

KTVO
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
10 p.m. News Anchor	1-6, 8-14, 17-18, 20, 23-29, 32-43, 45-67	17
Commercial Copy Coordinator	1-6, 8-10, 12-14, 18-20, 23-30, 32-34, 36-42, 45-55, 57-67	19
Morning Multimedia Journalist	1-6, 8-14, 18, 20, 23-30, 32-43, 45-46, 48-67	61
Reporter	1-6, 8-12, 14-15, 17-21, 23-29, 32-43, 45-46, 48-55, 57-67	17
Marketing Consultant	1-6, 8-10, 12, 14, 18-20, 23-34, 36-42, 45-55, 57-67	19
Digital Content Producer	1-6, 8-12, 14, 17-20, 23-29, 31-32, 34-43, 45-67	17
Account Manager	1-6, 8-10, 12, 14, 17-18, 20, 23-29, 31-32, 34, 36-42, 45-55, 57-67	17
News Production Assistant	1-6, 8-10, 12, 14, 16, 18, 20, 24, 26-28, 31-32, 34-42, 45-46, 48-50, 53-55, 58, 60-67	16
Reporter	1-12, 14, 18, 20, 22, 24, 26-28, 31-32, 34-46, 48-50, 53-56, 58, 60-67	7
Creative Services Producer	1-6, 8-10, 12, 15, 18-20, 24, 26-28, 31-32, 34-42, 45-46, 48, 50, 53-55, 58, 60-67	19

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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	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
3	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
4	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
5	Bradley University 1501 W Bradley Ave Peoria, Illinois 61625 Email : sbgresumes@sbgvtv.com Career Center	N	0
6	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
7	Career Fair	N	1

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8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.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 Kitman	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	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
12	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-4563 Url : http://www.ccis.edu/careercenter Email : careerservices@ccis.edu Director Director	N	0
13	Columbia School of Journalism 2950 Broadway New York, New York 10027 Email : postjobs@jrn.columbia.edu Career Services	N	0

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14	Culver-Stockton College One College Hill Canton, Missouri 63435 Phone : 217-231-6411 Email : rjarvis@culver.edu Fax : 1-217-231-6611 Robin Jarvis	N	0
15	Current Employee	N	3
16	Current Employee - Transfer/Promotion	N	1
17	Current Employee/Internal Promotion	N	4
18	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Email : Career@drury.edu Fax : 1-417-873-7808 Tina Moore	N	0
19	Employee Referral	N	5
20	Experience Works 4401 Wilson Blvd Suite 1100 Arlington, Virginia 22203 Email : ew@experienceworks.org Blake Rushin	Y	0
21	Former Employee Referral	N	1
22	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgvtv.com R. Brandt	N	0
23	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Sinclair SilkRoad Source	N	0
24	Grinnell College 1127 Park Street Grinnell, Iowa Career Service Manual Posting	N	0

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25	Grupo Latino Americano 918 E. Calhoun Springfield, Missouri 65802 Phone : 417-886-1348 Url : grupolatinoamericano.org Email : yolandacl@msn.com Yolanda Lorge	N	0
26	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	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	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	8
30	Indeed.com - Not Directly Contacted by SEU	N	7
31	Indian Hills Community College 525 Grandview Ave Ottumwa, Iowa 52501 Phone : 641-683-5102 Url : www.indianhills.edu Kelsey Faybik Manual Posting	N	0

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32	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
33	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : iowaiba@dwx.com Sue Toma	N	0
34	Iowa State University 129 Carver Hall Iowa State University Ames, Iowa Email : sbgresumes@sbgstv.com Taren Crow	N	0
35	Iowa State University Career Services 515 Morrill Road Ames, Iowa 50011 Url : http://cyhire.iastate.edu/employers Lois Benning Manual Posting	N	0
36	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
37	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	1
38	Kirksville Vo-Tech 1103 S Cottage Grove Kirksville, Missouri 63501 Phone : 660-665-2865 Email : damidei@kirksville.k12.mo.us Dana Amidei	N	0

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39	KTVO-TV FaceBook Page PO BOX 949 Kirksville, Missouri 63501 Phone : 660-626-5851 Email : demagruder@sbgvtv.com Dan Magruder	N	0
40	Lindenwood University 209 S Kingshighway Street St. Charles, Missouri 63301 Phone : 636-949-2000 Career Center Manual Posting	N	0
41	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgvtv.com Account Manager	N	0
42	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
43	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
44	Mississippi State University 300 Montgomery Hall Mississippi State , Mississippi 39762 Phone : 662-325-3344 Email : sbgresumes@sbgvtv.com Martha Jones	N	0
45	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

