

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 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
Digital Marketing Consultant	1-4, 6-9, 11, 15, 17-18, 20, 22, 26-27, 29, 31, 33-35, 40-54, 56-60, 63-65, 69-70, 74-77, 79-80, 83, 85, 87, 89-92, 100-101, 103, 108, 110	77
Creative Services Producer	1-4, 6-9, 11, 15, 17-18, 20, 22, 26-27, 31, 33-35, 40-50, 52-54, 58-60, 63-65, 69-70, 75-77, 79-80, 85, 87, 90-92, 100-101, 103, 108, 110	77
IT Engineering	1-4, 6-11, 13-18, 20, 22-32, 34-50, 52-53, 55, 57-71, 75-83, 85-110	57
Assistant Chief Engineer	1-9, 11, 15, 17-18, 20, 22, 26-28, 31, 34-35, 40-50, 52-53, 56, 59-60, 63-65, 69-70, 75-80, 82, 85, 87, 89-92, 100-101, 108, 110	42
Weekend Anchor/Producer/Multimedia Journalist	1, 4-5, 7-9, 11-12, 15, 17-18, 20-22, 26, 28, 31, 34-35, 40-42, 44-50, 52-53, 56-60, 63-65, 69-70, 75-77, 79-80, 82, 84-85, 87, 89-92, 100-101, 108, 110	21
Multimedia Journalist	1, 4-5, 7-9, 11-12, 15, 17-20, 22, 26, 28, 31, 34-35, 40-42, 44-50, 52-53, 56-60, 63-65, 69-70, 75-77, 79-80, 82, 84-85, 87, 89-92, 100-101, 108, 110	42
Reporter-Morning News	1, 4-5, 7-9, 11-12, 15, 17-22, 26, 28, 31, 34-35, 40-42, 44-50, 52-53, 56-60, 63-65, 69-70, 75-77, 79-80, 82, 84-85, 87, 89-92, 100-101, 108, 110	21
Traffic Coordinator	1, 4-5, 7-9, 11, 17-18, 20, 22, 26, 28-29, 31, 35, 40-42, 44-54, 56-60, 63-65, 69-70, 72, 75-77, 79-80, 85, 87, 89-92, 100-101, 108, 110-111	111
Multimedia Journalist	1, 4-5, 7-9, 11-12, 15, 17-18, 20, 22, 26, 28-29, 31, 34-35, 40-42, 44-46, 48-50, 52-53, 56-60, 63-65, 69-70, 73, 75-77, 79-80, 82, 84-85, 87, 89-92, 100-101, 108, 110	50
Production Assistant	4-5, 7-9, 11, 15, 17-18, 20, 22, 26, 28, 31, 34-35, 40-42, 44-46, 48-50, 52-53, 56-60, 63-65, 69-70, 75-77, 79-80, 82, 85, 87, 89-92, 100-101, 108, 110	77
Sales Account Executive	4-5, 7-9, 11, 15, 17-18, 20, 22, 26, 28, 31, 34-35, 40-42, 44-46, 48-50, 52-53, 56-60, 63-65, 69-70, 75-77, 79-80, 82, 85, 87, 89-92, 100-101, 108, 110	77

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

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Traffic Coordinator	4-5, 7-9, 11, 15, 17-18, 20-22, 26, 28, 31, 34-35, 40-42, 44-46, 48-54, 56-60, 63-65, 69-70, 75-77, 79-80, 82-83, 85, 87, 89-92, 100-101, 108, 110	54
Morning Meteorologist	4-5, 7-9, 11-12, 15, 17-18, 20, 22, 26, 28, 31, 34-35, 40-42, 44-46, 48-50, 52-53, 56-60, 63-65, 69-70, 75-77, 79-80, 82, 84-85, 87, 89-92, 100-101, 108, 110	42

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	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
2	American Federation of Television and Radio Artists 1310 Papin #103 St Louis, Missouri Fax : 1-314-231-8412 Career Service	N	0
3	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
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 XXXX St Louis , Missouri XXX Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com John Carroll	N	0

