

KTVO
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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 |
|--|---|-----------------------|
| Sales Account Executive | 4-6, 8-10, 12-27, 29, 31, 34-39, 41-45, 48-51, 53-56, 58-62, 64, 67-76 | 17 |
| Sales Account Executive | 4-6, 8-10, 12-27, 29, 31, 34-39, 41-45, 48-51, 53-56, 58-62, 64, 67-76 | 16 |
| Morning Multimedia Journalist | 2-6, 8-15, 18-20, 22-27, 29, 31-32, 34-36, 38-39, 41-45, 48-50, 52, 54-56, 58-62, 64, 66-76 | 60 |
| IT Engineer | 2-6, 8-10, 12-15, 18-20, 22-27, 29, 31-32, 34-36, 38-45, 48-50, 52, 54-56, 58-62, 64, 67-76 | 27 |
| Creative Services Producer | 2-6, 8-10, 12-16, 18-20, 22-27, 29-32, 34-39, 41-45, 48-50, 52, 54-56, 58-62, 64, 67-77 | 77 |
| Multimedia Journalist | 1-2, 4-6, 8-15, 18-20, 22-27, 29-32, 34-36, 38-39, 41-45, 49-50, 52, 54-56, 58-62, 64, 66-76 | 60 |
| Sales Account Executive | 1-2, 4-10, 12-15, 18-20, 22-27, 29-32, 34-36, 38-45, 48-50, 54-56, 58-64, 67-76 | 7 |
| Weekend Meteorologist/Multimedia Journalist | 1-2, 4-6, 8-15, 18-20, 22-27, 29-32, 34-36, 38-39, 41-45, 48-50, 52, 54-56, 58-60, 62, 64, 66-76 | 60 |
| General Sales Manager | 1-2, 4-6, 8-10, 12-15, 18-27, 29-36, 38-45, 47-50, 52, 54-56, 58-60, 62-64, 67-76, 78 | 27 |
| Multimedia Journalist | 1-2, 4-15, 18-20, 22-27, 29-36, 38-39, 41-46, 48-50, 52, 54-55, 58-60, 62, 64, 66-76 | 7 |
| Master Control Operator | 1-2, 4-6, 8-10, 13-15, 18-20, 22, 24-27, 29-34, 36, 38-39, 41, 43-45, 48-50, 54-55, 57-60, 62, 67-76 | 57 |
| Marketing Consultant | 1-2, 4-6, 8-10, 13-15, 18-20, 22, 24-34, 36, 38-39, 43-45, 48-50, 54-55, 58-60, 62, 67-68, 70-73, 75-76 | 27 |
| Multimedia Journalist | 1-2, 4-6, 8-15, 18-20, 22-28, 30-34, 36, 38-39, 41-45, 48-50, 52, 54-55, 58-60, 62, 64, 66-76 | 27 |
| News Production Operator | 1-2, 4-6, 8-15, 18-28, 30-34, 36, 38-39, 41-45, 48-50, 52, 54-55, 58-60, 62, 64-68, 70-76 | 27 |
| Sports Anchor/Producer/Multimedia Journalist | 1-2, 4-6, 8-15, 18-20, 22-28, 30-34, 36, 38-39, 41-45, 48-50, 52, 54-55, 58-60, 62, 64, 66-76 | 70 |

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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 | Art Institute of St Louis address St Louis, Missouri 33316 Phone : . Email : sbgresumes@sbgstv.com Career Services | N | 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@sbgstv.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 | 3 |

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|-----------|--|---|--|
| 8 | Careerbuilder.com 8420 W Bryn Mayr Ave Chicago, Illinois Phone : . Email : sbgresumes@sbgstv.com Andrew Hamburger | N | 0 |
| 9 | Central College 812 University Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Fax : 1-641-628-5338 Pat Joachim Kitzman | N | 0 |
| 10 | Central Missouri State Univ. Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Email : mba@mbaweb.org Fax : 1-660-543-4668 Theresa Alewel | N | 0 |
| 11 | Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille | N | 0 |
| 12 | College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-690-3248 Url : www.collegecentral.com/cofo Courtney Weibel Manual Posting | N | 0 |
| 13 | Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-4563 Url : http://www.ccis.edu/careercenter Email : bbjamesbattelle@ccis.edu Brice James-Battelle | N | 0 |

