

EEO Public File Report

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

October 1, 2022 – September 30, 2023

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification) *	Number Interviewed	Number Hired
1	Social Media Coordinator	August 25, 2022	December 15, 2022	Ninepbs.org website		
				Internal posting		
				LinkedIn.com	6	1
				The Rome Group		
2	Marketing Coordinator	September 12, 2022	December 15, 2022	Ninepbs.org website		
				Internal posting		
				LinkedIn.com	2	
				The Rome Group	2	1
3	Events Manager	September 12, 2022	November 10, 2022	Internal posting	1	
				Nine PBS website		
				Internal referral	2	1
				LinkedIn		
				The Rome Group	3	
				Indeed		
4	Reporter/Producer	November 28, 2022	March 14, 2023	Ninepbs.org website		
				Internal posting		
				Internal Referral	3	1
				Indeed.com	3	
				LinkedIn.com	2	
				National Association of Black Journalists		
				National Association of Hispanic Journalists		
				Asian American Journalists Association		
				Journalismjobs.com		

5	Events Manager	June 16, 2023	August 7, 2023	Ninepbs.org website	1	
				Internal posting		
				Internal Referral	2	
				Indeed.com	1	
				LinkedIn.com	1	
				The Rome Group	2	1
6	Individual Giving Coordinator	July 21, 2023	September 20, 2023	Ninepbs.org website		
				Internal posting		
				Internal Referral	1	
				Indeed.com	1	
				LinkedIn.com	1	
				The Rome Group	2	1
7	Member and Viewer Operations Coordinator	July 21, 2023	September 22, 2023	Ninepbs.org website		
				Internal posting		
				Internal Referral	3	
				Indeed.com	2	
				LinkedIn.com		
				The Rome Group	3	1
CANDIDATE TOTAL					44	7

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	The Rome Group	Alice Squires	12	N
	Non-profit job board	Alice@theromegroup.com		
	3101 Olive Street, St. Louis, MO 63103			
2	Ninepbs.org	Kate Midgett, VP & Chief Organizational Excellence Officer	1	N
	Website (employment page)	kmidgett@ninepbs.org		
	3655 Olive Street, St. Louis, MO 63108			
3	Internal posting	Kate Midgett, VP & Chief Organizational Excellence Officer	1	N
	All-staff email announcement	kmidgett@ninepbs.org		
	3655 Olive Street, St. Louis, MO 63108			
4	Indeed	Indeed.com	7	N
	National job board	800-462-5842		
5	LinkedIn	LinkedIn.com	12	N
	National Job Board https://www.linkedin.com/company/ninepbs/	844-587-5732		
6	National Association of Black Journalists	NABJ Career Board (nabjcareers.org)	0	N
	National Job Board	626-792-3846		
7	National Association of Hispanic Journalists	NAHJ Career Board (nahjcareers.org)	0	N
	National Job Board	626-792-3846		

8	Asian American Journalists Association	AAJA Career Center (aaja.org/careers/aaja-career-center/	0	N
	National Job Board	202-729-8383		
9	Journalismjobs.com	Journalismjobs.org Job Center	0	N
	National Job Board	510-508-7386		
10	Internal Referrals	Kate Midgett, VP & Chief Organizational Excellence Officer	11	N
	Nine PBS staff recommendations of colleagues through professional networks	314-512-9128		

Prong 3 Longer-Term Recruitment Initiatives Implemented During Previous Year					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	12/8/22, 1/12/23, 1/12/23, 2/9/23, 2/23/23, 3/9/23, 3/23/23, 4/13/23, 4/27/23, 5/11/23, 6/1/23, 6/22/23, 7/20/23, 7/27/23, 9/21/23, 9/28/23	Establishment of a mentoring program for station personnel: Employee Resource Groups (LGBTQIA+); (BIPOC); (Young Professionals/Early Career); (Working Parents/Caregivers)	Offered employee resource groups (ERGs) to all staff, including staff new to the organization to increase retention and connection. We have found that when tell potential candidates that we offer these types of activities, their level of interest in working for Nine PBS increases due to our commitment to creating an organizational culture grounded in diversity, equity, inclusion and belonging.	Staff participated in monthly group sessions	ERG Staff Leaders: Whitney Hess, Molly Hart, Ernmardia Crowder, Veronica Mohesky, Arionna Ralleigh, Victoria Meilink, Gina Watkins, LaQuita Walton ERG Executive Leaders: Kate Midgett, Angie Carr, Aja Williams
4	10/10/22	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination: Public Media for All – Day of Action Training	This training was open to all staff, but management-level staff in particular were encouraged to attend. Speakers from around the public media system presented on how to dismantle inequitable systems for marginalized groups. Public Media for All is a diverse coalition of public media workers, led by people of color seeking to raise awareness of the negative effects of a lack of diversity, equity and inclusion in public media, and to share solutions for individuals and organizations.	This training was provided to better understand the importance of DEIB topics and how to integrate them into their interactions with other staff, including managing teams and hiring.	Kate Midgett (VP and Chief Organizational Excellence Officer)

