

KHQA
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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	2-3, 5, 7-10, 12-13, 16-17, 19, 21, 23-27, 30-31, 33-35, 37-42, 44, 47, 49-50, 52-53, 55, 60, 62-63, 67-70, 72-73, 75-77, 79-81, 83-89, 99, 102-105, 108-110, 112-116, 118-120, 123-126, 128-134, 136, 138, 140-141, 144-155, 157-158, 160, 162-166, 169-170, 173, 175-181	138
News Producer - Evening	1, 10, 12, 16-17, 19, 24, 28, 30-31, 33-34, 36, 39-42, 44-47, 49, 51-53, 55, 58, 60-63, 67, 69-70, 73-84, 86-100, 102-110, 112-116, 118-121, 123-131, 133-141, 143-145, 147-156, 158, 160-173, 175-180	89
News Photographer	12, 16-17, 19, 24, 33-34, 41-42, 44, 52-53, 55, 63, 67, 69, 72, 75-76, 80, 84, 86-89, 99, 102, 108-110, 118-120, 123-125, 129-131, 133-134, 136, 138, 140-141, 145, 147-149, 151-153, 155, 158, 160, 168-170, 176, 179-180	89
On-Air Operations Manager	2-3, 5, 7-8, 12-14, 16-25, 30-31, 33-35, 37-38, 40-42, 47, 49-50, 52, 57, 60, 62-63, 65, 67, 69, 72, 75-76, 80, 84-89, 99-100, 102, 105, 108, 110, 118-120, 123-124, 129-134, 136, 138, 140-141, 146-149, 151-153, 155, 158, 161-162, 168-170, 176, 179-180	57
Reporter-Morning News	2-5, 7-9, 12-14, 16-23, 25, 27, 30-31, 33-35, 37-38, 40, 42-44, 47, 49-50, 53, 60, 62-63, 65, 67, 72, 84-85, 89, 99-100, 105, 108-109, 118, 120, 122, 132-133, 136, 138, 145-147, 151, 155, 160-162, 168, 170, 181	138
Promotions Manager	2-5, 7-9, 11-14, 16-23, 25, 27, 30-31, 33-35, 37-38, 40, 42-44, 47-50, 53, 56, 59-60, 62-63, 65, 67-68, 71-72, 84-85, 89, 99-100, 105, 108, 118, 120, 122, 132-133, 136, 138, 142, 146-147, 151, 155, 160-162, 168, 170, 174, 181	71

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Technical Director	2-9, 11-14, 16-25, 27, 29-35, 37-38, 40-44, 47-50, 52-54, 59-60, 62-64, 66-67, 69, 72, 76, 80, 84-89, 99-100, 102, 105, 108, 110-111, 117-120, 122-124, 129-134, 136, 138, 140-142, 146-149, 151-153, 155, 158-162, 168, 170, 174, 176, 179-181	32
News Photographer	2-9, 12-14, 16-25, 27, 29-31, 33-35, 37-38, 40-44, 47-50, 52-54, 59-60, 62-64, 66-67, 69, 72, 75-76, 80, 84-87, 89, 99-100, 102, 105, 108-111, 117-120, 122-124, 129-134, 136, 138, 140-142, 145-149, 151-153, 155, 158-162, 168-170, 174, 176, 179-181	174
Chief Meteorologist	2-7, 9, 11-14, 16-23, 25, 27, 29-31, 33-35, 37-38, 40, 42, 44, 47-50, 53, 59-60, 62-63, 65, 67, 72, 84-85, 89, 99-100, 105, 108-109, 118, 120, 122, 132-133, 136, 138, 142, 145-147, 151, 155, 160-162, 168, 170, 174, 181	138
News Anchor / Reporter (Weekends)	2-5, 7, 9, 12-14, 16-23, 25, 27, 30-31, 33-35, 37-38, 40, 42, 44, 47-50, 53, 59-60, 62-63, 65, 67, 72, 84-85, 89, 99-100, 105, 108-109, 118, 120, 122, 132-133, 136, 138, 142, 145-147, 151, 155, 160-162, 168, 170, 174, 181	105
News Photographer	2-5, 7, 9, 11-14, 16-23, 25, 27, 30-31, 33-35, 37-38, 40, 42, 44, 47-50, 53, 59-60, 62-63, 65, 67, 72, 84-85, 89, 99-100, 105, 108-109, 118, 120, 122, 132-133, 136, 138, 142, 145-147, 151, 155, 160-162, 168, 170, 174, 181	34
Multimedia Journalist	2-5, 7, 9, 11-23, 25, 27, 30-31, 33-35, 37-38, 40, 44, 47-50, 53, 59-60, 62-63, 67, 72, 84-85, 89, 99-100, 105, 108-109, 118, 120, 122, 126, 132-133, 136, 138, 142, 145-147, 151, 155, 160-162, 168, 170, 174, 181	138
Weekend Sports Anchor	2-5, 7, 11-23, 25, 27, 30-31, 33-35, 37-38, 40, 42, 44, 47-50, 53, 59-60, 62-63, 65, 67-68, 72, 84-85, 89, 99-101, 105, 108-109, 118, 120, 122, 126, 132-133, 136, 138, 142, 145-147, 151, 155, 160-162, 168, 170, 174, 181	68

