

**FOX KRBK TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 26, 2016**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
General Sales Manager	2-9, 11-12, 14, 17, 19-29, 31, 33-52, 55-58	17
Creative Services Producer	2-9, 11-14, 17, 19-31, 34-40, 42-52, 55-58	17
News Producer	17, 32, 51	32
Multi-Media Account Executive	1-9, 11-12, 14, 16-29, 31-32, 34-40, 42-58	17
Television Traffic Coordinator	1-12, 14-29, 31, 34-40, 42-56, 58	10
Account Executive	2-8, 11-12, 14, 16-17, 19-29, 31, 34-40, 42-58	20

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
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	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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7	Columbia College 1001 Rogers Street Columbia, Missouri 65216 Phone : 573-875-7425 Email : rajamerson@ccis.edu Reyhan Jamerson	N	0
8	Culver-Stockton College One College Hill Canton, Missouri 63435 Phone : 217-231-6451 Email : careercenter@culver.edu Christie Mennenga	N	0
9	Current Employee	N	4
10	Current Employee - Transfer/Promotion	N	1
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 : <a href="http://www.emmabowenfoundation.com/">http://www.emmabowenfoundation.com/</a> Email : ebfoundation@cbs.com Fax : 1-212-975-5884 Sandra Rice	N	0
13	Employee Referral	N	1
14	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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15	Evangel University 1111 N Glenstone Ave. Springfield, Missouri 65802 Cameron Pace Manual Posting	N	0
16	Evangel University 1111 N. Glenstone Springfield, Missouri 65802 Phone : 417-865-2811 ext 7369 Email : weatherlyt@evangel.edu Thelma Weatherly	N	0
17	FOX KRBK Website 1701 S. Enterprise Springfield, Missouri 65804 Amber Karnes Manual Posting	N	4
18	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-4940 Fax : 1-641-269-4508 Director Career Services	N	0
19	Harris-Stowe State College 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 314-734-3512 Email : CareerServices@hssu.edu Wanda McNeal	N	0
20	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Online Listing Manual Posting	N	13
21	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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22	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
23	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
24	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
25	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
26	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
27	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

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28	Missouri Southern State College 3950 East Newman Road Joplin, Missouri 64801 Phone : 417-625-3137 Fax : 1-417-625-9338 Pat Hurley	N	0
29	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
30	MSU Career Center 901 S. Enterprise Ave. Springfield, Missouri 65804 Phone : 414-836-5636 N/A N/A Manual Posting	N	0
31	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
32	Non-Employee Referral	N	3
33	None indicated (Source Unknown)	N	6
34	OTC College 533 W. Bland Lebanon, Missouri 65536 Phone : 417-447-6963 Email : christyk@otc.edu Fax : 1-417-532-5806 Christy K	N	1

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35	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
36	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Fax : 1-573-651-2532 Sandy White	N	0
37	Southern Illinois University-Edwardsville Campus Box 1620 SIUE Edwardsville, Illinois 62026 Phone : 618-650-3656 Fax : 1-618-650-3656 Susan Seibert	N	0
38	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
39	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
40	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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41	Spots n Dots 1635 Old Highways 41 NW Suite 112-338 Kennesaw, Georgia 30152 Classified Ads Manual Posting	N	1
42	St. Louis University 221 North Grand Blvd. St. Louis, Missouri 63130 Phone : 314-977-2828 Fax : 1-314-977-3486 Scott Plowman	N	0
43	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
44	The Urban League 3701 Grandel Square St. Louis, Missouri 63156 Phone : 314-615-3624 Fax : 1-314-531-7462 Sidney Tyler	N	0
45	TVJOBS P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark Holloway	N	0
46	Univ. of Missouri-Columbia 11 Jesse Hall Columbia, Missouri 65201 Phone : 573-882-0878 Fax : 1-573-882-5440 Amanda Nell	N	0
47	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Larry Foley	N	0



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48	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
49	University of Central Missouri P.O. Box 800 Warrensburg, Missouri 64093 Email : recruiter@ucmo.edu Sharon Jennings	N	0
50	University of Illinois Urbana-Champaign 717 South Wright Street Champaign, Illinois 61820 Phone : (217) 244-1497 Email : grooney@illinois.edu Gail Rooney	N	0
51	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
52	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
53	University of the Ozarks 415 Collge Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Fax : 1-479-979-1477 Kimberly Spicer	N	0
54	University of Tulsa 600 South College Tulsa, Oklahoma 74104 Phone : 918-631-2896 Fax : 1-918-631-2115 Sherri Alexander	N	0

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55	Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-5930 Fax : 1-314-935-5905 Mark Smith	N	0
56	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-7143 Fax : 1-314-968-7478 Ray Angle	N	0
57	William Jewel College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Fax : 1-816-415-5027 Judy Rychlewski	N	0
58	William Woods University 1 University Ave. Fulton, Missouri 65251 Phone : 573.592.4313 Email : Amy.Dittmer@WilliamWoods.edu Amy Dittmer	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>34</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	10/1/2015	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 Local Sales Manager Account Executive Account Executive
2	10/1/2015	Establishment of a mentoring program	Company has established comprehensive mentoring program with experienced news consultant. Participants include news contents manager, anchor, multi-media journalists and various technical positions. Mentoring includes detailed training on 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 Anchor Anchor Weather
3	11/12/2015	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.	2	Executive Sales Assistant Traffic Coordinator
4	1/18/2016	Establishment of an intern program designed to assist members of the community	Sales Intern- College Intern worked winter and spring semesters. She helped with research for ratings and information for sales packages, composed PowerPoint presentations for packages and assisted the account executives in construction of client specific presentations for their clients. She was hired as a part time sales assistant after internship.	5	Local Sales Manager General Sales Manager Account Executive
5	2/1/2016	Establishment of an intern program designed to assist members of the community	News Intern - College Student Intern assisted KRBK-TV reporters. She shadowed reporters, learning camera operation and storytelling. She also shadowed the graphics builder who created content for the news.	5	anchor

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6	2/23/2016	Participation in Job Fairs	Missouri State 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.	2	Sales Assistant Traffic Coordinator
7	3/13/2016	Establishment of a mentoring program	The Traffic Coordinator trained the Traffic Assistant to take over the Traffic Coordinator position. The Sales Assistant was trained to be able to move into the Traffic Assistant position.	3	Traffic Assistant Traffic Coordinator Sales Assistant
8	6/1/2016	Establishment of an intern program designed to assist members of the community	News Intern - College Student Intern assisted KRBK-TV reporters. She was trained to research and gather materials for reporter stories and newscasts. She shadowed the morning journalists.	2	Anchor Anchor
9	9/20/2016	Participation in Job Fairs	This Career Fair provides management the opportunity to discuss career opportunities in broadcasting and individually meet and discuss possible job openings at the station.	2	Sales Assistant Sales Assistant