

FOX KRBK TV
EEO PUBLIC FILE REPORT
October 1, 2012 - September 25, 2013

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
Traffic/National Sales/Executive Assistant	6, 8, 11, 15, 20, 23, 26, 28, 31, 38-39, 43-44, 47-48, 52, 54, 57, 60, 62, 65-71	28
Promotions Manager	1-9, 11-27, 29-36, 38-43, 45-54, 56-57, 60-72	22
Producer	1-9, 11-27, 29-54, 56-57, 60-72	44
Producer	1-9, 11-27, 29-54, 56-57, 60-72	22
Television Advertising Account Executive	1-7, 9, 11-42, 44-66, 68-72	28
Multi-Media Journalist	1-7, 9-27, 29-42, 44-54, 56-66, 68-72	44
Multi-Media Journalist	1-7, 9-27, 29-42, 44-54, 56-66, 68-72	22
Multi-Media Journalist	1-7, 9-27, 29-42, 44-54, 56-66, 68-72	44

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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	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 Dept. of Radio & TV P. O. Box 540 State University, Arkansas 72467 Phone : 800-382-3030 Fax : 1-870-972-2997 Richard Carvelle	N	0
3	Arkansas State University 2105 Aggie Road Jonesboro, Arkansas 72401 Email : perryjackson@astate.edu Perry Jackson	N	0
4	Arkansas State University 2105 Aggie Road Jonesboro, Arkansas 72401 Email : carolyne@astate.edu Carolyn E	N	0
5	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
6	Avila College 11901 Wornall Rd Kansas City, Missouri 64145 Phone : 816-942-8400 Fax : 1-816-942-3362 Orrell Kurlandski	N	0

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7	Avila University 11901 Wornall Road Kansas City, Missouri 64145 Phone : (816) 501 - 3767 Email : susan.wulff@avila.edu Susan Wulff	N	0
8	Broadcast 1 Source Website	N	7
9	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
10	Call In	N	1
11	Central Methodist College CMC; 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-3391 Fax : 1-660-248-3469 Mark Kelty	N	0
12	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
13	Central Missouri State Univ. Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Email : mba@mbaweb.org Fax : 1-660-543-4668 Theresa Alewel	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
14	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Email : mba@mbaweb.org Fax : 1-417-690-3246 Ron Martin	N	0
15	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Fax : 1-417-690-3246 Ron Martin	N	0
16	Columbia College 1001 Rogers Street Columbia, Missouri 65216 Phone : 573-875-7425 Email : rajamerson@ccis.edu Reyhan Jamerson	N	0
17	Culver-Stockton College One College Hill Canton, Missouri 63435 Phone : 217-231-6451 Email : careercenter@culver.edu Christie Mennenga	N	0
18	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Email : mba@mbaweb.org Fax : 1-417-873-7808 Tina Moore	N	0
19	Drury College 900 N Benton Springfield, Missouri 65802 Phone : 417-873-7284 Email : career@drury.edu Fax : 1-417-873-7808 Emily Buckmaster	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
20	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Fax : 1-417-873-7808 Tina Moore	N	0
21	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
22	Employee Referral	N	6
23	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
24	Fontbonne University 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : (314) 889-4579 Email : cdillon@fontbonne.edu Carol Dillon	N	0
25	FOX KRBK Website 1701 S. Enterprise Springfield, Missouri 65804 Amber Karnes Manual Posting	N	2
26	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-4940 Fax : 1-641-269-4508 Maryls Upah	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
27	Harris-Stowe State College 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 3147-340-3512 Email : CareerServices@hssu.edu Wanda McNeal	N	0
28	Job posting on internet careerbuilder.com	N	4
29	Kansas State University 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785-532-1691 Email : mba@mbaweb.org Fax : 1-785-532-6802 Kerri Keller	N	0
30	Kansas State University 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785-532-6506 Email : jobs@ksu.edu James Wood	N	0
31	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
32	McPherson College 1600 East Euclid McPherson, Kansas 67460 Phone : 620-241-0731 Email : wiensc@mcpherson.edu Michael Schneider	N	0
33	Missouri Broadcasters Assoc. P.O. Box 104445 Jefferson City, Missouri 65110 Phone : 573-636-6692 Email : dhicks@mbaweb.org Fax : 1-573-634-8258 Don Hicks	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
34	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
35	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
36	Missouri School of Journalism Univ. of Missouri-Columbia - 120 Neff Hall Columbia, Missouri 65211 Phone : (573) 882-0373 Url : www.journalism.missouri.edu/careers Email : willisb@missouri.edu Barbara Willis	N	0
37	Missouri School of Journalism 120 Neff Hall Columbia, Missouri 65201 Phone : 573-882-1908 Email : career@missouri.edu Phou Sengsavanh	N	0
38	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
39	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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40	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
41	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
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	National Black MBA Association 180 North Michigan Ave. Suite 1400 Chicago, Illinois 60601 Phone : 312-580-8070 Fax : 1-312-236-0390 Adella Green	N	0
44	Non-Employee Referral	N	9
45	South Asian Journalists Ass'n 2950 Broadway New York, New York 10027 Phone : 212-854-7837 Email : ss221@columbia.edu Fax : 1-212-854-7837 S. Sreenivasan na	N	0

