

## EEO Public File Report

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

Reporting Period: October 1, 2019 thru September 30, 2020

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	President and CEO	<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>- Indeed.com</li> <li>- NAB Broadcast Career Link</li> <li>- LinkedIn</li> <li>- SRI Cheyenne (Exec. Search)</li> </ul>	<p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>30</p>	<p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p>1</p>
2	Grants Manager	<ul style="list-style-type: none"> <li>- Internal posting</li> <li>- St. Louis Post Dispatch/Monster.com</li> <li>- KETC website</li> <li>- Indeed.com</li> <li>- The Rome Group</li> <li>- LinkedIn</li> </ul>	<p>0</p> <p>0</p> <p>3</p> <p>0</p> <p>0</p> <p>1</p>	<p></p> <p></p> <p></p> <p></p> <p></p> <p>1</p>
3	Associate Producer	<ul style="list-style-type: none"> <li>- Internal posting</li> <li>- St. Louis Post Dispatch/Monster.com</li> <li>- KETC website</li> <li>- Indeed.com</li> <li>- The Rome Group</li> </ul>	<p>1</p> <p>0</p> <p>1</p> <p>1</p> <p>0</p>	<p></p> <p></p> <p></p> <p>1</p> <p></p>
Total			37	3

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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>	0	N
2	The Rome Group	Alice Squires <a href="mailto:Alice@theromegroup.com">Alice@theromegroup.com</a>	0	N
3	KETC Website <a href="http://www.ninenet.org">www.ninenet.org</a> St. Louis, MO	Richard Skalski (314)-512-9145	4	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 - <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	SRI Cheyenne 60 E 42nd Street New York, NY 10165 <a href="http://www.sricheyenne.com">www.sricheyenne.com</a>	Executive Search (212)-471-5000	30	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		N
		Total Interviewed	37	

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St. Louis Regional Public Media, Inc. (d/b/a KETC-TV, NineNetwork)  
 Reporting Period: October 1, 2019 through September 30, 2020  
 Section 3: Longer-Term Recruitment Initiatives Implemented

EXHIBIT A3  
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Nbr.	Date	Initiative	Description	Scope of Involvement	Persons Involved
1	10/1/2019 - 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. Stallings, Project Manager K. Diouf, Director of Evaluation J. Kirchherr - Sr. Director of Content
2	10/8/2019	Job Fair	- Job Fair Webster University School of Communications	One of several local employers that participated in hosting a booth at the Webster Internship and Expo. Station representatives informed students of job openings and careers in broadcasting.	Brittany Farmer, Mgr. Volunteers & Internship J. Woolsey - Volunteer Coord.
3	2/19/2020	Job Fair	- Job Fair St. Louis University Career and Intern Fair	One of several local employers that participated in hosting a booth at the SLU Career and Intern fair. Station representatives informed students of job openings and careers in broadcasting.	Brittany Farmer, Mgr. Volunteers & Internship
4	9/25/2020	Job Fair	- Job Fair (Virtual) 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.
5	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
6	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