

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 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
Marketing Consultant	1-25, 27-29, 31-33, 35, 37-40, 42, 44, 46, 48-50, 52-55, 58-59, 62-65, 67-70, 74-82, 84, 86-88	69
Director - Digital Media	2, 4-11, 13-14, 16-25, 29, 31-33, 35, 37-40, 42, 45-46, 48-50, 53-55, 58-59, 62, 64-65, 67-70, 75-82, 84, 86-87	45
Weekend Meteorologist Reporter	2, 4-14, 16-25, 27-33, 35, 37-40, 42-44, 46-50, 52-55, 57-59, 61-62, 64-65, 67-73, 75-82, 84-87	72
Creative Services Producer	2, 4-14, 16-25, 27, 29, 31-33, 35, 37-40, 42, 46, 48-50, 52-55, 58-59, 62, 64-65, 67-70, 75-82, 84, 86-87	52
Multimedia Journalist (MMJ)	1-2, 4, 6-14, 16-29, 31-42, 44, 46-49, 51, 53-62, 64-71, 74-88	34

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

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 DR. ALBANY, Georgia 31705 Phone : 229-430-4654 Email : tracy.williams@asurams.edu Fax : 1-229-430-4680 Tracy Williams	N	0
3	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
4	Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6324 Email : cadavis@alcorn.edu Carolyn Davis	N	0
5	All Star Jobs Website Website, Illinois Phone : 0 Email : info@allstarjobs.com Listing Manager	N	0
6	Alliance of Professional Organizations P O Box 6312 Springfield, Missouri 65801-6312 Phone : 417-887-1220 Url : www.ozarksalliance.org Email : president@ozarksalliance.org Fax : 1-417-887-0357 Deanna Ford	N	0

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

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
7	American Federation of Television and Radio Artists 1034 South Brentwood Blvd Suite 1310 St Louis, Missouri 63117 Email : mv@sagaftra.org Maureen O'Brien	N	0
8	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
9	Arkansas Baptist College 1600 Bishop Street Little Rock, Arkansas 72202 Phone : 501-420-1350 Email : debrabaker@arkansasbaptist.edu Debra Baker	N	0
10	Arkansas State University PO Box 2490 State University, Arkansas 72467 Phone : 870-972-3025 Url : www.astate.edu Margret Brewer Manual Posting	N	0
11	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp	N	0
12	Aurora University 347 South Gladstone Ave. Aurora, Illinois 60506 Phone : 630-892-6431 Te Reid Manual Posting	N	0
13	Avila College 11901 Wornall Rd Kansas City, Missouri 64145 Phone : 816-942-8400 Email : careers@avila.edu Fax : 1-816-942-3362 Kelly Elliott	N	0

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

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
14	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
15	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
16	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
17	Bluefield College 3000 College Drive Bluefield, Virginia 24605 Phone : 276-326-4545 Url : www.bluefield.edu Email : jmbohannan@bluefield.edu Jennifer Bohannan	N	0
18	Bradley Universtiy, Communications and Fine Arts 1501 W. Bradley Avenue Peoria, Illinois 61625 Phone : 309-677-2510 Url : www.bradley.edu Email : sbgresumes@sbgstv.com Alyssa L. Rodgers	N	0
19	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

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

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
20	Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : johnson@bvui.edu Jerry Johnson	N	0
21	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
22	Central Christian College 911 East Urbandale Drive Moberly, Missouri 65270 Phone : 660 263-3900 Email : ww Walton@ccc.edu Fax : 1-660-263-3936 William Walton	N	0
23	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
24	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
25	Central Missouri State Univ. Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Url : https://www.ucmo.edu/ Email : recruiter@ucmo.edu Theresa Alewel	N	0