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46	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
47	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Fax : 1-573-651-2532 Sandy White	N	0
48	Southern Illinois University-Edwardsville Campus Box 1620 SIUE Edwardsville, Illinois 62026 Phone : 618-650-3656 Fax : 1-618-650-3656 Susan Seibert	N	0
49	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
50	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
51	Southwest Missouri State University 901 South National Springfield, Missouri 65804 Phone : 417-836-5636 Email : mba@mbaweb.org Fax : 1-417-836-6797 Jack Hunter	N	0

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52	Southwest Missouri State University 901 South National Springfield, Missouri 65804 Phone : 417-836-5636 Fax : 1-417-836-6797 Jack Hunter	N	0
53	St. Louis University 221 North Grand Blvd. St. Louis, Missouri 63130 Phone : 314-977-2828 Email : mba@mbaweb.org Fax : 1-314-977-3486 Scott Plowman	N	0
54	St. Louis University 221 North Grand Blvd. St. Louis, Missouri 63130 Phone : 314-977-2828 Fax : 1-314-977-3486 Scott Plowman	N	0
55	Station On-Air Advertisement FOX KRBK TV Ad	N	2
56	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
57	The Urban League 3701 Grandel Square St. Louis, Missouri 63156 Phone : 314-615-3624 Fax : 1-314-531-7462 Sidney Tyler	N	0
58	TVJOBS P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark Holloway	N	0

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59	TVjobs.com 1701 S. Enterprise Springfield, Missouri TVjobs.com TVjobs.com Manual Posting	N	0
60	Univ. of Missouri-Columbia 11 Jesse Hall Columbia, Missouri 65201 Phone : 573-882-0878 Fax : 1-573-882-5440 Amanda Nell	N	0
61	University Of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-757-6307 Email : lfoley@uark.edu Larry Foley	N	0
62	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
63	University of Central Missouri P.O. Box 800 Warrensburg, Missouri 64093 Email : recruiter@ucmo.edu Sharon Jennings	N	0
64	University of Illinois Urbana-Champaign 717 South Wright Street Champaign, Illinois 61820 Phone : (217) 244-1497 Email : grooney@illinois.edu Gail Rooney	N	0
65	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

