

KTVO-TV
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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	1-9, 12-14, 17-22, 24-26, 28-31, 33, 35-39, 43-48, 50-54, 56, 59, 61, 63, 65-70	28
Marketing Consultant	1-9, 12-14, 17-22, 24-26, 28-31, 33, 35-39, 43-48, 50-54, 56, 59, 61, 63, 65-70	19
Production Assistant	1-6, 8-9, 11-14, 17-18, 20, 22-26, 28, 30-39, 41-57, 59-63, 65-70, 72	55
Production Assistant	1-6, 8-9, 11-14, 17-18, 20, 22-26, 28, 30-39, 41-57, 59-63, 65-70, 72	30
Production Assistant	1-6, 8-9, 11-14, 17-18, 20, 22-26, 28, 30-39, 41-57, 59-63, 65-70, 72	62
Local Sales Assistant	1-6, 8-9, 11-14, 16-20, 22-26, 28-29, 31-34, 36-39, 41-54, 56-57, 59-63, 65-70, 72	16
Multimedia Journalist (Morning News)	1-6, 8-18, 20, 22-26, 28-40, 42-48, 50, 52-70, 72	16
Multimedia Journalist (Morning News)	1-6, 8-18, 20, 22-26, 28-40, 42-48, 50, 52-70, 72	55
Traffic Coordinator	1-6, 8-9, 11-14, 17-20, 22-26, 28-29, 31-34, 36-39, 42-54, 56-57, 59-63, 65-70, 72	19
News Production Assistant	1-6, 8-10, 12-14, 17-20, 22-28, 31-33, 36-39, 42-54, 56-63, 65-72	19
News Production Assistant	1-6, 8-10, 12-14, 17-20, 22-28, 31-33, 36-39, 42-54, 56-63, 65-72	71

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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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : (919) 217-4438 Url : www.vault.com. Email : slizik@602communications.com Graeme Newell	N	0
2	American Indian Council 309 North Jefferson Springfield , Missouri 65806 Phone : 417-866-3439 Email : cmolle@Indiancouncil.net Fax : 1-816-471-8543 Rachel Tyner	N	0
3	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
4	Bradley University 1501 W Bradley Ave Peoria, Illinois 61625 Email : sbgresumes@sbgstv.com Career Center	N	0
5	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
6	Careerbuilder.com 8420 W Bryn Mayr Ave Chicago, Illinois Phone : . Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0

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7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	1
8	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
9	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
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	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
12	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-4563 Url : http://www.ccis.edu/careercenter Email : bbjamesbattelle@ccis.edu Brice James-Battelle	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Columbia School of Journalism 2950 Broadway New York, New York 10027 Email : postjobs@jrn.columbia.edu Career Services	N	0
14	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
15	Current Employee	N	1
16	Current Employee/Internal Promotion	N	2
17	DeVry Institute of Technology 11224 Holmes Road Kansas City, Missouri 64131 Phone : 816-943-7463 Email : swales@devry.edu Schellie Wales	N	0
18	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
19	Employee Referral	N	8
20	Experience Works 4401 Wilson Blvd Suite 1100 Arlington, Virginia 22203 Email : ew@experienceworks.org Blake Rushin	Y	0
21	FaceBook, Inc 1601 Willow Road Menio Park, California 94025 Unknown Unknown Manual Posting	N	0

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22	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
23	Grinnell College 1127 Park Street Grinnell, Iowa Career Service Manual Posting	N	0
24	Grupo Latino Americano 318 Park Central East Suite 623 Springfield, Missouri 65806 Phone : 417-868-0608 Email : grupolatino417@hotmail.com Fax : 1-417-868-8499 Yolanda Lorge	N	0
25	Hire To Hero PO Box 6808 Morango, California 94705 Email : sbgresumes@sbgvtv.com Alicia Lawrence	N	0
26	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
27	Husson University 1 College Circle New England School of Communication Bangor, Maine 04401 Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	9
29	Indian Hills Community College 525 Grandview Ave Ottumwa, Iowa 52501 Phone : 641-683-5102 Url : www.indianhills.edu Kelsey Faybik Manual Posting	N	0
30	Internet Ad-not directly contacted by SEU	N	4
31	Iowa Workforce Development 15260 Truman Street Ottumwa, Iowa 52501 Phone : 641-684-5401 Url : www.IowaWorks.org Email : kimberly.arnold@iwd.iowa.gov Kim Arnold	N	0
32	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : iowaiba@dwx.com Sue Toma	N	0
33	Iowa State University 129 Carver Hall Iowa State University Ames, Iowa Email : sbgresumes@sbgstv.com Taren Crow	N	0
34	Iowa State University Career Services 515 Morrill Road Ames, Iowa 50011 Url : http://cyhire.iastate.edu/employers Lois Benning Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Iowa Wesleyan University 601 N. Main St Mt. Pleasant, Iowa 52641 Phone : 319-385-8021 Email : jack.bruns@iw.edu Jack Bruns	N	0
36	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
37	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	2
38	Kirksville Vo-Tech 1103 S Cottage Grove Kirksville, Missouri 63501 Phone : 660-665-2865 Email : damidei@kirksville.k12.mo.us Dana Amidei	N	0
39	KTVO-TV FaceBook Page PO BOX 949 Kirksville, Missouri 63501 Phone : 660-626-5851 Email : demagruder@sbgstv.com Dan Magruder	N	0
40	KTVO-TV On Air Promotions PO BOX 949 Kirksville, Missouri 63501 Phone : 660-626-5851 Email : demagruder@sbgstv.com Dan Magruder	N	1

