

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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 Content Producer	1-13, 15, 18-19, 21-30, 33-39, 41, 43-45, 47-52, 54-64, 66-71	22
Sports Anchor	1-10, 12-13, 15, 19, 21, 23-30, 32-39, 41, 43-45, 47-52, 54-64, 66-71	45
Multimedia Journalist	1-10, 13-15, 19, 21, 23-39, 41, 43-45, 47-52, 54-64, 66-71	56
Multimedia Journalist	1-10, 13-15, 19, 21, 23-39, 41, 43-45, 47-52, 54-64, 66-71	31
Multimedia Journalist	1-10, 13-15, 19, 21, 23-39, 41, 43-45, 47-52, 54-64, 66-71	43
Multimedia Journalist	1-10, 13-15, 19, 21, 23-39, 41, 43-45, 47-52, 54-64, 66-71	56
Multimedia Journalist	1-10, 13-15, 19, 21, 23-39, 41, 43-45, 47-52, 54-64, 66-71	14
Marketing Consultant	1-9, 13, 15, 19-30, 32-44, 47-51, 54-58, 60-64, 66-71	20
Marketing Consultant	1-9, 13, 15, 19-30, 32-44, 47-51, 54-58, 60-64, 66-71	20
Copy Coordinator	1-9, 13, 15-16, 19, 21, 23-30, 32-33, 36-39, 41, 43-44, 47-48, 50-52, 54-58, 60-64, 66-71	16
Copy Coordinator	1-9, 13, 15-16, 19, 21, 23-30, 32-33, 36-39, 41, 43-44, 47-48, 50-52, 54-58, 60-64, 66-71	29
Marketing Consultant	1-9, 13, 15, 19-21, 23-39, 41, 43-44, 47-52, 54-58, 60-64, 66-71	20
Managing Editor	1-10, 13, 15, 17, 19, 21, 23-30, 32-39, 41, 43-45, 47-48, 50-52, 54-64, 66-71	17
Creative Services Producer	1-10, 12-13, 15, 19, 21, 23-41, 43-45, 47-48, 50-52, 54-64, 66-71	40
Meteorologist / Reporter	1-10, 12-13, 15, 19, 21, 23, 25-29, 31-34, 36-39, 43-52, 54-57, 59-62, 64-71	31
News Production Assistant	1-9, 12-13, 15, 19-21, 23-29, 32-39, 41, 43-44, 47-58, 60-64, 66-71	53
News Production Assistant	1-9, 12-13, 15, 19-21, 23-29, 32-39, 41, 43-44, 47-58, 60-64, 66-71	29
News Production Assistant	1-9, 12-13, 15, 19-21, 23-29, 32-39, 41, 43-44, 47-58, 60-64, 66-71	29
News Production Assistant	1-9, 12-13, 15, 19-21, 23-29, 32-39, 41, 43-44, 47-58, 60-64, 66-71	29

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : (919) 217-4438 Url : www.vault.com. Email : slizik@602communications.com Graeme Newell	N	0
2	American Indian Council 309 North Jefferson Springfield , Missouri 65806 Phone : 417-866-3439 Email : cmolle@Indiancouncil.net Fax : 1-816-471-8543 Rachel Tyner	N	0
3	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
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@sbgvtv.com Career Center	N	0
6	Broadcast Center of St. Louis 2360 Hampton St. Louis , Missouri 63139 Phone : 314-647-8181 Email : Placement@broadcastcenterinfo.com Fax : 1-314-647-1575 Shaun Street	N	0

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
8	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5271 Email : kitzmanp@central.edu Fax : 1-641-628-5338 Pat Joachim Kitman	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 : careerservices@ccis.edu Director Director	N	0

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
13	Columbia School of Journalism 2950 Broadway New York, New York 10027 Email : postjobs@jrn.columbia.edu Career Services	N	0
14	Consultant Referral	N	1
15	Culver-Stockton College One College Hill Canton, Missouri 63435 Phone : 217-231-6451 Email : kmandrell@culver.edu Fax : 1-217-231-6611 Kara Mandrell	N	0
16	Current Employee	N	1
17	Current Employee/Internal Promotion	N	1
18	DeVry Institute of Technology 11224 Holmes Road Kansas City, Missouri 64131 Phone : 816-943-7463 Email : swales@devry.edu Schellie Wales	N	0
19	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Email : Career@drury.edu Fax : 1-417-873-7808 Tina Moore	N	0
20	Employee Referral	N	5
21	Experience Works 4401 Wilson Blvd Suite 1100 Arlington, Virginia 22203 Email : ew@experienceworks.org Blake Rushin	Y	0
22	FaceBook, Inc 1601 Willow Road Menio Park, California 94025 Unknown Unknown Manual Posting	N	1

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
23	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
24	Grinnell College 1127 Park Street Grinnell, Iowa Career Service Manual Posting	N	0
25	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
26	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
27	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
28	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
29	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	12
30	Indian Hills Community College 525 Grandview Ave Ottumwa, Iowa 52501 Phone : 641-683-5102 Url : www.indianhills.edu Kelsey Faybik Manual Posting	N	0
31	Internet Ad-not directly contacted by SEU	N	5
32	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
33	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : iowaiba@dwx.com Sue Toma	N	0
34	Iowa State University 129 Carver Hall Iowa State University Ames, Iowa Email : sbgresumes@sbgstv.com Taren Crow	N	0
35	Iowa State University Career Services 515 Morrill Road Ames, Iowa 50011 Url : http://cyhire.iastate.edu/employers Lois Benning Manual Posting	N	0