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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7	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
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 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
11	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
12	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Email : mba@mbaweb.org Fax : 1-417-690-3246 Ron Martin	N	0
14	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Fax : 1-417-335-2618 Ron Martin	N	0
15	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
16	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7260 Fax : 1-573-875-7209 Bruce Strickland	N	0
17	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
18	Columbia School of Journalism 2950 Broadway New York, New York 10027 Email : postjobs@jrn.columbia.edu Career Services	N	0
19	Corporate Office	N	2

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	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
21	Current Employee	N	3
22	DeVry Institute of Technology 11224 Holmes Road Kansas City, Missouri 64131 Phone : 816-943-7463 Email : swales@devry.edu Schellie Wales	N	0
23	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
24	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Email : mba@mbaweb.org Fax : 1-417-873-7808 Tina Moore	N	0
25	Drury College 900 North Benton Ave Springfield, Missouri 65802 Phone : 4178658731 Fax : 1-417-873-7821 Drury College Drury College	N	0
26	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

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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27	Evangel University 1111 North Glenstone Springfield, Missouri 65802 Phone : 417-865-2815 x 7369 Url : www.evangel.edu Fax : 1-417-865-9599 Scott Kirby	N	0
28	Experience Works 4401 Wilson Blvd Suite 1100 Arlington, Virginia 22203 Email : ew@experienceworks.org Blake Rushin	Y	0
29	FaceBook, Inc 1601 Willow Road Menio Park, California 94025 Unknown Unknown Manual Posting	N	1
30	Fontbonne College 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : 314-889-1434 Fax : 1-314-889-1451 Jennifer Self	N	0
31	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
32	Goodwill Industries 1727 Locust St. Louis, Missouri 63103 Phone : 314-241-3464 Fax : 1-314-241-2346 Rodney Watts	N	0
33	Grace Hill Neighborhood Services 2600 Hadley St. Louis, Missouri 63130 Phone : 314-539-9833 Email : beverlyj@gracehill.org Fax : 1-314-539-9630 Beverly Joans	N	0

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Grinnell College 1127 Park Street Grinnell, Iowa Career Service Manual Posting	N	0
35	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
36	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
37	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
38	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
39	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



**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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40	Hire To Hero PO Box 6808 Morango, California 94705 Email : sbgresumes@sbgvtv.com Alicia Lawrence	N	0
41	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : cdudley@howard.edu Carol Dudley	N	0
42	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	16
43	Indian Hills Community College 626 Indian Hills Drive Building # 14 Ottumwa, Iowa 52501 Phone : 641-683-5200 Email : Tiffany.Teeter@indianhills.edu Tiffany Teeter	N	0
44	Iowa / Ottumwa Workforce Development 310 West Main Street Ottumwa, Iowa 52501 Phone : 641684-5401 Url : <a href="http://www.iowaworkforce.org/region15/ottumwa.htm">http://www.iowaworkforce.org/region15/ottumwa.htm</a> Email : Region15.Web@iwd.state.ia.us Fax : 1-641-684-4351 John Doe	N	0
45	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : iowaiba@dwx.com Sue Toma	N	0

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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46	Iowa State University 129 Carver Hall Iowa State University Ames, Iowa Email : sbgresumes@sbgstv.com Taren Crow	N	0
47	Iowa Wesleyan University 601 N. Main St Mt. Pleasant, Iowa 52641 Phone : 319-385-8021 Email : jack.bruns@iw.edu Jack Bruns	N	0
48	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : eloise@ithaca.edu Eloise Green	Y	0
49	jobs.mo.gov 1520 Market, Suite 3050 St. Louis, Missouri 63103 Email : sbgresumes@sbgstv.com Kenneth White	N	0
50	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
51	Kirksville Daily Express Missouri Career Services Manual Posting	N	0
52	Kirksville Vo-Tech 1103 S Cottage Grove Kirksville, Missouri 63501 Phone : 660-665-2865 Email : damidei@kirksville.k12.mo.us Dana Amidei	N	0

