

**KTVO**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**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
Assistant News Director	1, 3-10, 13, 15-16, 19, 21-28, 32, 34-37, 39-43, 45-49, 52-54, 57-64, 66-67, 69	16
Marketing Associate	1, 3-10, 13, 15, 17, 19, 22-28, 30, 32, 34-37, 39-43, 45-49, 52-54, 57-64, 66-67, 69	17
Digital Content Producer	1-11, 13, 15, 18-27, 29, 31-32, 34-48, 50-54, 56-70	21
Creative Services Producer	1-11, 13, 15, 18-27, 29, 32-48, 50-54, 56-70	33
Multimedia Journalist	2-15, 18-20, 22-27, 29, 32, 34-48, 50-63, 65-70	52
Multimedia Journalist	2-15, 18-20, 22-27, 29, 32, 34-48, 50-63, 65-70	52

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## 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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : (919) 217-4438 Url : www.vault.com. Email : slizik@602communications.com Graeme Newell	N	0
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
3	American Indian Council 309 North Jefferson Springfield , Missouri 65806 Phone : 417-866-3439 Email : cmolle@Indiancouncil.net Fax : 1-816-471-8543 Rachel Tyner	N	0
4	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
5	Black Economic Union 1601 East 18th Street Suite 300 Kansas City, Missouri 64180 Phone : 816-474-1080 Email : chestert@beukc.org Fax : 1-816-474-5805 Chester Thompson	N	0
6	Bradley University 1501 W Bradley Ave Peoria, Illinois 61625 Email : sbgresumes@sbgstv.com Career Center	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	Broadcast Center of St. Louis 2360 Hampton St. Louis , Missouri 63139 Phone : 314-647-8181 Email : Placement@broadcastcenterinfo.com Fax : 1-314-647-1575 Shaun Street	N	0
8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
9	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Fax : 1-641-628-5338 Pat Joachim Kitzman	N	0
10	Central Missouri State Univ. Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Email : mba@mbaweb.org Fax : 1-660-543-4668 Theresa Alewel	N	0
11	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
12	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.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
13	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-4563 Url : <a href="http://www.ccis.edu/careercenter">http://www.ccis.edu/careercenter</a> Email : <a href="mailto:careerservices@ccis.edu">careerservices@ccis.edu</a> Director Director	N	0
14	Corporate Recruiter	N	1
15	Culver-Stockton College One College Hill Canton, Missouri 63435 Phone : 217-231-6411 Email : <a href="mailto:rjarvis@culver.edu">rjarvis@culver.edu</a> Fax : 1-217-231-6611 Robin Jarvis	N	0
16	Current Employee - Transfer/Promotion	N	1
17	Current Employee/Internal Promotion	N	1
18	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : <a href="http://www.diversityjobs.com">www.diversityjobs.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Rob Steward	N	0
19	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Tina Moore Manual Posting	N	0
20	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : <a href="http://www.ecsu.edu">www.ecsu.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
21	Employee Referral	N	3
22	Experience Works 4401 Wilson Blvd Suite 1100 Arlington, Virginia 22203 Email : <a href="mailto:ew@experienceworks.org">ew@experienceworks.org</a> Blake Rushin	Y	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
23	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
24	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
25	Grinnell College 1127 Park Street Grinnell, Iowa Career Service Manual Posting	N	0
26	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source  Prong 2 Ended Date: 12/31/2020	N	0
27	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
28	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
29	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	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	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Sinclair SilkRoad Source	N	1
31	Indeed.com - Not Directly Contacted by SEU	N	1
32	Indian Hills Community College 525 Grandview Ave Ottumwa, Iowa 52501 Phone : 641-683-5102 Url : www.indianhills.edu Kelsey Faybik Manual Posting	N	0
33	Internet Ad-not directly contacted by SEU	N	1
34	Iowa Workforce Development 15260 Truman Street Ottumwa, Iowa 52501 Phone : 641-684-5401 Url : www.IowaWorks.org Email : kimberly.arnold@iwd.iowa.gov Kim Arnold	N	0
35	Iowa State University 129 Carver Hall Iowa State University Ames, Iowa Email : sbgresumes@sbgvtv.com Taren Crow	N	0
36	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgvtv.com Broadbean Source	Y	0
37	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : <a href="http://www.kysu.edu">www.kysu.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
39	Kirksville Vo-Tech 1103 S Cottage Grove Kirksville, Missouri 63501 Phone : 660-665-2865 Email : <a href="mailto:damidei@kirksville.k12.mo.us">damidei@kirksville.k12.mo.us</a> Dana Amidei	N	0
40	KTVO-TV FaceBook Page PO BOX 949 Kirksville, Missouri 63501 Phone : 660-626-5851 Email : <a href="mailto:demagruder@sbgvtv.com">demagruder@sbgvtv.com</a> Dan Magruder	N	0
41	Lindenwood University 209 S Kingshighway Street St. Charles, Missouri 63301 Phone : 636-949-2000 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
42	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Account Manager	N	1
43	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
44	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : <a href="http://www.miles.edu">www.miles.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0