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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	AARP Foundation 4601 Southwest 9th St Suite 1 Des Moines, Iowa Phone : 515/287-1555 Url : www.aarp.org Fax : 515/287-1787 Gay-Ellen Fisher	N	0
2	Abilene Christian University ACU Box 27914 Abilene, Texas 79699 Phone : 325-674-6540 Email : careers@acu.edu Human Resources	N	0
3	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
4	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
5	Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6100 Email : cwilliams@alcorn.edu Carla Williams	N	0
6	All Star Jobs Website Website, Illinois Phone : 0 Email : info@allstarjobs.com Listing Manager	N	0

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7	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
8	American Business Women's Association ** source requested removal 1/15/16 2834 South Roanoke Springfield, Missouri 65807 Phone : 417-883-2259 Fax : 1-913-660-0101 Donnie Harris	N	0
9	American Federation of Television and Radio Artists 1310 Papin #103 St Louis, Missouri Fax : 1-314-231-8412 Career Service	N	0
10	American Indian Council 310 Armour Rd, Ste 205 N. Kansas City, Missouri 64116 Phone : 816-471-4898 Email : cmolle@indiancouncil.net Fax : 1-816-471-8543 Christine Molle	N	0
11	American Institute of Business 2500 Fleur Drive Des Moines, Iowa Phone : 515/244-4221 Url : www.aib.edu Fax : 515/288-4366 Carrie Blackburn	N	0
12	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

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13	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
14	Arkansas State University PO Box 2490 State University, Arkansas 72467 Phone : 870-972-3025 Url : www.astate.edu Email : sbgresumes@sbgvtv.com Margret Brewer	N	0
15	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
16	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp	N	0
17	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
18	Avila College 11901 Wornall Rd Kansas City, Missouri 64145 Phone : 816-942-8400 Email : kelly.elliott@avila.edu Fax : 1-816-942-3362 Kelly Elliott	N	0

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19	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
20	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
21	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
22	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
23	Black River Technical College PO Box 468 Pochantas, Arkansas 72455 Phone : 870-248-4000 Email : mba@mbaweb.org Fax : 1-870-248-4100 Kimberly Bigger	N	0
24	Blackburn College 700 College Ave. Carlinville, Illinois 62626 Phone : 217-854-3231 Email : johare@blackburn.edu Fax : 1-217-854-3713 Jerry O Hare	N	0