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|-----------|--|---|--|
| 14 | Columbia School of Journalism 2950 Broadway New York, New York 10027 Email : postjobs@jrn.columbia.edu Career Services | N | 0 |
| 15 | Culver-Stockton College One College Hill Canton, Missouri 63435 Phone : 217-231-6451 Email : kmandrell@culver.edu Fax : 1-217-231-6611 Kara Mandrell | N | 0 |
| 16 | Current Employee | N | 2 |
| 17 | Current Employee - Transfer/Promotion | N | 1 |
| 18 | DeVry Institute of Technology 11224 Holmes Road Kansas City, Missouri 64131 Phone : 816-943-7463 Email : swales@devry.edu Schellie Wales | N | 0 |
| 19 | 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 |
| 20 | Experience Works 4401 Wilson Blvd Suite 1100 Arlington, Virginia 22203 Email : ew@experienceworks.org Blake Rushin | Y | 0 |
| 21 | FaceBook, Inc 1601 Willow Road Menio Park, California 94025 Unknown Unknown Manual Posting | N | 0 |

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|-----------|---|---|--|
| 22 | 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 |
| 23 | Grinnell College 1127 Park Street Grinnell, Iowa Career Service Manual Posting | N | 0 |
| 24 | Grupo Latino Americano 318 Park Central East Suite 623 Springfield, Missouri 65806 Phone : 417-868-0608 Email : grupolatino417@hotmail.com Fax : 1-417-868-8499 Yolanda Lorge | N | 0 |
| 25 | Hire To Hero PO Box 6808 Morango, California 94705 Email : sbgresumes@sbgvtv.com Alicia Lawrence | N | 0 |
| 26 | Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley | N | 0 |
| 27 | Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source | N | 10 |

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|-----------|--|---|--|
| 28 | Indian Hills Community College 525 Grandview Ave Ottumwa, Iowa 52501 Phone : 641-683-5102 Url : www.indianhills.edu Kelsey Faybik Manual Posting | N | 0 |
| 29 | Iowa Workforce Development 15260 Truman Street Ottumwa, Iowa 52501 Phone : 641684-5401 Url : http://www.iowaworkforce.org/region15/ottumwa.htm Email : Region15.Web@iwd.state.ia.us Fax : 1-641-684-4351 Amy Brink | N | 0 |
| 30 | Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : iowaiba@dwx.com Sue Toma | N | 0 |
| 31 | Iowa State University 129 Carver Hall Iowa State University Ames, Iowa Email : sbgresumes@sbgstv.com Taren Crow | N | 0 |
| 32 | Iowa Wesleyan University 601 N. Main St Mt. Pleasant, Iowa 52641 Phone : 319-385-8021 Email : jack.bruns@iw.edu Jack Bruns | N | 0 |
| 33 | Iowa WORKS 15260 Truman Street Ottumwa, Iowa 52501 Phone : 641-684-5401 Url : www.IowaWorks.org Email : Amy.Brink@iwd.iowa.gov Amy Brink | N | 0 |

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|-----------|--|---|--|
| 34 | 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 |
| 35 | John Brown University 2000 W. University Street Siloam Springs, Arkansas 72761 Url : www.jbu.edu Career Services Manual Posting | N | 0 |
| 36 | Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |
| 37 | Kirksville Daily Express Missouri Career Services Manual Posting | N | 0 |
| 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 |
| 39 | KTVO-TV FaceBook Page PO BOX 949 Kirksville, Missouri 63501 Phone : 660-626-5851 Email : demagruder@sbgstv.com Dan Magruder | N | 0 |
| 40 | KTVO-TV On Air Promotions PO BOX 949 Kirksville, Missouri 63501 Phone : 660-626-5851 Email : demagruder@sbgstv.com Dan Magruder | N | 3 |

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|-----------|--|---|--|
| 41 | Lincoln University 111 West High Street Jefferson City, Missouri 63501 Phone : 573-681-5166 Url : https://myinterfase.com/lincolnu/employer/home.asp Linda Welch Manual Posting | N | 0 |
| 42 | Lindenwood University 209 S Kingshighway Street St. Charles, Missouri 63301 Phone : 636-949-2000 Career Center Manual Posting | N | 0 |
| 43 | Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting | N | 1 |
| 44 | Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone | Y | 0 |
| 45 | 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 | 1 |
| 46 | Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone | N | 1 |

