

KRCG
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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 |
|-----------------------------------|---|-------------------------------|
| News Anchor - Reporter (Weekends) | 3-4, 6-7, 9-10, 14, 16-19, 23-24, 26-30, 32-35, 37, 39-40, 42-44, 46-47, 49-50, 53-54, 57 | 14 |
| News Producer | 3-4, 6-7, 10-11, 15-19, 21, 23-24, 26-28, 30, 32-35, 37, 40, 42, 46-47, 49-51, 53-54, 57 | 21 |
| Multimedia Journalist (MMJ) | 1, 3-4, 6-10, 13, 15-20, 22-28, 30-35, 37-38, 40, 42, 44-47, 49-55, 57-58 | 22 |
| Multimedia Journalist (MMJ) | 1, 3-4, 6-10, 13, 15-20, 22-28, 30-35, 37-38, 40, 42, 44-47, 49-55, 57-58 | 42 |
| Multimedia Journalist (MMJ) | 1, 3-4, 6-10, 13, 15-20, 22-28, 30-35, 37-38, 40, 42, 44-47, 49-55, 57-58 | 26 |
| Marketing Consultant | 3-4, 6-7, 14-19, 23-24, 26-28, 30, 32-35, 37, 40, 42, 46-47, 49-51, 53-54, 57 | 14 |
| Newscast Director | 3-4, 6-7, 10, 15-19, 23-24, 26-28, 30, 32-34, 37, 40, 42, 46-47, 49-51, 53-54, 56-57 | 56 |
| Multimedia Journalist (MMJ) | 1, 3-4, 6-10, 12-13, 15-18, 20, 23-28, 31-35, 38, 40, 42, 44-47, 49, 51-55, 57-58 | 42 |
| News Producer | 1, 3-4, 6-8, 10, 12-13, 15-18, 20-21, 23-28, 31-35, 38, 40, 42, 45-47, 49, 51-55, 57-58 | 21 |
| Creative Services Producer | 1-8, 10, 12-13, 15-18, 20, 23-28, 31-36, 38, 40-42, 45-49, 51-52, 54-55, 57-58 | 42 |
| Creative Services Producer | 1-8, 10, 12-13, 15-18, 20, 23-28, 31-36, 38, 40-42, 45-49, 51-52, 54-55, 57-58 | 41 |
| Local Sales Assistant | 1-8, 10, 12-13, 15-18, 20, 23-28, 31-36, 38, 40-42, 45-49, 51-52, 54-55, 57-58 | 41 |
| Creative Services Producer | 1-10, 12-13, 15-18, 20, 23-28, 31-36, 38, 40-42, 44-49, 51-52, 54-55, 57-58 | 41 |

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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 | Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 2 | Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning | N | 0 |
| 3 | Altrusa Club 931 East McKinsey Moberly, Missouri 65270 Phone : 660 269-3060 Email : lbb59@yahoo.com Lori Ballew | N | 0 |
| 4 | Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong | Y | 0 |
| 5 | Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 6 | Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield | N | 0 |
| 7 | Central Christian College 911 East Urbandale Drive Moberly, Missouri 65270 Phone : 660 263-3900 Email : wwalton@cccb.edu Fax : 1-660-263-3936 William Walton | N | 0 |

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|------------------|--|--|---|
| 8 | Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services | N | 0 |
| 9 | Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille | N | 0 |
| 10 | Columbia College 1001 Roger Street Columbia, Missouri 65216 Phone : 573-875-4563 Url : http://www.ccis.edu/careercenter Email : humanresources@ccis.edu Fax : 1-573-875-7209 Brice James-Battelle | N | 0 |
| 11 | Current Employee | N | 1 |
| 12 | DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgvtv.com Rob Steward | N | 0 |
| 13 | Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgvtv.com Career Center | N | 0 |
| 14 | Employee Referral | N | 2 |
| 15 | Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgvtv.com Career Center | N | 0 |

