

**KRCG**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Meteorologist	1-2, 4-7, 9, 12-44, 46-51	14
Multimedia Journalist/News Reporter	1-7, 12-13, 15-44, 46-49, 51	37
Multimedia Journalist/News Reporter	1-7, 12-13, 15-44, 46-49, 51	13
Digital Sales Assistant	1-2, 4-5, 7, 12-13, 15-21, 23-25, 27-37, 39-44, 46-49, 51	19
News Director	1-2, 4-7, 9-10, 12, 15-44, 46-49, 51	10
News Producer	1-2, 4-7, 11-13, 15-21, 23-44, 46, 48-51	11
News Producer	1-2, 4-7, 11-13, 15-21, 23-44, 46, 48-51	37
News Producer	1-2, 4-7, 11-13, 15-21, 23-44, 46, 48-51	50
Marketing Consultant	1-2, 4-5, 7, 11-12, 15-21, 23-25, 27-37, 39-44, 46, 48-49, 51	11
Digital Sales Assistant	1-2, 4-5, 7, 12, 15-21, 23-25, 28-37, 39- 44, 46, 48-49, 51	23
News Photographer	1-2, 4-7, 12-13, 15-21, 23-44, 46, 48- 49, 51	13
Multimedia Journalist	1-2, 4-8, 12-13, 15-21, 23-42, 44, 46, 48-51	13
Multimedia Journalist	1-2, 4-8, 12-13, 15-21, 23-42, 44, 46, 48-51	37
Multimedia Journalist	1-2, 4-8, 12-13, 15-21, 23-42, 44, 46, 48-51	13
Assistant IT Engineer	1-2, 4-5, 7, 10, 12-13, 15-21, 23-25, 27- 37, 39-42, 44, 46, 48-49, 51	10
Local Sales Assistant	1-2, 4-5, 7, 15-21, 23-25, 27-37, 40-42, 44, 46, 48-49, 51	37
Multimedia News Producer	1-2, 4-7, 15-21, 23-42, 44-46, 48-49, 51	45
Local Sales Assistant	1-2, 4-5, 7, 11, 15-21, 23-25, 28-37, 39- 42, 44, 46, 48-49, 51	11
Receptionist / Accounting Assistant	1-2, 4-5, 7, 13, 15-21, 23-25, 28-37, 39- 42, 44, 46, 48-49, 51	13

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Altrusa Club 931 East McKinsey Moberly, Missouri 65270 Phone : 660 269-3060 Email : lbb59@yahoo.com Lori Ballew	N	0
2	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
3	Career Fair	N	1
4	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : sbgresumes@sbgstv.com Cole Rowley	N	0
5	Central Christian College 911 East Urbandale Drive Moberly, Missouri 65270 Phone : 660 263-3900 Email : ww Walton@cccb.edu Fax : 1-660-263-3936 William Walton	N	0
6	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : bille@michaelsmedia.com Michael Bille	N	1
7	Columbia College 1001 Roger Street Columbia, Missouri 65216 Phone : 573-875-4563 Url : <a href="http://www.ccis.edu/careercenter">http://www.ccis.edu/careercenter</a> Email : bbjamesbattelle@ccis.edu Fax : 1-573-875-7209 Brice James-Battelle	N	0
8	Corporate Recruiter	N	1
9	Current Employee	N	2

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10	Current Employee - Transfer/Promotion	N	2
11	Current Employee/Internal Promotion	N	3
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	12
14	Facebook post	N	1
15	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
16	Hire A Hero PO Box 6808 Morango, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
17	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : cdudley@howard.edu Carol Dudley	N	0
18	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0

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19	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	7
20	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
21	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
22	Lincoln University 820 Chestnut St. Jefferson City, Missouri 65101 Phone : 573-681-5166 Athea Ziehmer Manual Posting	N	0
23	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Laura Rehn	N	3
24	Linn State Technical College One Technology Drive Linn, Missouri 65051 Phone : 573-897-5159 Email : <a href="mailto:careerservices@statetechmo.edu">careerservices@statetechmo.edu</a> Glenda Jordan-Whitney	N	0
25	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
26	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
27	Mexico Career Center 109 E Promenade St Mexico, Missouri 65265 Phone : 573-581-2661 Fax : 1-573-581-2669 TJ Geuse	N	0
28	Missouri Broadcasters Assoc. P.O. Box 104445 Jefferson City, Missouri 65110 Phone : 573-636-6692 Email : <a href="mailto:tharper@mbaweb.org">tharper@mbaweb.org</a> Fax : 1-573-634-8258 Terry Harper	N	0
29	Missouri Career Center 215 E. Fifth Sedalia, Missouri 65301 Phone : 660-530-5627 Email : <a href="mailto:rebeccad@jobpointmo.org">rebeccad@jobpointmo.org</a> Fax : 1-660-530-5633 Rebecca Durrill	N	0
30	Missouri Southern State University 3950 Newman Road Joplin, Missouri 64801 Phone : 417-625-3137 Url : <a href="http://mssu.edu/career">mssu.edu/career</a> Email : <a href="mailto:hirealion@mssu.edu">hirealion@mssu.edu</a> Alex Gandy	Y	0
31	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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32	NAACP PO BOX 104221 Jefferson City, Missouri 65110 Phone : 573-893-7705 Email : j.c.naACP@gmail.com Nimrod Chapel	N	0
33	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
34	Park University 8700 NW River Park Dr Parkville, Missouri 64152 Email : sbgresumes@sbgTV.com Career Center	N	0
35	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgTV.com Sinclair SilkRoad Source	N	0
36	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgTV.com Sinclair SilkRoad Source	N	0
37	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgI.net Email : employment@sbgTV.com Sharon Pickeral	N	8