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|-----------|--|---|--|
| 47 | MediaRecruiter.com Birschbach Recruitment Network 9457 So. University #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : www.mediarecruiter.com Sue Arno Manual Posting | N | 0 |
| 48 | 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 |
| 49 | Missouri Career Center 2105 East Normal Kirksville, Missouri 63501 Phone : 660-785-2400 Email : belinda.ames@ded.mo.gov Fax : 1-660-785-2404 Belinda Ames | N | 0 |
| 50 | Missouri Job Center 2105 East Normal Kirksville, Missouri 63501 Phone : . Fax : 1-660-785-2404 Career Center | N | 0 |
| 51 | Missouri School of Journalism 76G Gannett Hall University of Missouri Columbia, Missouri 65211 Phone : 573-882-0373 Email : willisb@missouri.edu Fax : 1-573-884-8989 Barbara Willis | N | 0 |
| 52 | Missouri School of Journalism 120 Neff Hall Columbia, Missouri 65211 Phone : 573-882-4821 Url : https://hiremizzoutigers.com Barbara Willis Manual Posting | N | 0 |

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|------------------|--|--|---|
| 53 | Missouri School of Journalism, Career Services 76 G Gannett Hall University of Missouri Columbia, Missouri 65211 Phone : 573-882-0373 Email : willisb@missouri.edu Barbara Willis | N | 0 |
| 54 | 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 |
| 55 | Moberly Area Community College 101 College Avenue Moberly, Missouri 65270 Phone : 660-263-4110 Fax : 1-660-263-2406 Dr. Grant | N | 0 |
| 56 | Northwest Missouri State University 800 University Drive Admin Bldg 130 Maryville, Missouri 64468 Phone : 660-562-1250 Stacey Stokes Manual Posting | N | 0 |
| 57 | Re-hire | N | 1 |
| 58 | 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 |
| 59 | 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 |

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|------------------|--|--|---|
| 60 | Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.com Sharon Pickeral | N | 11 |
| 61 | South Asian Journalists Association c/o Columbia Graduate School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-5979 Email : saja@columbia.edu Placement Director | N | 0 |
| 62 | Southern Illinois University Career Center Carbondale, Illinois Phone : 618-453-7112 Email : mpurdy@siu.edu Matt Purdy | N | 0 |
| 63 | Spots N Dots SND Publishing, LLC 1635 Old Highway 41 NW, Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Emily McKay Manual Posting | N | 1 |
| 64 | 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 |
| 65 | Student Advocate Association (SAA) ATSU Spouse Organization Kirksville, Missouri 63501 Url : https://www.facebook.com/groups/44358424904 Nicole Clore Manual Posting | N | 0 |

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|-----------|--|---|--|
| 66 | Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding | N | 0 |
| 67 | The Job Spider 3000 Stanton Circle Carmichael, California 95608 Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |
| 68 | 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 |
| 69 | 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 |
| 70 | Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway | N | 5 |
| 71 | University of Iowa E350D Adler Jounrlism Building University of Iowa Iowa City, Iowa 52242 Email : sbgresumes@sbgstv.com Paul Jensen | N | 0 |
| 72 | 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 |

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|--|---|---|--|
| 73 | US Army Wounded Warrior Program AW2 Advocate 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen | Y | 0 |
| 74 | Walter Cronkite School of Journalism 555 N Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 410-568-1517 Url : NEWS ONLY Email : mike.wong@asu.edu Michael Wong | Y | 0 |
| 75 | 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 |
| 76 | William Woods University 1 University Ave. Fulton, Missouri 65251 Phone : 573-592-4313 Email : amy.dittmer@williamwoods.edu Amy Dittmer | N | 0 |
| 77 | Word of Mouth Referral | N | 1 |
| 78 | ZipRecruiter.com 401 Wilshire Blvd. 11th Floor Santa Monica, California 90401 Phone : 877-252-1062 Url : www.ziprecruiter.com Regina Starr Manual Posting | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 41 |