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|------------------|--|--|---|
| 16 | G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt | N | 0 |
| 17 | Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Prong 2 Ended Date: 12/31/2020 | N | 0 |
| 18 | Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley | Y | 0 |
| 19 | Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill | Y | 0 |
| 20 | Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 21 | Indeed.com - Not Directly Contacted by SEU | N | 2 |
| 22 | Internet Ad-not directly contacted by SEU | N | 1 |
| 23 | Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source | Y | 0 |

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|------------------|--|--|---|
| 24 | Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |
| 25 | Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 26 | Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager | N | 1 |
| 27 | Linn State Technical College One Technology Drive Linn, Missouri 65051 Phone : 573-897-5159 Email : careerservices@statetechmo.edu Glenda Jordan-Whitney | N | 0 |
| 28 | Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk | Y | 0 |
| 29 | Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone | N | 0 |
| 30 | Mexico Career Center 109 E Promenade St Mexico, Missouri 65265 Phone : 573-581-2661 Fax : 1-573-642-7768 TJ Geuse | N | 0 |

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|------------------|---|--|---|
| 31 | Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 32 | Missouri Broadcasters Assoc. P.O. Box 104445 Jefferson City, Missouri 65110 Phone : 573-636-6692 Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper | N | 0 |
| 33 | Missouri Career Center 215 E. Fifth Sedalia, Missouri 65301 Phone : 660-530-5627 Email : rebeccad@jobpointmo.org Fax : 1-660-530-5633 Rebecca Durrill | N | 0 |
| 34 | Missouri Southern State University 3950 Newman Road Joplin, Missouri 64801 Phone : 417-625-3137 Url : mssu.edu/career Email : hirealion@mssu.edu Alex Gandy | Y | 0 |
| 35 | Moberly Area Community College 101 College Avenue Moberly, Missouri 65270 Phone : 660-263-4100 Fax : 1-660-269-4488 HR Department | N | 0 |
| 36 | Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |

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|------------------|---|--|---|
| 37 | NAACP PO BOX 104221 Jefferson City, Missouri 65110 Phone : 573-893-7705 Email : j.c.naACP@gmail.com Nimrod Chapel | N | 0 |
| 38 | North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgTV.com Career Center | N | 0 |
| 39 | North Central Missouri College 1301 Main Street Trenton, Missouri 64683 Phone : 660-359-3948 EXT 1407 Email : careerservices@mail.ncmissouri.edu Fax : 1-660-359-2211 Melissa Spencer | N | 0 |
| 40 | Park University 8700 NW River Park Dr Parkville, Missouri 64152 Email : sbgresumes@sbgTV.com Career Center | N | 0 |
| 41 | Previous Employee | N | 3 |
| 42 | Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgTV.com Career Page | N | 4 |
| 43 | Station Website | N | 1 |
| 44 | Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey | N | 0 |

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|------------------|--|--|---|
| 45 | Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 46 | The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle | N | 0 |
| 47 | Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway | N | 0 |
| 48 | University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 49 | University Of Missouri 201 Student Success Center Columbia, Missouri 65211 Phone : 573-882-6801 Email : sbgresumes@sbgstv.com Fax : 1-573-882-5440 Joe Johnson | N | 0 |
| 50 | US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen Prong 2 Ended Date: 12/31/2020 | N | 0 |

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|------------------|---|--|---|
| 51 | Webster University of Rolla 1103 Kingshighway St Rolla, Missouri 65401 Phone : 573-368-4569 Email : rolla@webster.edu Denise Whitehead | N | 0 |
| 52 | West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 53 | Westminister College 501 Westminister Ave Fulton, Missouri 65251 Phone : 573-642-5138 Email : CareerSrv@westminster-mo.edu Virginia Hall | N | 0 |
| 54 | William Woods University One University Avenue Fulton, Missouri 65251 Phone : 573-642-2251 Fax : 1-573-592-1146 Joe Potter | N | 0 |
| 55 | Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 56 | Word of Mouth Referral | N | 1 |
| 57 | www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| 58 | Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |

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|--|-----------------------|--|---|
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 16 |