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45	Mississippi State University 300 Montgomery Hall Mississippi State, Mississippi 39762 Phone : 662-325-3344 Email : sbgresumes@sbgvtv.com Martha Jones	N	0
46	Missouri Broadcasters Assoc. 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : www.mbaweb.org Email : tharper@mbaweb.org Terry Harper	N	0
47	Missouri Career Center 2105 East Normal Kirksville, Missouri 63501 Phone : 660-785-2335 Email : Terra.Rouse@dhewd.mo.gov Fax : 1-660-785-2404 Terra Rouse	N	0
48	Missouri School of Journalism 120 Neff Hall Columbia, Missouri 65211 Phone : 573-882-4821 Url : https://hiremizzoutigers.com Barbara Willis Manual Posting	N	0
49	Moberly Area Community College 101 College Avenue Moberly, Missouri 65270 Phone : 660-263-4110 Fax : 1-660-263-2406 Dr. Grant	N	0
50	Moberly Area Community College 101 College Avenue Moberly, Missouri 65270 Phone : 660-263-4110 Email : sondas@macc.edu Sonda Stewart	N	0

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51	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : <a href="http://www.ncat.edu">www.ncat.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
52	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgvtv.com">employment@sbgvtv.com</a> Career Page	N	6
53	Southern Illinois University Career Center Carbondale, Illinois Phone : 618-453-7112 Email : <a href="mailto:mpurdy@siu.edu">mpurdy@siu.edu</a> Matt Purdy	N	0
54	St. Louis University 221 North Grand Blvd St. Louis, Missouri 63130 Phone : 314-977-2828 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Katie Nickrent Manual Posting	N	0
55	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:jpumphrey.td@gmail.com">jpumphrey.td@gmail.com</a> Julie Pumphrey	N	0
56	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : <a href="http://www.tsu.edu">www.tsu.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
57	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Andrea Siegle	N	0

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58	Truman State University Career Center Kirksville, Missouri 63501 Phone : 660-785-4353 Url : <a href="https://www.myinterfase.com/truman/employer">https://www.myinterfase.com/truman/employer</a> Brandi Wriedt Manual Posting	N	0
59	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
60	University of Illinois at Urbana-Champaign 901 West Illinois Street Urbana, Illinois 61801 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Jennifer Neef	N	0
61	University of Iowa E350D Adler Journalism Building University of Iowa Iowa City, Iowa 52242 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Paul Jensen	N	0
62	University of Missouri - KC 4825 Troost Kansas City, Missouri 64110 Phone : 816-235-1000 Email : <a href="mailto:haynesa@umkc.edu">haynesa@umkc.edu</a> Fax : 1-816-235-5534 Annette Haynes	N	0
63	University of Wisconsin-Madison XXX Madison, Wisconsin Career Center Manual Posting	N	0
64	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a> Vicki Mullen  Prong 2 Ended Date: 12/31/2020	N	0

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65	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
66	William Jewell College 500 College Hill WJC Box 1058 Liberty, Missouri 64068 Phone : 816-781-7700 Email : careerdevelopment@william.jewell.edu Fax : 1-816-415-5027 Marissa Blnad	N	0
67	William Woods University 1 University Ave. Fulton, Missouri 65251 Phone : 573-592-4313 Email : amy.dittmer@williamwoods.edu Amy Dittmer	N	0
68	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
69	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
70	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>17</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	10/1/2020	Participation in Job Fairs	On Thursday October 1, 2020, HR Coordinator for KTVO, Melissa Billington took part in the Truman State University Fall Career Expo. The Career Expo was a virtual event that was coordinated by the University with the Symplicity Platform and Melissa held a Zoom Meeting with students that asked to chat with her. Melissa told students about job opportunities within Sinclair Broadcast Group and KTVO, KHQA and KRCG. Melissa answered questions about the industry, the kind of jobs available with Sinclair. She also encouraged them to visit the Sinclair page to see all jobs available throughout the Corporation. Melissa spoke to a total of 6 students for approximately 15-20 minutes.	1	HR Coordinator
2	10/17/2020	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Media Sales Academy as a Corporate Recruiter. He met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. Our Corporate Recruiter spoke with students and alumni currently enrolled in NAB's Media Sales Academy regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website.	1	Recruiting Coordinator