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41	Lincoln University 111 West High Street Jefferson City, Missouri 63501 Phone : 573-681-5166 Url : https://myinterfase.com/lincolnu/employer/home.asp Linda Welch Manual Posting	N	0
42	Lindenwood University 209 S Kingshighway Street St. Charles, Missouri 63301 Phone : 636-949-2000 Career Center Manual Posting	N	0
43	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Todd Soffian	N	0
44	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
45	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
46	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	Missouri Career Center 2105 East Normal Kirksville, Missouri 63501 Phone : 660-785-2400 Email : belinda.ames@ded.mo.gov Fax : 1-660-785-2404 Belinda Ames	N	0
48	Missouri Job Center 2105 East Normal Kirksville, Missouri 63501 Phone : . Fax : 1-660-785-2404 Career Center	N	0
49	Missouri School of Journalism 120 Neff Hall Columbia, Missouri 65211 Phone : 573-882-4821 Url : https://hiremizzoutigers.com Barbara Willis Manual Posting	N	0
50	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
51	Moberly Area Community College 101 College Avenue Moberly, Missouri 65270 Phone : 660-263-4110 Fax : 1-660-263-2406 Dr. Grant	N	0
52	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0

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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	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
54	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	0
55	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	4
56	Southern Illinois University Career Center Carbondale, Illinois Phone : 618-453-7112 Email : mpurdy@siu.edu Matt Purdy	N	0
57	St. Louis University 221 North Grand Blvd St. Louis, Missouri 63130 Phone : 314-977-2828 Url : https://app.joinhandshake.com Katie Nickrent Manual Posting	N	0
58	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0

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59	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
60	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
61	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
62	Truman State University Career Center Kirksville, Missouri 63501 Phone : 660-785-4353 Url : https://www.myinterfase.com/truman/employer Brandi Wriedt Manual Posting	N	1
63	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
64	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1

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65	University of Iowa E350D Adler Journalism Building University of Iowa Iowa City, Iowa 52242 Email : sbgresumes@sbgvtv.com Paul Jensen	N	0
66	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
67	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
68	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
69	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
70	William Woods University 1 University Ave. Fulton, Missouri 65251 Phone : 573-592-4313 Email : amy.dittmer@williamwoods.edu Amy Dittmer	N	0
71	Word of Mouth Referral	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
72	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

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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	10/3/2017	Participation in Job Fairs	Kathy McCarty, the HR Coordinator for KHQA in Quincy Illinois, attended the Fall 2017 Career and Intern Fair at WIU in Macomb, IL on October 3, 2017. Students interested in the Broadcasting industry visited the KHQA table to learn about job opportunities at KHQA, KTVO, WCIA & KRCG as well as I shared the sbgi.net Website showing the many stations throughout the United States and demonstrated how to navigate around the website and search job opportunities corporate wide.	1	HR Coordinator
2	10/19/2017	Participation in Job Fairs	Melissa Billington attended the NEMO Job Fair October 19, 2017 from 11a-4p. Melissa spoke to a variety of people about the opportunities with KTVO and Sinclair Broadcast Group. She promoted open positions for KTVO, KHQA, KRCG and WICS and told attendees how to apply on line.	1	HR Coordinator
3	10/31/2017	Participation in events or programs sponsored by educational institutions	On October 31, 2017 Morning Meteorologist, Riley Fannon, went to the Putnam County School Careers On Wheels. The event took place at the Putnam County Elementary School parking lot. It ran from 9 A.M-11 A.M and Riley spoke to different groups of Kindergarten through 5th grade. They asked him a few questions about what it's like to be a Meteorologist and what his job actually entails. He told the students what he like most about his job at KTVO.	1	Morning Meteorologist
4	11/2/2017	Participation in Job Fairs	on 11/2/2017 Aish Menon, Multimedia Journalist, attended the Davis County High School Job Fair. She was there for about 3 hours. Aish spoke to students at Davis County High School and Moulton -Udell High School about careers in broadcast journalism.	1	Multimedia Journalist

