 24-25, 27-29, 31, 33, 35-38, 40-41, 43-44, 47, 49-52, 54-57, 59, 61-62, 64-66, 68-70, 73-78	22
Account Executive	1-5, 7-9, 12-13, 15-16, 18-25, 28-29, 31, 33, 35-36, 38, 40-41, 43-44, 47, 49-52, 54, 56, 59, 61-62, 65-66, 68-71, 73, 75-78	22
Anchor/Reporter	1-5, 7-9, 12-13, 15-16, 19-22, 24-25, 28-29, 31, 33, 35-36, 38, 40-41, 44, 47, 49-52, 54, 56, 59, 61-62, 65-66, 68-71, 73, 75-78	22
News Producer	19, 22, 34, 58, 72	58
Director of Operation	2-5, 7-10, 12-16, 19-21, 24-25, 28, 30, 32, 34-36, 39-40, 42, 44-46, 48-51, 53-54, 56, 60-61, 63, 65, 67-70, 72-73, 75-78	14
Multi-Media Account Executive	2-9, 11-15, 19-22, 24-26, 28, 30, 32, 34-36, 39-40, 42, 44, 48-51, 53-54, 56, 60-61, 63, 65, 67-70, 72-73, 75-78	6
Multi-Media Account Executive	2-9, 11-15, 19-22, 24-26, 28, 30, 32, 34-36, 39-40, 42, 44, 48-51, 53-54, 56, 60-61, 63, 65, 67-70, 72-73, 75-78	14

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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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Sandy Lizik Manual Posting	N	0
2	Asian American Journalists Association 5 Third St. Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Email : national@aja.org Fax : 1-415-346-6343 Doris Truong	N	0
3	Avila University 11901 Wornall Road Kansas City, Missouri 64145 Phone : (816) 501 - 3767 Email : susan.wulff@avila.edu Susan Wulff	N	0
4	Avila University 11901 Wornall Road Kansas City, Missouri 64145 Email : careers@avila.edu Career Services	N	0
5	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
6	Call In	N	3
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Columbia College 1001 Rogers Street Columbia, Missouri 65216 Phone : 573-875-7425 Email : rajamerson@ccis.edu Reyhan Jamerson	N	0
9	Culver-Stockton College One College Hill Canton, Missouri 63435 Phone : 217-231-6451 Email : careercenter@culver.edu Christie Mennenga	N	0
10	Current Employee	N	1
11	Did not indicate (Source Unknown)	N	3
12	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
13	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
14	Employee Referral	N	3
15	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

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16	Evangel University 1111 N Glenstone Ave. Springfield, Missouri 65802 Cameron Pace Manual Posting	N	0
17	Fontbonne University 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : (314) 889-4579 Email : cdillon@fontbonne.edu Carol Dillon	N	0
18	Former Employee Referral	N	1
19	FOX KRBK Website 1701 S. Enterprise Springfield, Missouri 65804 Amber Karnes Manual Posting	N	1
20	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-4940 Fax : 1-641-269-4508 Director Career Services	N	0
21	Harris-Stowe State College 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 314-734-3512 Email : CareerServices@hssu.edu Wanda McNeal	N	0
22	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Online Listing Manual Posting	N	18
23	Internet Ad	N	2
24	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

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25	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
26	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Online Listing Manual Posting	N	1
27	McPherson College 1600 East Euclid McPherson, Kansas 67460 Phone : 620-241-0731 Email : wiensc@mcpherson.edu Michael Schneider	N	0
28	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
29	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
30	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	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
32	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
33	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
34	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	1
35	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
36	Missouri Southern State College 3950 East Newman Road Joplin, Missouri 64801 Phone : 417-625-3137 Fax : 1-417-625-9338 Pat Hurley	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
37	Missouri Southern State University 3950 East Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : http://www.mssu.edu/career/index.php Email : hirealion@mssu.edu Nicole Brown	N	0
38	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
39	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
40	MSU Career Center 901 S. Enterprise Ave. Springfield, Missouri 65804 Phone : 414-836-5636 N/A N/A Manual Posting	N	0
41	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	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
43	Non-Employee Referral	N	4
44	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
45	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Scott Jones Manual Posting	N	0
46	Society of Motion Pictures & TV Engineers 3 Barker Ave 5th Floor White Plains, New York 10601 Jewelle Elsbree Manual Posting	N	1
47	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
48	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Fax : 1-573-651-2532 Sandy White	N	0
50	Southern Illinois University-Edwardsville Campus Box 1620 SIUE Edwardsville, Illinois 62026 Phone : 618-650-3656 Fax : 1-618-650-3656 Susan Seibert	N	0
51	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
52	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
53	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
54	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

