

KRCG
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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
Marketing Consultant	1-4, 7, 11-15, 17, 20, 22, 24, 26-37, 39, 41-44, 46-50	50
News Videographer	1-8, 11, 13-15, 17, 19-20, 22-39, 41-44, 46-49	37
Newscast Director	1-4, 6-7, 11, 13-15, 17, 19-39, 41-44, 46-49	17
Automotive / Marketing Consultant	1-4, 7, 11-15, 17, 19-20, 22-24, 26-28, 30-37, 39-44, 46-49, 51	12
Receptionist / Accounting Assistant	1-4, 7, 11, 13-17, 19-24, 26-28, 30-37, 39-44, 46-49, 51	3
Local Sales Assistant	1-4, 7, 11, 13-17, 19-20, 22-24, 26-28, 30-37, 39-44, 46-49, 51	17
Local Sales Assistant	1-4, 7, 11, 13-17, 19-20, 22-24, 26-28, 30-37, 39-44, 46-49, 51	22
Marketing Consultant	1-4, 7, 11-17, 19-20, 22-24, 26-28, 30- 37, 39-44, 46-49, 51	17
Weekend News Anchor / Reporter	1-4, 6-7, 10-11, 13-17, 19-28, 30-44, 46 -49, 51	10
Marketing Consultant	1-4, 7, 11-17, 19-20, 22-24, 26-28, 30- 37, 39-44, 46-49, 51	37
Multimedia Journalist	1-4, 6-7, 9, 11, 13-17, 19-28, 30-49, 51	45
Multimedia Journalist	1-4, 6-7, 9, 11, 13-17, 19-28, 30-49, 51	9
Multimedia News Producer	1-4, 6-7, 11-17, 19-20, 22-28, 30-44, 46 -49, 51	12
Sports Reporter	1-4, 6-7, 11-20, 22-28, 30-44, 46-49, 51	18
Director	1-4, 6-7, 11-17, 19-20, 22-28, 30-44, 46 -49, 51	12
Commercial Production Producer	1-4, 6-7, 11, 13-17, 19-20, 22-28, 30- 44, 46-49, 51	37

KRCG**EEO PUBLIC FILE REPORT****October 1, 2017 - September 30, 2018****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Url : http://www.asu.edu Email : mike.wong@asu.edu Mike Wong	Y	0
3	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Broadbean Source	N	1
4	Central Christian College 911 East Urbandale Drive Moberly, Missouri 65270 Phone : 660 263-3900 Email : wwalton@cccb.edu Fax : 1-660-263-3936 William Walton	N	0
5	Central Missouri State Union 302 Warrensburg, Missouri 64093 Phone : 660-543-4155 Email : Chiatt@ecmo.edu Cherri Hiatt	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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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	Corporate Recruiter	N	1
9	Current Employee - Transfer/Promotion	N	1
10	Current Employee/Internal Promotion	N	1
11	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
12	Employee Referral	N	7
13	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
14	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
15	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0

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16	Husson University 1 College Circle New England School of Communication Bangor, Maine 04401 Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	Y	0
17	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	6
18	Internet Ad-not directly contacted by SEU	N	1
19	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
20	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
21	Lincoln University 820 Chestnut St. Jefferson City, Missouri 65101 Phone : 573-681-5166 Athea Ziehmer Manual Posting	N	0
22	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	3

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23	Linn State Technical College One Technology Drive Linn, Missouri 65051 Phone : 573-897-5159 Email : careerservices@statetechmo.edu Glenda Jordan-Whitney	N	0
24	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
25	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
26	Mexico Career Center 109 E Promenade St Mexico, Missouri 65265 Phone : 573-581-2661 Fax : 1-573-581-2669 TJ Geuse	N	0
27	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
28	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

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29	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
30	Missouri Southern State University 3950 Newman Road Joplin, Missouri 64801 Phone : 417-625-3137 Url : mssu.edu/career Email : hirealion@mssu.edu 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
32	NAACP PO BOX 104221 Jefferson City, Missouri 65110 Phone : 573-893-7705 Email : j.c.naap@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@sbgvtv.com Career Center	N	0

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35	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
36	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
37	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	4
38	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
39	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
40	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0

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41	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
42	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
43	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
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

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47	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
48	Westminster College 501 Westminster 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	1
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			28

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/6/2017	Participation in Job Fairs	<p>Leigh Ann Anderson attended the Capital Area Career Center (CACC) career fair held on 12/6/17 located at 2201 Toronto Rd. Springfield, IL. CACC offers junior and senior high school students the opportunity to acquire knowledge and skills that are needed to move on to college and enter the workforce. They are taught by instructors that are experts in their fields. There are a wide variety of programs that are offered to students to choose from at CACC. CACC also offers college credits and professional certification opportunities. Leigh Ann attended the AM session that was held from 8:00am-11:00am. Students began to arrive around 8:40am from Springfield High School, Lanphier High School, Southeast High School and North Mac High School. There were several other businesses/organizations in attendance and divided into separate rooms by program focus. Leigh Ann spent her time explaining the broadcast industry and the type of employment opportunities that exist. Leigh Ann also discussed what some of the requirements- skills & experience for some of the open jobs that the Company is actively looking to hire for. Leigh Ann reminded the students to keep an open mind when looking into different job opportunities that exist. Leigh Ann then answered any questions that the students had.</p>	1	HR Manger

