

---

## **Annual EEO Public File Report Form**

KBSI, Cape Girardeau, MO / WDKA, Paducah, KY (TBA)

### **Annual EEO Public File Report**

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KBSI, Cape Girardeau, Missouri and WDKA, Paducah, Kentucky. WDKA has a time brokerage agreement with KBSI. The report is required to be placed in the public inspection file of KBSI, and posted on its web site.

The information contained in this Report covers the time period beginning 10/01/2007 to and including 09/30/2008 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and

5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c) (2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed “interviewed” when he or she was interviewed in person.

---

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 10/01/2007 to 09/30/2008

Station Comprising Station Employment Unit KBSI / WDKA (TBA)

Section 1: Vacancy Information

|   | Full-time Positions Filled By job Title | Recruitment Source of Hiree    | Total Number of Interviewees from All sources for This Position |
|---|---|--------------------------------|---|
| 1 | Account Executive                       | Station Employee Transfer      | 3   |
| 2 | Master Control Operator (2)             | Station Employee Transfer (2)  | 2   |
| 3 | Local Sales Assistant (2)               | Station Website; Salesjobs.com | 12  |
| 4 | Log Editor                              | Station Employee               | 3   |
| 5 | Asst. Chief Engineer                    | Careerbuilder                  | 3   |
| 6 | National Sales Manager                  | Station Website                | 4   |

Total Number of Persons Interviewed During Applicable Period: 27

---

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 10/01/07 to 09/30/08

Station Comprising Station Employment Unit: KBSI / WDKA (TBA)

Section 2: Recruitment Source Information

|   | Recruitment Source<br>(Name, Address,<br>Telephone Number,<br>Contact Person)   | Total Number of<br>Interviewees This<br>Source Has<br>Provided During<br>This Period (If<br>Any) | Full-time Positions for<br>Which This Source<br>Was Utilized   |
|---|---|--|--|
| A | Baltimore Association<br>of Black Media<br>Workers<br>Mr. Terry Owens /<br>WMAR-TV<br>6400 York Road<br>Baltimore, MD 21212<br><a href="http://www.nabj.com">www.nabj.com</a><br>410-377-2222 | 0<br>0<br>0<br>0<br>0<br>0   | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| B | Broadcast<br>Employment Services<br><a href="http://www.TVJobs.com">www.TVJobs.com</a><br>Mr. Mark C.<br>Holloway, CEO<br>PO Box 4116<br>Oceanside, CA 92052<br>760-754-8177                  | 0<br>0<br>0<br>0<br>0<br>0   | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| C | Foundation for<br>Minority Interests in<br>Media (FMIM)<br>Attn: Programs Dept<br>825 7 <sup>th</sup> Avenue, 4 <sup>th</sup><br>Floor  | 0<br>0<br>0<br>0<br>0  | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer                              |

|   |  |                            |  |
|---|--|----------------------------|--|
|   | New York, NY 10019<br><a href="http://www.emmabowenfoundation.com">www.emmabowenfoundation.com</a><br>212-456-1992   | 0                          | National Sales<br>Manager  |
| D | Hispanic Link News<br>Service<br>Attn: Carlos Ericson<br>1402 N. St. NW<br>Washington, DC 20005<br><a href="http://www.hispaniclink.com">www.hispaniclink.com</a><br>202-234-0280                          | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| E | Ms. Foundation for<br>Women<br>Attn: Andrea Briscoe<br>120 Wall Street 33 <sup>rd</sup><br>Floor<br>New York, NY 10005<br><a href="http://www.ms.foundation.org">www.ms.foundation.org</a><br>212-742-2300 | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| F | NAACP<br>Attn: Human Resource<br>PO Box 25427<br>Raleigh, NC 27611<br><a href="http://www.naacp.com">www.naacp.com</a><br>877-622-2798   | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| G | National Assoc of<br>Broadcasters<br>Attn: Mr. Dwight Ellis<br>1771 North Street NW<br>Washington, DC 20036<br><a href="http://www.nab.org">www.nab.org</a><br>202-429-1650                                | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |