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	KTVO-TV FaceBook Page PO BOX 949 Kirksville, Missouri 63501 Phone : 660-626-5851 Email : demagruder@sbgvtv.com Dan Magruder	N	0
54	KTVO-TV On Air Promotions PO BOX 949 Kirksville, Missouri 63501 Phone : 660-626-5851 Email : demagruder@sbgvtv.com Dan Magruder	N	3
55	Lincoln University 820 Chestnut Street Jefferson City, Missouri 65102 Phone : 573-681-5167 Fax : 1-573-681-5165 Ronald Nelson	N	0
56	Lincoln University 111 West High Street Jefferson City, Missouri 63501 Phone : 573-681-5166 Url : <a href="https://myinterfase.com/lincolnu/employer/home.asp">https://myinterfase.com/lincolnu/employer/home.asp</a> Linda Welch Manual Posting	N	0
57	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Todd Soffian Manual Posting	N	1
58	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	Y	0
59	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : info@media-match.com Tammy Romaniuk	Y	0

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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60	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
61	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
62	Missouri Career Center 1514 S. Glenstone Springfield, Missouri 65804 Phone : 417-887-4343 Fax : 1-417-888-4076 Veronica Lowe	N	0
63	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	1
64	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
65	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

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
66	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
67	Missouri Southern State College 3950 E Newman Rd Joplin, Missouri 64801 Phone : 417-625-9300 Fax : 1-417-625-3121 Missouri Southern State College Missouri Southern State College	N	0
68	Missouri Valley College 500 East College Marhall, Missouri 65340 Phone : 660-831-4080 Email : mba@mbaweb.org Brie Dittmer	N	0
69	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
70	Moberly Area Community College 101 College Avenue Moberly, Missouri 65270 Phone : 660-263-4110 Fax : 1-660-263-2406 Dr. Grant	N	0
71	Northwest Missouri State University no listing Maryville, Missouri 64468 Phone : 816-562-1212 Northwest Missouri State University Northwest Missouri State University	N	0
72	On Air Recruitment Ad	N	1
73	Other Source	N	1

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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74	Ottumwa Courier 213 E. 2nd Street Ottumwa, Iowa 52501 Phone : 641-683-5389 Erica Kenney Manual Posting	N	0
75	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
76	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
77	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	15
78	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Url : <a href="http://www.sbe.org">www.sbe.org</a> Scott Jones Manual Posting	N	0
79	South Asian Journalists Association c/o Columbia Graduate School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-5979 Email : <a href="mailto:saja@columbia.edu">saja@columbia.edu</a> Placement Director	N	0

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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80	Southern Illinois University Career Center Carbondale, Illinois Phone : 618-453-7112 Email : mpurdy@siu.edu Matt Purdy	N	0
81	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
82	St. Louis University 221 North Grand Blvd St. Louis, Missouri 63130 Phone : 314-977-2828 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Katie Nickrent Manual Posting	N	0
83	Student Advocate Association (SAA) ATSU Spouse Organization Kirksville, Missouri 63501 Url : <a href="https://www.facebook.com/groups/44358424904">https://www.facebook.com/groups/44358424904</a> Nicole Clore Manual Posting	N	0
84	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : hedding@talentedynamics.com Christina Hedding	N	0
85	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Email : sbgresumes@sbgstv.com Broadbean Source	N	0

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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86	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
87	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
88	Truman State University 100 E. Normal Kirksville, Missouri 63501 Phone : 660/785-4353 Url : <a href="http://www.truman.edu">www.truman.edu</a> Fax : 660/785-4366 Jan Fishback	N	0
89	Truman State University Career Center Kirksville, Missouri 63501 Phone : 660-785-4353 Url : <a href="https://www.myinterfase.com/truman/employer">https://www.myinterfase.com/truman/employer</a> Brandi Wriedt Manual Posting	N	0
90	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : admin@tvjobs.com Mark Holloway	N	0
91	University of Iowa E350D Adler Jounrlism Building University of Iowa Iowa City, Iowa 52242 Email : sbgresumes@sbgstv.com Paul Jensen	N	0



**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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92	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
93	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
94	University of Missouri- Kansas City 5100 Rockhill Rd Kansas City , Missouri 64110 Phone : 816-235-1000 Fax : 1-816-235-1717 University of Missouri- Kansas City University of Missouri- Kansas City	N	0
95	University of Missouri- Rolla no listing Rolla, Missouri 65401 Phone : 573-341-4114 Fax : 1-573-341-6306 University of Missouri- Rolla University of Missouri- Rolla	N	0
96	University of Missouri- St. Louis 8001 Natural Bridge Rd St. Louis, Missouri 63121 Phone : 314-516-5000 Fax : 1-314-516-5378 University of Missouri- St. Louis University of Missouri- St. Louis	N	0
97	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