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

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
26	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
27	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
28	Chicago Urban League 4510 S Michigan Ave Chicago, Illinois 60653 Phone : 773-451-3524 Url : http://www.thechicagourbanleague.org Email : AWells@chiul.org Andrew Wells	N	0
29	Chinese Mutual Aid Association 1016 W. Argyle Chicago, Illinois 60640 Phone : 773-784-2900 Fax : 1-773-784-2984 Romy Arrieta	N	0
30	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
31	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Email : career@cofo.edu Jim Freeman	N	0

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

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
32	Columbia College 1001 Rogers Street Columbia, Missouri 65216 Phone : 573-875-7425 Don Malson Manual Posting	N	0
33	Community Renewal Society 332 S. Michigan Avenue Chicago, Illinois 60604 Phone : 312-427-4830 Email : info@communityrenewalsociety.org Ebony Blakey	N	0
34	Current Employee - Transfer/Promotion	N	1
35	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
36	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
37	Division of Workforce Development 4040 Seven Hills Drive Suite 166 Florissant, Missouri 63033-6770 Phone : 3147371325 Url : www.https://jobs.mo.gov/employer/recruitment Email : don.smith@dhewd.mo.gov Don Smith	N	0
38	Drake University 202 Old Main 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-3752 Url : http://www.drake.edu Email : sbgresumes@sbgstv.com Chrystal Stanley	N	0

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

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
39	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
40	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
41	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
42	Elmhurst University 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Annett Coduto Manual Posting	N	0
43	Employee Referral	N	1
44	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
45	Former Employee Referral	N	1
46	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

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
47	Grinnell College 1127 Park Street Grinnell, Iowa Career Services Manual Posting	N	0
48	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
49	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
50	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
51	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
52	Indeed.com - Not Directly Contacted by SEU	N	3
53	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

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

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
54	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
55	Kansas City Association of Black Journalists PO Box 32744 Kansas City, Missouri 64111 Phone : 816 234-4341 Url : www.kcabj.org/ Email : diuguidlj@yahoo.com Lewis Diuguid	N	0
56	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
57	Lindenwood University 209 S. Kingshighway Street St. Charles, Missouri Career Center Manual Posting	N	0
58	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	1
59	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
60	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

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
61	Missouri School of Journalism 120 Neff Hall Columbia , Missouri Phone : 573-882-4821 Barbara Willis Manual Posting	N	0
62	Monmouth College 700 East Broadway Monmouth, Illinois 61462 Phone : (309) 457-2345 Email : Wackerle@monmouthcollege.edu Stephanie Kinkaid	N	0
63	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgtv.com Career Center	N	0
64	Morningside College Attn: Dave Madsen 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712 274-5480 Email : madsend@morningside.edu Dave Madsen	Y	0
65	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
66	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

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

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
67	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
68	Quincy University 1800 College Avenue Quincy, Illinois 62301 Phone : 217 222-8020 Email : liesekr@quincy.edu College Recruiter	N	0
69	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.net Career Page	N	2
70	Southwestern Illinois College 2500 Carlyle Ave. Belleville, Illinois 62220 Phone : 618-235-2700 Fax : 1-618-235-4135 Career Counselor	N	0
71	St. Louis University 221 North Grand Blvd St. Louis, Missouri Url : https://appjoinhandshake.com Katie Nickrent Manual Posting	N	0
72	Station Website	N	1
73	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

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

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
74	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
75	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Phone : 5122452538 Email : sbgresumes@sbgstv.com Fax : 1-512-245-3993 Casey Menn	N	0
76	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
77	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
78	University of Illinois Chicago 601 South Morgan-M/C 102 Chicago, Illinois 60607 Phone : 312-996-2969 Email : sbgresumes@sbgstv.com Andres Garza	N	0
79	University of Iowa 24 Phillips Hall Iowa City, Iowa 52242 Phone : 888-501-2278 Email : sbgresumes@sbgstv.com Alicia Lawrence	N	0
80	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

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

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
81	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
82	Wartburg College 100 Wartburg Blvd. Waverly, Idaho 50677 Phone : 319 352-8425 Derek Solheim Manual Posting	N	0
83	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
84	Western Illinois University 1 University Circle Macomb, Illinois 61445 Phone : 309-298-1838 Url : www.wiu.edu Career Counselor Manual Posting	N	0
85	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
86	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

