

**EEO Public File Report**

St. Louis Regional Public Media, Inc (d/b/a KETC-TV, NineNetwork)

Reporting Period: October 1, 2018 thru September 30, 2019

Section 1: Full-Time Positions Filled

EXHIBIT A1

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Full Time Position	Position Title	Recruitment Source(s) utilized to seek candidates for each vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Director of Digital Media	- Internal posting - St. Louis Post Dispatch/Monster.com - KETC website - The Rome Group - Indeed.com - NAB Broadcast Career Link - LinkedIn	0 1 1 0 0 0 1	1
2	Research Associate	- Internal posting - St. Louis Post Dispatch/Monster.com - KETC website - Indeed.com - The Rome Group	0 0 3 0 0	1
3	Graphic Designer	- Internal posting - St. Louis Post Dispatch/Monster.com - KETC website - Indeed.com - The Rome Group	0 0 1 1 0	1
4	Production Facilities Manager	- Internal posting - St. Louis Post Dispatch/Monster.com - KETC website - Indeed.com - NAB Broadcast Career Link	2 0 0 0 0	1
5	Account Manager - V9 Digital	- Internal posting - St. Louis Post Dispatch/Monster.com - KETC website - Referred - Indeed.com - NAB Broadcast Career Link - Ziprecruiter - LinkedIn	0 2 1 1 2 0 1 0	1
6	Producer	- Internal posting - St. Louis Post Dispatch/Monster.com - KETC website - Indeed.com	1 0 1 1	1
7	Chief Revenue Officer	- Internal posting - St. Louis Post Dispatch/Monster.com - KETC website - The Rome Group - NAB Broadcast Career Link	0 0 1 1 0	1
8	Associate Producer	- Internal posting - St. Louis Post Dispatch/Monster.com - KETC website - Indeed.com	1 0 0 0	1
9	Corporate Account Manager	- Internal posting - St. Louis Post Dispatch/Monster.com - Referred - KETC website - Indeed.com - The Rome Group - NAB Broadcast Career Link	0 2 1 3 0 0 0	1
10	Director of Evaluation	- Internal posting - St. Louis Post Dispatch/Monster.com - KETC website - Indeed.com - The Rome Group	0 1 0 0 1	1
11	Parent Engagement Coordinator	- Internal posting - St. Louis Post Dispatch/Monster.com - KETC website - The Rome Group	1 2 0 0	1
		<b>Total</b>	<b>34</b>	<b>11</b>

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Section 2: Recruitment Sources Contacted for Full-Time Vacancies

Number	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	St. Louis Post-Dispatch/Monster.com 900 North Tucker St. Louis, Mo 63101 Website-St. Louis at Work	Chris Huelsebusch (314) 340-8609 <a href="mailto:CHuelsebusch@post-dispatch.com">CHuelsebusch@post-dispatch.com</a>	7	N
2	The Rome Group	Alice Squires <a href="mailto:Alice@theromegroup.com">Alice@theromegroup.com</a>	3	N
3	KETC Website <a href="http://www.ninenet.org">www.ninenet.org</a> St. Louis, MO	Richard Skalski (314)-512-9145	11	N
4	Internal Posting - KETC 3655 Olive Street St. Louis, MO 63108	Richard Skalski (314)-512-9145	5	N
5	National Association of Broadcasters Website- NAB	Broadcast Career Link - <a href="mailto:jobs@nab.org">jobs@nab.org</a>	0	N
6	Indeed.com <a href="http://www.indeed.com">www.indeed.com</a>	Customer Service 800-462-5842	4	N
7	Ziprecruiter <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	Customer Service (877)-252-1062	1	N
8	LinkedIn <a href="http://www.linkedin.com">www.linkedin.com</a>	Customer Service (844)-587-5732	1	N
9	Other - referrals, etc. (Employee, clients, etc.)	Richard Skalski (314)-512-9145	2	N
		Total Interviewed	34	

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St. Louis Regional Public Media, Inc. (d/b/a KETC-TV, NineNetwork)  
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 Section 3: Longer-Term Recruitment Initiatives Implemented

EXHIBIT A3  
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Nbr.	Date	Initiative	Description	Scope of Involvement	Persons Involved
1	10/1/2018 - ongoing	Internship Program	Assist students and members of the community to acquire skills needed for broadcast, nonprofit, and marketing employment.	Host interns from area schools who are pursuing and/or interested in a career in broadcasting and nonprofit (including advertising and journalism.)	M. Huelskamp, Marketing Director A. Carr, Special Events Mgr. S. Stevenson, Project Manager M. Saunders, Community Engagement Mgr. R. Bromell, Major & Planned Giving Mgr.
2	10/10/18	Job Fair	- Job Fair Webster University School of Communications	One of several local employers that participated in hosting a booth at the Webster job fair. Station representatives informed students of job openings and careers in broadcasting.	Brittany Farmer, Mgr. Volunteers & Internship J. Woolsey - Volunteer Coord.
3	11/15/18	Job Fair	- Job Fair Webster University School of Communications	One of several local employers that participated in hosting a booth at the Webster job fair. Station representatives informed students of job openings and careers in broadcasting.	Brittany Farmer, Mgr. Volunteers & Internship
4	2/20/19	Job Fair	- Job Fair St Louis University Career and Graduate School Fair	One of several local employers that participated in hosting a booth at the SLU job fair. Station representatives informed students of job openings and careers in broadcasting.	Brittany Farmer, Mgr. Volunteers & Internship
5	3/15/19	Job Fair	- Job Fair University of St. Louis Missouri (UMSL)	One of several local employers that participated in hosting a booth at the UMSL job fair. Station representatives informed students of job opening and careers in broadcasting.	Brittany Farmer, Mgr. Volunteers & Internship
6	9/27/19	Job Fair	- Job Fair University of St. Louis Missouri (UMSL)	One of several local employers that participated in hosting a booth at the UMSL job fair. Station representatives informed students of job opening and careers in broadcasting.	R. Skalski, Sr. VP, CFO, COO J. Woolsey - Volunteer Coord.
7	9/25/19	Job Fair	- Job Fair St Louis University Career and Graduate School Fair	One of several local employers that participated in hosting a booth at the SLU job fair. Station representatives informed students of job openings and careers in broadcasting.	Brittany Farmer, Mgr. Volunteers & Internship
8	ongoing	Scholarship	KETC-TV/Nine Network Scholarship support: Webster University - School of Communication	Fund annual scholarship to a local college or university to award to a student pursuing degree in Mass Communications and/or a broadcasting-related field of study.	KETC Station Management R. Skalski, Sr. VP, CFO, COO
9	ongoing	Job Bank Participation	Job Bank	NAB job bank (BroadcastCareer Link) job openings are provided to organizations who's reach includes women and minorities.	KETC Station Management R. Skalski, Sr. VP, CFO, COO