|   |   |                            |  |
|---|---|----------------------------|--|
| H | National Assoc of<br>Hispanic Journalists<br>Attn: Virginia Gallido<br>1000 National Press<br>Building 529 14 <sup>th</sup><br>Street NW<br>Washington, DC<br>20045<br><a href="http://www.nahj.com">www.nahj.com</a><br>202-662-7145 | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| I | National Hispanic<br>Media Coalition<br>Mr. Acasia Flores<br>1201 West 5 <sup>th</sup> St.<br>Suite T-205<br>Los Angeles, CA<br>90017<br><a href="http://www.nhmc.org">www.nhmc.org</a><br>213-746-6988                               | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| J | National Organization<br>for Women<br>Attn: Programs Dept<br>PO Box 25331<br>Raleigh, NC 27611<br><a href="http://www.now.org">www.now.org</a><br>919-834-4073  | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| K | National Organization<br>for Women<br>Attn: Bonnie Rice<br>1100 H St Suite 300<br>Washington, DC<br>20005<br><a href="http://www.now.org">www.now.org</a><br>202-628-8669   | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| L | National Urban<br>League of Central<br>Carolinas, Inc   | 0<br>0                     | Account Executive<br>Master Control<br>Operator (2)  |

|   |  |                                 |  |
|---|--|---------------------------------|--|
|   | Attn: Programs Dept<br>740 W 5 Street<br>PO Box 34686<br>Charlotte, NC 28234-4686<br><a href="http://www.nul.org">www.nul.org</a><br>704-373-2256  | 0<br>0<br>0<br>0                | Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager  |
| M | Native American<br>Public Telecomm<br>Human Resource<br>1800 No 33 Street<br>Lincoln, NE 68503<br><a href="http://www.nativetelecom.org">www.nativetelecom.org</a><br>402-472-3522       | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| N | Productionhub, Inc<br>Attn: Tara Withrow<br>801 W Fairbanks Ave<br>Winter Park, FL<br>32789<br><a href="http://www.productionhubinc.com">www.productionhubinc.com</a><br>407-629-4122    | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| O | Radio-TV News<br>Directors Assoc<br>Attn: Nicole Newsome<br>1600 K Street NW<br>Suite 700<br>Washington, DC<br>20006<br><a href="http://www.rtnda.org">www.rtnda.org</a><br>202-659-6510 | 0<br>0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| O | Society of Professional<br>Journalists<br>Attn: Terry Harper<br>3909 N Meridian<br>Street  | 0<br>0<br>0<br>0                | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor  |

|   |   |                            |  |
|---|---|----------------------------|--|
|   | Indianapolis, IN<br>46208-4045<br><a href="http://www.spj.org">www.spj.org</a><br>317-927-8000  | 0<br>0                     | Asst. Chief Engineer<br>National Sales<br>Manager  |
| P | The Professional<br>Center<br>Ms. Nancy Kuritzky<br>415 Fourth Avenue,<br>Suite 1<br>Tarentum, PA 15084<br><a href="http://www.theprofessionalcenter.org">www.theprofessionalcenter.org</a><br>412-224-9006         | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| Q | Women's Information<br>Network<br>Attn:Job Placemnt Off<br>1800 R. Street,NW,<br>Suite C-4<br>Washington, DC<br>20009<br><a href="http://www.womensinfonyetwork.com">www.womensinfonyetwork.com</a><br>202-347-2827 | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| R | Grace Hill<br>Neighborhood Services<br>Attn: Human Resources<br>2600 Hadley<br>St. Louis, MO 63106<br><a href="http://www.gracehill.org">www.gracehill.org</a><br>314-539-9500                                      | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| S | The Urban League<br>Attn: Kim Love<br>3701 Grandel Square<br>St. Louis, MO 63108<br><a href="http://www.nul.org">www.nul.org</a><br>314-615-3624  | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales            |

|   |   |                            |  |
|---|---|----------------------------|--|
|   |   |                            | Manager  |
| T | Murray State University<br>Human Resource Dept.<br>113 Sparks Hall<br>Murray, KY 42071<br><a href="http://www.murraystate.edu">www.murraystate.edu</a><br>270-762-7087  | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| U | Southern Illinois<br>University Carbondale<br>Attn: Cindy Jenkins<br>Carbondale, IL 62901<br><a href="http://www.siu.edu">www.siu.edu</a><br>618-453-1040   | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| V | University of Missouri –<br>St. Louis<br>Attn: Emily McEneny<br>278 Millennium Student<br>Ctr<br>One University Blvd<br>St. Louis, MO 63121<br><a href="http://www.mizzou.com">www.mizzou.com</a><br>314-516-5100 | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| W | Southwest Missouri<br>State University<br>Attn: Jack Hunter<br>901 South National<br>Carrington Hall 309<br>Springfield, MO 65897<br><a href="http://www.smsu.edu">www.smsu.edu</a><br>417-836-5636               | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| X | Southeast Missouri State<br>University  | 0<br>0                     | Account Executive<br>Master Control  |

