

KRCG
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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	2-6, 8-10, 12, 14-15, 17-18, 20-22, 24-37, 39, 41-49, 51-52	39
Newscast Director	2-6, 8-12, 14-15, 17-18, 20-22, 24-37, 39-52	50
Local Sales Assistant	1-6, 8-10, 12-15, 17-18, 20-22, 24-37, 39, 41-49, 51-52	1
Digital News Producer	2-6, 8-12, 14-15, 17-18, 20-22, 24-37, 39-52	50
Copy Coordinator	2-6, 8-10, 12, 14-18, 20-22, 24-39, 41-49, 51-52	16
Multimedia Journalist (MMJ)	2-6, 8-12, 14-18, 20-22, 24-49, 51-52	27
Multimedia Journalist (MMJ)	2-6, 8-12, 14-18, 20-22, 24-49, 51-52	16
Multimedia Journalist (MMJ)	2-6, 8-12, 14-18, 20-22, 24-49, 51-52	16
Receptionist - Accounting Assistant	2-6, 8-10, 12, 14-18, 20-22, 24-39, 41-49, 51-52	16
Digital Sales Assistant	1-6, 8-10, 12, 14-15, 17-18, 20-39, 41-49, 51-52	1
Newscast Director	2-10, 12, 14-15, 17-18, 20-22, 24-39, 41-49, 51-52	7
Marketing Consultant	2-6, 8-10, 12, 14-22, 24-39, 41-49, 51-52	16
Marketing Consultant	2-6, 8-10, 12, 14-22, 24-39, 41-49, 51-52	16
Weekend Meteorologist	2-6, 8-10, 12, 14-22, 24-39, 41-49, 51-52	16
Sports Reporter/Anchor	1-6, 8-12, 14-22, 24-49, 51-52	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
1	Agency Referral	N	3
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	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
4	Altrusa Club 931 East McKinsey Moberly, Missouri 65270 Phone : 660 269-3060 Email : lbb59@yahoo.com Lori Ballew	N	0
5	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
6	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
7	Career Fair	N	1
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	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
10	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbg tv.com Career Services	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 Roger Street Columbia, Missouri 65216 Phone : 573-875-4563 Url : http://www.ccis.edu/careercenter Email : humanresources@ccis.edu Fax : 1-573-875-7209 Brice James-Battelle	N	0
13	Current Employee	N	1
14	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbg tv.com Rob Steward	N	0
15	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbg tv.com Career Center	N	0
16	Employee Referral	N	9

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17	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
18	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
19	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
20	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
21	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
22	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
23	Indeed.com - Not Directly Contacted by SEU	N	1

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24	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
25	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
26	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
27	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	3
28	Linn State Technical College One Technology Drive Linn, Missouri 65051 Phone : 573-897-5159 Email : careerservices@statetechmo.edu Glenda Jordan-Whitney	N	0
29	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
30	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.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
31	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
32	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
33	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
34	Moberly Area Community College 101 College Avenue Moberly, Missouri 65270 Phone : 660-263-4100 Fax : 1-660-269-4488 HR Department	N	0
35	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
36	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgvtv.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
37	Park University 8700 NW River Park Dr Parkville, Missouri 64152 Email : sbgresumes@sbgstv.com Career Center	N	0
38	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0
39	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page	N	2
40	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
41	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
42	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
43	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0

