

KSDK
EEO PUBLIC FILE REPORT
September 21, 2018 - September 20, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multi-Skilled Journalist	1, 3, 5-6, 8-10, 16-32, 34-46	37
Multi-Skilled Journalist	1, 3, 5-6, 8-10, 16-32, 34-46	37
Multi-Skilled Journalist	1, 3, 5-6, 8-10, 16-32, 34-46	3
Transactional Account Executive	1, 3, 5-6, 8-10, 13, 16-32, 34-36, 38-41, 43-46	45
Transactional Account Executive	1, 3, 5-6, 8-10, 13, 16-32, 34-36, 38-41, 43-46	3
Transactional Account Executive	1, 3, 5-6, 8-10, 13, 16-32, 34-36, 38-41, 43-46	3
Multi-Platform Producer	1, 3, 5-6, 8-10, 16-32, 34-41, 43-46	37
Multi-Platform Producer	1, 3, 5-6, 8-10, 16-32, 34-41, 43-46	3
Digital Sales Manager	1, 3, 5-6, 8-10, 13, 16-32, 34-41, 43-46	20
Producer	1, 3, 5, 8-10, 16-26, 28-32, 34-41, 43- 46	37
Producer	1, 3, 5, 8-10, 16-26, 28-32, 34-41, 43- 46	3
Multiskilled Journalist	1, 3, 5, 8-10, 16, 18-26, 28-32, 34-41, 43-46	3
Multiskilled Journalist	1, 3, 5, 8-10, 16, 18-26, 28-32, 34-41, 43-46	3
Sales Assistant	1, 3, 5, 8-11, 16, 18-32, 34-42, 44-45	3
Sales Assistant - 006290	1, 3, 5-6, 8-11, 16, 18-22, 24-26, 28-32, 34-41, 43-46	3
Sales Assistant - 006290	1, 3, 5-6, 8-11, 16, 18-22, 24-26, 28-32, 34-41, 43-46	37
Weekend Anchor/MSJ	1, 3, 5, 8-10, 16, 18-26, 28-32, 34-41, 43-46	37
Show Me St. Louis Host/MSJ	1, 3, 5, 8-10, 16, 18-26, 28-32, 34-41, 43-46	37
Associate Producer	1, 3, 5, 8-10, 14, 16, 18-26, 28-32, 34- 41, 43-46	14
Weekend Meteorologist/MSJ	1, 3, 5, 8-10, 16, 18-26, 28-32, 34-41, 43-46	37
Social Producer	1, 3, 5, 8-11, 15-16, 18-26, 28-32, 34- 41, 43-46	15
Director of Content	1, 3-5, 8-11, 16, 18-26, 28-41, 44-46	20
IT Manager - 007059	1, 3, 5, 8-12, 16, 18-26, 28-32, 34-41, 44-46	12

KSDK
EEO PUBLIC FILE REPORT
September 21, 2018 - September 20, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Director of Sales	1-3, 5, 7-11, 16, 18-26, 28-32, 34-41, 44-46	3
Major Accounts Account Executive - 007326	1, 3, 5, 8-11, 16, 18-32, 34-42, 44-46	20

KSDK

EEO PUBLIC FILE REPORT

September 21, 2018 - September 20, 2019

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	American Federation of Television and Radio Artists 1310 Papin #103 St Louis, Missouri Fax : 1-314-231-8412 Career Service	N	0
2	Application already on file	N	1
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	24
4	Corporate Recruiter	N	2
5	Culver- Stockton College One Chicago Hill Canton, Missouri 63435 Phone : 573-288-6000 Url : www.culver.edu Email : advancement@culver.edu Career Placement	N	0
6	Emma Bowen Foundation for Minority Interests in Media 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
7	Employee Referral	N	1
8	Glassdoor.com 100 Shoreline Highway Mill Valley , California Phone : Unknown Unknown Unknown Manual Posting	N	1
9	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com . Email : slizik@602communications.com Career Services	N	0