|    |   |                            |  |
|----|---|----------------------------|--|
|    | Attn: Jerry Westbrook<br>One University Plaza<br>Cape Girardeau, MO<br>63701<br><a href="http://www.semo.edu">www.semo.edu</a><br>573-651-2000  | 0<br>0<br>0<br>0           | Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager  |
| Y  | Missouri's Workforce<br>Resource Website<br><a href="http://www.missouricareersource.com">http://www.missouricareersource.com</a><br>Attn: Barb Snellen<br>PO Box 1087<br>Jefferson City, MO<br>65102<br>573-751-3981 | 0<br>0<br>1<br>0<br>2<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| Z  | Missouri Broadcasters<br>Association Website<br><a href="http://www.mbaweb.org">http://www.mbaweb.org</a><br>Attn: Don Hicks<br>1025 Northeast Drive<br>Jefferson City, MO<br>65109<br>573-636-6692                   | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| Aa | Illinois Workforce<br>Development System<br><a href="http://www.illinoisskillsmatch.com/">http://www.illinoisskillsmatch.com/</a><br>Attn: B Dusch<br>8195 Express Drive<br>Marion, IL 62959<br>618-997-6839          | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |

|    |  |                            |  |
|----|--|----------------------------|--|
| Bb | <a href="http://www.kbsi23.com">www.kbsi23.com</a><br>Attn: Rhonda Mirgaux<br>806 Enterprise St.<br>Cape Girardeau, MO<br>63703<br>573-334-1223  | 0<br>0<br>1<br>0<br>1<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| Cc | Careerbuilder.com<br>Allison Weitzman -<br>Account Executive<br>8401 Greensboro Dr<br>Ste 250<br>McLean, VA 22102<br><a href="http://www.careerbuilder.com">www.careerbuilder.com</a><br>703-637-7908<br>*Began using source<br>01/01/2008 | 0<br>0<br>7<br>0<br>0      | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer                              |
| Dd | Referral   | 2<br>0<br>1<br>1<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| Ee | Station Employee<br>(Promotion)  | 1<br>2<br>0<br>2<br>0<br>2 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |

|    |  |                            |  |
|----|--|----------------------------|--|
| Ff | <a href="http://www.sbgnet.net">www.sbgnet.net</a><br>Attn: Sharon Pickeral<br>10706 Beaver Dam Rd<br>Hunt Valley, MD 21030<br>410-568-1517  | 0<br>0<br>1<br>0<br>0<br>2 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| Gg | Bishop State<br>Community College<br>Attn: Juliette F.<br>Womack<br>351 N Broad Street<br>Mobile, AL 36603-5898<br><a href="http://www.bishop.edu">www.bishop.edu</a><br>251-662-5371                                    | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| Hh | 602 Communications<br>Attn: Sandy Lizik<br>4349 E. Colter Street<br>Phoenix, AZ 85018<br><a href="http://www.602communications.com">www.602communications.com</a><br>704-543-1426  | 0<br>0<br>0<br>0<br>0<br>0 | Account Executive<br>Master Control<br>Operator (2)<br>Local Sales Asst (2)<br>Log Editor<br>Asst. Chief Engineer<br>National Sales<br>Manager |
| Ii | Monster.com<br>5 Clock Tower Place<br>Maynard, MA 01754<br>Judy Fonda – Account<br>Mgr<br>919-264-6016<br><a href="mailto:judy.fonda@monster.com">judy.fonda@monster.com</a><br>*source no longer<br>utilized 12/31/2008 | 0                          | National Sales<br>Manager  |

|    |  |   |                   |
|----|--|---|-------------------|
| Jj | SalesJobs.com<br>1624 Franklin Street<br>Penthouse<br>Oakland, CA 94612<br><a href="http://www.salesjobs.com">www.salesjobs.com</a>  | 0 | Account Executive |
| Kk | RegionalHelpWanted.com, Inc.<br>Attn: Teresa Irkliewskij<br>One Civic Center Plaza,<br>Suite 506<br>Poughkeepsie, NY<br>12601<br><b>800-365-8630 Ext. 405</b><br><a href="http://www.heartlandjobs.com">www.heartlandjobs.com</a><br>*Station does not utilize<br>this source however<br>candidate indicated | 1 | Local Sales Asst. |

Appendix 3 to  
Annual EEO Public File Report Form  
Covering the Period from 10/01/2007 to 09/30/2008  
Station Comprising Station Employment Unit KBSI / WDKA (TBA)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities  
Undertaken by the station employment unit.