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46	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
47	Missouri Job Center 2105 East Normal Kirksville, Missouri 63501 Phone : . 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	MO University of Science and Tech 1870 Miner Circle Rolla, Missouri 65401 Phone : 573-341-6170 Email : egroverb@mst.edu Edna Grover-Bisker	N	0
50	Moberly Area Community College 101 College Avenue Moberly, Missouri 65270 Phone : 660-263-4110 Fax : 1-660-263-2406 Dr. Grant	N	0
51	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Sinclair SilkRoad Source	N	0

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52	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Sinclair SilkRoad Source	N	0
53	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.com Sharon Pickeral	N	4
54	Southern Illinois University Career Center Carbondale, Illinois Phone : 618-453-7112 Email : mpurdy@siu.edu Matt Purdy	N	0
55	St. Louis University 221 North Grand Blvd St. Louis, Missouri 63130 Phone : 314-977-2828 Url : https://app.joinhandshake.com Katie Nickrent Manual Posting	N	0
56	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
57	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbg.com Broadbean Source	N	0

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58	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
59	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Sinclair SilkRoad Source	N	0
60	Truman State University Career Center Kirksville, Missouri 63501 Phone : 660-785-4353 Url : https://www.myinterfase.com/truman/employer Brandi Wriedt Manual Posting	N	0
61	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
62	University of Iowa E350D Adler Jounrlism Building University of Iowa Iowa City, Iowa 52242 Email : sbgresumes@sbgstv.com Paul Jensen	N	0
63	University of Missouri - KC 4825 Troost Kansas City, Missouri 64110 Phone : 816-235-1000 Email : haynesa@umkc.edu Fax : 1-816-235-5534 Annette Haynes	N	0
64	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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65	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
66	William Woods University 1 University Ave. Fulton, Missouri 65251 Phone : 573-592-4313 Email : amy.dittmer@williamwoods.edu Amy Dittmer	N	0
67	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			36

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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	10/9/2019	Participation in events sponsored by community groups	On October 9, 2019 members from the Centerville Community Betterment organization came for a tour of the Kirksville Studios. Dan Magruder showed them around the newsroom and everything that goes on in the news side and then Riley Fannon took them back to the studio and showed them around that area. I spoke about my experience at KTVO over the years and the upgrades that we recently went through. We finished off with some time in front of the green screen which everyone enjoyed.	2	Promotional \\Interavice Manager Morning Meteorologist
2	10/22/2019	Participation in Job Fairs	On Tuesday October 22, 2019, KTVO HR Coordinator, Melissa Billington, attended the NEMO Job Fair. The event was from 11a-3p. The Job Fair was open to the public. Melissa spoke to job seekers about opportunities with KTVO, KHQA and KRCG as well as Sinclair Broadcast Group as a company. Melissa explained how to apply for the jobs through the SBG on line applicant system.	1	HR Coordinator
3	11/4/2019	Participation in events sponsored by community groups	On Monday, November 4, 2019, Meteorologist Matt Gunn gave a weather presentation to the Woodland Trails Cub Scout Pack #32 in Centerville. The presentation covered a variety of topics that included what weather is, what a meteorologist does, tornadoes, hurricanes, and blizzards. The cub scouts really enjoy learning about the different kinds of weather the Heartland experiences and asked Matt some very insightful questions.	1	Meteorologist

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4	11/7/2019	Participation in events or programs sponsored by educational institutions	Andy Grove, Assistant News Director, along with Asia Mitchell-Tabb and Bethany Bremer participated in the Davis County Career event November 7, 2019. They spoke to hundreds of Davis County High School Students about their jobs, education, etc. Event lasted nearly three hours. Andy and Asia represented News and Bethany represented the Sales Department.	3	Assistant News Director Multimedia Journalist Marketing Consultant
5	12/6/2019	Participation in events or programs sponsored by educational institutions	KTVO partnered in December with the Missouri Livestock Symposium for their 20th annual event held at William Matthew Middle School in Kirksville, Mo. on December 6 and 7, 2019. KTVO News was live Friday night with reports from the event and Station VP/General Manager Carol Kellum helped introduce the program on Friday evening. This event is sponsored by the Adair County Extension Office.	3	General Manager Marketing Manager Multimedia Journalist
6	12/16/2019	Participation in events or programs sponsored by educational institutions	Beth Waldon spent the afternoon of Dec. 16 at Moulton-Udell high school at there career exploration day discussing what is required to be a TV journalist. Spoke to roughly 100 students during the day	2	Managing Editor Assistant News Director
7	2/21/2020	Participation in events or programs sponsored by educational institutions	Marlene spoke on Friday, Feb. 21, 2020 at the MoDOT Northeast District office in Macon, Mo. Marlene spoke with MoDOT staff as part of their training. She discussed television news, KTVO and did some mock interviews with staff. Marlene shared tips to make them more comfortable when talking with us on camera about road conditions and construction projects.	1	News Director