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44	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
45	University Of Missouri 201 Student Success Center Columbia, Missouri 65211 Phone : 573-882-6801 Email : sbgresumes@sbgstv.com Fax : 1-573-882-5440 Joe Johnson	N	0
46	Webster University of Rolla 1103 Kingshighway St Rolla, Missouri 65401 Phone : 573-368-4569 Email : rolla@webster.edu Denise Whitehead	N	0
47	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
48	William Woods University One University Avenue Fulton, Missouri 65251 Phone : 573-642-2251 Fax : 1-573-592-1146 Joe Potter	N	0
49	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
50	Word of Mouth Referral	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
51	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
52	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgtv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/24/2022	Participation in Job Fairs	Dena Blakely represented KRCG at the Central Methodist Virtual Career Expo. Dena met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings. Dena spoke with students about 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 at sbgi.net/careers .	1	BM/HR Manager
2	2/24/2022	Participation in Job Fairs	HR Coordinator, Melissa Billington, represented KTVO, KHQA, and sister stations KRCG, KDNL, WICS/WRSP/WICD/WCCU/WBUI at the Truman State University Career Expo and Internship Fair on February 24, 2022. Melissa reviewed resumes and met with attendees virtually to discuss Sinclair Broadcast Group's current and future job openings at these stations and Corporate wide. Those who attended virtually were sent a PowerPoint presentation with Sinclair information, current job openings and how to apply on-line using the Sinclair Broadcast Group website.	1	HR Coordinator
3	3/3/2022	Participation in Job Fairs	Dena Blakely represented KRCG at the Columbia College Virtual Career Expo. Dena met virtually with potential candidates and gave them information on future job openings across the company. Dena also spoke with students about 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 at sbgi.net/careers .	1	BM/HR Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	3/3/2022	Participation in Job Fairs	Engineering and News Operations Manager, Lillian Bricker, represented KTVO, KHQA, and sister stations KRCG, KDNL, WICS/WRSP/WICD/WCCU/WBUI at the Culver-Stockton College Grad School and Career Fair on March 3, 2022. Lillian reviewed resumes and met with attendees in person to discuss Sinclair Broadcast Group's current and future job openings at these stations and Corporate wide. Those who attended were able to see a PowerPoint presentation with Sinclair information, current job openings and how to apply on-line using the Sinclair Broadcast Group website.	1	KHQA Engineering and News Operation Manager
5	3/18/2022	Participation in Job Fairs	Shirlee Wolff and Dena Blakely represented KRCG at the University of Missouri-St. Louis Virtual Career Expo. They met virtually with 13 potential candidates and gave them information on job openings across the company. They also spoke with students about 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 at sbgi.net/careers .	2	BM/HR Manager Administrative Assistant
6	3/23/2022	Participation in Job Fairs	Dena Blakely represented all KRCG of Central Missouri Spring 2022 Digital Media Virtual Job Fair. Dena met virtually with 5 potential candidates and gave them information on job openings across the company. They also spoke with students about 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 at sbgi.net/careers .	1	BM/HR Manager

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7	4/21/2022	Participation in Job Fairs	On April 21, 2022, Human Resources Coordinator, Melissa Billington attended the NEMO Spring Job Fair. Melissa spoke with the attendees and told them about job openings at KTVO, KHQA, KRCG, KDNL, WLUK/WCWF, WKRC/WSTR, WCHS/WVAH, WEYI/WSMH, WTOV, WVTM, WSYX/WTTE/WWHO, WKEF/WRGT and all other job opportunities within Sinclair Broadcast Group. Melissa told the people attending about Sinclair and how to apply.	1	HR Coordinator
8	5/17/2022	Participation in Job Fairs	Dena Blakely represented KRCG at the Callaway Chamber Job Fair. Dena met with potential candidates and gave them information on job openings at Sinclair Broadcast Group. Candidates who were interested in job opportunities were asked to apply through our Sinclair Website at sbgi.net/careers .	1	BM/HR Manager
9	5/23/2022	Provision of training to management	The Director of Talent Acquisition for the Company spoke on a panel at the Media Finance Focus conference in Tampa, FL. The topic was "Lessons in Leadership: How to Survive the Great Resignation". She and two others on the panel spoke about how to attract and keep a diverse staff through a period of high turnover. As broadcasters we are required certain outreach initiatives to maintain licenses and now these steps are even more essential in attracting prospective employees. Topics discussed were marketing and utilizing broad outreach to diversify your candidate pool, compensation/ benefits, job postings, selling their opportunities, and learning about new changes to talent acquisition tricks.	2	Director, Talent Acquisition Regional Controller

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10	7/19/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist and the Corporate Employment Coordinator 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 as well as 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	Sr Employment Specialist Employment Coordinator