

KHQA-TV
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 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
Multimedia Journalist	1-17, 19-25, 28-33, 35, 37-43, 47-48, 50-52, 54, 56-57, 59, 65-67, 69-71, 73-76, 79-80, 82-83, 85, 87-89, 93, 95-98, 100, 102, 104, 107	83
Marketing Consultant	1-7, 9-17, 19-25, 28-32, 35-42, 47-52, 54, 56-57, 59, 65-67, 69-70, 73-76, 79-80, 82-83, 85, 88-89, 93, 95-98, 100, 102-104, 107	59
News Producer	1-7, 9-17, 19-25, 28-33, 35-42, 47-54, 56-57, 59, 65-67, 69-71, 73-76, 79-80, 82-83, 85, 87-89, 93, 95-98, 100, 102-104, 107	53
Weekend News Anchor	1, 3-7, 9-17, 19-25, 28-33, 35-42, 45, 47-52, 54, 56-57, 59, 65-67, 69-71, 73-76, 79-80, 82-83, 85, 87-89, 93, 95-98, 100, 102-104, 107	45
Sports News Anchor	1, 3-7, 9-33, 35-42, 46-57, 59, 61-70, 72-86, 88-100, 102-104, 106-107	83
Weekend Meteorologist/Reporter	1, 3-7, 9-43, 46-52, 54-59, 61-98, 100-107	43
News Producer	1, 3-7, 9-17, 19, 21-25, 28-33, 35-42, 44, 47-54, 56-59, 65-67, 69-71, 73-76, 79-80, 82-83, 85, 87-89, 91, 93, 95-98, 100, 102-105, 107	53
Digital Sales Account Executive	1, 3-7, 9-17, 19-25, 28-33, 35-42, 44, 47-54, 56-60, 65-67, 69-70, 73-76, 79-80, 82-83, 85, 88-89, 91, 93, 95-98, 100, 102-105, 107	53

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Abilene Christian University ACU Box 27914 Abilene, Texas 79699 Phone : 325-674-6540 Email : careers@acu.edu Human Resources	N	0
2	Academy of Radio & TV Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : www.arbradio.com Email : Doreen@ARBRadio.com Doreen n/a	N	0
3	ALBANY STATE UNIVERSITY 504 COLLEGE DR. ALBANY, Georgia 31705 Phone : 229-430-4654 Email : tracy.williams@asurams.edu. Fax : 1-229-430-4680 Tracy Williams	N	0
4	Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6100 Email : cwilliams@alcorn.edu Carla Williams	N	0
5	All Star Jobs Website Website, Illinois Phone : 0 Email : info@allstarjobs.com Listing Manager	N	0
6	Alliance of Professional Organizations P O Box 6312 Springfield, Missouri 65801-6312 Phone : 417-887-1220 Url : www.ozarksalliance.org Email : president@ozarksalliance.org Fax : 1-417-887-0357 Deanna Ford	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	American Federation of Television and Radio Artists 1310 Papin #103 St Louis, Missouri Fax : 1-314-231-8412 Career Service	N	0
8	Anixter Center's Professional Placement Program 2001 N. Clybourn 3rd Floor Chicago, Illinois 60614 Phone : 773-248-6500 ext 248 Email : Lkaige@anixter.org Liz Kaige	N	0
9	Arkansas Baptist College 1600 Bishop Street Little Rock, Arkansas 72202 Phone : 501-374-6137 Email : mba@mbaweb.org Fax : 1-501-375-9257 Alma Valley	N	0
10	Arkansas State University PO Box 2490 State University, Arkansas 72467 Phone : 870-972-3025 Url : www.astate.edu Email : sbgresumes@sbgstv.com Margret Brewer	N	0
11	Association of Black Journalists of Greater St. Louis P.O. Box 775520 St Louis, Missouri Phone : (314) 340-8255 Email : gslabj@gmail.com Aja J. Williams	N	0
12	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp	N	0