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66	University of the Ozarks 415 Collge Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Fax : 1-479-979-1477 Kimberly Spicer	N	0
67	University of Tulsa 600 South College Tulsa, Oklahoma 74104 Phone : 918-631-2896 Fax : 1-918-631-2115 Sherri Alexander	N	0
68	Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-5930 Fax : 1-314-935-5905 Mark Smith	N	0
69	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-7143 Fax : 1-314-968-7478 Ray Angle	N	0
70	Westminster College 501 Westminster Ave. Fulton, Missouri 65251 Phone : 573-592-5381 Fax : 1-573-592-5383 Ginnie Hall	N	0
71	William Jewel College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Fax : 1-816-415-5027 Judy Rychlewski	N	0
72	William Woods University 1 University Ave. Fulton, Missouri 65251 Phone : 573.592.4313 Email : Amy.Dittmer@WilliamWoods.edu Amy Dittmer	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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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	10/1/2012	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.	6		1.00
2	10/1/2012	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 to. Positions that have participated in this mentoring program include: Operations Assistant, On-Air Talent, Multimedia Journalist, Production Assistant, Sales Assistant and Traffic Assistant.	8		1.00
3	10/17/2012	Participation in Job Fairs	Missouri School of Journalism 2012 Media Career & Internship 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. This event was attended by the HR Director.	1	HR Director	0.25
4	11/14/2012	Establishment of an intern program designed to assist members of the community	Web Intern - College Student Intern was trained on how to edit station website and was assigned to update specific sections each day. She was trained in emerging technologies and helped prepare information for a new concept in promotions Intern worked for KRBK-TV from November 11, 2012-June 28, 2013	2	General Manager Internet Content Supervisor	1.00

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5	11/16/2012	Participation in events or programs sponsored by educational institutions	Ozark Technical College Mock Interviews The Production Director for KRBK-TV performed mock interviews with the Ozark Technical College electronic media department. 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	Production Director	0.25
6	11/29/2012	Participation in events or programs sponsored by educational institutions	Ozark Technical College Mock Interviews The Production Director for KRBK-TV performed mock interviews with the Ozark Technical College electronic media department. 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	Production Director	0.25
7	2/5/2013	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 February 5, 2013 - August 16, 2013.	1	Production Director	1.00
8	2/26/2013	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, the Local Sales Manager, the Director of Operations, the Sales Assistant and the Traffic Assistant.	5	General Manager Local Sales Manager Director of Operations Traffic Assistant	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
9	4/22/2013	Participation in events or programs sponsored by educational institutions	Missouri State University Speaker The Local Sales Manager for KRBK-TV spoke to the sales and marketing class at Missouri State University. The speech was given to approximately 30 students and included what a sales manager looks for in account representatives.	1	Local Sales Manager	0.25
10	4/30/2013	Establishment of an intern program designed to assist members of the community	News/Web Intern - College Student Intern assisted KRBK-TV reporters. She was trained on how to edit station website and was assigned to update specific sections each day. She was trained in emerging technologies and helped prepare information for a new concept in promotions. Intern worked from April 30, 2013-August 9, 2013.	3	General Manager Multi-Media Journalist Internet Content Supervisor	1.00
11	5/2/2013	Participation in events or programs sponsored by educational institutions	Ozark Technical College Mock Interviews The Production Director for KRBK-TV performed mock interviews with the Ozark Technical College electronic media department. 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	Production Director	0.25
12	8/13/2013	Establishment of an intern program designed to assist members of the community	News Intern - College Student Intern assisted with studio production including camera, lighting and communication. Studio control room tasks included directing, audio, graphics, timing and editing. Intern assisted with producing Newsbreaks, FOX Newsedge, story content and general writing of scripts for on air personalities. Assisted the multi-media journalist with local story creation and execution, such as shooting in the field and editing. Intern ran all aspects of live shots using LiveU and timing and cueing using IFB. News Intern began on August 13, 2013 and as of this report is still working at KRBK-TV.	1	Director of Operations	1.00

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13	9/4/2013	Participation in Job Fairs	Drury University Soak Up Springfield 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 Local Sales Manager, the Traffic Assistant, and the Sales Assistant.	3	Local Sales Manager Traffic Assistant Sales Assistant	0.25
14	9/25/2013	Participation in Job Fairs	Missouri State University Fall 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. This event was attended by the General Manager, the Local Sales Manager, the Promotions Manager, the Director of Operations, the Sales Assistant, and the Traffic Assistant.	6	General Manager Local Sales Manager Chris Iller Bret Falcetto	0.25
TOTAL POINTS OVER REPORTING PERIOD:						8.00