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25	Bluefield College 3000 College Drive Bluefield, Virginia 24605 Phone : 276-326-4545 Url : www.bluefield.edu Email : jmbohannan@bluefield.edu Jennifer Bohannan	N	0
26	Bradley University 1501 W. Bradley Avenue Peoria, Illinois 61625 Phone : 309-677-2510 Email : lcurtis@bradley.edu Lisa Curtis	N	0
27	Bradley University, Communications and Fine Arts 1501 W. Bradley Avenue Peoria, Illinois 61625 Phone : 309-677-2510 Url : www.bradley.edu Email : sbgresumes@sbgvtv.com Alyssa L. Rodgers	N	0
28	Briar Cliff University 3303 Rebecca Sioux City, Iowa 51104 Phone : 712/279-5455 Url : http://www.briarcliff.edu Email : dori.rivera@briarcliff.edu Nancy McGuire	N	0
29	Broadcast Center 2360 Hampton Ave. ST. Louis, Missouri 63139 Phone : 314-647-8181 Fax : 1-314-647-1575 Jim Bland	N	0
30	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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31	Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : johnson@bvu.edu Jerry Johnson	N	0
32	Bulletin Board	N	1
33	Cambodian Associaton of Illinois 2831 W. Lawrence Chicago, Illinois 60625 Phone : 773-878-7090 Fax : 1-773-878-5299 Job Coordinator	N	0
34	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	2
35	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
36	Central College 812 University Pella, Iowa 50219 Phone : 641/628-5271 Url : www.central.edu/career Fax : 641/628-5338 Pat Joachim Kitzman	N	0
37	Central Community College-Columbus 4500 63rd Street Columbus, Nebraska 68602 Phone : 402-562-1210 Email : lhastreiter@cccneb.edu Fax : 1-402-562-1201 Lora Hastreiter	N	0

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38	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
39	Central Methodist College CMC; 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-3391 Url : NONE Email : mba@mbaweb.org Fax : 1-660-248-3469 Mark Kelty	N	0
40	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
41	Chicago Defender (African American Newspaper) 2400 S. Michigan Chicago, Illinois 60616 Phone : 312-225-2400 Fax : 1-312-225-9231 Job Placement	N	0
42	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
43	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

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44	Chinese Mutual Aid Association 1016 W. Argyle Chicago, Illinois 60640 Phone : 773-784-2900 Fax : 1-773-784-2984 Romy Arrieta	N	0
45	City of Council Bluffs 209 Pearl St. Council Bluffs, Iowa 51501 Phone : 712-328-4620 Fax : 712-322-9255 Director of Placement	N	0
46	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563-588-6321 Email : careerservices@clarke.edu Fax : 1-563-588-8173 Mary Russell	N	0
47	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Email : career@cofo.edu Jim Freeman	N	0
48	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
49	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7425 Email : rajamerson@ccis.edu Rayhon Jamerson	N	1

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50	Columbia College Chicago 600 S. Michigan Avenue Chicago, Illinois 60605 Phone : 312-344-7281 Email : columbiaworks@colum.edu Matthew Green	N	0
51	Columbia Daily Tribune 101 North 4th Street Columbia, Missouri 65201 Phone : (573) 815-1855 Fax : 1-573-815-1701 Classified Department	N	0
52	Communications and Media Program Capital Area Career Center 2201 Toronto Road Springfield, Illinois 62712 Phone : 217-529-5431 x. 164 Fax : 1-217-529-7861 Jim Grimes	N	0
53	Community Renewal Society 332 S. Michigan Avenue Chicago, Illinois 60604 Phone : 312-427-4830 Fax : 1-312-427-6130 Althen Blakey	N	0
54	Concordia University 7400 Augusta River Forest, Illinois 60305 Phone : 708-771-8300 Email : mba@mbaweb.org Fax : 1-708-209-3176 Dan Walther	N	0
55	Concordia University 7400 Augusta River Forest, Illinois 60305 Phone : 708-771-8300 Email : mba@mbaweb.org Fax : 1-708-209-3176 Dan Walther	N	0
56	Current Employee	N	1
57	Current Employee/Internal Promotion	N	1

