

EEO Public File Report						
St. Louis Regional Public Media, Inc (d/b/a KETC-TV, Nine PBS)						
October 1, 2023 – September 30, 2024						
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	Associate Producer	03/12/2024	04/26/2024	Internal Posting	1	
				Nine PBS Website		
				LinkedIn	6	1
				The Rome Group		
2	Senior Director of Major Giving/Campaign Operations	02/05/2024	04/10/2024	Nine PBS Website		
				Internal Posting		
				LinkedIn	3	
				The Rome Group	5	1
				Community Partner/Network Referral	1	1
				Net Impact		
				Idealist		
				Women of Color in Fundraising and Philanthropy		
				Association of Fundraising Professionals	1	
3	Senior Director of Content	01/25/2024	05/06/2024	Nine PBS Website		
				Internal Posting		
				Internal Referral	3	1
				LinkedIn	5	
				National Association of Black Journalists	1	
				Public Media Jobs	2	
CANDIDATE TOTAL					28	4

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	The Rome Group	Alice Squires	5	N
	Non-profit job board	Alice@theromegroup.com		
		3101 Olive Street, St. Louis, MO 63103 314-533-0930		
2	Ninepbs.org	Kate Midgett, VP & Chief Organizational Excellence Officer	0	N
	Website (employment page)	Nine PBS 3655 Olive Street St. Louis, MO 63108 314-512-9128 kmidgett@ninepbs.org		
3	Internal posting	Kate Midgett, VP & Chief Organizational Excellence Officer	1	N
	All-staff email announcement	Nine PBS 3655 Olive Street St. Louis, MO 63108 314-512-9128 kmidgett@ninepbs.org		
4	LinkedIn	LinkedIn.com	14	N
	National Job Board https://www.linkedin.com/company/ninepbs/	844-587-5732		
5	National Association of Black Journalists	NABJ Career Board (nabjcareers.org)	1	N
	National Job Board	626-792-3846		
		NABJ Career Center 8800 Lakewood Dr #117 Windsor, CA 95492		

6	Women of Color in Fundraising and Philanthropy	Woc-fp.com/opportunities	0	N
	National Job Board	https://www.woc-fp.com/contact		
		Headquartered in the New York City Metropolitan Area.		
7	Idealist Jobs	Idealist.org/en/jobs	0	N
	National Job Board	646-786-6886		
8	Net Impact Jobs	Netimpact.org	0	N
	National Job Board	415-495-4230		
9	Public Media Jobs	https://jobs.current.org/	2	N
	National Public Media Job Board	860-437-5700		
		4400 Massachusetts NW, Washington, Dist. Columbia 20016		
10	Association for Fundraising Professionals – St. Louis	https://afpstl.org/	1	N
	Regional Fundraising Job Board	8050 Watson Rd, Suite 240 St. Louis, MO 63119 Phone: 314-222-2811 Email: admin@afpstl.org		
11	Internal Referrals	Kate Midgett, VP & Chief Organizational Excellence Officer	3	N
	Nine PBS staff recommendations of colleagues through professional networks	Nine PBS 3655 Olive Street St. Louis, MO 63108 314-512-9128 kmidgett@ninepbs.org		

12	Community Partner/Network Referrals	Kate Midgett, VP & Chief Organizational Excellence Officer	1	N
	Individuals in the community who were notified of a vacancy by Nine PBS staff and encouraged a candidate to apply	Nine PBS 3655 Olive Street St. Louis, MO 63108 314-512-9128 kmidgett@ninepbs.org		
		TOTAL	28	

Prong 3 Longer-Term Recruitment Initiatives Implemented During Previous Year					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	10/12/2023 11/10/2023 11/30/2023 12/01/2023 12/07/2023 01/23/2024 02/08/2024 02/22/2024 02/23/2024 03/12/2024 03/19/2024 03/26/2024 04/11/2024 04/25/2024 05/09/2024 05/21/2024 06/14/2024 06/27/2024 07/26/2024 09/11/2024 09/18/2024 09/26/2024	Establishment of a mentoring program for station personnel: Employee Resource Groups: <ul style="list-style-type: none"> • LGBTQIA+ • BIPOC • Young Professionals/Early Career • Working Parents & Caregivers • Disability & Neuro-Divergent 	Offered employee resource groups (ERGs) to all staff, including staff new to the organization to increase retention and connection. We have found that when we 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. These groups also serve as a mentoring program for staff with shared identities. Each ERG has an executive-level staff who oversees the group and provides additional mentoring.	Staff participate in monthly group sessions and activities.	ERG Staff Leaders: Whitney Hess, Molly Hart, Daniil Gerasimov, Ernmardia Crowder, Veronica Mohesky, Arionna Ralleigh, Emily Hedlund, Victoria Meilink, Gina Watkins, LaQuita Walton, Lizzy Petersen ERG Executive Leaders: Kate Midgett, Angie Carr, Aja Williams, Chrys Marlow, Amy Turck
2	September 1, 2024 – September 29, 2024	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	This training is required by all new staff and annually for all staff. We utilize the management-level courses to ensure an understanding of managers' responsibility to identify, report, and prevent incidents of bias, harassment, and discrimination through interactive courses that	This training was provided to better understand the importance of DEIB topics and how to integrate them into their interactions with other staff. There is a particular focus for management level	Kate Midgett (VP and Chief Organizational Excellence Officer)

