

KSDK-TV
EEO PUBLIC FILE REPORT
September 21, 2024 - September 20, 2025

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
IT Specialist #638	1, 5-7, 9, 11-12, 14-15, 18-25, 27-29, 31-38	9
Account Executive -749	1, 3, 5-7, 9, 11-12, 15-16, 18-25, 27-29, 31-38	3
Executive Producer, Show Me St. Louis #870	1, 3, 5-7, 11-12, 14-16, 18-25, 27-29, 31-38	3
Assignment Desk Producer 3048	1, 3, 5-7, 11-12, 15-16, 18-25, 27-29, 31-33, 35-38	3
Assistant News Director 1238	1-2, 5-7, 11-12, 15-16, 18-25, 27-29, 31 -33, 35-38	2
Account Executive 3050	1, 5-7, 11-13, 15, 18-25, 27-29, 31-33, 35-38	31
Account Executive 3050	1, 5-7, 11-13, 15, 18-25, 27-29, 31-33, 35-38	13
Broadcast IT Specialist 3168	1-2, 5-7, 9, 11-12, 15-16, 18-20, 22-25, 27-29, 31-38	2
Producer 3205	1-2, 5-7, 11-12, 15, 18-29, 31-33, 35-38	31
Producer 3205	1-2, 5-7, 11-12, 15, 18-29, 31-33, 35-38	2
Meteorologist 3297	1, 5-7, 11-12, 15, 18-25, 27-38	30
Photographer 3323	1, 5-7, 10-12, 15, 18-25, 27-29, 31-38	10
Lifestyle Photographer/Editor 3389	1, 3, 5-7, 11-12, 15, 18-25, 27-29, 31- 38	3
Producer	1-8, 11-12, 14-25, 27-29, 31-38	2
Producer	1-8, 11-12, 14-25, 27-29, 31-38	3
Morning Executive Producer 3391	1-2, 5-7, 11-12, 15-16, 18-20, 22-25, 27 -29, 31-38	2
Producer 3492a	1, 5-7, 11-12, 15-16, 18-20, 22-25, 27- 29, 31-38	31
Digital Desk Producer 3729	1, 5-7, 9, 11-12, 15-16, 18-20, 22-25, 27-38	9

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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
1	American Federation of Television and Radio Artists 1310 Papin #103 St Louis, Missouri Email : MV@SAGAFTRA.org Career Service	N	0
2	Current Employee - Transfer/Promotion	N	5
3	Current Employee/Internal Promotion	N	5
4	Glassdoor.com 100 Shoreline Highway Mill Valley , California Phone : Unknown Unknown Unknown Manual Posting	N	0
5	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
6	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : hectorericksen@me.com Carlos Ericksen-Mendoza	N	0
7	Illinois Media School-Chicago/O'Hare 8501 W. Higgins Road Chicago, Illinois 60631 Phone : 630-519-1394 Email : dlingemann@beonair.com Dustin Lingeremann	N	0
8	Indeed Indeed.com Austin , Texas Internet Board Internet Board Manual Posting	N	0
9	Indeed.com	N	6
10	Internal Hire	N	1

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11	International Brotherhood of Electrical Workers Local 4 1610 S. Kingshighway St Louis, Missouri Email : broadcast@ibewlocal4.com Elaine IBEW Local 4	N	0
12	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63050 Phone : 636-481-3223 Email : lwarner@jeffco.edu Lora Warner	N	0
13	Job posting on internet	N	1
14	KSDK 1000 Market Street St. Louis, Missouri 63101 Url : www.KSDK.com Career Service Manual Posting	N	0
15	Lindenwood University 209 S. Kingshighway St Charles, Missouri Phone : 636.627.4307 Email : careerservices@lindenwood.edu Shannon Wright	N	0
16	Linked In	N	10
17	LinkedIn , Missouri N/A N/A Manual Posting	N	0
18	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