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2	12/6/2017	Participation in Job Fairs	<p>Leigh Ann Anderson attended the Capital Area Career Center (CACC) career fair held on 12/6/17 located at 2201 Toronto Rd. Springfield, IL. CACC offers junior and senior high school students the opportunity to acquire knowledge and skills that are needed to move on to college and enter the workforce. They are taught by instructors that are experts in their fields. There are a wide variety of programs that are offered to students to choose from at CACC. CACC also offers college credits and professional certification opportunities. Leigh Ann attended the AM session that was held from 8:00am-11:00am. Students began to arrive around 8:40am from Springfield High School, Lanphier High School, Southeast High School and North Mac High School. There were several other businesses/organizations in attendance and divided into separate rooms by program focus. Leigh Ann spent her time explaining the broadcast industry and the type of employment opportunities that exist. Leigh Ann also discussed what some of the requirements- skills & experience for some of the open jobs that the Company is actively looking to hire for. Leigh Ann reminded the students to keep an open mind when looking into different job opportunities that exist. Leigh Ann then answered any questions that the students had.</p>	1	HR Manger

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3	1/30/2018	Participation in Job Fairs	<p>University of Missouri 2018 Spring Business Career Fair 10:00 to 3:00 pm in the Mizzou Arena on January 30, 2018</p> <p>Dena Blakely and Jason Smallheer represented KRCG in New Bloomfield Missouri, KTVO in Kirksville, Missouri, KHQA in Quincy, Illinois and WBUI/WCCU/WICS/WICD/WRSP in Champaign and Springfield Illinois. 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 and company wide positions at www.sbgi.net</p>	2	Business Manager Local Sales Manager
4	2/1/2018	Participation in Job Fairs	<p>“Melissa Billington attended the Southern Iowa Career Fair at Indian Hills Community College on Thursday February 1, 2018. Students and members of the community came to learn about job opportunities with the over 96 employers present. Melissa represented KHQA in Quincy Illinois, KRCG in Columbia\Jefferson City Missouri and KTVO in Ottumwa Iowa\Kirksville Missouri. She told the people about Sinclair Broadcast Group and all the employment opportunities in the company and how to apply. She emphasized the job openings at KTVO, KHQA, and KRCG and answered questions.”</p>	1	Accounting/HR Assistant

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5	2/15/2018	Participation in Job Fairs	HR Manager Leigh Ann Anderson and HR Contact Kelly Moffett attended the University of Illinois Springfield Career Connections Expo from 11:15am till 2:30pm. They met with several students and community members and talked with them about employment opportunities with Sinclair Broadcast Group and Sinclair as a company. There were flyers on the table which listed open positions for each of our stations within our DMA of Champaign/Decatur/Springfield, IL to include WICS/WICD/WBUI/WCCU/WRSP. There were also flyers from television stations KTVO, KRCG and KHQA listing their open positions for which they were currently recruiting for.	2	HR HR Manager
6	2/27/2018	Participation in Job Fairs	Kathy McCarty, HR Coordinator attended the Culver Stockton College Career – Internship Fair on their campus in Canton, MO on Tuesday, 2/27/2018. Approximately 30 businesses were represented at the event with numerous students and soon to be graduates were introduced to current job openings. Students were welcome to view a short video available at sbgi.net which highlights the many career opportunities available throughout the company. Kathy discussed job openings at KHQA / WICS-WRSP-WBUI-WICD-WCCU / KTVO / KRCG, stations located in the tri-state area of Illinois/Missouri and Iowa.	1	HR Coordinator/Accounting Asst.

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7	3/1/2018	Participation in Job Fairs	On Thursday March 1st, Melissa Billington attended the Truman State University's Spring 2018 Career and Internship Expo. Students came to learn about job opportunities with Sinclair Broadcast Group. Melissa represented KHQA in Quincy Illinois, KRCG in Columbia\Jefferson City Missouri, WICS in Springfield IL. and KTVO in Ottumwa Iowa\Kirksville Missouri. She told the people about Sinclair Broadcast Group and all the employment opportunities in the company and how to apply. She emphasized the job openings at KTVO, KHQA, WICS and KRCG and answered questions	1	Accounting/HR Assistant
8	3/21/2018	Participation in Job Fairs	On Wednesday March 21, 2018, Melissa Billington attended the Moberly Job Fair in Moberly, Missouri. This job fair was hosted by the Moberly Chamber of Commerce and open to the Community. Attendees came to learn about job opportunities with area businesses. Melissa represented KHQA in Quincy Illinois, KRCG in Columbia\Jefferson City Missouri and KTVO in Ottumwa Iowa\Kirksville Missouri. She told the people about Sinclair Broadcast Group and all the employment opportunities in the company and how to apply. She emphasized the job openings at KTVO, KHQA and KRCG and answered questions.”	1	HR Assistant

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9	4/3/2018	Participation in Job Fairs	On March 22, 2018, News Director Michael Truett and HR Manager Leigh Ann Anderson attended the Eastern Illinois University Television, Radio and Video job fair. The job fair was held in the Martin Luther King Jr. Union Ballroom at the university from 11:00am-1:00pm. In attendance were around 14 other companies to discuss career and internship opportunities. Both Michael and Leigh Ann spoke with around 40 undergrad students regarding open positions at WICS/WICD/WBUI/WRSP/WCCU, KRCG, KHQA and KTVO as well as within the Company at Sinclair Broadcast Group and how they can review job postings for a better understanding of roles or to apply. For undergrad students that were Sophomores or Juniors, we suggested that they consider internship opportunities in the field or possibly job shadowing for a day to better understand the industry. Michael and Leigh Ann answered any questions that the students had about the Company, how to apply for positions and the industry itself.	2	News Director HR Manager
10	8/3/2018	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 represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Detroit, MI July 31st to August 4th. 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 Director - Training and Development News Talent Manager