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5	11/7/2017	Participation in Job Fairs	Kathy McCarty, HR Coordinator for KHQA TV, attended the Tri-State Job Connection Fair at the John Wood Community College. Kathy spoke to Fair goers and informed them of job openings at KTVO, KHQA, KRCG and WCIS. She also told them about the Sinclair Broadcast Group and other job openings within the Company.	1	HR Coordinator
6	12/6/2017	Participation in Job Fairs	Leigh Ann Anderson, the HR Manager for Sinclair Broadcast Group and WICS/WRSP/WBUI, attended the Capital Area Career Center Career Fair on December 6, 2017 in Springfield IL. CACC offers junior and senior high school students the opportunity to acquire knowledge and skills that are needed to move on to college and enter the workforce. They are taught by instructors that are experts in their fields. There are a wide variety of programs that are offered to students to choose from at CACC. CACC also offers college credits and professional certification opportunities. Leigh attended the AM session that was held from 8:00am-11:00am. Students began to arrive around 8:40am from Springfield High School, Lanphier High School, Southeast High School and North Mac High School. There were several other businesses/organizations in attendance and divided into separate rooms by program focus. Leigh spent her time explaining the broadcast industry and the type of employment opportunities that exist. She also discussed what some of the requirements- skills & experience for some of the open jobs that the Company is actively looking to hire for. I reminded the students to keep an open mind when looking into different job opportunities that exist. Leigh then answered any questions that the students had.	1	HR Manager

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7	12/7/2017	Participation in Job Fairs	On 12/7/2017, Local Sales Manager, Matt Carriker attended and represented KTVO at the Iowa Works Veterans Job Fair at the Bridgeview Center in Ottumwa Iowa. This was a job fair supporting our veterans, service members and their families. Matt told attendees about job opportunities with KTVO and about the parent company of KTVO, Sinclair Broadcast Group.	1	Carriker
8	12/8/2017	Participation in events or programs sponsored by educational institutions	On 12-8-17 from 8:50 am. to 10:55 a.m and from 12:05 p.m. to 2:00 p.m., John Garlock, KTVO's 6 and 10pm Anchor spoke to 54 students who attended a career fair at Kirksville Area Technical Center. He spoke about his job in broadcasting. Sheryl Ferguson is the contact person.	1	6 adn 10pm Anchor
9	1/18/2018	Participation in events sponsored by community groups	Andy Grove and Aish Menon hosted local business leaders as part of the Ottumwa Leadership Academy. They discussed what goes into making a newscast, how editorial decisions are made and did mock interviews with them.	2	Assistant News Director Multimedia Journalist
10	1/30/2018	Participation in Job Fairs	University of Missouri 2018 Spring Business Career Fair 10:00 to 3:00 pm in the Mizzou Arena on January 30, 2018 Dena Blakely and Jason Smallheer represented KRCG in New Bloomfield Missouri, KTVO in Kirksville, Missouri, KHQA in Quincy, Illinois and WBUI/WCCU/WICS/WICD/WRSP in Champaign and Springfield Illinois. Dena and Jason spoke with students regarding the opportunities at the above mentioned stations and with Sinclair Broadcast Group. Dena and Jason informed them how to apply on line for these positions and companywide positions at www.sbgi.net	2	Business Manager Local Sales Manager

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11	2/1/2018	Participation in Job Fairs	Melissa Billington attended the Southern Iowa Career Fair at Indian Hills Community College on Thursday February 1, 2018. Students and members of the community came to learn about job opportunities with the over 96 employers present. Melissa represented KHQA in Quincy Illinois, KRCG in Columbia\Jefferson City Missouri and KTVO in Ottumwa Iowa\Kirksville Missouri. She told the people about Sinclair Broadcast Group and all the employment opportunities in the company and how to apply. She emphasized the job openings at KTVO, KHQA, and KRCG and answered questions.” Melissa Billington	1	HR Coordinator
12	2/14/2018	Participation in events or programs sponsored by educational institutions	On February 14, 2018, Weekend Meteorologist Chris Arbino, spoke to about 12 2nd graders at Seaton Catholic School in Ottumwa Iowa. He told students how he became a weatherman, how he does his job and some of the science behind weather. Assistant News Director, Andy Grove went with Chris.	2	Assistant News Director Meterologist
13	2/15/2018	Participation in Job Fairs	HR Manager Leigh Ann Anderson and HR Contact Kelly Moffett attended the University of Illinois Springfield Career Connections Expo from 11:15am till 2:30pm. They met with several students and community members and talked with them about employment opportunities with Sinclair Broadcast Group and Sinclair as a company. There were flyers on the table which listed open positions for each of our stations within our DMA of Champaign/Decatur/Springfield, IL to include WICS/WICD/WBUI/WCCU/WRSP. There were also flyers from television stations KTVO, KRCG and KHQA listing their open positions for which they were currently recruiting for.	2	HR Manager HR Contact