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13	Aurora University 347 South Gladstone Ave. Aurora, Illinois 60506 Phone : 630-892-6431 Email : career@aurora.edu Fax : 1-630-844-5463 Te Reid	N	0
14	Avila College 11901 Wornall Rd Kansas City, Missouri 64145 Phone : 816-942-8400 Email : careers@avila.edu Fax : 1-816-942-3362 Kelly Elliott	N	0
15	Back of the Yards Neighborhood Council 1751 W. 47th Street Chicago, Illinois 60609 Phone : 773-523-4416 Email : yayacm@msn.com Job Placement	N	0
16	Ball State Universtiy Ball State Universtiy Career Center-Lucina Hall Muncie, Indiana 47306 Phone : 765-285-2436 Email : clhershman@bsu.edu Cindy Hershman	N	0
17	Beloit College 700 College Street Beloit, Wisconsin 53511 Phone : 608-363-2628 Url : www.beloit.edu Email : lapc@beloit.edu Fax : 1-608-363-2718 Angela Davis	N	0
18	Beloit College/Field & Career Services 700 College Street Beloit, Wisconsin 53511 Phone : 608-363-2647 Email : facs@beloit.edu Luke Janiak-Fenton	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
19	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
20	Black River Technical College PO Box 468 Pochantas, Arkansas 72455 Phone : 870-248-4000 Kimberly Bigger Manual Posting	N	0
21	Bluefield College 3000 College Drive Bluefield, Virginia 24605 Phone : 276-326-4545 Url : www.bluefield.edu Email : jmbohannan@bluefield.edu Jennifer Bohannan	N	0
22	Bradley Universtiy, Communications and Fine Arts 1501 W. Bradley Avenue Peoria, Illinois 61625 Phone : 309-677-2510 Url : www.bradley.edu Email : sbgresumes@sbgstv.com Alyssa L. Rodgers	N	0
23	Broadcast Center 2360 Hampton Ave. ST. Louis, Missouri 63139 Phone : 314-647-8181 Fax : 1-314-647-1575 Jim Bland	N	0
24	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : johnson@bvu.edu Jerry Johnson	N	0
26	Butler University/The Center for Career Planning & Development 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-9383 Email : career@butler.edu Career Services	N	0
27	Cambodian Association of Illinois 2831 W. Lawrence Chicago, Illinois 60625 Phone : 773-878-7090 Fax : 1-773-878-5299 Job Coordinator	N	0
28	Cambodian Association of Illinois 2831 W. Lawrence Chicago, Illinois 60625 Phone : 773-878-7090 Email : info@cai-nationalmuseum.org Job Coordinator	N	0
29	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	0
30	Central Christian College 911 East Urbandale Drive Moberly, Missouri 65270 Phone : 660 263-3900 Email : ww Walton@ccb.edu Fax : 1-660-263-3936 William Walton	N	0

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31	Central Community College-Columbus 4500 63rd Street Columbus, Nebraska 68602 Phone : 402-562-1210 Email : lhastreiter@ccneb.edu Fax : 1-402-562-1201 Lora Hastreiter	N	0
32	Central Community College-Hastings P O Box 1024 Hastings, Nebraska 68902 Phone : 402-461-2419 Email : ksterner@cccneb.edu Fax : 1-402-461-2454 Kyle Sterner	N	0
33	Central Missouri State Univ. Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Url : https://www.ucmo.edu/ Email : recruiter@ucmo.edu Theresa Alewel	N	0
34	Chicago Defender (African American Newspaper) 2400 S. Michigan Chicago, Illinois 60616 Phone : 312-225-2400 Fax : 1-312-225-9231 Job Placement	N	0
35	Chicago State University 95th Street at King Drive Chicago, Illinois 60628 Phone : 773-995-2823 Email : mba@mbaweb.org Fax : 1-773-995-2329 Abdule Mahdi	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
36	Chicago Urban League 4510 S Michigan Ave Chicago, Illinois 60653 Phone : 312-692-0766 Url : http://www.thechicagourbanleague.org Fax : 1-773-371-0339 Barbara McCaine	N	0
37	Chinese Mutual Aid Association 1016 W. Argyle Chicago, Illinois 60640 Phone : 773-784-2900 Fax : 1-773-784-2984 Romy Arrieta	N	0
38	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Email : career@cofo.edu Jim Freeman	N	0
39	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7425 Email : careerservices@ccis.edu Fax : 1-573-875-7526 Don Malson	N	0
40	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7425 Email : rajamerson@ccis.edu Rayhon Jamerson	N	0
41	Columbia College Chicago 600 S. Michigan Avenue Chicago, Illinois 60605 Phone : 312 369-7280 Email : careercenter@colum.edu Matthew Green	N	0