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19	Missouri Broadcaster's Association 1025 Northeast Drive Jefferson City , Missouri 65109 Phone : :573 636-6692 Url : mbaweb.org Email : tstutheit@missouribroadcasters.org Terri Stutheit	N	0
20	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
21	Missouri State University 901 S. National Avenue Springfield, Missouri 65804 Phone : 417-836-5636 4599 Url : http://careercenter.missouristate.edu Kristina Rosewell Manual Posting	N	0
22	N.E. Missouri State University Business Placement Center Violette Hall 112 Kirksville, Missouri 63501 Phone : 6605621250 Url : truman.edu Email : career@nwmissouri.edu Fax : 1-660-785-4366 Lori Haws	N	0
23	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

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24	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
25	National Television Academy, Mid-America Chapter 1001 Highlands Plaza Dr. W #320 St Louis, Missouri Phone : 314-647-3669 Url : www.emmyid-america.org Email : Maggie@emmyid-america.org Fax : 1-314-512-9653 Maggie Eubanks	N	0
26	Recruiter	N	1
27	Southern Illinois University PO Box 1620 Edwardsville, Illinois 62026 Phone : 314-243-1717 Email : aant@tegn.com Ashleigh Anton	N	0
28	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
29	St. Louis University 3840 Lindell Blvd #110 St Louis, Missouri Phone : 314-997-2828 Url : http://careers.slu.edu/employers.html Email : karl.aldrich@slu.edu Barb Koskolos	N	0
30	Station Website	N	5
31	TEGNA Careers Page 8350 Broad St. Suite 2000 Tysons, Virginia 22102 Human Resources Manual Posting	N	40

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32	Truman State University Career Center Kirksville, Missouri 63501 Phone : 660-785-4353 Url : https://career.truman.edu/employers/job-posting-event-registration/ Email : ucc3@truman.edu Fax : 1-660-785-4366 Dave Lusk	N	0
33	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
34	University of Missouri 100 Corporate Lake Dr. Columbia, Missouri 65211 Phone : (573) 882-5415 Email : mujourcareerservices@missouri.edu Kim Business Career Specialist	N	0
35	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
36	University of Nebraska-Lincoln 1410 Q St. Lincoln, Nebraska 68588 Phone : 402-472-8992 Email : cojmccareers@unl.edu Natalie Becerra	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	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
38	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			74

KSDK-TV**EEO PUBLIC FILE REPORT****September 21, 2024 - September 20, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/23/2024	Participation in events sponsored by organizations representing the community	KSDK sent a second level manager to Poynter's Leadership Academy for Women in Media cohort. Poynter's Leadership Academy for Women in Media offers time and space for accomplished newsroom leaders to focus on their leadership goals for themselves, their teams and their audiences. On the last day of training she left with a community of advisers and friends who will support her in the years ahead.	1	News Content Manager
2	9/26/2024	Establishment of training programs for station personnel	TEGNA had 1:1 training with managers and department heads. KSDK sent their Head of Technology and their Strategic Development Director to attend the training. The training was about the importance of connecting with employees on a regular basis, thoughts and ideas on how to structure a 1:1 and sharing tips on how to take the 1:1 meetings to the next level.	2	Director of Marketing Supervisor of Technology
3	10/2/2024	Establishment of training programs for station personnel	KSDK sent two managers to TEGNA's Leading for Engagement and High-Performance training. The training is organized around the communication for engagement, building accountability for performance, developing and motivating employees, organizational collaboration and partnership and leading through change. The training was highly interactive and an engaging learning experience.	2	Local Sales Manager News Content Manager
4	10/16/2024	Provision of training to management	National Center for Civil and Human Rights presented a training to the station managers on the topic of Embracing Cross Generational Diversity. The training explored generational diversity and how race, power and privilege intersect. The outcomes were understanding generational diversity, a topic often overlooked, identifying tools to support generational diversity in the workplace and understanding the importance of diversifying support for staff based on individual needs	10	Human Resource Partner Local Sales Manager Local Account Manager Director of Marketing