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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 | 10/4/2016 | Participation in Job Fairs | On October 4, 2016 Leigh Ann Anderson attended the Western Illinois University Career Fair. Leigh Ann represented Sinclair Broadcast Group and promoted job openings at KTVO. | 1 | HR Manager |
| 2 | 10/14/2016 | Participation in Job Fairs | Illinois Broadcasters Association career fair that was attended on 10/14/16. Leigh Ann Anderson- HR Manager, Christina Whitaker- Business Office Specialist/HR Contact for WCCU/WICD from Champaign, IL. and Kent Harrell- News Director for WICS/WRSP/WBUI from Springfield, IL. *WICS/WICD/WBUI/WCCU/WRSP/KHQA/KTVO/NTVO/KRCG stations were represented during the career fair. IBA is hosted a Career Fair in conjunction with IBA-University, a one-day conference for college juniors and seniors interested in a broadcasting or digital media program. This is the favorite career fair on many stations since it is condensed to 1.5 hours, over 200 college students attend, it is open to the public. | 3 | HR Manager Business Office Specialist News Director |
| 3 | 10/21/2016 | Participation in Job Fairs | On October 21, 2016 Kathy McCarty with KHQA attended the Warriors to the Workforce Veterans Hiring Event at the Oakley Lindsay Center in Quincy IL. Kathy represented KHQA and KTVO and ALL of Sinclair Broadcasting. | 1 | Accounting\HR Assistant |
| 4 | 11/2/2016 | Participation in Job Fairs | KRCG participated in a Career Job Fair on November 2, 2016 at William Woods University. Dena Blakely was able to speak with students about job openings at KTVO, KHQA, WICD/WICS, WRSP/WCCA, WBUI and KRCG. Dena also directed students to the sbgi.net website for all jobs at Sinclair Broadcasting. The turnout was low for this being there first job fair for communication students. | 1 | Business Manager |

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| 5 | 11/14/2016 | Participation in Job Fairs | On November 14, 2016 Kathy McCarty from KHQA attended the Tri-State Job Connection Fair in Quincy IL. She met with local college and high school students and discussed opportunities in broadcasting and with Sinclair Broadcasting. | 1 | HR Coordinator |
| 6 | 12/1/2016 | Participation in events or programs sponsored by educational institutions | On Thursday 12-1-16, News Anchor, John Garlock, participated in the Kirksville Area Technical Center Career Fair. He spoke to approximately 50 High School sophomores from various NE Missouri School Districts about he job and other jobs available in the media business and at Television stations. He spoke during 8 different 25 minute segments, both morning and afternoon sessions | 1 | News Anchor |
| 7 | 1/24/2017 | Participation in events or programs sponsored by educational institutions | <p>The Community Action Partnership of Northeast Missouri (CAPNEMO) held its Vocational Opportunities Inspiring Children in Elementary (V.O.I.C.E.) Program at Adair County R-I Schools in Novinger.</p> <p>About 130 students from grades Kindergarten through Sixth Grade learned about a variety of industries out in the world of work.</p> <p>KTVO Meteorologist Vanessa Alonso was one of the guest speakers. She talked about broadcasting the weather and news.</p> <p>Vanessa even brought along Samantha Olivia, the Weather Seal, to help get the kids excited about weather.</p> <p>She explained to the students about both the beauty and dangers of weather and the process of how news is covered on a daily basis and put on the air.</p> | 1 | Meteorologist |

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| 8 | 1/25/2017 | Participation in events or programs sponsored by educational institutions | On Wed. Jan 25 Riley Fannon attended the Green City Jr Sr High Career Day. Riley spoke to about 50 students during the two hour event. He spoke about what it takes to be a weather person, education, job requirements etc. Asst. News Director Andrew Grove was also in attendance | 2 | Meterologist As |
| 9 | 2/9/2017 | Participation in Job Fairs | University of Missouri 2016 Spring Business Career Fair 10:00 to 3:00 pm in the Mizzou Arena on February 9, 2017, Dena Blakely represented KRCG in New Bloomfield MO, KTVO in Kirksville, KHAQ of Quincy and WICS/WRSP/WBUI/WICD/WCCU of Springfield IL. Dena spoke with students regarding the opportunities for the above mentioned stations and with Sinclair Broadcast Group. Dena informed them how to apply on line for these positions and to check out the Sinclair Broadcasting web-site for all open positions. | 1 | Business Manager |
| 10 | 2/16/2017 | Participation in Job Fairs | On Thursday Melissa Billington, HR Coordinator with KTVO TV, attended the Southern Iowa Career Fair held at Indian Hills Community College. The Career Fair was a combined effort between Indian Hills Community College and the IowaWorks-Southern Iowa Division. The job fair was for the Students at the Community College and was open to the public. The Career Fair ran from 10a-4p. Melissa represented KTVO-TV, KHQA, KRCG and WICS/WRSP/WBUI/WICD/WCCU. | 1 | HR Coordinator |