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42	Community Renewal Society 332 S. Michigan Avenue Chicago, Illinois 60604 Phone : 312-427-4830 Fax : 1-312-427-6130 Althen Blakey	N	0
43	Corporate Recruiter	N	4
44	Current Employee	N	2
45	Current Employee - Transfer/Promotion	N	1
46	DePauw University Career Services 306 Harrison Hall East Larabee Street Greencastle, Indiana 46135 Phone : 765-658-4280 Email : tom.cath@valpo.edu Tom Cath	N	0
47	DeVry Institute of Technology 11224 Holmes Road Kansas City, Missouri 64131 Phone : 816-941-0430 Email : KCC-CareerServices@devry.edu Fax : 1-816-941-0239 Gerry Ellis	N	0
48	Division of Workforce Development 1716 Four Seasons Drive Jefferson City, Missouri 65101 Phone : 573-526-8115 Email : Dylan.minor@ded.mo.gov Fax : 1-573-526-3494 Dylan Minor	N	0
49	Drake University 202 Old Main 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-2835 Url : http://www.drake.edu Email : kate.evans@drake.edu Fax : 1-515-271-1855 Kate Evans	N	0

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50	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
51	Eastern Illinois University 600 Lincoln Ave. Charleston, Illinois 61920 Phone : 217-581-2412 Url : www.jobsrv.eiu.edu Email : jastevens2@eiu.edu Jan Stevens	N	0
52	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Email : sbgresumes@sbgstv.com Fax : 1-630-617-3393 Annett Coduto	N	0
53	Employee Referral	N	5
54	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
55	Harold Washington College 30 E. Lake Street Chicago, Illinois 60601 Phone : 312-553-5600 Fax : 1-312-553-3130 James W. Sloss Jr.	N	0

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56	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
57	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
58	Husson University 1 College Circle New England School of Communication Bangor, Maine 04401 Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	Y	0
59	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	5
60	Indeed.com	N	2
61	Indiana State University Career Center 567 N. 5th Street Student Services Building, 2nd Floor Terre Haute, Indiana 47809 Phone : 812-237-2589 Email : career-center@indstate.edu Mary Kelly	N	0
62	Indiana University Bloomington 625 Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Email : jnickles@indiana.edu Job Placement	N	0

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63	Indiana University Northwest 3400 Broadway Gary, Indiana 46408 Phone : 219-980-6650 Fax : 1-219-980-6990 Sharese Dudley	N	0
64	Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 765-677-2520 Email : clcl@indwes.edu Caitlin Finch	N	0
65	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
66	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
67	Kansas City Association of Black Journalists PO Box 32744 Kansas City, Missouri 64111 Phone : 816 234-4341 Url : www.kcabj.org/ Email : glenric@gmail.com Glenn Rice	N	0
68	Kenwood Oakland Community Organization 1005 E. 43rd Street Chicago, Illinois 60653 Phone : 773-548-7500 Fax : 1-773-548-9264 Brian Malone	N	0

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69	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Todd Soffian	N	0
70	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
71	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
72	Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Pam Folger	N	0
73	Monmouth College 700 East Broadway Monmouth, Illinois 61462 Phone : (309) 457-2345 Email : Wackerle@monmouthcollege.edu Stephanie Kinkaid	N	0
74	Morningside College Attn: Dave Madsen 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712 274-5480 Email : madsend@morningside.edu Dave Madsen	Y	0