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58	Des Moines Area Community College 2006 S. Ankeny Blvd Bldg #1 Ankeny, Iowa 50021 Phone : 515/964-6463 Url : www.dmacc.edu/student-services Fax : 515/965-7158 Dave Reimers	N	0
59	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
60	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
61	Drake University 2507 University Ave Des Moines, Iowa Phone : 515/271-3721 Url : www.drake.edu/career Fax : 515/271-2376 Debra Setterdahl	N	0
62	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
63	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

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64	Electeronic Media 740 North Rush Street Chicago, Illinois 60611 Phone : 312) 649-5385 Fax : 1-312-649-7937 Robbie Ehrhardt	N	0
65	Electronic Media 740 N Rush St Chicago, Illinois 60611 Phone : 312-649-5385 Fax : 1-312-649-7937 Whom Itmayconcern	N	0
66	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Email : mba@mbaweb.org Fax : 1-630-617-3393 Annett Coduto	N	0
67	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Email : sbgresumes@sbgstv.com Fax : 1-630-617-3393 Annett Coduto	N	0
68	Employee Referral	N	4
69	Eureka College 300 East College Ave. Eureka, Illinois 61530 Phone : 309-467-6420 Email : mba@mbaweb.org Fax : 1-309-467-6437 Connie Redmon	N	0
70	Fontbonne College 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : 314-889-1434 Fax : 1-314-889-1451 Jennifer Self	N	0
71	Former Employee	N	1

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72	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
73	Goodwill Industries 1727 Locust St. Louis, Missouri 63103 Phone : 314-241-3464 Fax : 1-314-241-2346 Rodney Watts	N	0
74	Goodwill Industries Rehabilitation Facil. 3100 W.4th St. Sioux City, Iowa Phone : 712-258-4511 Fax : 712-258-7832 Director of Placement	N	0
75	Governors State University One University Parkway University Park, Illinois 60466 Phone : 708-534-5000 Email : mba@mbaweb.org Fax : 1-708-534-1173 Robbye Peppers	N	0
76	Greenville College 315 East College Box 159 Greenville, Illinois 62246 Phone : 618-664-6551 Email : mba@mbaweb.org Fax : 1-618-664-6555 Cary Holman	N	0
77	Guadalupe Center 2641 Belleview Kansas City, Missouri 64108 Phone : (816) 561-6885 Url : www.tornadic.com/gci/ Fax : (816) 561-7009 Frances Wallace	N	0

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78	Hamilton College - Des Moines 4655 121st St Des Moines, Iowa 50323 Phone : 515/727-2100 Url : www.hamiltonia.edu Fax : 515/727-2115 Lori Gelhaar	N	0
79	Hannibal-Lagrange College 2800 Palmyer Road Hannibal, Missouri 63401 Phone : 573-221-3675 Email : mba@mbaweb.org Fax : 1-573-221-6594 Dr. Karry Richardson	N	0
80	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
81	Harris-Stowe State College 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 3147-340-3512 Email : mba@mbaweb.org Fax : 1-314-340-3389 Wanda McNeal	N	0
82	Hawkeye Community College 1502 E. Orange Rd Waterloo, Iowa Phone : 319/296-2320 Url : www.hawkeye.cc.ia.us Fax : 319/296-1028 Ruben Carrion	N	0
83	Heart of America Indian Center 600 West 39th St. Kansas City, Missouri 64111 Phone : (816) 931-5229 Url : members.aol.com/indianbrav/haic.html Fax : (816) 421-6493 Director of Placement	N	0

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84	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
85	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
86	Illinois Center for Broadcasting 55 W. 22nd Street #240 Lombard, Illinois 60148 Phone : 630-916-1700 Email : placement.chicago@beonair.com Chip Egan	N	0
87	Illinois College 1101 West College Ave. Jacksonville , Illinois 62650 Phone : 217-245-3040 Email : mba@mbaweb.org Fax : 1-217-245-3071 Jennifer Reif	N	0
88	Illinois School of Broadcasting - Placements 55 W. 22nd Street Suite 240 Lombard Lombard, Illinois 60148 Phone : 630-916-1700 Email : gary@beonair.com Fax : 630-916-1764 Mike Kendall	N	0
89	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