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55	Springfield Business Journal 313 Park Central West Springfield, Missouri 65806 Phone : 417-831-3238 Karen Ross Manual Posting	N	0
56	St. Louis University 221 North Grand Blvd. St. Louis, Missouri 63130 Phone : 314-977-2828 Fax : 1-314-977-3486 Scott Plowman	N	0
57	Station On-Air Advertisement	N	1
58	Station Website	N	1
59	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
60	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
61	The Urban League 3701 Grandel Square St. Louis, Missouri 63156 Phone : 314-615-3624 Fax : 1-314-531-7462 Sidney Tyler	N	0
62	TVJOBS P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark Holloway	N	0

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63	TVJOBS P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark Holloway	N	0
64	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Mark Holloway Manual Posting	N	0
65	Univ. of Missouri-Columbia 11 Jesse Hall Columbia, Missouri 65201 Phone : 573-882-0878 Fax : 1-573-882-5440 Amanda Nell	N	0
66	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Larry Foley	N	0
67	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Larry Foley	N	0
68	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
69	University of Central Missouri P.O. Box 800 Warrensburg, Missouri 64093 Email : recruiter@ucmo.edu Sharon Jennings	N	0

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70	University of Illinois Urbana-Champaign 717 South Wright Street Champaign, Illinois 61820 Phone : (217) 244-1497 Email : grooney@illinois.edu Gail Rooney	N	0
71	University Of Missouri 201 Student Success Center Columbia, Missouri 65211 Phone : 573-882-6801 Email : career@missouri.edu Fax : 1-573-882-5440 Joe Johnson	N	0
72	University Of Missouri 201 Student Success Center Columbia, Missouri 65211 Phone : 573-882-6801 Email : career@missouri.edu Fax : 1-573-882-5440 Joe Johnson	N	0
73	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
74	University of Tulsa 600 South College Tulsa, Oklahoma 74104 Phone : 918-631-2896 Fax : 1-918-631-2115 Sherri Alexander	N	0
75	Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-5930 Fax : 1-314-935-5905 Mark Smith	N	0

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76	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-7143 Fax : 1-314-968-7478 Ray Angle	N	0
77	William Jewel College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Fax : 1-816-415-5027 Judy Rychlewski	N	0
78	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:			41

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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	10/1/2014	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 Monday, 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.	6	General Sales Manager Account Executive Account Executive Account Executive
2	11/3/2014	Participation in events or programs sponsored by educational institutions	The General Manager for KRBK-TV performed mock interviews with Ozarks Technical College. This allowed students to practice their interview skills, as well as, learn what types of questions and situations to expect when applying for jobs in the broadcast industry.	1	General Manager
3	11/13/2014	Participation in Job Fairs	Evangel University Career Fair. This Career Fair provides management the opportunity to discuss career opportunities in broadcasting and individually meet and discuss possible job openings at the station.	5	Sales Manager Promotions Production Coordinator Sales Assistant
4	2/1/2015	Establishment of a mentoring program	Company has established comprehensive mentoring program with experienced news consultant. Participants include news content manager, anchor, multi-media journalists and various technical positions. Mentoring includes detailed training in how to find and compile news stories of public interest, coaching of on-air delivery, how to stack a 30 minute show, among other skills.	6	News Consultant On-Air Talent Anchor On-Air Talent
5	2/19/2015	Establishment of training programs for station personnel	On February 19 and 20, 2015 all account executives, the station's general manager and general sales manager were trained in the importance of digital media. They were trained on how digital media works and the importance of understanding how to sell digital media in the ever changing broadcast industry.	6	General Manager General Sales Manager Local Sales Manager Account Executive

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	2/24/2015	Participation in Job Fairs	Missouri State University Career Expo. This Career Fair provides management the opportunity to discuss career opportunities in broadcasting and individually meet and discuss possible job openings at the station.	4	General Manager Sales Manager Operations Manager Sales Assisant
7	3/25/2015	Participation in Job Fairs	Ozark Technical Community College Career Fair. This Career Fair provides management the opportunity to discuss career opportunities in broadcasting and individually meet and discuss possible job openings at the station.	4	Sales Manager Sales Assistant Creative Services Director Traffic Assistant
8	8/13/2015	Establishment of an intern program designed to assist members of the community	News Inter - College Student Intern assisted KRBK-TV reporter. She was trained to research and gather materials for reporter stories and newscasts. She assisted with special projects, including elections. She produced news programs and severe weather coverage.	1	Reporter
9	9/17/2015	Provision of training to management	<p>Webinar provided by the Missouri Broadcasters Association reviewing the FCC's EEO Rules. Communications Attorney Gregg Skall covered be below topics:</p> <ul style="list-style-type: none"> • Commission's EEO rules from the FCC 3 Prong Outreach approach • provides guidance on recruitment and notification obligations • ways to organize files and record keeping for preparation of the FCC's random audits; and • kind of violations that result in FCC sanctions and fines. 	2	President Director of Admin