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| 11 | 2/28/2017 | Participation in Job Fairs | <p>Kathy McCarty, HR Coordinator, KHQA-TV attended the Culver-Stockton College Career and Internship Fair on Tuesday, February 28, 2017. Kathy welcomed students to learn about career opportunities at Midwest stations including KHQA, WICS/WICD/WCCU, KTVO & KRCG as well as Sinclair Broadcast Group career opportunities throughout the United States. Kathy demonstrated the use of the internet site, sbgi.net which allows interested students to apply for jobs throughout the corporation as well as view short clips of current employees and their roles throughout the company.</p> <p>Thank you!</p> | 1 | HR Coordinator |
| 12 | 3/1/2017 | Participation in Job Fairs | <p>Melissa Billington attended the Truman State University Career Expo on Wednesday March 1, 2017. Melissa spoke to students about careers with Sinclair Broadcasting Group and spoke about open positions with the TV Stations KTVO, KRCG, KHQA and WICS\WICD\WCCU.</p> | 1 | HR Coordinator |
| 13 | 3/2/2017 | Participation in events or programs sponsored by educational institutions | <p>On March 2, 2017, Assistant News Director, Andy Grove spoke to a group of students at Indian Hills Community College. Andy spoke for about an hour about media bias. Andy spoke to the Social Problems students at Indian Hills. A couple of dozen students both in person and via closed circuit TV at other campuses were in attendance.</p> | 1 | Grove |
| 14 | 3/13/2017 | Participation in events sponsored by community groups | <p>A group of about 2 dozens Albia residents from Monroe County Professional Management toured the Ottumwa Bureau this morning, Monday March 13, 2017. They were here for about we showed them how we produced newscasts, etc. MCPM works with adults with disabilities.</p> | 1 | Assistant News Director |

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|----|-------------|---|--|-------------------------------------|--------------------------|
| 15 | 3/15/2017 | Participation in events or programs sponsored by educational institutions | <p>Geoffrey Woehlk, Managing Editor, was invited to participate in journalismSTL's spring conference at St. Louis University in St. Louis on March 15. JournalismSTL is the largest organization of high school journalism programs in the state, and the conference was attended by around 600 students, mostly from the St. Louis area. They attended three sessions of presentations and a keynote presentation from a New York Times editor.</p> <p>I presented Citizenship Journalism: Balancing Ethics with the Big Story to two sessions of students. We discussed various ethical questions and challenges that come up in both routine stories like crime write-ups to bigger stories like political scandals. We discussed real-world examples of stories I'd written for KTVO, and walked them through the story process step-by-step so that they could, as a group, engage in the decisions that our newsroom made along the way. I enjoyed the experience very much, and am always pleasantly surprised at the enthusiasm and skill with which the high schoolers approach the issues presented.</p> | 1 | Managing Editor |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|--|--|-------------------------------------|--|
| 16 | 3/29/2017 | Participation in Job Fairs | Christina Whitaker and Leigh Ann Anderson attended the Broadcast Industry Fair at Eastern Illinois University on Wednesday, March 29, 2017. The Career Fair was from 11:00 am-1:00 pm in the MLK Jr. University Union/University Ballroom. There were a total of 19 employers who participated in the career fair who are from Broadcast Industry Organizations throughout Illinois. Students were strongly encouraged to attend the event and meet with recruiters face-to-face to explore careers, network and get the inside edge on full-time/part-time job opportunities as well as possible internships and job shadowing. When speaking with students, we specifically mentioned job opportunities that exist at KHQA/KTVO/KRCG/WICS/WICD/WBUI/WCCU/WRSP stations in the regional area and are actively looking to hire. Students were given flyers that listed current open positions at each of these stations. They were also advised to visit Sinclair's website to browse additional career opportunities that they may be interested in applying for. | 2 | Accounting Asst\HR Contact HR Manager |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|--|--|-------------------------------------|--|
| 17 | 4/4/2017 | Participation in Job Fairs | <p>Christina Whitaker and Leigh Ann Anderson attended The Greater Springfield Chamber Job Fair at the Wyndham City Centre Hotel on Tuesday, April 4, 2017. The Chamber exists to provide members with access to opportunities that will increase their visibility and help them make new connections that lead to the growth of their business. The Chamber provides important business information and resources, marketing opportunities and educational seminars to support member businesses. The Career Fair was from 3:00-6:00pm in the Grand Ballroom which is in the mezzanine level/2nd floor of the hotel. There were a total of 42 employers who participated in the career fair to connect with members of the community. Full-time/part-time job opportunities as well as possible internships were discussed with members of the community. When speaking with potential candidates, we specifically mentioned job opportunities that exist at KHQA/KTVO/KRCG/WICS/WICD/WBUI/WCCU/WRSP stations in the regional area and are actively looking to hire. Community members were given flyers that listed current open positions at each of these stations. They were also advised to visit Sinclair's website to browse additional career opportunities that they may be interested in applying for.</p> | 2 | Accounting Asst\HR Contact HR Manager |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|---|--|-------------------------------------|---|
| 18 | 4/20/2017 | Participation in Job Fairs | On 4/20/2017 the Missouri Job Center and Kirksville Area Chamber of Commerce hosted a job fair for Northeast Missouri. This job fair was open to the public to meet with recruiters and see what job opportunities are in the area. Lisa Lehmann (KTVO Accounting Assistant) and Crystal Amini-Rad (Regional Business Manager) attended the job fair and represented KTVO in Ottumwa Iowa\Kirksville Missouri, KRCG in Columbia Missouri\Jefferson City Missouri, KHQA in Quincy Illinois and WICS in Springfield Illinois. Lisa and Crystal spoke to attendees and educated them on job openings in the before listed markets and job opportunities in the Television Industry. | 2 | Regional Business Manager Accounting Assistant |
| 19 | 5/12/2017 | Participation in events or programs sponsored by educational institutions | On Friday, May 12th, KTVO's Chief Meteorologist, Teresa Carter, was a guest reader at Mrs. Blaine's 2nd grade class at Kirksville Primary School. She read a weather story to the kids. | 1 | Chief Meteorologist |
| 20 | 5/12/2017 | Participation in events or programs sponsored by educational institutions | On Friday May 12, 2017 5 Ottumwa High School students came to the KTVO Ottumwa Bureau office to examine careers in broadcasting. Assistant News Director Andy Grove and Anchor\Reporter Beth Waldon let the students watch as they went about their day in the Newsroom. | 2 | Assistant News Director Anchor\Reporter |
| 21 | 6/23/2017 | Participation in events or programs sponsored by educational institutions | Morning Meteorologist, Riley Fannon, was invited to speak at the Mercer county Library to roughly sixty kids and ten adults on being a Meteorologist and how he goes about his job. Riley gave a presentation on certain weather phenomena as well as spoke about the upcoming total solar eclipse in August of this year. With the Eclipse presentation he gave each child and adult a pair of solar sunglasses so they could view the event. | 1 | Morning Meteorologist |

