

KRCG
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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
Sales Account Executive	1-5, 7-8, 12-13, 15, 17, 20, 22-26, 28, 31-35, 37-38, 41, 44, 46-49, 51-52	13
Creative Services Commercial Producer	1-3, 7, 12-14, 16-18, 20-21, 23-24, 26, 28, 31-35, 37, 39-41, 43, 45, 47-53	41
Master Control Operator	1-3, 7, 12, 14-18, 20-26, 29, 31-32, 34-35, 37-41, 43-49, 51-53	21
News Anchor	1-3, 6, 11-18, 20, 22-28, 30-32, 34-35, 38-53	13
Sales Account Executive	1-4, 7, 12-18, 20-26, 29, 31-35, 37-41, 43-53	13
Master Control Operator	1-3, 7, 12, 14-18, 20-24, 26, 28, 31-32, 34-35, 37-41, 43-50, 52-53	41
Master Control Operator	1-3, 7, 12, 14-18, 20-24, 26, 28, 31-32, 34-35, 37-41, 43-50, 52-53	41
News Photographer	1-3, 6-7, 12, 14, 16-18, 20-21, 23-24, 26-28, 31-35, 37-43, 45-50, 52-53	41
Digital Executive Producer	1-3, 6-7, 11-18, 20-28, 31-32, 34-35, 37-53	13
Chief Photographer	1-3, 6-7, 12, 14, 16-18, 20-21, 23-28, 31-35, 37-43, 45-53	41
IT Engineer	1-3, 7, 9, 12, 14, 16-18, 20-26, 28, 31-35, 37-41, 43, 45-53	2
Copy Coordinator	1-3, 7, 12, 14, 16-18, 20-21, 23-24, 26, 28, 31-35, 37-41, 43, 45-50, 52-53	18
Weekend Meteorologist/Reporter	1-3, 6-7, 12-14, 16-18, 20-21, 23-24, 26-28, 31-35, 37-43, 45-53	13
Creative Services Producer	1-3, 7, 12-14, 16-21, 23-24, 26, 28, 31-35, 37-41, 43, 45-53	24
Creative Services Producer	1-3, 7, 12-14, 16-21, 23-24, 26, 28, 31-35, 37-41, 43, 45-53	13
News Producer	1-3, 6-7, 12-14, 16-18, 20-24, 26-28, 31-35, 37-43, 45-53	22
Multimedia Journalist	1-3, 6-7, 10, 12, 14, 16-18, 20-24, 26-28, 31-35, 37-43, 45-53	10
Multimedia Journalist	1-3, 6-7, 10, 12, 14, 16-18, 20-24, 26-28, 31-35, 37-43, 45-53	22
News Director	1-3, 6-7, 11-14, 16-18, 20-21, 23-24, 26-28, 31-35, 37-43, 45-53	13
Sales Account Executive	1-3, 7, 11-12, 14, 16-18, 20-21, 23-24, 26, 28, 31, 33-41, 43, 45-53	11
Sales Account Executive	1-3, 7, 11-12, 14, 16-18, 20-21, 23-24, 26, 28, 31, 33-41, 43, 45-53	18

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Master Control Operator	1-3, 7, 12, 14, 16-18, 20-24, 26, 28, 31, 33-35, 37-41, 43, 45-53	22

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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	Central Missouri State Union 302 Warrensburg, Missouri 64093 Phone : 660-543-4379 Email : reblen@cmsu1.cmsu.edu Ron Eblen	N	0
5	Central Mo Newspapers Inc. P.O. Box 420 Jefferson City, Missouri 65102 Phone : 5736363131 Email : sandy@newstribune.com Sandy Draffen	N	0
6	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	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
7	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
8	Columbia Daily Tribune P.O. Box 798 Columbia, Missouri 65205 Phone : 5738151859 Ruby Wheeler Manual Posting	N	0
9	Columbia Daily Tribune 101 North 4th Street Columbia, Missouri 65201 Phone : (573) 815-1855 Fax : 1-573-815-1701 Classified Department	N	1
10	Corporate Recruiter	N	1
11	Current Employee	N	5
12	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
13	Employee Referral	N	11
14	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
15	Goodwill Industries 1727 Locust St. Louis, Missouri 63103 Phone : 314-241-3464 Fax : 1-314-241-2346 Rodney Watts	N	0

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16	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
17	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
18	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	12
19	Internet Ad-not directly contacted by SEU	N	1
20	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : eloise@ithaca.edu Eloise Green	Y	0
21	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
22	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	7