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90	Iowa Central College 330 Avenue M Ft. Dodge Ft. Dodge, Iowa 50501 Phone : 515-576-0099 Fax : 1-515-576-7724 David Raedeker	N	0
91	Iowa Division of Latino Affairs Lucas State Office Building Des Moines, Iowa 50319 Phone : 515/281-4080 Url : www.state.ia.us/government/dhr/la Fax : 515/242-6119 John Paul	N	0
92	Iowa Lakes Community College-Estherville 300 South 18th St Estherville, Iowa 51334 Phone : 712/362-7926 Url : www.iowalakes.edu Fax : 712/362-5970 Linda Wiegman	N	0
93	Iowa Rehabilitation Area Office 300 W. Broadway, Suite 33 Council Bluffs, Iowa 51503 Phone : 712-328-3821 Fax : 712-325-0346 Pam Quandt	N	0
94	Iowa State Dept. of Human Services 822 Douglas St. Sioux City, Iowa 51101 Phone : 712-255-0833 Fax : 712-255-2674 Director of Placement	N	0
95	Iowa State University College of Liberal Arts and Sciences 223 Catt Hall Ames, Iowa 50011 Phone : 515-294-4841 Email : taren@iastate.edu Taren Crow	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
96	Iowa Wesleyan College 601 North Main Mt. Pleasant, Iowa 52641 Phone : 319-385-6375 Email : mba@mbaweb.org Fax : 1-319-385-6363 Jeremy Reed	N	0
97	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51502 Phone : 712/325-3200 Url : www.iwcc.edu Fax : 712/325-3720 Hugh Irwin	N	0
98	Iowa Workforce Development 1000 East Grand Des Moines, Iowa Phone : 515/281-9619 Url : www.iowaworkforce.org Fax : 515/281-9640 Erv Feh	N	0
99	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : eloise@ithaca.edu Eloise Green	Y	0
100	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	3
101	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
102	Kenwood Oakland Community Organization 1005 E. 43rd Street Chicago, Illinois 60653 Phone : 773-548-7500 Fax : 1-773-548-9264 Brian Malone	N	0
103	KRCG-TV Job Link 13 P.O. Box 659 Jefferson City, Missouri 65102 Phone : (573) 443-1300 Fax : 1-573-896-5193 Jeff Jones	N	0
104	Lincoln University 820 Chestnut Street Jefferson City, Missouri 65102 Phone : 573-681-5167 Fax : 1-573-681-5165 Ronald Nelson	N	0
105	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	1
106	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Email : mba@mbaweb.org Fax : 1-563-588-7371 Bobbi Martin	N	0
107	Luther College Decorah Decorah, Iowa Phone : 563-387-1025 Email : career@luther.edu Fax : 1-563-387-2628 Career Services	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
108	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
109	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
110	Millikin University 1184 West Main Street Decatur, Illinois 62522 Phone : 271-424-6637 Email : mba@mbaweb.org Fax : 1-217-362-6407 Pam Haru	N	0
111	Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Pam Folger	N	0
112	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper	N	0
113	Missouri Career Center 1514 S. Glenstone Springfield, Missouri 65804 Phone : 417-887-4343 Fax : 1-417-888-4076 Veronica Lowe	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
114	Missouri School of Journalism, Career Services 76G Gannett Hall University of Missouri Columbia, Missouri 65211 Phone : 573-882-0373 Email : willisb@missouri.edu Barbara G. Willis	N	0
115	Missouri Southern State College 3950 East Newman Road Joplin, Missouri 64801 Phone : 417-625-3137 Email : mba@mbaweb.org Fax : 1-417-625-9338 Pat Hurley	N	0
116	Missouri Valley College 500 East College Marshall, Missouri 65340 Phone : 660-831-4080 Email : mba@mbaweb.org Brie Dittmer	N	0
117	Monmouth College 700 East Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Email : mba@mbaweb.org Fax : 1-309-457-2363 Mindy Damewood	N	0
118	Monmouth College 700 East Broadway Monmouth, Illinois 61462 Phone : (309) 457-2345 Email : Wackerle@monmouthcollege.edu Stephanie Kinkaid	N	0
119	Moody Bible Institute Chicago Chicago, Illinois Phone : 312-329-4414 Email : patrick.friedline@moody.edu Fax : 312-329-8976 Patrick Friedline	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