4	2/9/23, 2/10/23	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination: Circle Keeper Training for 13 supervisors.	Cecilia Loving, Senior Vice President of DEI at PBS, provided a 2-day on-site training to certify our staff to facilitate racial healing circles. From this date, these circles take place monthly as open invitations to all staff to participate to understand and practice the importance of radical listening, acceptance, empathy and belonging.	This training was provided to supervisors to better understand the importance of DEIB topics and how to integrate them into their interactions with other staff, including managing teams and hiring.	Cecilia Loving (SVP of DEI at PBS), Amy Shaw (President/CEO), Kate Midgett (VP and Chief Organizational Excellence Officer)
5	11/30/2022	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination: Diversity, equity, inclusion and belonging (DEIB) Council	DEIB Council focused on equitable practices and policies across the organization. We have found that when tell potential candidates that we offer these types of activities, their level of interest in working for Nine PBS increases significantly.	An internal team participated on a DEIB Council to examine hiring and other equitable practices across the organization.	Kate Midgett (VP and Chief Organizational Excellence Officer)
6	4/19/23	Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions: SLU Virtual Career Expo	Career Fair to identify and recruit current students and recent graduates for open internship and career positions.	Nine PBS was one of several local employers who participated in the SLU Virtual Career Expo. This was a "virtual" event, held using an online platform with the intent of identifying potential students for internships, and students preparing to graduate who could be recruited by Nine PBS for employment.	Victoria Meilink (Director of Organizational Excellence)

7	2/15/23	<p>Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions:</p> <p>Harris-Stowe Arts & Science/Education Career Fair</p>	Career Fair to identify and recruit current students and recent graduates for open internship and career positions at area HBCU.	Nine PBS was one of several local employers who participated in the Harris-Stowe Arts & Science/Education Career Fair with the intent of identifying potential students for internships, and students preparing to graduate who could be recruited by Nine PBS for employment.	Gina Watkins (Early Learning Engagement Manager)
	10/19/22 (posting for 30 days)	<p>Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities</p> <p>Reporter/Producer vacancy posting included NABJ, NAHJ, and AAJA</p>	Posted key opening on multiple job boards to recruit women and minority candidates. Internal staff who participate in local chapter of NABJ also sent out emails and made announcements to chapter participants.	Job posting to recruit women and minority candidates.	Kate Midgett (VP & Chief Organizational Excellence Officer), Aja Williams (VP & Chief Content Officer), Ruth Ezell (Senior Producer)
	9/22/23	<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination:</p> <p>Americans for Indian Opportunity's <i>Indian 101</i> training hosted by WETA (Washington Educational Telecommunications Association)</p>	This training was open to all staff, but management-level staff in particular were encouraged to attend.	This training was provided to better understand the importance of DEIB topics and how to integrate them into their interactions with other staff, including managing teams and hiring.	Kate Midgett (VP and Chief Organizational Excellence Officer)
	7/10/23	Participation in scholarship programs	Nine PBS sponsored a Jack Galmiche scholarship with the School	Students who are enrolled in a for-credit internship	Kate Midgett (VP & Chief

		<p>designed to assist students interested in pursuing a career in broadcasting;</p> <p>The Jack Galmiche Endowed Scholarship to support public broadcasting advancement and careers.</p>	<p>of Communications for Webster University in honor of the late President and CEO of Nine PBS. This is specifically created to provide opportunities for students interested in a career in broadcasting with a paid internship and scholarship.</p>	<p>course and who accept an offered internship, may be granted a tuition scholarship of value up to equal the then current per-credit hour tuition rate for up to three credit hours (\$2,175).</p>	<p>Organizational Excellence Officer); Matt Huelskamp (VP & Chief Marketing Officer)</p>
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