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75	National Association of Broadcasters 1771 N St. NW Washington, District of Columbia Phone : 202-429-5497 Url : www.nab.org Email : nab@nab.org Fax : 1-202-429-5343 Alex Hitz Sanchez	N	0
76	Northwest Missouri State University 800 University Drive Admin Bldg 130 Maryville, Missouri 64468 Phone : 6605621250 Url : www.nwmissouri.edu/careerserv/HABinfo.htm Email : career@nwmissouri.edu Stacey M Stokes	N	0
77	Parkland College 2400 W. Bradley Avenue A175 Champaign, Illinois 61821 Phone : 217-351-2536 Fax : 1-217-351-2882 Carolyn Martin	N	0
78	Peoria Community Action Agency 711 W. McBean Peoria, Illinois 61605 Phone : 309-671-3900 Fax : 1-309-671-3913 Connie Johnson	N	0
79	Quincy University 1800 College Avenue Quincy, Illinois 62301 Phone : 217 222-8020 Email : liesekr@quincy.edu College Recruiter	N	0
80	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

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81	Richland Community College One College Park Decatur, Illinois 62526 Phone : 217-875-7211 Fax : 1-217-875-7783 Michael Diggs	N	0
82	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
83	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	10
84	Southern Illinois University Southern Illinois University Woody Hall, B204 Carbondale, Illinois 62901 Phone : 618-453-2391 Email : postjobs@siu.edu Beverly Robbins	N	0
85	Southwestern Illinois College 2500 Carlyle Ave. Belleville, Illinois 62220 Phone : 618-235-2700 Fax : 1-618-235-4135 Career Counselor	N	0
86	Springfield Urban League 100 N. 11th Springfield, Illinois 62703 Phone : 217-789-0830 Email : knorris@springfieldul.org John James	N	0

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87	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
88	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Phone : 5122452538 Email : sbgresumes@sbgstv.com Fax : 1-512-245-3993 Casey Menn	N	0
89	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
90	The JobFile 815 Long Road Glenview, Illinois 60025 Phone : 847-729-6397 Email : borowmaq@aol.com Bob Roberts	N	0
91	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
92	The Rainbow Push Coalition 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-256-2771 Fax : 1-773-373-4999 Demetria Crowder	N	0

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93	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
94	Triton College 2000 Fifth Avenue River Grove, Illinois 60171 Phone : 708-456-0300 Email : careerservices@triton.edu Fax : 1-708-583-3108 Shivonne Mckissee	N	0
95	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	3
96	University of Illinois Chicago 601 South Morgan-M/C 102 Chicago, Illinois 60607 Phone : 312-996-2969 Email : sbgresumes@sbgstv.com Fax : 1-312-413-0383 Andres Garza	N	0
97	University of Iowa 24 Phillips Hall Iowa City, Iowa 52242 Phone : 888-501-2278 Email : sbgresumes@sbgstv.com Alicia Lawrence	N	0
98	University of Iowa School of Journalism E350D Adler Journalism Building University of iowa Iowa City, Iowa 52242 Phone : 319 335-1406 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0

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99	Urban League of Champaign County 314 South Neil Champaign, Illinois 61820 Phone : 217-363-3333 Email : phenry@urbanleague.net Pat Henry	N	0
100	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Phone : . Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
101	Veterans Assistance Commission 157 N. Main Street Suite 115 Edwardsville, Illinois 62025 Phone : 618-296-4752 Email : dlbllm@co.madison.il.us Fax : 1-618-692-8958 David Belm	N	0
102	Walter Cronkite School of Journalism 555 N. Central Avenue Suite 302 / NEWS ONLY Phoenix, Arizona 85004 Phone : . Email : mike.wong@asu.edu Michael K. Wong	Y	0
103	Wartburg College 100 Wartburg Blvd. Waverly, Idaho 50677 Phone : 319 352-8425 Email : derek.solheim@wartburg.edu Derek Solheim	N	0
104	Western Illinois University 1 University Circle Macomb, Illinois 61445 Phone : 309-298-1838 Url : www.wiu.edu Email : careers@wiu.edu Career Counselor	N	0

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105	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
106	WZND Radio at Illinois State University Illinois State University Campus Box 4481 Normal, Illinois 61790 Phone : 309-438-7409 Email : dllesse@ilstu.edu Deb Lesser	N	0
107	Xavier University 1 Drexel Avenue - P.O. Box 65A New Orleans, Louisiana 70125 Phone : 504-486-7411 Email : mminnard@xula.edu Marion Minnard	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			33