120	Morningside College Attn: Dave Madsen 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712 274-5480 Email : madsend@morningside.edu Dave Madsen	Y	0
121	Mount Mercy College 1330 Elmhurst Drive Northeast Cedar Rapids, Iowa 52402 Phone : 319-368-6463 Email : mba@mbaweb.org Fax : 1-319-363-7543 Barb Mussman	N	0
122	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
123	North Central College 30 North Brainard Street Box 3063 Naperville, Illinois 60566 Phone : 630-637-5142 Email : mba@mbaweb.org Fax : 1-630-637-5146 Jeff Denard	N	0
124	North Central College 30 N. Brainard Street Naperville, Illinois 60540 Phone : 630-637-5141 Email : career.development@noctrl.edu Marlene Starzyk	N	0
125	Northeastern Illinois University 5550 North St. Louis Ave. Chicago, Illinois 60625 Phone : 773-442-4693 Email : mba@mbaweb.org Fax : 1-773-442-4690 Lorn Coleman	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
126	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
127	Northwestern College 101 7th Southwest Orange City, Iowa 51041 Phone : 712-707-7226 Email : mba@mbaweb.org Fax : 1-712-707-7404 Bill Minnick	N	0
128	Northwestern University 2840 Sheridan Road Evanston, Illinois 60201 Phone : 847-491-3707 Email : mba@mbaweb.org Fax : 1-847-467-7778 Lonnie Dunlap	N	0
129	Oakton Community College 1600 East Golf Road Des Plaines, Illinois 60016 Phone : 847-635-1735 Email : careerservices@oakton.edu Fax : 1-847-635-2636 Annette Partak	N	0
130	Parkland College 2400 W. Bradley Avenue A175 Champaign, Illinois 61821 Phone : 217-351-2536 Fax : 1-217-351-2882 Carolyn Martin	N	0
131	Peoria Community Action Agency 711 W. McBean Peoria, Illinois 61605 Phone : 309-671-3900 Fax : 1-309-671-3913 Connie Johnson	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
132	Quincy University 1800 College Avenue Quincy, Illinois 62301 Phone : 217 222-8020 Email : liesekr@quincy.edu College Recruiter	N	0
133	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
134	Richland Community College One College Park Decatur, Illinois 62526 Phone : 217-875-7211 Fax : 1-217-875-7783 Michael Diggs	N	0
135	Scott Community College 500 Belmont Rd. Bettendorf, Iowa 52722 Phone : 563/441-4020 Url : www.eicc.edu/scc Fax : 563/441-4204 Rochelle Carlson	N	0
136	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
137	Simpson College 701 N. C St Indianola, Iowa 50125 Phone : 515/961-1530 Url : www.simpson.edu Fax : 515-961-1674 Denice Ross Haynes	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
138	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.tv Sharon Pickeral	N	9
139	SMSU 901 S. National Springfield, Missouri 65804 Phone : 417-836-6861 Fax : 1-417-836-6861 Margie Wieland	N	0
140	Southern Ill. Univ Carbondale Carbondale, Illinois Phone : 618-536-7555 Email : phtylisj@yahoo.com Fax : 618-453-6982	N	0
141	Southern Illinois University-Edwardsville Campus Box 1620 SIUE Edwardsville, Illinois 62026 Phone : 618-650-3656 Email : careerdevelopment@siue.edu Fax : 1-618-650-3656 Susan Seibert	N	0
142	Southwestern Illinois College 2500 Carlyle Ave. Belleville, Illinois 62220 Phone : 618-235-2700 Fax : 1-618-235-4135 Career Counselor	N	0
143	St Ambrose University Davenport Davenport, Iowa Phone : 563-333-6243 Email : taylormaryf@sau.edu Fax : 563-333-6243 Mary Taylor	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
144	St. Louis University 221 North Grand Blvd. St. Louis, Missouri 63130 Phone : 314-977-2828 Email : mba@mbaweb.org Fax : 1-314-977-3486 Scott Plowman	N	0
145	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
146	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Phone : 5122452538 Email : sbgresumes@sbgvtv.com Fax : 1-512-245-3993 Casey Menn	N	0
147	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
148	The JobFile 815 Long Road Glenview, Illinois 60025 Phone : 847-729-6397 Email : borowmaq@aol.com Bob Roberts	N	0
149	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
150	The Urban League 3701 Grandel Square St. Louis, Missouri 63156 Phone : 314-615-3624 Email : styler@urbanleague.stl.org Fax : 1-314-531-7462 Sidney Tyler	N	0