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5	10/19/2024	Participation in events sponsored by organizations representing the community	KSDK has four employees, who volunteer at the National Association of Black Journalist St. Louis Minority Student Workshop on Saturdays. They help students learn storytelling techniques, shooting and editing, and building mock newscasts. The workshops are held at Webster University School of Communications.	4	Multiskilled Journalists Multiskilled Journalists Photojournalist Photojournalist
6	11/6/2024	Participation in events or programs sponsored by educational institutions	KSDK's sports reporter visited a journalism class at Lebanon High School in Lebanon, Illinois on two different occasions. He spoke to 20 students sharing his experiences from his career in sports journalism and how he got to the point he is at now. He explained the education path he took and his journey from a part-time assistant producer to on-air reporter and anchor. He showed the students a recent reel of his work and one of his recent feature stories that aired on Sports Plus. The first visit was November 6th and the second visit was February 25th.	1	Sports Reporter/Anchor
7	11/14/2024	Participation in events or programs sponsored by educational institutions	KSDK's News Director attended Webster University School of Communications Internship Expo. At the Expo he met students who are actively seeking internships. He obtained resumes and promoted KSDK to the students.	1	News Director
8	11/18/2024	Establishment of training programs for station personnel	TEGNA's Leadership discussed the role of artificial intelligence. He explained the new guidelines to use AI content. As part of the change, everyone in content is assigned to mandatory AI Training.	60	Director of Content Anchor Content Editor Director of Digital
9	12/6/2024	Participation in events or programs sponsored by educational institutions	KSDK's morning anchor attended Triad Elementary School to talk to the students about being an anchor in the early morning. He talked about his education and what classes he had to take to become a journalist. He talked about being a sports reporter before becoming an anchor. The students had time at the end to ask questions and practice talking into his microphone.	1	Morning Anchor

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10	12/17/2024	Participation in events or programs sponsored by educational institutions	KSDK's morning anchor went to Keysor Elementary School to talk to the students about her role as a morning news anchor at KSDK. She talked about her education and how she has worked at several news stations but enjoys KSDK the most. She talked about going to college to become a journalist and how hard she had to study. At the end the students had time to ask questions.	1	Anchor
11	2/11/2025	Establishment of training programs for station personnel	KSDK's senior producer was asked by TEGNA's Director of Innovation to assist in training station personnel at three TEGNA stations. The week long trainings consisted of training reporters, anchors, producers, editors and photographers on how to use Cuez and the Cuez Automator. The three training dates were January 27th at KREM, he trained 40-50 people, February 10th at WOI, he trained 35 people and the week of March 17th at KXTV where he trained 55 people. There was one online training on February 3rd with 35 people in attendance.	1	Senior Producer
12	3/18/2025	Establishment of training programs for station personnel	KSDK's director of content held two Artificial Intelligence sharing brainstorming sessions with station personnel. During the sessions, there were demonstrations and sharing of what they knew about Artificial Intelligence. There was enough time at the end to answer questions.	26	Director of Content Anchor/MSJ Executive Producer Morning Content Manager
13	3/28/2025	Participation in events or programs sponsored by educational institutions	KSDK's Media Strategist attended career day at Parkway South middle school. She presented to six different groups of students, totaling 120 students. She spoke about KSDK and the sales department and about what the account executives sell.	1	Media Strategist

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14	6/26/2025	Establishment of a mentoring program	<p>This station participated in TEGNA Inc.'s Producer-In-Residence Program. TEGNA Inc. established the Producer-In-Residence Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The Producer-In-Residence Program affords them the opportunity to gain real-life experience as a Producer. Each Producer-In-Residence attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nationwide search, TEGNA Inc. selects the Producer-In-Residence, completes their initial training, and then assigns each participant to one of 36 stations in the Producer-In-Residence Program. The selected Producers-In-Residence fulfill a two-year contract as a full-time employee with full compensation and benefits. The two-year position provides on-the-job training, education, experience and resources that will become invaluable in this industry. They will receive regular feedback on performance, consistent corporate training and check-ins on progress. At the end of a successful two-year Program the contract period ends, and the Producer-In-Residence has two years of on-the-job experience. While there is no guarantee of continued employment at the end of the contract period, they may be offered an opportunity for retention and promotion to be a Producer.</p>	2	Producer in Residence