

KRCG
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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
News Assignment Editor	1-5, 9, 12-17, 22-23, 25-28, 30, 32-47	17
IT Engineer	1-3, 5-6, 9, 12-22, 25-30, 32-36, 38-47	18
News Producer	1-5, 7, 9-10, 12-20, 22-23, 25-30, 32-47	10
News Producer	1-5, 7, 9-10, 12-20, 22-23, 25-30, 32-47	36
Director	1-5, 9-10, 12-17, 19-20, 22-23, 25-30, 32-47	10
Sales Account Executive	1-3, 5, 7, 9, 12-17, 19-20, 22, 25-26, 28 -36, 38-47	31
Sales Account Executive	1-3, 5, 7, 9, 12-17, 19-20, 22, 25-26, 28 -36, 38-47	7
Weekend Anchor/Multimedia Journalist	1-5, 7, 9, 12-17, 19-20, 22-30, 32-44, 46	7
Multimedia Journalist	1-5, 9, 11-15, 17, 19-20, 22-30, 32-47	36
Meteorologist	1-5, 7-9, 12-15, 17, 19-20, 22-30, 32-47	8
Marketing Consultant	1-3, 5, 7, 9, 12-15, 17, 19-20, 22, 24- 30, 32-36, 38-47	7
News Photographer	1-5, 9, 12-15, 17, 19-20, 22-30, 32-47	15
Local Sales Assistant	1-3, 5, 7, 9, 12-17, 19-20, 22, 24-30, 32 -36, 38-47	7
News Assignment Editor	1-5, 7, 9, 12-17, 19-20, 22-30, 32-47	20
Weekend Meteorologist/Weather Reporter	1-5, 7, 9, 12-17, 19-20, 22-30, 32-47	7
Newscast Director/Master Control Operator	1-5, 9, 12-17, 19-30, 32-47	17
Digital Sales Assistant	1-3, 5, 9, 12-17, 19-22, 24-30, 32-36, 38-47	20
Local Sales Manager	1-3, 5, 9-10, 12-17, 19-22, 24-30, 32- 36, 38-47	10

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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	Altrusa Club 931 East McKinsey Moberly, Missouri 65270 Phone : 660 269-3060 Email : lbb59@yahoo.com Lori Ballew	N	0
2	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Broadbean Source	N	1
3	Central Christian College 911 East Urbandale Drive Moberly, Missouri 65270 Phone : 660 263-3900 Email : ww Walton@ccb.edu Fax : 1-660-263-3936 William Walton	N	0
4	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
5	Columbia College 1001 Roger Street Columbia, Missouri 65216 Phone : 573-875-4563 Url : http://www.ccis.edu/careercenter Email : bbjamesbattelle@ccis.edu Fax : 1-573-875-7209 Brice James-Battelle	N	0
6	Columbia Daily Tribune 101 North 4th Street Columbia, Missouri 65201 Phone : (573) 815-1855 Fax : 1-573-815-1701 Classified Department	N	1
7	Current Employee	N	11
8	Current Employee - Transfer/Promotion	N	1

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9	Division of Workforce Development 1716 Four Seasons Drive Jefferson City, Missouri 65101 Phone : 573-526-6379 Email : sam.patterson@ded.mo.gov Sam Patterson	N	0
10	Employee Referral	N	5
11	Facebook post	N	1
12	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
13	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
14	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
15	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	5
16	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0