151	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
152	Tri-County Urban League 317 South McArthur Peoria, Illinois 61605 Phone : 309-672-4363 Email : agordon@tcpul.com Fax : 1-309-672-4366 Annie Gordon	N	0
153	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
154	Truman State University 100 E. Normal Kirksville, Missouri 63501 Phone : 660/785-4353 Url : www.truman.edu Fax : 660/785-4366 Jan Fishback	N	0
155	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	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
156	UNI-CUE 800 Sycamore St. Waterloo, Iowa 50703 Phone : 319-433-1220 Url : www.uni.edu Fax : 1-319-433-0160 Karen McNeil	N	0
157	University of Illinois Alumni Career Center 200 S. Wacker Drive First Floor, MC200 Chicago, Illinois 60606 Phone : 312-575-7830 Email : careers@uillinois.edu Alumni Career Center	N	0
158	University of Illinois at Springfield One University Plaza Student Affairs Building, Room 50 Springfield, Illinois 62703 Phone : 217-206-6508 Email : careerservices@uis.edu Student Affairs	N	0
159	University of Illinois Chicago 601 South Morgan-M/C 102 Chicago, Illinois 60607 Phone : 312-996-2969 Email : mba@mbaweb.org Fax : 1-312-413-0383 Andres Garza	N	0
160	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
161	University of Iowa 24 Phillips Hall Iowa City, Iowa 52242 Phone : 888-501-2278 Email : sbgresumes@sbgstv.com Alicia Lawrence	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
162	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
163	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	0
164	University of Missouri-Kansas City 5100 Rockhill Road Kansas City, Missouri 64110 Phone : 816-235-1228 Fax : 1-816-235-5515 Kelly Limpic	N	0
165	University of Missouri-St. Louis 8001 Natural Bridge Road St. Louis , Missouri 63121 Phone : 314-516-5100 Email : mba@mbaweb.org Fax : 1-314-516-6535 Emily Mceneny	N	0
166	Unversity of Missouri-Rolla 1870 Miner Circle/303 Norwood Hall Rolla, Missouri 65409 Phone : 573-341-4254 Email : mba@mbaweb.org Fax : 1-573-341-4253 LeAnn Morton	N	0
167	Urban Dreams 1410 6th Ave. Des Moines, Iowa 50314 Phone : 515/288-4742 Url : www.urbandreams.org Fax : 515/284-5886 Wayne 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
168	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
169	Veterans Assistance Commission 157 N. Main Street Suite 115 Edwardsville, Illinois 62025 Phone : 618-296-4752 Email : dlbellm@co.madison.il.us Fax : 1-618-692-8958 David Belm	N	0
170	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
171	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8615 Email : mba@mbaweb.org Fax : 1-319-352-8365 Derek Solheim	N	0
172	Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-5930 Email : mba@mbaweb.org Fax : 1-314-935-5905 Mark Smith	N	0
173	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-6900 Fax : 1-314-968-7112 Webster University Webster University	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
174	Western Illinois University 1 University Circle Macomb, Illinois 61445 Phone : 309-298-1838 Url : www.wiu.edu Email : careers@wiu.edu Career Counselor	N	1
175	Westminster College 501 Westminster Ave. Fulton, Missouri 65251 Phone : 573-592-5226 Fax : 1-573-592-5227 Carl Marriott	N	0
176	Wheaton College 501 College Ave. Wheaton , Illinois 60187 Phone : 630-752-5048 Email : mba@mbaweb.org Fax : 1-630-752-5448 Jared Abuhl	N	0
177	William Jewel College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Email : mba@mbaweb.org Fax : 1-816-415-5027 Judy Rychlewski	N	0
178	William Woods University no listing Fulton , Missouri 65251 Phone : 573-642-2251 Fax : 1-573-592-1146 William Woods University William Woods University	N	0
179	WTMX 130 Randolph #270 Chicago, Illinois 60601 Phone : 312-946-4798 Email : awicklund@bonnevillechicago.com Amy Wicklund	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
180	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
181	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:			32

