

EEO Public File Report

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

Reporting Period: October 1, 2020 thru September 30, 2021

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	Development Manager	<ul style="list-style-type: none">- Internal posting- St. Louis Post Dispatch/Monster.com- KETC website- The Rome Group- Indeed.com- NAB Broadcast Career Link- LinkedIn	<ul style="list-style-type: none">0020300	1
2	Engagement Manager	<ul style="list-style-type: none">- Internal posting- St. Louis Post Dispatch/Monster.com- KETC website- Referrals/partner networks- Indeed.com- The Rome Group- LinkedIn	<ul style="list-style-type: none">0051300	1
3	Digital Content Coordinator	<ul style="list-style-type: none">- Internal posting- LinkedIn- KETC website- Indeed.com- The Rome Group- Twitter	<ul style="list-style-type: none">108000	1
4	Member and Viewer Operations Coordinator	<ul style="list-style-type: none">- Internal posting- LinkedIn- KETC website- Indeed.com- The Rome Group- Referrals/partner networks	<ul style="list-style-type: none">32221	1
		Total	31	4

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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 CHuelsebusch@post-dispatch.com	0	N
2	The Rome Group	Alice Squires Alice@theromegroup.com	0	N
3	KETC Website www.ninepbs.org St. Louis, MO	Richard Skalski (314)-512-9145	17	N
4	Internal Posting - KETC 3655 Olive Street St. Louis, MO 63108	Richard Skalski (314)-512-9145	1	N
5	National Association of Broadcasters Website- NAB	Broadcast Career Link - jobs@nab.org	0	N
6	Indeed.com www.indeed.com	Customer Service 800-462-5842	8	N
7	Twitter	Customer Service 415-222-9670	0	N
8	Linkedin www.linkedin.com	Customer Service (844)-587-5732	3	N
9	Other - referrals, etc. (Employee, clients, etc.)	Richard Skalski (314)-512-9145	2	N
Total Interviewed			31	

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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	10/1/2020 - 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.)	K. Midgett, VP and Chief Organizational M. Huelskamp, VP and Chief Marketing Officer A. Stallings, Director of Early Learning J. Prosperi, Director of Digital Strategy
2	11/12/20	Job Fair	- Internship EXPO Webster University School of Communications	One of several local employers that participated in the Webster University Internship EXPO. This was a "virtual" event due to the Covid-19 pandemic. Interviews over Zoom were scheduled every 15 minutes over the course of 8 hours.	Kate Midgett - VP and Chief Organizational Excellence Officer
3	3/12/21	Job Fair	- Spring Career Fair University of St. Louis Missouri (UMSL)	One of several local employers that participated in the UMSL Spring Career Fair. This was a "virtual" event due to the Covid-19 pandemic. Interviews over Zoom were scheduled every 15 minutes over the course of 8 hours.	Kate Midgett - VP and Chief Organizational Excellence Officer
4	4/30/21	Job Fair	- Internship EXPO Webster University School of Communications	One of several local employers that participated in the Webster University Internship EXPO. This was a "virtual" event due to the Covid-19 pandemic. Interviews over Zoom were scheduled every 15 minutes over the course of 8 hours.	Kate Midgett - VP and Chief Organizational Excellence Officer
5	9/17/21	Job Fair	- Fall Career Fair University of St. Louis Missouri (UMSL)	One of several local employers that participated in the UMSL Fall Career Fair. This was a "virtual" event due to the Covid-19 pandemic. Interviews over Zoom were scheduled every 15 minutes over the course of 8 hours.	Kate Midgett - VP and Chief Organizational Excellence Officer
6	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
7	ongoing	Job Bank Participation	Job Bank	NAB job bank (BroadcastCareer Link) job openings are provided to organizations who's reach includes women and minorities.	Kate Midgett - VP and Chief Organizational Excellence Officer