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17	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	3
18	KRCG-TV Job Link 13 P.O. Box 659 Jefferson City, Missouri 65102 Phone : (573) 443-1300 Fax : 1-573-896-5193 Jeff Jones	N	3
19	Lincoln University 820 Chestnut St. Jefferson City, Missouri 65101 Phone : 573-681-5166 Athea Ziehmer Manual Posting	N	0
20	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Danielle Anderson Manual Posting	N	3
21	Linn State Technical College One Technology Drive Linn, Missouri 65051 Phone : 573-897-5159 Email : careerservices@statetechmo.edu Glenda Jordan-Whitney	N	0
22	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
23	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	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
24	Mexico Career Center 109 E Promenade St Mexico, Missouri 65265 Phone : 573-581-2661 Fax : 1-573-581-2669 TJ Geuse	N	0
25	Missouri Broadcasters Assoc. P.O. Box 104445 Jefferson City, Missouri 65110 Phone : 573-636-6692 Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper	N	0
26	Missouri Career Center 215 E. Fifth Sedalia, Missouri 65301 Phone : 660-530-5627 Email : rebeccad@jobpointmo.org Fax : 1-660-530-5633 Rebecca Durrill	N	0
27	Missouri School of Journalism 76 Gannett Hall University of Missouri Columbia, Missouri 65211 Phone : 573-882-0373 Url : https://journalism.missouri.edu/ Email : DawsonCh@missouri.edu Fax : 1-573-882-1045 Christi Dawson	N	0
28	Missouri Southern State University 3950 Newman Road Joplin, Missouri 64801 Phone : 417-625-3137 Url : mssu.edu/career Email : hirealion@mssu.edu Nicole Brown	Y	0
29	Moberly Area Community College 101 College Avenue Moberly, Missouri 65270 Phone : 660-263-4110 Fax : 1-660-263-2406 Dr. Grant	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
30	NAACP PO BOX 104221 Jefferson City, Missouri 65110 Phone : 573-893-7705 Email : j.c.naACP@gmail.com Nimrod Chapel	N	0
31	Non-Employee Referral	N	3
32	North Central Missouri College 1301 Main Street Trenton, Missouri 64683 Phone : 660-359-3948 EXT 1407 Email : careerservices@mail.ncmissouri.edu Fax : 1-660-359-2211 Melissa Spencer	Y	0
33	Park University 8700 NW River Park Dr Parkville, Missouri 64152 Email : sbgresumes@sbgstv.com Career Center	N	0
34	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
35	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
36	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	6

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37	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
38	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
39	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
40	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	1
41	Univeristy of Missouri - St. Louis 278 Millennium Student Center One University Blvd. St. Louis, Missouri 63121 Phone : 314-516-5111 Email : careerservices@umsl.edu Erica Shepperd	N	0
42	University Of Missouri 201 Student Success Center Columbia, Missouri 65211 Phone : 573-882-6801 Email : career@missouri.edu Fax : 1-573-882-5440 Joe Johnson	N	0

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43	US Army Wounded Warrior Program 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Phone : 555--5555 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
44	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : (855) 278-5080 Url : NEWS only Email : mike.wong@asu.edu Michael Wong	Y	0
45	Webster University of Rolla 1103 Kingshighway St Rolla, Missouri 65401 Phone : 573-368-4569 Email : whitehde@webster.edu Fax : 1-573-368-5497 Denise Whitehead	N	0
46	Westminister College 501 Westminister Ave Fulton, Missouri 65251 Phone : 573-642-5138 Email : CareerSrv@westminister-mo.edu Virginia Hall	N	0
47	William Woods University One University Avenue Fulton, Missouri 65251 Phone : 573-642-2251 Fax : 1-573-592-1146 Joe Potter	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			44

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/4/2016	Participation in Job Fairs	Leigh Ann Anderson attended the WIU job fair on 10-4-16. Leigh Ann was about to speak with some students about the positions that we had open from the Broadcast/Journalism dept. Leigh had the current opening for KRCG and was able to direct students that were interested in them to our website.	1	HR Manager
2	10/12/2016	Participation in Job Fairs	Kathy McCarty attended the Warriors to the Workforce Veterans Hiring Event. There was very low attendance and no resumes were collected but Kathy was there representing KHQA/WISC/KTVO/KRCG. Kathy was there to answer any questions that were directed at her.	1	HR Coordinator/Accounting Assistant
3	10/14/2016	Participation in Job Fairs	IBA is hosted a Career Fair in conjunction with IBA-University, a one-day conference for college juniors and seniors interested in a broadcasting or digital media program. This is the favorite career fair on many stations since it is condensed to 1.5 hours, over 200 college students attend, it is open to the public. Bone Student Center-ISU-Normal, IL 100 N. University Street Bone Student Center ISU Normal, IL 61761 Contact for the event was Debra Gray.	3	HR Manager Business Office Specialist/HR Contact News Director
4	11/2/2016	Participation in Job Fairs	KRCG participated in a Career Job Fair on November 2, 2016 at William Woods University. Dena Blakely was able to speak with students about job openings at KTVO, KHQA, WICD/WICS, WRSP/WCCA, WBUI and KRCG. Dena also directed students to the sbgi.net website for all jobs at Sinclair Broadcasting. The turnout was low for this being there first job fair for communication students.	1	Business Manager