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8	2/27/2020	Participation in Job Fairs	On Thursday February 27, 2020 Dena Blakely (Business Manager for KRCG) attended the Career Expo for Central Methodist University (CMU). Dena meet and spoke with students about career opportunities with KRCG, KTVO and KHQA and all of Sinclair Broadcast Group. Candidates asked questions about jobs at Sinclair Broadcast. I directed them to the sbginet.com career website to apply for any position at Sinclair.	1	Business Manager
9	2/27/2020	Participation in Job Fairs	On Thursday February 27, 2020 Melissa Billington, the Human Resources Coordinator for KTVO-TV, attended the Spring Career Expo for Truman State University. 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.	1	Human Resources Coordinator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	5/5/2020	Sponsorship of events in the community designed to increase public awareness	Meteorologist, Riley Fannon, started and ran a Weather School through the month of May while children were out of school due to the ongoing Covid 19 Pandemic. This program was only for the month of May every Tuesday and Thursday in May from roughly 9am to 10am (length of session would depend on topics and interaction from viewers on the Facebook live). After the session Riley would transition into his usual daily Facebook live forecast update. Riley incorporated graphics from KTVO's weather system he created as well as publicly available images and informational articles, mainly from National Weather Service, Storm Prediction Center and other NOAA related agencies. Riley presented a basic and ground down lesson that could inform viewers on weather topics like storm life cycle, storm types, severe weather threats, hurricanes, cool weather phenomenon, cloud types, the water cycle, the history of NOAA and its agencies and lastly reading a basic weather map. Each lesson followed the same setup, covering topics using graphics, articles, images followed by questions from the viewers and finished with forecast update.	1	Meteorologist
11	7/8/2020	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, 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.	4	Sr Employment Manager News Talent Manager Employment Specialist Director News Training

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12	7/28/2020	Participation in events sponsored by community groups	On the morning of July 28, 2020 Chief Meteorologist, Teresa Carter, answered weather questions via e-mail provided by Ethan Scrant from Scout Troop 404. Eathan is trying to earn a weather merit badge.	1	Chief Meteorologist
13	9/2/2020	Participation in events or programs sponsored by educational institutions	On Tuesday September 2, 2020, Romelo Styles Reporter and Multimedia Journalist, spoke with a News Media class at the University of Alabama via Zoom. Romelo spoke with the students about what is needed to transition from college to be in the media business. He answered any questions the students had as they were getting ready to apply for jobs in the upcoming months. Romelo was asked to participate by a former Professor, Dr. Sadri from when Romelo attended Old Dominion University.	1	Multimedia Journalist
14	9/8/2020	Sponsorship of events in the community designed to increase public awareness	"KTVO Weather Academy with Meteorologist Riley Fannon: Riley will be covering quick easy lesson detailing things about weather, the atmosphere, the environment and possibly climate changes. Riley and the weather team is planning on holding The Weather Academy every Tuesday and Thursday early afternoon (weather permitting) from September 8th through Mid November. Lessons are held on our facebook live page from the studio. The hope is that people will become more active and chime in with questions and topics they would want answer to, Riley will also ask questions to the audience for them to answer regarding that day's lessons. "	1	Meteorologist

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15	9/9/2020	Participation in events sponsored by community groups	Ethan Schrant with Troop 404 in Kirksville MO interviewed Carol Kellum Vice President/General Manager of KTVO/NTVO for his Eagle Scout Communication Badge on September 9 2020. Ethan and carol discussed what KTVO Reporters look for in stories, future employees and education levels needed for employment at the station. They discussed the pros and cons of small market television and what is different at a larger market station. Ethan reached out for an interview, set up a zoom call and made up his own questions...he's only 11 and hopes to receive his Eagle Scout badge by the age of 13...that is a very young age for an Eagle Scout!	1	General Manager