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3	11/12/2020	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	Employment Specialist Employment Specialist
4	12/1/2020	Participation in events or programs sponsored by educational institutions	Beth Waldon, Assistant News Director for KTVO and Melissa Billington the Human Resources Coordinator for KHQA and KTVO was asked by Megan Wetrich a teacher at the Evans Middle School in Ottumwa Iowa to participate in the Virtual Career Day being held in December at the school for students. Beth and Melissa were asked to create a video about their jobs to share with the students. Beth and Melissa created the videos and sent them to the school. Megan then created a Virtual Career Day presentation and the students could access on line. The school sent out their Career Day Site to students on December 1st and they have until December 11th to watch the video. Each student must fill out a google form for each career they watch.	2	Human Resources Coordinator Assistant News Director

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5	2/25/2021	Participation in events sponsored by community groups	Melissa Billington, Human Resources Coordinator for KTVO in Kirksville MO and KHQA Television in Quincy IL attended the Virtual Truman State University Career Expo Thursday February 25, 2021. Melissa used the TEAMS Platform to chat with interested students; she represented KTVO, KHQA and KRGC at the Career Expo. Melissa spoke to 5 students about opportunities at the stations and with Sinclair Broadcast Group as a whole. After the Career Fair, Melissa e-mailed a power point presentation with information about the company, instructions on how to apply and her business card to the students that attended and to a few others that had technical difficulties in the chat room.	1	HR Coordinator
6	2/26/2021	Participation in events or programs sponsored by educational institutions	KTVO Multimedia Journalist, Romelo Styles, spoke to Green Run High School, ILAB Program on February 26, 2021. This is Romelo's home High School in Virginia Beach, Virginia. He spoke to a Sports Media and Marketing class where the students were able to ask him about the day to day operations of his job. Romelo also spoke about what it took to get this job in Ottumwa Iowa-KTVO and the education he received to help him with his career.	1	Multimedia Journalist
7	4/13/2021	Participation in events or programs sponsored by educational institutions	On Tuesday, April 13, Chief Meteorologist, Teresa Carter, spoke via zoom with Mrs. Black and Mrs. Kapfer's first graders at Scotland County R1 School about weather. They are studying weather so Teresa talked about what they are learning. She talked about clouds, precipitation, tornadoes, what the difference between a watch and warning are. Where to go at home and at school to take cover if there was a tornado.	1	Chief Meteorologist

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8	4/14/2021	Participation in events or programs sponsored by educational institutions	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at Hampton University as a Corporate Recruiter. Sinclair was invited to attend Hampton University's Scripps Howard School of Journalism and Communication Virtual Career Fair to meet with students and faculty. Our Corporate Employment Coordinator started the session by giving a 10-minute presentation about Sinclair and wrapped up by showing corporate and station employment opportunities at Sinclair. Our Corporate Employment Coordinator then sat in a breakout room where students asked questions about Sinclair and potential career opportunities. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. Candidate information and resumes were also collected by our Corporate Recruiter via LinkedIn to further assist with potential placement.	1	Recruiting Coordinator
9	4/28/2021	Participation in events sponsored by community groups	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the G.I Jobs Virtual Career Expo. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with veterans, and their families regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	Employment Specialist Employment Specialist

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10	5/4/2021	Participation in events or programs sponsored by educational institutions	The Corporate Employment Specialists represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	3	Employment Specialist Employment Specialist Employment Coordinator
11	8/18/2021	Participation in Job Fairs	The News Talent Manager and Director of News Training and Development, along with several station News Managers, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.	3	News Talent Manager Employment Specialist Director News Training

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12	9/17/2021	Participation in Job Fairs	<p>Shirlee Wolff and Dena Blakely represented Sinclair Broadcast Group at the UMSL 2021 Fall Virtual Internship and Job Fair. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The employees spoke with candidates that were interests in potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website.</p> <p>Dena and Shirlee represented KTVO, KHQA and all of Sinclair.</p>	2	Business Manager\HR Coordinator Administrative Assistant-KDNL