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5	2/9/2017	Participation in Job Fairs	University of Missouri 2016 Spring Business Career Fair 10:00 to 3:00 pm in the Mizzou Arena on February 9, 2017, Dena Blakely represented KRCG in New Bloomfield MO, KTVO in Kirksville, KHAQ of Quincy and WICS/WRSP/WBUI/WICD/WCCU of Springfield IL. Dena spoke with students regarding the opportunities for the above mentioned stations and with Sinclair Broadcast Group. Dena informed them how to apply on line for these positions and to check out the Sinclair Broadcasting web-site for all open positions.	4	BM/HR Manager
6	2/16/2017	Participation in Job Fairs	On Thursday Melissa Billington, HR Coordinator with KTVO TV, attended the Southern Iowa Career Fair held at Indian Hills Community College. The Career Fair was a combined effort between Indian Hills Community College and the IowaWorks-Southern Iowa Division. The job fair was for the Students at the Community College and was open to the public. The Career Fair ran from 10a-4p. Melissa represented KTVO-TV, KHQA, KRCG and WICS/WRSP/WBUI/WICD/WCCU.	8	HR Coordinator
7	3/1/2017	Participation in Job Fairs	Melissa Billington attended the Truman State University Career Expo on Wednesday March 1, 2017. Melissa spoke to students about careers with Sinclair Broadcasting Group and spoke about open positions with the TV Stations KTVO, KRCG, KHQA and WICS\WICD\WCCU.	6	Accounting/HR Assistant

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8	3/29/2017	Participation in Job Fairs	Christina Whitaker and Leigh Ann Anderson attended the Broadcast Industry Fair at Eastern Illinois University on Wednesday, March 29, 2017. The Career Fair was from 11:00 am-1:00 pm in the MLK Jr. University Union/University Ballroom. There were a total of 19 employers who participated in the career fair who are from Broadcast Industry Organizations throughout Illinois. Students were strongly encouraged to attend the event and meet with recruiters face-to-face to explore careers, network and get the inside edge on full-time/part-time job opportunities as well as possible internships and job shadowing. When speaking with students, we specifically mentioned job opportunities that exist at KHQA/KTVO/KRCG/WICS/WICD/WBUI/WCCU/WRSP stations in the regional area and are actively looking to hire. Students were given flyers that listed current open positions at each of these stations. They were also advised to visit Sinclair's website to browse additional career opportunities that they may be interested in applying for.	2	Accounting Assistnat/HR Contact HR Manger

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9	4/4/2017	Participation in Job Fairs	<p>Christina Whitaker and Leigh Ann Anderson attended The Greater Springfield Chamber Job Fair at the Wyndham City Centre Hotel on Tuesday, April 4, 2017. The Chamber exists to provide members with access to opportunities that will increase their visibility and help them make new connections that lead to the growth of their business. The Chamber provides important business information and resources, marketing opportunities and educational seminars to support member businesses. The Career Fair was from 3:00-6:00pm in the Grand Ballroom which is in the mezzanine level/2nd floor of the hotel. There were a total of 42 employers who participated in the career fair to connect with members of the community. Full-time/part-time job opportunities as well as possible internships were discussed with members of the community. When speaking with potential candidates, we specifically mentioned job opportunities that exist at KHQA/KTVO/KRCG/WICS/WICD/WBUI/WCCU/WRSP stations in the regional area and are actively looking to hire. Community members were given flyers that listed current open positions at each of these stations. They were also advised to visit Sinclair's website to browse additional career opportunities that they may be interested in applying for.</p>	2	Accounting Assisnat/HR Contact HR Manager

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10	4/20/2017	Participation in Job Fairs	On 4/20/2017 the Missouri Job Center and Kirksville Area Chamber of Commerce hosted a job fair for Northeast Missouri. This job fair was open to the public to meet with recruiters and see what job opportunities are in the area. Lisa Lehmann (KTVO Accounting Assistant) and Crystal Amini-Rad (Regional Business Manager) attended the job fair and represented KTVO in Ottumwa Iowa\Kirksville Missouri, KRCG in Columbia Missouri\Jefferson City Missouri, KHQA in Quincy Illinois and WICS in Springfield Illinois. Lisa and Crystal spoke to attendees and educated them on job openings in the before listed markets and job opportunities in the Television Industry.	2	KTVO Accounting Assistant Regional Business Manager
11	8/11/2017	Participation in Job Fairs	The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	3	Sr. Employment Manager News Talent Manager Director, News Training and Development
12	9/21/2017	Participation in Job Fairs	University of Missouri 2017 Fall Business Career Fair 10:00 to 3:00 pm in the Mizzou Arena on September 21, 2017 Dena Blakely and Jason Smallheer represented KRCG in New Bloomfield MO, KTVO in Kirksville. Dena and Jason spoke with students regarding the opportunities at the above mentioned stations and with Sinclair Broadcast Group. Dena and Jason informed them how to apply on line for these positions	2	Business Manager Local Sales Manager