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14	2/27/2018	Participation in Job Fairs	Kathy McCarty, HR Coordinator attended the Culver Stockton College Career – Internship Fair on their campus in Canton, MO on Tuesday, 2/27/2018. Approximately 30 businesses were represented at the event with numerous students and soon to be graduates were introduced to current job openings. Students were welcome to view a short video available at sbgi.net which highlights the many career opportunities available throughout the company. Kathy discussed job openings at KHQA / WICS-WRSP-WBUI-WICD-WCCU / KTVO / KRCG, stations located in the tri-state area of Illinois/Missouri and Iowa.	1	Accounting Asst\HR Contact
15	3/1/2018	Participation in Job Fairs	On Thursday March 1st, Melissa Billington attended the Truman State University's Spring 2018 Career and Internship Expo. Students came to learn about job opportunities with Sinclair Broadcast Group. Melissa represented KHQA in Quincy Illinois, KRCG in Columbia\Jefferson City Missouri, WICS in Springfield IL. and KTVO in Ottumwa Iowa\Kirksville Missouri. She told the people about Sinclair Broadcast Group and all the employment opportunities in the company and how to apply. She emphasized the job openings at KTVO, KHQA, WICS and KRCG and answered questions.	1	Accounting Asst\HR Contact
16	3/13/2018	Participation in Job Fairs	General Manager, Carol Kellum, and Assistant News Director, Andy Grove, went to career day in Fairfield Iowa at the Fairfield High School. They spoke for about an hour about KTVO and their careers in broadcasting. They spoke to upperclassmen from Fairfield High School and MSAE.	2	General Manager Assistant News Director

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17	3/21/2018	Participation in Job Fairs	On Wednesday March 21, 2018, Melissa Billington attended the Moberly Job Fair in Moberly, Missouri. This job fair was hosted by the Moberly Chamber of Commerce and open to the Community. Attendees came to learn about job opportunities with area businesses. Melissa represented KHQA in Quincy Illinois, KRCG in Columbia Jefferson City Missouri and KTVO in Ottumwa Iowa/Kirksville Missouri. She told the people about Sinclair Broadcast Group and all the employment opportunities in the company and how to apply. She emphasized the job openings at KTVO, KHQA and KRCG and answered questions.	1	Accounting Asst\HR Contact

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18	3/22/2018	Participation in Job Fairs	On March 22, 2018, News Director Michael Truett and HR Manager Leigh Ann Anderson attended the Eastern Illinois University Television, Radio and Video job fair. The job fair was held in the Martin Luther King Jr. Union Ballroom at the university from 11:00am-1:00pm. In attendance were around 14 other companies to discuss career and internship opportunities. Both Michael and Leigh Ann spoke with around 40 undergrad students regarding open positions at WICS/WICD/WBUI/WRSP/WCCU, KRCG, KHQA and KTVO as well as within the Company at Sinclair Broadcast Group and how they can review job postings for a better understanding of roles or to apply. For undergrad students that were Sophomores or Juniors, we suggested that they consider internship opportunities in the field or possibly job shadowing for a day to better understand the industry. Michael and Leigh Ann answered any questions that the students had about the Company, how to apply for positions and the industry itself.	2	Regional Business Manager News Director
19	4/9/2018	Participation in events sponsored by community groups	Monday April 9, 2018, Andrew Grove, participated in a roundtable discussion on media integrity at the Fairfield Iowa Public Library. It is National Library Week.. He answered questions for about an hour regarding how we get our news copy and how KTVO distributes that news.	1	Assistant News Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
20	5/18/2018	Participation in events or programs sponsored by educational institutions	About 10 sophomores from Ottuwma high school took a tour of the Bureau office on May 18, 2018. They were at the station for about 90 minutes as part of the Gear Up program. The Gear Up Program is designed to showcase real work place environments for students. Employees had them shoot, edit, write a story and read from the set. Chris Arbino also gave a weather demonstration. Present were Beth Waldon, Aish Menon, Dan Magruder, Marlene Janssen, Chris Arbino and Andy Grove.	6	Assistant News Director News Director Promotions Manager Meteorologist
21	5/22/2018	Participation in events sponsored by community groups	Chief Meteorologist, Teresa Carter and Anchor, John Garlock did a presentation at the Memphis Rotary Club on Tuesday May 22, 2018. John and Teresa spoke about their jobs at KTVO. Around 13 people were in attendance.	2	Anchor\Reporter Chief Meteorologist
22	6/12/2018	Participation in events sponsored by community groups	General Manager, Carol Kellum, spoke to the Scotland County Rotary Club on Tuesday June 12th. She discussed the future of broadcasting.	1	General Manager
23	8/3/2018	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 represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Detroit, MI July 31st to August 4th. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	3	SR. Employment Manager Director Training and Development News Talent Manager