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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	8/8/2017	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 and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017. 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 News Talent Manager Director, News Training & Development
2	8/30/2017	Participation in Job Fairs	Leigh Ann Anderson represented WICS/WICD/WBUI/WCCU/KHQA/KTVO/KRCG specific stations but did also discuss how large Sinclair is and other stations/locations that exist within in the Company if the candidate were to be interested. She discussed open opportunities that individuals may be interested in and how they can apply in order to be considered for the position. Leigh Ann also discussed the opportunity for internships and job shadowing a station and how an interested individual could look into that further if interested. Questions were answered by Leigh Ann from participants at the event.	1	HR Manager
3	9/27/2017	Participation in Job Fairs	On September 27, 2017 Melissa Billington, HR Coordinator for KTVO-TV, attended the Truman Career Expo from 11am -4pm. Melissa met with students and told them about job openings for KTVO, KHQA in Quincy IL, KRCG in Columbia\Jefferson City MO and WICS/WRSP/WBUI/WICD/WCCU in Springfield IL. Melissa also told students of job opportunities within the Sinclair Broadcast Group Corporation.	1	Accounting/HR Assistant

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	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. She 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 my 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. I reminded the students to keep an open mind when looking into different job opportunities that exist. She then answered any questions that the students had.</p>	1	HR Manager

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5	1/30/2018	Participation in Job Fairs	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.sbg.net	2	Business & HR Manager Local Sales Manager
6	2/27/2018	Participation in Job Fairs	Culver Stockton College in Canton, MO hosted their Spring Job and Internship Fair on Tuesday, February 27th on Campus from 11am - 2pm. Kathy McCarty, HR Coordinator attended the event representing KHQA-TV as well as nearby sister stations in Springfield, IL / Kirksville, MO / Jefferson City, MO. Students were greeted and career opportunities were shared with students throughout Sinclair Broadcasting Corporation by sharing the sbgi.net website.	1	HR Coordinator
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 students about Sinclair Broadcast Group and all the employment opportunities in the company and how to apply. She emphasized job openings at KTVO, KHQA, WICS and KRCG and answered questions.	1	Accounting/HR Assistant

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8	3/20/2018	Participation in events or programs sponsored by educational institutions	John Wood Community College Student Chloe Fanshier Job Shadowed with veteran News Anchor/MMJ, Rajah Maples on Wednesday, 3/21 in the News Department. Chloe was exposed to what it takes to get news content on the air, on the web and learned the importance of obtaining good job skills in the broadcasting field. Kristen Hamilton oversaw the implementation of Chloe's visit to KHQA.	2	Anchor / MMJ News Director
9	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 was open to the Moberly and surrounding communities. 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 and KHQA in Quincy, IL. She informed attendees about Sinclair Broadcast Group and employment opportunities in the company and how to apply. She emphasized the job openings at KTVO, KHQA and KRCG and answered questions.	1	HR Coordinator/Accounting Assistant
10	3/27/2018	Participation in events or programs sponsored by educational institutions	Chad Douglas, AM News Anchor visited Western Illinois University on Tuesday, March 27th to speak with the TV News Class. Students learned a lot from the story examples demonstrated. Chad also held a Q&A session which allowed students to learn about the realities of working in television news.	1	Managing Editor/AM News Anchor
11	4/3/2018	Participation in events or programs sponsored by educational institutions	Rajah Maples - spoke to the Mass Communications class at John Wood Community College in Quincy, IL on Tuesday, April 4th. She shared what it is like to work in a television station and answered questions from students and faculty.	1	Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	4/16/2018	Participation in events or programs sponsored by educational institutions	Quincy Jr High School - Media Production Class came to the KHQA Studio and toured the facility, as well as spent sometime with news personnel, learning about the field of broadcasting. Approximately 14 students and 2 adults visited on Monday, 4/16/2018.	4	News Director Assignment Director Weather Anchor Digital Director