

# **EEO Public File Report**

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

Reporting Period: October 1, 2016 thru September 30, 2017

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	Member/Viewer Services Rep.	<ul style="list-style-type: none"> <li>- Internal posting</li> <li>- St. Louis Post Dispatch/Monster.com</li> <li>- KETC website</li> <li>- The Rome Group</li> </ul>	0 4 0 0	1
2	Research Associate	<ul style="list-style-type: none"> <li>- Internal posting</li> <li>- St. Louis Post Dispatch/Monster.com</li> <li>- KETC website</li> <li>- The Rome Group</li> </ul>	1 1 1 0	1
3	Corporate Support Manager	<ul style="list-style-type: none"> <li>- Internal posting</li> <li>- St. Louis Post Dispatch/Monster.com</li> <li>- KETC website</li> <li>- The Rome Group</li> <li>- NAB Broadcast Career Link</li> </ul>	0 2 0 1 0	1
4	Media Relations Manager	<ul style="list-style-type: none"> <li>- Internal posting</li> <li>- St. Louis Post Dispatch/Monster.com</li> <li>- KETC website</li> <li>- The Rome Group</li> <li>- NAB Broadcast Career Link</li> </ul>	0 5 0 0 0	1
5	Community Engagement Manager	<ul style="list-style-type: none"> <li>- Internal posting</li> <li>- St. Louis Post Dispatch/Monster.com</li> <li>- KETC website</li> <li>- The Rome Group</li> <li>- Referral</li> <li>- NAB Broadcast Career Link</li> </ul>	0 1 1 0 1 0	1
6	Senior Technician	<ul style="list-style-type: none"> <li>- Internal posting</li> <li>- St. Louis Post Dispatch/Monster.com</li> <li>- KETC website</li> <li>- The Rome Group</li> </ul>	0 0 1 0	1
7	Accounting Manager	<ul style="list-style-type: none"> <li>- Internal posting</li> <li>- St. Louis Post Dispatch/Monster.com</li> <li>- Indeed.com</li> <li>- KETC website</li> <li>- The Rome Group</li> </ul>	0 1 1 0 0	1
8	Membership & Database Coordinator	<ul style="list-style-type: none"> <li>- Internal posting</li> <li>- St. Louis Post Dispatch/Monster.com</li> <li>- KETC website</li> <li>- The Rome Group</li> </ul>	0 4 0 1	1
9	Community Engagement Manager- Early Education	<ul style="list-style-type: none"> <li>- Internal posting</li> <li>- St. Louis Post Dispatch/Monster.com</li> <li>- KETC website</li> <li>- The Rome Group</li> </ul>	0 0 3 1	1
10	Community Engagement Manager- American Graduate	<ul style="list-style-type: none"> <li>- Internal posting</li> <li>- St. Louis Post Dispatch/Monster.com</li> <li>- KETC website</li> <li>- The Rome Group</li> </ul>	0 0 3 1	1
11	Graphic Designer	<ul style="list-style-type: none"> <li>- Internal posting</li> <li>- St. Louis Post Dispatch/Monster.com</li> <li>- KETC website</li> <li>- The Rome Group</li> </ul>	1 0 0 0	1
Total			35	11

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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>	18	N
2	The Rome Group	Alice Squires <a href="mailto:Alice@theromegroup.com">Alice@theromegroup.com</a>	4	N
3	KETC Website <a href="http://www.ketc.org">www.ketc.org</a> St. Louis, MO	Richard Skalski (314)-512-9145	9	N
4	Internal Posting - KETC 3655 Olive Street St. Louis, MO 63108	Richard Skalski (314)-512-9145	2	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	1	N
7	Other - referrals, etc. (Employee, clients, etc.)	Richard Skalski (314)-512-9145	1	N
		Total Interviewed	35	

# EEO Public File Report

St. Louis Regional Public Media, Inc. (d/b/a KETC-TV, NineNetwork)  
Reporting Period: October 1, 2016 through September 30, 2017  
Section 3: Longer-Term Recruitment Initiatives Implemented

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Nbr.	Date	Initiative	Description	Scope of Involvement	Persons Involved
1	10/1/2016 - 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	10/6/2016	Job Fair	- Job Fair Webster University	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
3	2/22/2017	Job Fair	- Job Fair St Louis University	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
4	9/22/2017	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
5	9/25/2017	Training -	Provided training to management personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Local legal counsel/attorney made a presentation to the Leadership Team that provided training as methods of ensuring equal employment opportunity and preventing discrimination.	- John Galmiche, Pres. And CEO - Richard Skalski, Sr. VP, CFO, COO - Amy Shaw, Sr. VP Production and Community Engagement - Other Leadership Team members
6	9/26/2017	Job Fair	- Job Fair Webster University	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
7	9/27/2017	Job Fair	- Job Fair St Louis University	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