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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98	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
99	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
100	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
101	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
102	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
103	Washington University in St Louis 1 Brookings Dr St. Louis, Missouri 63130 Phone : 314-935-5930 Email : WU_CareerCenterWorkstudy@wumail.wustl.edu Career Center	N	0

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
104	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-6900 Fax : 1-314-968-7112 Webster University Webster University	N	0
105	Westminster College 501 Westminster Ave. Fulton, Missouri 65251 Phone : 573-592-5226 Fax : 1-573-592-5227 Carl Marriott	N	0
106	Westminster College no listing Fulton, Missouri 65251 Phone : 573-642-3361 Fax : 1-573-642-6356 Westminster College Westminster College	N	0
107	William Jewell College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Email : mba@mbaweb.org Fax : 1-816-415-5027 Judy Rychlewski	N	0
108	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
109	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

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

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110	William Woods University 1 University Ave. Fulton, Missouri 65251 Phone : 573-592-4313 Email : amy.dittmer@williamwoods.edu Amy Dittmer	N	0
111	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>46</b>

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/6/2015	Participation in Job Fairs	On Tuesday 10/6/2015 Kathy McCarty from KHQA attended the Western Illinois University Fall 2015 Career and Internship Fair as a recruiter for her station, KTVO and a couple of other stations for Sinclair Broadcasting. She told students about open positions and internship opportunities within our company.	1	HR Coordinator
2	10/7/2015	Participation in events or programs sponsored by educational institutions	Dan Magruder visited Putnam County Elementary School in Unionville, Mo. on Oct. 7, 2015 with the KTVO live truck for their Careers on Wheels program. Classes preschool through 5th grade stopped and were able to learn about the truck and its uses for live news gathering.	1	Promotions Manager
3	10/16/2015	Participation in events or programs sponsored by educational institutions	On October 16, 2015 KTVO's Assistant News Director, Andrew Grove, was asked to participate in the annual 8th grade career day at Indian Hills Community College. Several area schools participated. Andy spoke to the students about careers in broadcast journalism.	1	Assistant News Director

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
4	11/5/2015	Participation in Job Fairs	Andy Grove and Alex Wilson attended Davis County HS Career Day. Alex and Andy were at the Davis County High School from 8am until 11am today for their bi-annual career fair. The freshman through senior classes stopped by the KTVO table to learn about journalism job responsibilities, experiences, and education. They spoke with about twenty different students, a few interested in a job in television and few just looking for someone to talk to. A lot of the students were interested to find out how much responsibility goes into being a reporter and working in television. Most of the students had questions about what I studied in school and what degree you needed to be in my position. Overall, the students enjoyed learning about the job experience television has to offer.	2	Assistant News Director Multimedia Journalist
5	11/17/2015	Establishment of training programs for station personnel	Sinclair Broadcast Group, INC conducted Leadership Human Resources Training for 2 days, November 17th and 18th. HR Contacts from all over the country were flown into Corporate to learn about how to be the best HR contact for the station; the HR/ Business Manager and Accounting Assistant\HR Coordinator for KTVO was in attendance for both days. We learned about FCC/EEO, Hiring, ADA, FLSA, EEOC and DOL Compliance, FMLA, supporting the Company's open door policy, performing our job well, sharing accountability and partnering with other station management to accomplish our goals. We all were able to share ideas during discussions and were able to take back ideas on things to implement at our station.	2	HR Coordinator Regional Accounting Manager