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38	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:hedding@talentedynamics.com">hedding@talentedynamics.com</a> Christina Hedding	N	0
39	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
40	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrea Siegle	N	0
41	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
42	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	0
43	Univeristy of Missouri - St. Louis 278 Millennium Student Center One University Blvd. St. Louis, Missouri 63121 Phone : 314-516-5111 Email : <a href="mailto:careerservices@umsl.edu">careerservices@umsl.edu</a> Erica Shepperd	N	0

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44	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
45	University of Missouri- Columbia no listing Columbia, Missouri 65211 Phone : 573-882-2121 Fax : 1-573-882-9907 University of Missouri- Columbia University of Missouri- Columbia	N	1
46	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
47	Webster University of Rolla 1103 Kingshighway St Rolla, Missouri 65401 Phone : 573-368-4569 Email : www.rolla@webster.edu Denise Whitehead	N	0
48	Westminister College 501 Westminister Ave Fulton, Missouri 65251 Phone : 573-642-5138 Email : CareerSrv@westminster-mo.edu Virginia Hall	N	0
49	William Woods University One University Avenue Fulton, Missouri 65251 Phone : 573-642-2251 Fax : 1-573-592-1146 Joe Potter	N	0
50	Word of Mouth Referral	N	3



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51	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>45</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/19/2019	Participation in Job Fairs	University of Missouri 2019 Spring Business Career Fair 10:00 to 3:00 pm February 19, 2019 at MizzouRec Complex-Historic Brewer Courts Dena Blakely and Jason Smallheer represented KRCG in New Bloomfield Missouri, KTVO in Kirksville, Missouri, KHQA in Quincy, Illinois. Dena and Jason spoke with students regarding the opportunities at the listed stations and with Sinclair Broadcast Group. Dena and Jason informed them how to apply on line for these positions and companywide positions at <a href="http://www.sbg.net">www.sbg.net</a>	3	Local Sales Manager Business Manager
2	2/26/2019	Participation in Job Fairs	Kathy McCarty, HR Coordinator/Accounting Assistant attended the Culver-Stockton College Career and Internship Fair on Tuesday, 2/26/2019. Kathy visited with students regarding job openings at Sinclair Television stations located in the Midwest, including KHQA, KRCG & KTVO. She also demonstrated to students how to search for jobs throughout Sinclair Broadcasting Corporation using the <a href="http://www.sbg.net">www.sbg.net</a> website. Questions were answered regarding types of jobs available throughout the company to help direct undergrad students in their education journey.	3	HR Coordinator/Accounting Assistant
3	2/28/2019	Participation in Job Fairs	Melissa Billington, HR Coordinator for KTVO-TV, attended the Truman State University Spring 2019 Career and Internship Expo on February 28, 2019. Melissa spoke with students about career opportunities with KTVO, KRCG and KHQA and all of Sinclair Broadcast Group. She answered questions from students about Sinclair and the Television Broadcast Industry.	3	Accounting/HR Assistant

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4	3/5/2019	Participation in Job Fairs	3/5/2019 – Western Illinois University – Macomb, Illinois. Kathy McCarty attended the 2019 Spring Career Fair on March 5th, 2019. Greeting many students who were interested in career opportunities in Broadcasting. She shared current job openings at KHQA, KTVO & KRCG as well demonstrating the Sinclair Broadcasting website where applicants can apply for open positions throughout the corporation.	3	HR Coordinator/Accounting Assistant
5	3/26/2019	Participation in Job Fairs	3/26/2019 – Missouri Job Center/Hannibal Area Chamber of Commerce, Hannibal Parks & Rec and TownSquare Media hosted the Hannibal Area Job Fair on Tuesday, 3/26/2019. Kathy McCarty, HR Coordinator/Accounting Assistant greeted those searching for jobs at her table and shared job opportunities within Sinclair Broadcasting Corporation at KHQA-TV, KHQA-TV and KRCG-TV.	3	HR Coordinator/Accounting Assistant
6	4/9/2019	Participation in Job Fairs	Description: The Corporate Employment Coordinator, and local station HR Coordinator represented all Sinclair locations at the job fair hosted by the Broadcast Education Association on April 9th, 2019, in coordination with the April 2019 NAB Show, in Las Vegas, NV. They met with potential candidates and reviewed resumes, tapes, discussed current job vacancies and future job opportunities/possibilities at the locations across the country. All candidates who visited the booth are followed-up with for relevant positions, including current and future job inquiries when applicable.	2	Corporate Employment Coordinator Station HR Coordinator

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7	4/18/2019	Participation in Job Fairs	On Thursday April 18, 2019 Melissa Billington, HR Coordinator for KTVO-TV, attended the Southern Iowa Career Fair at Indian Hills Community College. Melissa spoke to students and members of the general public about job opportunities at KTVO, KHQA and KRCG. Also about the Sinclair Broadcast Company and what it has to offer.	3	HR Assistant/Accounting
8	6/20/2019	Participation in Job Fairs	Kathy McCarty, HR Coordinator/Accounting Assistant attended the 2019 Job Fair at the Quincy Senior & Family Resource Center in Quincy, IL. The Fair was targeted toward the hiring of Veterans, Seniors and those physically challenged. The event was highly attended. Kathy hosted a table at the event and shared current job openings at KHQA-TV, KTVO-TV & KRCG-TV. She demonstrated the www.sbgnet website by showing those who were interested in job openings with Sinclair Broadcast Group in applying for jobs the applicants had interest.	3	HR Coordinator/Accounting Assistant
9	8/7/2019	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 convention/career expo in Miami, FL August 7 – 9th, 2019. 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 Director, News Training and Development News Talent Manager