KSDK

EEO PUBLIC FILE REPORT

September 21, 2018 - September 20, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Harris-Stowe State University 3026 Laclede Ave St Louis, Missouri 63103 Phone : 314-340-3366 Url : www.hssu.edu Email : careerengagement@hssu.edu LaTonia Collins Smith	N	0
11	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : charlie@hispaniclink.org Carlos Ericksen-Mendoza	N	0
12	Indeed.com Nebraska Url : www.indeed.com N/A N/A	N	1
13	Indeed.com	N	2
14	Internal Hire	N	1
15	Internal Transfer/Promotion	N	1
16	International Brotherhood of Electrical Workers Local 4 1610 S. Kingshighway St Louis, Missouri Email : broadcast@ibewlocal4.com Elaine IBEW Local 4	N	0
17	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63050 Phone : 636-481-3223 Email : bgross@jeffco.edu Lora Warner	N	0
18	juju.com New York New York , New York Phone : Unknown Unknown Unknown Manual Posting	N	0

KSDK

EEO PUBLIC FILE REPORT

September 21, 2018 - September 20, 2019

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
19	Lindenwood University 209 S. Kingshighway St Charles, Missouri Phone : 636.627.4307 Email : swright@lindenwood.edu Shannon Wright	N	0
20	LinkedIn Missouri N/A N/A Manual Posting	N	5
21	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
22	Media-Match 714 North La Brea Los Angeles, California Phone : 323-284-5589 Url : www.media-match.com Email : info@media-match.com Tammy Romaniuk	N	0
23	Missouri Broadcaster's Association 1025 Northeast Drive Jefferson City , Missouri 65109 Phone : :573 636-6692 Url : mbaweb.org Email : tharper@mbaweb.org Terry Harper	N	0
24	Missouri School of Journalism in Columbia 201 Student Success Center Columbia, Missouri 65201 Phone : 573-882-6801 Email : career@missouri.edu Fax : 1-573-882-5440 Connor Flood	N	0

KSDK

EEO PUBLIC FILE REPORT

September 21, 2018 - September 20, 2019

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
25	Missouri State University 901 S. National Avenue Springfield, Missouri 65804 Phone : 417-836-6861 Url : http://careercenter.missouristate.edu Email : careercenter@missouristate.edu Fax : 1-417-836-5656 Chalanda Johnson	N	0
26	MO University of Science and Technology 303A Norwood Hall 320 W 12th Street Rolla , Missouri 65409 Phone : 573-341-4230 Url : http://career.mst.edu/index.html Email : mayfieldju@mst.edu Sara Earl	N	0
27	N.E. Missouri State University Business Placement Center Violette Hall 112 Kirksville, Missouri 63501 Phone : 6605621250 Url : truman.edu Email : lorik@nwmissouri.edu Fax : 1-660-785-4366 Lori Haws	N	0
28	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
29	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : membership@ncnw.org Cassandra Wint	N	0

KSDK

EEO PUBLIC FILE REPORT

September 21, 2018 - September 20, 2019

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
30	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlaja.org Career Service	N	0
31	National Television Academy, Mid-America Chapter 1001 Highlands Plaza Dr. W #320 St Louis, Missouri Phone : 314-647-3669 Url : www.emmymid-america.org Email : Maggie@emmymid-america.org Fax : 1-314-512-9653 Maggie Eubanks	N	0
32	Northwest Missouri State University no listing Maryville, Missouri 64468 Phone : 816-562-1212 Email : career@nwmissouri.edu Northwest Missouri State University Northwest Missouri State University	N	0
33	Recruiter	N	2
34	Simply Hired 525 Almanor Ave #100 Sunnyvale, California 94085 Phone : Unknown Unknown Unknown Manual Posting	N	0
35	St Louis Community College Meramec 11333 Big Bend Road Room AD249 Kirkwood, Missouri 63122 Phone : 314-984-7611 Email : ces@stlcc.edu Career and Employment Services	N	0
36	St. Louis University 3840 Lindell Blvd #110 St Louis, Missouri Phone : 314-997-2828 Url : http://careers.slu.edu/employers.html Email : koskolosbj@slu.edu Barb Koskolos	N	0