		Annual Diversity, Equity, Inclusion, and Belonging (DEIB) training completed by all full-time, part-time, and temporary staff. All VPs are responsible for ensuring their teams achieve 100% completion. The trio of videos we utilize are specifically designed for managers.	ensure they retain a range of transferable knowledge and skills, ensuring they stay in compliance with all EEO measures. The courses are delivered through Traliant: <ul style="list-style-type: none"> - Creating Inclusive Workplaces (30 minutes) - Preventing Workplace Harassment - Fundamentals Office (Manager-level) (45 minutes) - Microaggressions and Subtle Acts of Exclusion (30 minutes) 	personnel on their responsibility to identify, prevent, and report potential incidents of bias, harassment, and discrimination.	
3	2/15/2024	Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions. Hispanic Chamber of Commerce Job Fair: Cultivating Careers, Celebrating Diversity	Career Fair to identify and recruit individuals, specifically focused on those connected to the Hispanic Chamber of Commerce as well as the International Institute for open internship and career positions.	Nine PBS was one of several local employers who participated in the Hispanic Chamber of Commerce job fair through the International Institute. This was an in-person event, with the intent of identifying potential candidates for internships, part-time and full-time positions at Nine PBS.	Kate Midgett (VP and Chief Organizational Excellence Officer)

4	3/21/2024	<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 Historically Black College & University (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.	Kate Midgett (VP & Chief Organizational Excellence Officer), Victoria Meilink (Director of Organizational Excellence)
5	01/25/2024 (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>Senior Director of Content position posted on the National Association for Black Journalists (NABJ)</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), Carol Daniel (Senior Producer/Host)
6	02/06/2024 (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>Senior Director of Major Giving/Campaign Operations position posted on the Women of Color in</p>	Posted key opening on multiple job boards to recruit women and minority candidates.	Job posting to recruit women and minority candidates.	Kate Midgett (VP & Chief Organizational Excellence Officer)

		Fundraising and Philanthropy website			
7	08/08/2024	<p>Participation in scholarship programs 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>	Nine PBS sponsored a Jack Galmiche scholarship with the School 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.	Students who are enrolled in a for-credit internship 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).	Kate Midgett (VP & Chief Organizational Excellence Officer)
8	10/01/2023 – 09/30/2024	<p>Provide internship programs.</p> <p>Nine PBS provides ongoing internship opportunities across our teams.</p>	During the timeframe of this annual report period, Nine PBS had seven interns.	Interns are hired by Kate Midgett and supervised by a respective team member.	Kate Midgett (VP & Chief Organizational Excellence Officer)
9	09/24/2024	<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p> <p>Participated in the FCC Equal Employment Opportunity (EEO) Compliance webinar.</p>	Barry Persh offered a detailed discussion of the FCC's broadcast station EEO rules and regulations, including: tips on handling FCC EEO audits; compliance with annual reporting requirements, record-keeping obligations, vacancy search procedures & supplemental outreach activities; and an update on the FCC's new demographic information collection form.	Ms. Midgett participated in this webinar to ensure accurate reporting on the annual FCC Equal Employment Opportunity (EEO) report.	Kate Midgett (VP & Chief Organizational Excellence Officer)

10	10/01/2023 – 09/30/2024 Measured quarterly with a 100% participation goal	Provide training programs to enable station personnel to acquire skills. Access to LinkedIn Learning is provided to every employee.	Every employee is provided with a unique LinkedIn Learning account to have access to over 23,500 courses and learning paths. 100% of staff are expected to complete at least one LinkedIn Learning (or other professional development) course on a quarterly basis. This metric is measured and reported every quarter.	Every employee is provided with a unique LinkedIn Learning account to have access to over 23,500 courses and learning paths.	Kate Midgett (VP & Chief Organizational Excellence Officer), Victoria Meilink (Director of Organizational Excellence)
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