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

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
87	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
88	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/5/2020	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, 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.	4	Sr. Employment Manager News Talent Manager Employment Specialist Directory of News Training
2	Ongoing Event	Participation in scholarship programs	On Wednesdays at KHQA the sportscast is devoted to honoring the outstanding student athletes in Tri-State Sports. Minimum requirement to be considered for this award is a 3.5 GPA with participation in at least one sport, and must be a High School Senior. At year's end, an independent nominating committee chooses and rewards the top male and top female from the 36 candidates appearing in our Wednesday Night honor roll with a college scholarship of \$1,000.	1	Sports Director

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	10/1/2020	Participation in events or programs sponsored by educational institutions	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.	1	HR Coordinator
4	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

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	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 Specilist
6	11/30/2020	Participation in events or programs sponsored by educational institutions	<p>KHQA Meteorologist, Rich Cain, was asked to put together a 5-minute video for a kindergarten class at Richardson Elementary School in Ft. Madison, Iowa. Dawn Johnson, a previous "One Class At A Time" winner, is the teacher. Videographer Mack Pierce and Rich Cain shot and edited the video which is now posted on the KHQA YouTube page. Miss Johnson will use the video as part of her classroom unit about Earth & Weather.</p> <p>Mr. Cain explained what he does, how he does the forecast, and presents the information on TV and social media. Even though the video is about 11 minutes, it took about 45 minutes to assemble.</p>	2	Meteorologist Videographer

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	12/1/2020	Participation in events or programs sponsored by educational institutions	Melissa Billington, Human Resources Coordinator for KHQA and KTVO was asked by Megan Wetrich, a teacher at the Evans Middle School in Ottumwa, Iowa to participate in the Virtual Career Day being held in December at the school. Ms. Billington was asked to create a video about her job that the students could access on line. The school sent out their Career Day Site to students on December 1st and they had until December 11th to watch the video. Each student must fill out a Google form for each career video they watch.	1	Human Resources Coordinator
8	2/25/2021	Participation in events or programs sponsored by educational institutions	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. Ms. Billington used the Microsoft Teams Platform to chat with interested students; she represented KTVO, KHQA and KRGC at the Career Expo and spoke to five (5) students about opportunities at the stations and with Sinclair Broadcast Group as a whole. After the Career Fair, Ms. Billington e-mailed a PowerPoint 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.	1	HR Coordinator

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	2/25/2021	Participation in events or programs sponsored by educational institutions	<p>On Thursday February 25, Chief Meteorologist Rich Cain with KHQA presented a weather talk via ZOOM to the 3rd grade at Rooney Elementary school in Quincy, Illinois. Teacher Emily Pool asked him if he could spend about a half hour with her class and talk about weather and what his job entails. Here are some items discussed:</p> <p>What it's like to be a Meteorologist What does it take to be a Meteorologist? How do I make a forecast? What is it like to work with others on TV? What are the different cloud types and why? What was the most difficult forecast to do? What do I like about my job, what I don't. There were about 20 in the classroom and it was a great time, lasting about 35 minutes.</p>	1	Chief Meteorologist

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	4/14/2021	Participation in events or programs sponsored by educational institutions	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
11	4/28/2021	Participation in events sponsored by community groups	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

KHQA AMENDMENT
EEO PUBLIC FILE REPORT
August 1, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	5/4/2021	Participation in events or programs sponsored by educational institutions	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
13	6/28/2021	Participation in events sponsored by community groups	KHQA's News Manager, Rajah Maples-Wallace, spoke with more than 20 future media professionals (either college students or recent college graduates) about working in the broadcast media industry. Ms. Maples-Wallace spoke with them as part of a Zoom talk/discussion/learning event hosted by the International Radio and Television Society (IRTS). Ms. Maples-Wallace serves as an IRTS board member	1	News Manager \ Anchor