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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	8/5/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Minneapolis, MN; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager Director, News Development News Talent Manager
2	9/18/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the RTDNA, EIJ and National Association of Hispanic Journalists convention in Orlando, FL; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager Director, News Development News Talent Manager
3	2/23/2016	Participation in Job Fairs	Culver-Stockton College in Canton, MO. Participated with set up of table offering job opportunities with KHQA / KTVO / WICS and mentioned also KRCG all Sinclair Broadcasting Corporation stations.	1	HR Coordinator / Business Office Asst
4	2/24/2016	Participation in Job Fairs	Truman State University's Spring 2016 Career & Graduate School Expo held in Kirksville, MO.	1	HR/ Business Office Assistant
5	3/15/2016	Participation in Job Fairs	Southern Iowa Career Fair two day event 3/15 & 3/16 at Indian Hills Community College. The event was hosted by Indian Hills Community College and Iowa Works. Attendees of the event included IHCC students and alumni as well as residence of Central and Southeast Iowa. Melissa Billington represented Sinclair Broadcasting stations, KHQA, KTVO, KRCG & WICS.	1	HR Coordinator / Business Office Asst

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	3/22/2016	Participation in events or programs sponsored by educational institutions	KHQA News Staff, Chad Douglas and Jack Pluta visited their alma mater, Western Illinois University to discuss working in a television newsroom, anchoring and reporting.	2	Morning Anchor/Managing Editor Reporter
7	3/30/2016	Participation in Job Fairs	Broadcast Industry Fair - held on the campus of Eastern Illinois University. Attendees included representatives from Sinclair Broadcasting Corporation representing multiple stations in Illinois and Missouri.	2	Business Manager- WICD HR Manager - WICS
8	4/7/2016	Participation in Job Fairs	The Greater Springfield Chamber Job Fair. 3-6pm / Downtown Springfield, IL . Event was hosted by The Greater Springfield Chamber of Commerce. Leigh Ann Anderson HR/Payroll Coordinator from WICS/WRSP/WBUI/WICE/WCCU and Blake Eddleman Production Manager participated in the event.	2	HR/Payroll Coordinator Productino Manager
9	4/20/2016	Participation in Job Fairs	Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	4	Regional HR Manager Human Resources Business Manager Director of Digital content & Solutions

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	5/2/2016	Provision of training to management	<p>Training: SBG, Inc. and its stations are Equal Opportunity Employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment. Newly hired managers and supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	10	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	6/23/2016	Participation in Job Fairs	Kathy McCarty, HR Coordinator/Accounting Assistant attended the 2016 Job Fair on Thursday, June 23, 2016 from 9am – 12pm at the Quincy Senior and Family Resource Center in Quincy, IL. The Job Fair was sponsored by John Wood Community College, Workforce Investment Board of Western Illinois, Experience Works and West Central Illinois Area Agency on Aging. Approximately 25 businesses attended the event with approximately 150 area job seekers participated in the event. Sinclair Broadcast stations represented at the KHQA booth were, KHQA, KTVO and WCIA in Springfield, IL.	1	HR Coordinator / Accounting Asst.