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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 | 10/1/2020 | Participation in Job Fairs | On Thursday October 1, 2020, HR Coordinator for KTVO, Melissa Billington took part in the Truman State University Fall Career Expo. The Career Expo was a virtual event that was coordinated by the University with the Symplicity Platform and Melissa held a Zoom Meeting with students that asked to chat with her. Melissa told students about job opportunities within Sinclair Broadcast Group and KTVO, KHQA and KRCG. Melissa answered questions about the industry, the kind of jobs available with Sinclair. She also encouraged them to visit the Sinclair page to see all jobs available throughout the Corporation. Melissa spoke to a total of 6 students for approximately 15-20 minutes. | 3 | Accounting/HR Assistant |
| 2 | 10/17/2020 | Participation in Job Fairs | Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Media Sales Academy as a Corporate Recruiter. He met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. Our Corporate Recruiter spoke with students and alumni currently enrolled in NAB's Media Sales Academy regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. | 1 | Recruiting Coordinator |

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|---|-------------|--|---|---|--|
| 3 | 11/12/2020 | Participation in Job Fairs | The Corporate Employment Specialists represented all Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants. | 2 | Employment Specialist Employment Specialist |
| 4 | 2/25/2021 | Participation in Job Fairs | Melissa Billington, Human Resources Coordinator for KTVO in Kirksville MO and KHQA Television in Quincy IL attended the Virtual Truman State University Career Expo Thursday February 25, 2021. Melissa used the TEAMS Platform to chat with interested students; she represented KTVO, KHQA and KRCG at the Career Expo. Melissa spoke to 5 students about opportunities at the stations and with Sinclair Broadcast Group as a whole. After the Career Fair, Melissa e-mailed a power point presentation with information about the company, instructions on how to apply and her business card to the students that attended and to a few others that had technical difficulties in the chat room. | 3 | Human Resources Coordinator |

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|---|-------------|--|---|-------------------------------------|--|
| 5 | 4/14/2021 | Participation in Job Fairs | Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at Hampton University as a Corporate Recruiter. Sinclair was invited to attend Hampton University's Scripps Howard School of Journalism and Communication Virtual Career Fair to meet with students and faculty. Our Corporate Employment Coordinator started the session by giving a 10-minute presentation about Sinclair and wrapped up by showing corporate and station employment opportunities at Sinclair. Our Corporate Employment Coordinator then sat in a breakout room where students asked questions about Sinclair and potential career opportunities. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. Candidate information and resumes were also collected by our Corporate Recruiter via LinkedIn to further assist with potential placement. | 1 | Recruiting Coordinator |
| 6 | 4/28/2021 | Participation in Job Fairs | The Corporate Employment Specialists represented all Sinclair Broadcast Group at the G.I Jobs Virtual Career Expo. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with veterans, and their families regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants. | 2 | Employment Specialist Employment Specialist |

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|---|-------------|--|---|-------------------------------------|--|
| 7 | 5/4/2021 | Participation in Job Fairs | The Corporate Employment Specialists represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants. | 3 | Employment Specialist Employment Specialist Employment Coordinator |
| 8 | 6/9/2021 | Hosting of Job Fair | KRCG broadcasted a 30 minute Job Fair program on June 9, 2021 at 6:30 pm and re-aired on June 12 at 12:pm and 6:30 pm then again on June 13th at 5 pm. The link is up on www.krcgtv.com where you can review. There were six local business highlighted. Where you can also click on their name and be directed to their website to fill out an application. The six companies are Atkins, Equipment Share, Quaker Windows and Doors, Compass Health, Emery Sapp & Sons, and Scholastic. | 1 | Sales Manager GM |
| 9 | 8/18/2021 | Participation in Job Fairs | The News Talent Manager and Director of News Training and Development, along with several station News Managers, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable. | 3 | News Talent Manager Employment Specialist Director News Training |

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|----|-------------|--|--|---|-----------------------------|
| 10 | 9/17/2021 | Participation in Job Fairs | Shirlee Wolff and Dena Blakely represented Sinclair Broadcast Group at the UMSL 2021 Fall Virtual Internship and Job Fair. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The employees spoke with candidates that were interests in potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. | 2 | BM/HR Manager Admin Asst |