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
6	12/3/2015	Participation in events or programs sponsored by educational institutions	On Thursday, Dec. 3, 2015, students from The Language Company in Kirksville visited and toured the KTVO Kirksville Studio. This group is part of Truman State University. Seventeen students viewed news department, as well as studio and master control operations. Dan Magruder presented to the group.	1	Promotions Manager
7	12/18/2015	Establishment of training programs for station personnel	On Friday December 18, 2015 Regional Accounting Manager, Crystal Amini-Rad, conducted HR Training with all KTVO Department Heads. Crystal did a refresher course with all Managers on their roles and responsibilities. She went over how to do appraisals, PRD's, managing and employee's performance and general HR responsibilities. Carol Kellum, Davin Newman, Mike Graves, Marlene Speas, Dan Magruder, Matthew Dawson, and Andy Grove were the managers who participated.	7	Station Manager Local Sales manager Promotional manager Production Manager
8	1/13/2016	Participation in events or programs sponsored by educational institutions	On Wednesday, January 13, 2016, KTVO Meteorologist Troy Moling traveled to Unionville, MO to give a weather presentation to students at Putnam County Elementary School. Over 60 fifth graders were present as Moling talked about tips for staying warm during the cold winter season. They also discussed what to do in the case of severe weather. After the talk, students were able to ask questions and pose for a picture that was shown later that day on KTVO News.	1	Meteorologist

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
9	2/16/2016	Participation in Job Fairs	Leigh Ann Anderson, the HR\Payroll Coordinator, from WICS/WRSP/WBUI/WICD/WCCU and News Director, Kent Harrell attended the University of Southern Illinois Career Expo 2016 on Tuesday February 16, 2016. Leigh Ann and Kent represented their stations, KTVO and KHQA at the Career Fair. Leigh Ann and Kent passed out flyers and encouraged students to look into internships and to continue to check out Sinclair's website for active job postings.	2	Human Resources/Payroll Coordinator News Director
10	2/23/2016	Participation in Job Fairs	On Tuesday February 23, 2016 Kathy McCarty, HR Coordinator for KHQA TV in Quincy IL., attended the Culver Stockton College Career and Internship Fair. Kathy represented KTVO in Kirksville, KHQA in Quincy IL, KRCG in Columbia\Jefferson City, MO and WBUI/ WCCU/WICS/WICD/WRSP in Springfield IL. Kathy spoke to students regarding the opportunities at the above mentioned stations and with Sinclair Broadcast Group itself. Kathy told them how to apply on line and about internships.	1	Accounting\HR Assistant
11	2/24/2016	Participation in Job Fairs	On Wednesday February 24, 2016 Melissa Billington attended the Truman State University Career and Grad School Expo. Melissa represented KTVO in Kirksville, KHQA in Quincy IL, KRCG in Columbia\Jefferson City, MO and WBUI/ WCCU/WICS/WICD/WRSP in Springfield IL. Melissa spoke to students regarding the opportunities at the above mentioned stations and with Sinclair Broadcast Group itself. Melissa told them how to apply on line and about internships.	1	HR Coordinator



**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
12	3/3/2016	Participation in events or programs sponsored by educational institutions	<p>Andrew Grove was a guest speaker on the topic of media and media bias for the spring term Social Problems class at Indian Hills Community College on March 3, 2016.</p> <p>The presentation was a wonderful overview of what media bias is and how it can be avoided at both the national and local level of news reporting. Mr. Grove spoke from experience about how decisions are made at the corporate ownership level and affiliate level. He gave the students a good basic explanation of what the labels “liberal and conservative” mean in the world of media and also spoke about the role of the local affiliate acting as a member of and partner with the community.</p>	1	Assistant News Director
13	3/14/2016	Participation in events or programs sponsored by educational institutions	<p>On March 8, 2016 Geoffrey Woehlk, Assignment Editor for KTVO, presented at the annual JournalismSTL Conference at Webster University in St. Louis. About 700 area high school journalism students attended and listened to presentations from regional media professionals. Geoffrey presented the program Citizenship Journalism: Balancing Ethics with the Big Story to two groups of about a dozen students each in hour-long periods. I used real examples of KTVO stories I wrote to present ethical questions to students about the role of journalists in the community, and the students discussed how they would approach the real-life controversial stories while staying true to the goal of serving the community.</p>	1	Assignment Editor