KSDK

EEO PUBLIC FILE REPORT

September 21, 2018 - September 20, 2019

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
37	TEGNA 7950 Jones Branch Dr McLean , Virginia 22102 Phone : 753-854-6000 Url : www.TEGNA.com Job Board Manual Posting	N	29
38	Truman State University Career Center Kirksville, Missouri 63501 Phone : 660-785-4353 Email : careers@truman.edu Polly Matteson	N	0
39	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holoway	N	0
40	University of Missouri 100 Corporate Lake Dr. Columbia, Missouri 65211 Phone : (573) 882-6898 Email : reiskem@missouri.edu Mathew Reiske	N	0
41	University of Missouri - St Louis 278 Millennium Student Center One University Blvd St Louis, Missouri 63121 Phone : 314-516-5113 Email : careerservices@umsl.edu Fax : 1-314-516-6535 Tegan Klevorn	N	0
42	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-7143 Url : https://www.webster.edu/career-services/about-career-services/meet-staff.html#employserv Email : kerrylee70@webster.edu Rebecca Spear	N	0

KSDK

EEO PUBLIC FILE REPORT

September 21, 2018 - September 20, 2019

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
43	Westminster College 501 Westminster Ave. Fulton, Missouri 65251 Phone : 573-592-5381 Email : careersrv@westminster-mo.edu Fax : 1-573-592-5383 Cindy Quick	N	0
44	William Jewel College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Email : careerdevelopment@william.jewell.edu Fax : 1-816-415-5027 Melissa Bland	N	0
45	www.ksdk.com Missouri Career Service Manual Posting	N	3
46	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			73

KSDK

EEO PUBLIC FILE REPORT

September 21, 2018 - September 20, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/24/2018	Participation in events or programs sponsored by educational institutions	Participated in UMSL Career Fair	4	HRBP Media Strategist Production Assistant Social Discovery Manager
2	1/1/2019	Establishment of an intern program designed to assist members of the community	Internships - KSDK-TV actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in the professional broadcast setting. The intern experiences the live work environment that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing. During the reporting period, KSDK hired and trained five interns for three month assignments.	2	HRBP Executive Producer
3	1/31/2019	Participation in other activities designed by the station employment unit	A student from the University of Wisconsin - Milwaukee came in and shadowed our Executive Producer. The student was eager to learn about opportunities in the broadcast field.	1	Executive Producer
4	2/4/2019	Establishment of training programs for station personnel	Local Sales Manager attended TEGNA Inside/Out Training for TEGNA Sales Managers. Workshop was focused on ensuring managers are well equipped to implement Inside/Out philosophy and processes within their sales department. Key content was organized around corporate purpose, people and process goals.	1	Local Sales Manager
5	2/12/2019	Establishment of training programs for station personnel	Local Sales Manager attended ROI2019 in February. This is an conference put on by Eckstein, Summers, Armbuster & Company.	1	Local Sales Manager
6	2/22/2019	Participation in events or programs sponsored by educational institutions	News Anchor participated in a panel at Maryville University, a local college to discuss Women in Media. This panel provided professional development and networking opportunities and provided avenues for women to learn, engage and become more involved. The three focus areas included Philanthropy, Entrepreneurship and Mentoring.	1	Anchor