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III. RECRUITMENT INITIATIVES

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|----|-------------|--|--|-------------------------------------|---|
| 22 | 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 Talen Manager Director, News Training and Development |
| 23 | 8/30/2017 | Participation in Job Fairs | On 8/30/17- Leigh Ann Anderson the HR Manager with Sinclair Broadcast Group, attended the Greater Springfield Chamber Job Fair from 3-6pm at the Crowne Plaza Hotel in Springfield, IL. The job fair itself was held in the Emerald and Ruby Ballrooms on the 2nd floor of the hotel. This event was open to the public community. At this job fairs, Leigh Ann 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. She answered any questions that individuals had. | 1 | HR Manager |

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|----|-------------|--|---|-------------------------------------|--------------------------|
| 24 | 8/31/2017 | Participation in Job Fairs | <p>On 8/31/17- Leigh Ann Anderson, HR Manager for Sinclair Broadcast Group, attended the Foot in the Door Fair hosted by University of Illinois Springfield located on the UIS campus at the Public Affairs Center. The fair was from 3-6pm. The Job Fair was for students and how they can get their foot in the door with the company, consider various opportunities that there may be for them at this current time, at the time of graduation or when they are able to work outside of school whether it be a PT/FT opportunity or an internship. Leigh Ann 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. She answered any questions that individuals had.</p> | 1 | HR Manager |
| 25 | 9/21/2017 | Participation in Job Fairs | <p>Dena Blakely, Business Manager for KRCG in Jefferson City\Columbia Missouri attended the University of Missouri 2017 Fall Business Career Fair from 10a-3p in the Mizzou Arena on September 21, 2017. Dena Blakely represented KRCG in New Bloomfield MO, KTVO in Kirksville Missouri\Ottumwa Iowa.. Dena spoke with students regarding the opportunities at the above mentioned stations and with Sinclair Broadcast Group. Dena informed them how to apply on line for these positions.</p> | 1 | Business Manager |