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
14	3/15/2016	Participation in scholarship programs	At KTVO we are proud to join our parent company , Sinclair Broadcast Group, in announcing a new scholarship program. The Sinclair Broadcast Diversity Scholarship fund will provide financial support to college students interested in broadcasting, journalism and marketing. The fund will award up to 10, \$5000 scholarships for each of the next 10 years. The awards will go to students from under-represented minority groups who need financial help completing their education. KTVO News aired a story regarding the scholarship opportunity on March 15, 2016 in the 5pm News. The link to the scholarship story is on our website and information on the scholarship can be found on the KTVO website too.	1	News Director
15	3/15/2016	Participation in Job Fairs	On March 15th and 16th Melissa Billington attended the Southern Iowa Career Fair at Indian Hills Community College. It was hosted by Indian Hills Community College and Iowa Works. At this 2 day event I spoke to students and people from the general population regarding employment with Sinclair Broadcast Group, INC. Melissa represented KTVO-TV, KHQA, KRCG and WICS-TV. Melissa spoke about job opportunities at these stations and other opportunities in the Sinclair Corporation.	1	Accounting\HR Assistant
16	3/21/2016	Participation in events or programs sponsored by educational institutions	On Monday, March 21, 2016, 13 kindergarten students from Adair County R-1 Schools in Novinger, Mo. stopped by the KTVO studios in Kirksville, Mo. Students toured the newsroom as well as the studio and master control operations. Meteorologists Teresa Carter and Vanessa Alonso spoke with the students and Promotions Manager Dan Magruder conducted the tour.	3	Interactive Content Manager Chief Meterologist Meterologist

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**III. RECRUITMENT INITIATIVES**

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17	3/23/2016	Participation in Job Fairs	On March 23, 2016 Kathy McCarty from KHQA and Leigh Ann Anderson from WICS attended the Jacksonville College and Community Career Fair. The Career Fair was sponsored by MacMurry College and Illinois College.	2	HR Coordinator HR Coordinator
18	3/30/2016	Participation in Job Fairs	On March 30, 2016 Leigh Ann Anderson and Tina Whitaker from WICS TV in Springfield IL. attended the Broadcast Industry Fair at Eastern Illinois University. They met with students interested in Broadcasting careers. Leigh Ann and Tina represented their station and KTVO.	2	HR Coordinator Business Office Specialist
19	4/20/2016	Participation in Job Fairs	Allison Kiniry – Regional HR Manager, Eunice Parrish – Human Resources, Sheila Holland – Business Manager, Manny Fantis - Director of Digital Content & Solutions  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 and Solutions
20	5/2/2016	Participation in events or programs sponsored by educational institutions	On May 2, 2016, second graders from Kirksville Primary School visited the KTVO Studios in Kirksville. 36 students toured the news and studio operations as well as the outside of the facility. Station Promotions Manager Dan Magruder and Digital Content Producer Emily Miles conducted the tour.	2	Interactive Content Manager Digital Content Producer

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
21	5/3/2016	Participation in events or programs sponsored by educational institutions	On May 3, 2016, second graders from Kirksville Primary School visited the KTVO Studios in Kirksville. 34 students toured the news and studio operations as well as the outside of the facility. Creative Services Producer Ryan Ball spoke to the students about his position. Station Promotions Manager Dan Magruder and Digital Content Producer Emily Miles conducted the tour.	3	Interactive Content Manager Digital Content Producer Commercial Producer
22	5/4/2016	Participation in events or programs sponsored by educational institutions	On May 4, 2016, second graders from Kirksville Primary School visited the KTVO Studios in Kirksville. Thirty Five students toured the news and studio operations as well as the outside of the facility. Students also got to hear from and ask questions of Meteorologists Teresa Carter, Vanessa Alonso and Troy Moling. Station Promotions Manager Dan Magruder and Digital Content Producer Emily Miles conducted the tour.	5	Interactive Content Manager Digital Content Producer Chief Meteorologist Meterologist
23	5/5/2016	Participation in events or programs sponsored by educational institutions	On May 5, 2016, fourth graders from Linn County R-1 Schools visited the KTVO Studios in Kirksville. 4 students toured the news and studio operations as well as the outside of the facility. Assistant News Director Andy Grove spoke with the students about news operations. Students also got to hear from and ask questions of Meteorologist Troy Moling and Creative Services Producer Ryan Ball spoke to the students about his position. Station Promotions Manager Dan Magruder conducted the tour.	4	Interactive Content Manager Meteorologist Commercial Producer Assistant News Director
24	5/5/2016	Participation in events or programs sponsored by educational institutions	On May 5, 2016, second graders from Kirksville Primary School visited the KTVO Studios in Kirksville. Thirty six students toured the news and studio operations as well as the outside of the facility. Digital Content Producer Emily Miles conducted the tour.	1	Digital Content Producer