**1. Educational Event**

a. Activity: Career Day

Host/Sponsor of Activity: Cape Girardeau Chamber of Commerce

Date of Station Employment Unit Participation: 10/25/2007

Participating Employees:

H.D. Williams, Asst. Business Manager

Brief Description of Activity and Station Employment Unit  
Participation:

Career Day was held at Central Junior High School.

Mr. Williams gave a short presentation discussing broadcast careers. Pamphlets and information regarding employment within the broadcast field were handed out. Educational requirements were also discussed. Students were given an opportunity to ask questions and discuss broadcast opportunities.

b. Activity: Guest Speaker for Mass Communication Sales Seminar

Host/Sponsor of Activity: Southeast Missouri State University

Date of Station Employment Unit Participation: 11/28/2007

Participating Employee: Brandy McIntire, Account Executive

Brief Description of Activity and Station Employment Unit  
Participation: Mrs. McIntire spoke with students of Southeast Missouri State University who are interested in a Sales Account Executive career. She discussed duties and responsibilities associated with broadcast sales. She answered any questions the students had concerning careers in television and the broadcast industry and discussed educational requirements.

c. Activity: 8<sup>th</sup> Annual Bootheel & Industry Day

Host/Sponsor of Activity: Three Rivers Community College  
Date of Station Employment Unit Participation: 01/25/2008  
Participating Employees: Chris Girard, Chief Engineer and  
Rhonda Mirgaux, Business Manager

Brief Description of Activity and Station Employment Unit Participation: This event was held at the Malden Community Center. We provided handouts including information regarding employment and explained the various positions that are available in the broadcast field. Educational requirements were discussed with students and questions were answered. In all, six high schools attended as well as one skill center.

d. Activity: Career Day

Host/Sponsor of Activity: Alternative Education Center  
Date of Station Employment Unit Participation: 05/08/2008  
Participating Employees: Rob Chronister, Production/On Air  
Manager

Brief Description of Activity and Station Employment Unit Participation:  
Approximately 20 students signed up for Career Day for the Broadcast Industry. Mr. Chronister attended and gave a speech in regards to the opportunities available in the broadcast industry. Educational requirements were discussed with students and questions were answered.

**2. Job Fair/Career Fair**

a. Activity: 6<sup>th</sup> Annual Career Fair

Host/Sponsor of Activity:  
Southeast Missourian, Cape Girardeau  
City of Cape Girardeau  
Date of Station Employment Unit Participation: 10/25/07  
Participating Employees:  
Rhonda Mirgaux, Business Manager

Brief Description of Activity and Station Employment Unit Participation:

The Southeast Missourian and City of Cape Girardeau offered a chance for area industry leaders and University students to come together in search of job opportunities. It was advertised in print, radio, and online. The fair was held at the Osage Center in Cape Girardeau. KBSI-TV / WDKA-TV participated by handing out pamphlets, corporate job openings list and other information regarding employment opportunities within the broadcasting field. Station promotional items were also given.

b. Activity: Career and Job Expo

Host/Sponsor of Activity: Missouri Career Center

Date of Station Employment Unit Participation: 04/10/08

Participating Employees:

HD Williams, Assistant Business Manager

Brief Description of Activity and Station Employment Unit Participation:

The Missouri Career Center offered a chance for area industry leaders and University students to come together in search of job opportunities. The fair was held at the National Guard Armory in Dexter, Missouri. KBSI-TV / WDKA-TV participated by handing out pamphlets, corporate job openings list and other information regarding employment opportunities within the broadcasting field. Station promotional items were also given.

## **2. Training**

SBG Inc. and the station employment unit are equal opportunity employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will

recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-related Complex (ARC), veteran status or any other category protected by law.

Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment to its management.

- a. Activity: Video Training on “Recognizing and Preventing Sexual Harassment”

Date of Station Employment Unit Participation: October thru present

Participating Employees: All New Hires

Brief Description of Activity and Station Employment Unit Participation:

SBG does not tolerate harassment of our employees, clients, job applicants or visitors. Any form of harassment related to an individual’s race, creed, color, sex, religion, national origin, age, citizenship status, disability, handicap, or other legally protected status, is a violation of the No Harassment Policy. For these purposes, SBG has provided training on the topic of sexual harassment. All new hires are required to complete this education.