KSDK**EEO PUBLIC FILE REPORT****September 21, 2018 - September 20, 2019****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	3/4/2019	Participation in other activities designed by the station employment unit	KSDK hosted annual student Public Service Announcement workshop. 20 students from Gateway STEM and Ladue High Schools (grades 9-12) from Broadcast, Business/Marketing, and Analytics classes participated. Station personnel provided the topic of fake news v real news and the students split into multi-school groups of 4 to create a PSA. They received guidance and were judged by News Director, Marketing Director, Creative Director, Community Service Manager, Anchor, Promotions Producer. On 3/13/2019, groups of 4 presented the final work at the station with the winner whose work was to be broadcast on the air.	4	Director of Marketing Creative Director Photographer community Services Manager
8	3/5/2019	Participation in events or programs sponsored by educational institutions	Sales Executive participated in Rawlings Sports Business Management Speed Networking event. This was for college students at Maryville University	1	Sales Executive
9	3/5/2019	Establishment of a mentoring program	Brand Health Summit. Your brand health is the intersection of your brand mission and values. The Brand Health Summit brought leaders together from administration, marketing, news and promotions to better understand the impact of brand health on audience interest and loyalty, as well as employee engagement.	20	President & General Manager Director of Marketing Regional Finance Director News Director
10	3/15/2019	Participation in job banks, internet programs and other programs designed to promote outreach	Participated in University of Missouri St. Louis Career Fair. Attended with HRBP and employees who were alumni of the college.	2	HRBP Promotions Producer
11	3/19/2019	Establishment of training programs for station personnel	Hosted a group of Pakistani Journalists to discuss journalism and learn more about practices in the broadcast industry	1	MSJ
12	3/20/2019	Participation in job banks, internet programs and other programs designed to promote outreach	Participated in the Harris-Stowe State University Career Fair.	2	HRBP Community Engagement Manager

KSDK

EEO PUBLIC FILE REPORT

September 21, 2018 - September 20, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	4/11/2019	Participation in events or programs sponsored by educational institutions	Participated in a panel discussion at Lindenwood with focus on the basics of getting a job in media, how a resume should look like, things to do in an interview.	3	HRBP Promotions Producer Senior Producer
14	6/13/2019	Provision of training to personnel of unaffiliated non-profit organizations	Investigative Reporters & Editors Conference - Attended Investigative Reports & Editors Conference (IRE), a grassroots nonprofit dedicated to improving the quality of Investigative reporting. Each participant attended multiple workshops focused on investigative reporting. Leaders also attended several management workshops.	2	Investigative MSJ Investigative MSJ
15	6/24/2019	Establishment of a mentoring program	News, Digital, Marketing Directors and General Managers attended the TEGNA HQ Content Summit. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformation journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	4	President & General Manager Marketing Director Managing Editor Digital Director
16	7/22/2019	Establishment of training programs for station personnel	A class was provided for three days to ten of our employees to train in Adobe after effects. These ten employees would be available for the rest of our staff to teach.	10	Editor Photographer Photographer Editor
17	8/2/2019	Establishment of training programs for station personnel	Conflict of Interest Training. TEGNA provided training guiding employees in Company's principles as it relates to conflict of interest.	155	All employees

KSDK

EEO PUBLIC FILE REPORT

September 21, 2018 - September 20, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
18	8/7/2019	Provision of training to personnel of unaffiliated non-profit organizations	NABJ Annual Convention & Career 1 Fair is the premier venue for journalism education, career development and networking opportunity that draws leaders in journalism, media, technology, business, arts and entertainment. Assistant News Director participated in the career fair, as well as attended workshops to better understand how to navigate through the negative effects of the movement to question the credibility of news programming - "fake news".	1	MSJ
19	8/13/2019	Establishment of a mentoring program	TEGNA Innovation Summit - Innovation Summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative.	2	Investigative MSJ Promotions Producer
20	9/12/2019	Provision of training to personnel of unaffiliated non-profit organizations	Attended the ONA (Online News 2 Association) conference, which brings together some of the most innovative minds in the digital media- Including journalists, media executives, product teams, entrepreneurs, students, and educators to learn more about social engagement, digital video, Reditt, Facebook, YouTube, data, best digital practices, push alerts, newsletters, etc.	1	Digital Director