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
25	5/6/2016	Participation in events or programs sponsored by educational institutions	On May 6, 2016, second graders from Kirksville Primary School visited the KTVO Studios in Kirksville. Thirty six students toured the news and studio operations as well as the outside of the facility. Station Promotions Manager Dan Magruder and Digital Content Producer Emily Miles conducted the tour.	2	Interactive Content Manager Digital Content Producer
26	5/9/2016	Participation in events or programs sponsored by educational institutions	On May 9, 2016, third and fourth grade students from Adair County R-1 Schools in Novinger visited the KTVO Studios in Kirksville. Thirty one students toured the news and studio operations as well as the outside of the facility. Assistant News Director Andy Grove spoke with the students about news operations. Students also got to hear from and ask questions of Meteorologist Troy Moling. Station Promotions Manager Dan Magruder conducted the tour.	3	Interactive Content Manager Assistant News Director Meterologist
27	5/9/2016	Participation in events or programs sponsored by educational institutions	On Monday May 9, 2016 Chief Meteorologist, Teresa Carter, gave a station tour and weather center tour to 12 7th and 8th graders from Mary Immaculate Catholic School. Emily Miles, KTVO's Digital Content Producer, assisted Teresa with the tour.	3	Chief Meterologist Digital Content Producer Meterologist
28	6/15/2016	Participation in events or programs sponsored by educational institutions	On Wednesday, June 15, 2016, twenty students from Truman State University's Joseph Baldwin Academy visited the KTVO Studios in Kirksville. Students toured the newsroom as well as the studio and master control operations. Meteorologist Teresa Carter spoke with the students as well as HR Assistant Melissa Billington. Station Promotions Manager Dan Magruder conducted the tour.	3	Promotions Manager HR Coordinator Chief Meteorologist

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**III. RECRUITMENT INITIATIVES**

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29	6/17/2016	Participation in events or programs sponsored by educational institutions	On Friday, June 17, 2016, forty students with the SOAR group visited the KTVO Studios in Kirksville. KTVO Assignment Editor Geoffrey Woehlk spoke with the group of students third through fifth grade about news gathering and story ideas. Students also toured the newsroom. Station Promotions Manager Dan Magruder conducted the tour.	2	Promotions Manager Managing Editor
30	6/23/2016	Participation in Job Fairs	On Thursday June 23, 2016 Kathy McCarty attended a job fair at the Quincy Senior & Family Resources Center in Quincy Illinois. Job seekers from the community were invited to attend and look for great job opportunities. Kathy represented her station and KTVO as well.	1	HR Coordinator
31	7/5/2016	Participation in events sponsored by community groups	On Tuesday, July 5, 2016, 38 students from the Adair County YMCA's summer camp visited the KTVO Studios in Kirksville. Students toured the newsroom as well as the studio and master control operations. Station Promotions Manager Dan Magruder and HR Assistant Melissa Billington conducted the tour.	2	Promotions Manager HR Coordinator
32	7/6/2016	Participation in events sponsored by community groups	On Wednesday, July 6, 2016, 30 students from the Adair County YMCA's summer camp visited the KTVO Studios in Kirksville. Students toured the newsroom as well as studio operations and outside facilities. Station Promotions Manager Dan Magruder and HR Assistant Melissa Billington conducted the tour.	2	Promotions Manager HR Coordinator

**KTVO-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
33	7/26/2016	Participation in events sponsored by community groups	On Friday, July 29, 2016, six adults from High Hope Employment Service in Kirksville, Mo. stopped by the KTVO studios in Kirksville, Mo. The group toured the newsroom as well as studio and production control operations. Station Promotions Manager Dan Magruder conducted the tour.	1	Promotions Manager
34	8/3/2016	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. 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	Corporate Employment Manager Director, News Development News Talent Manager
35	9/23/2016	Participation in Job Fairs	University of Missouri 2016 Fall Business Career Fair 10:00 to 3:00 pm in the Mizzou Arena on September 23, 2016 Dena Blakely represented KRCG in New Bloomfield MO, KTVO in Kirksville. 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	1	Business Manager