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Lincoln University 820 Chestnut St. Jefferson City, Missouri 65101 Phone : 573-681-5166 Athea Ziehmer Manual Posting	N	0
24	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Danielle Anderson Manual Posting	N	2
25	Linn State Technical College One Technology Drive Linn, Missouri 65051 Phone : 573-897-5159 Email : glenda.whitney@linnstate.edu Glenda Jordan-Whitney	N	0
26	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
27	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
28	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper	N	0
30	Missouri Career Center 1514 S. Glenstone Springfield, Missouri 65804 Phone : 417-887-4343 Fax : 1-417-888-4076 Veronica Lowe	N	0
31	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
32	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
33	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
34	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
35	NAACP PO BOX 104221 Jefferson City, Missouri 65110 Phone : 573-893-7705 Email : j.c.naACP@gmail.com Nimrod Chapel	N	0
36	Non-Employee Referral	N	1
37	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
38	Park University 8700 NW River Park Dr Parkville, Missouri 64152 Email : sbgresumes@sbgstv.com Career Center	N	0
39	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
40	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
41	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
43	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
44	The Urban League 3701 Grandel Square St. Louis, Missouri 63156 Phone : 314-615-3624 Email : styler@urbanleague.stl.org Fax : 1-314-531-7462 Sidney Tyler	N	0
45	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
46	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	1
47	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	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
49	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
50	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
51	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
52	Westminister College 501 Westminister Ave Fulton, Missouri 65251 Phone : 573-642-5138 Email : CareerSrv@westminister-mo.edu Virginia Hall	N	0
53	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:			55

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/21/2015	Establishment of training programs for station personnel	Sinclair Broadcast Group, INC conducted Leadership Human Resources Training for 2 days, October 21st and 22nd. HR Contacts from all over the country were flown into Corporate to learn about how to be the best HR contact for the station; the HR/ Business Manager for KRCG was in attendance for both days. We learned about FCC/EEO, Hiring, ADA, FLSA, EEOC and DOL Compliance, FMLA, supporting the Company's open door policy, performing our job well, sharing accountability and partnering with other station management to accomplish our goals. We all were able to share ideas during discussions and were able to take back ideas on things to implement at our station.	1	Business & HR Manager
2	1/28/2016	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Zach Paul spoke to 3rd graders on Thursday January 28, 2016 about what causes weather at the California Elementary School after they just finished studying about weather.	1	Chief Meteorologist
3	2/23/2016	Participation in Job Fairs	On Tuesday February 23, 2016 Kathy McCarty, HR Coordinator for KHQA TV in Quincy IL., attended the Culver Stockton College Career and Internship Fair. Kathy represented KTVO in Kirksville, KHQA in Quincy IL, KRCG in Columbia\Jefferson City, MO and WBUI/ WCCU/WICS/WICD/WRSP in Springfield IL. Kathy spoke to students regarding the opportunities at the above mentioned stations and with Sinclair Broadcast Group itself. Kathy told them how to apply on line and about internships	1	HR Coordinator-Accounting Asst

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	2/24/2016	Participation in Job Fairs	On Wednesday February 24, 2016 Melissa Billington attended the Truman State University Career and Grad School Expo. Melissa represented KTVO in Kirksville, KHQA in Quincy IL, KRCG in Columbia\Jefferson City, MO and WBUI/ WCCU/WICS/WICD/WRSP in Springfield IL. Melissa spoke to students regarding the opportunities at the above mentioned stations and with Sinclair Broadcast Group itself. Melissa told them how to apply on line and about internships.	1	Accounting/HR Assistant
5	3/15/2016	Participation in Job Fairs	On March 15th and 16th I attended the Southern Iowa Career Fair at Indian Hills Community College. It was hosted by Indian Hills Community College and Iowa Works. At this 2 day event I spoke to students and people from the general population regarding employment with Sinclair Broadcast Group, INC. I represented KTVO-TV, KHQA, KRCG and WICS-TV. I spoke about job opportunities at these stations and other opportunities in the Sinclair Corporation.	1	Accounting/HR Assistant
6	3/23/2016	Participation in Job Fairs	Jacksonville College and Community Career Fair, in the Bill Wall Gymnasium on March 23, 2016 Leigh Ann Anderson and Kathy McCarty spoke with students about job positions with WICS/WRSP/WBUI/WICD/WCCU/KRCG/KHQA Informed the students where to apply for these positions	2	Human Resources/Payroll Coordinator HR Coordinator - Accounting Asst

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7	4/20/2016	Participation in Job Fairs	Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	166	Regional HR Manager Human Resources Business Manager Director of Digital Content & Solutions

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	6/6/2016	Provision of training to management	<p>SBG, Inc. and its stations 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 are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.</p> <p>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. Newly hired managers and supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	1	

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9	8/3/2016	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. 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	Employment Manager News Talent Manager Director, Training and Development
10	9/23/2016	Participation in Job Fairs	University of Missouri 2016 Fall Business Career Fair 10:00 to 3:00 pm in the Mizzou Arena on September 23, 2016 Dena Blakely represented KRCG in New Bloomfield MO, KTVO in Kirksville. Dena spoke with students regarding the opportunities at the above mentioned stations and with Sinclair Broadcast Group. Dena informed them how to apply on line for these positions	1	Business Manager