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
36	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
37	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
38	Kirksville Vo-Tech 1103 S Cottage Grove Kirksville, Missouri 63501 Phone : 660-665-2865 Email : damidei@kirksville.k12.mo.us Dana Amidei	N	0
39	KTVO-TV FaceBook Page PO BOX 949 Kirksville, Missouri 63501 Phone : 660-626-5851 Email : demagruder@sbgstv.com Dan Magruder	N	0
40	KTVO-TV On Air Promotions PO BOX 949 Kirksville, Missouri 63501 Phone : 660-626-5851 Email : demagruder@sbgstv.com Dan Magruder	N	1
41	Lindenwood University 209 S Kingshighway Street St. Charles, Missouri 63301 Phone : 636-949-2000 Career Center Manual Posting	N	0
42	Linked In website Unknowns, Missouri Phone : 660-626-5820 Url : linkedin.com Melissa Billington Manual Posting	N	0

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
43	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	1
44	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
45	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	1
46	Mississippi State University 300 Montgomery Hall Mississippi State , Mississippi 39762 Phone : 662-325-3344 Martha Jones Manual Posting	N	0
47	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
48	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

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
49	Missouri Job Center 2105 East Normal Kirksville, Missouri 63501 Phone : . Fax : 1-660-785-2404 Career Center	N	0
50	Missouri School of Journalism 120 Neff Hall Columbia, Missouri 65211 Phone : 573-882-4821 Url : https://hiremizzoutigers.com Barbara Willis Manual Posting	N	0
51	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
52	Moberly Area Community College 101 College Avenue Moberly, Missouri 65270 Phone : 660-263-4110 Fax : 1-660-263-2406 Dr. Grant	N	0
53	Previous Employee	N	1
54	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
55	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

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
56	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.net Sharon Pickeral	N	8
57	Southern Illinois University Career Center Carbondale, Illinois Phone : 618-453-7112 Email : mpurdy@siu.edu Matt Purdy	N	0
58	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
59	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
60	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbg.net Broadbean Source	N	0
61	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbg.net Andrea Siegle	N	0

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
62	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
63	Truman State University Career Center Kirksville, Missouri 63501 Phone : 660-785-4353 Url : https://www.myinterfase.com/truman/employer Brandi Wriedt Manual Posting	N	0
64	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
65	University of Illinois at Urbana-Champaign 901 West Illinois Street Urbana, Illinois 61801 Jennifer Neef Manual Posting	N	0
66	University of Iowa E350D Adler Journalism Building University of Iowa Iowa City, Iowa 52242 Email : sbgresumes@sbgstv.com Paul Jensen	N	0
67	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
68	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
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	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:			39

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/2/2018	Participation in Job Fairs	On Tuesday, October 2, 2018 HR Coordinator Kathy McCarty attended the Fall Career Fair at Western Illinois University in Macomb, IL. The event was held from 12n 3pm in the Union Grand Ballroom. Kathy greeted over 30 students to hear about job opportunities with Sinclair Broadcasting and specifically KHQA-TV / NHQA-TV in Quincy, IL as well as KTVO-TV / NTVO-TV in Kirksville, MO. Students were welcome to ask questions regarding the industry.	1	HR Coordinator
2	11/20/2018	Participation in events or programs sponsored by educational institutions	Adair County R-1, Novinger HS Career Day. Carol Kellum and John Garlock spoke to four groups of Novinger High School Students for 25 minutes each, telling them about the TV business. I focused on News. Carol told them about all the other aspects of how a TV station operates.	2	General Manager Anchor\Producer
3	12/7/2018	Participation in events sponsored by community groups	On December 10, 2018, John Garlock, KTVO Anchor\Producer, read Christmas stories to approximately 25 residents at Kirksville Manor Care Center. He also played them a couple of Christmas carols on the piano. It lasted half an hour. Nancy Price is the contact. The annual event is called Fireside Christmas Stories.	1	Anchor\Producer
4	12/7/2018	Participation in events or programs sponsored by educational institutions	On Friday morning, John Garlock, Anchor\Producer, spoke to approximately 25 area high school students during a two-hour career fair at the Kirksville Area Technical Center. It included sophomores from Milan, Green City, Schuyler County, Brashear, Novinger, and Knox County schools. The contact person is Sheryl Ferguson.	1	Anchor\Producer

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	1/18/2019	Participation in events or programs sponsored by educational institutions	KTVO Ottumwa Bureau News Staff participated in High Five Friday at Liberty Elementary in Ottumwa. Once a month they ask local people to come in and give each of the 700 kids a high five as they enter the building. It's a self esteem building thing. KTVO did this on Jan. 18 2019. Asst. News Director Andrew Grove was Department Head who participated. Asia Mitchell-Tabb, Beth Waldon, James King and Alonso Reyna participated.	5	Assistant News Director Managing Editor Sports Anchor MMJ
6	1/24/2019	Participation in events or programs sponsored by educational institutions	On Thursday January 24, 2019 a group of Home Schooled Children and their parents came to KTVO to tour the station and see what it takes to produce a newscast several times a day on a daily basis. Fifteen kids from grades kindergarten through 12th grade toured KTVO and met with our staff to learn about everything news. The parents told KTVO that learning about news anchors and reporters was a common interest among the kids, so families a part of the homeschooling network in Kirksville decided to get together and take a trip to our station. All seven families toured our news room, control room and studio.	4	Promotional \Interavice Manager Production Assistant Sports Director Anchor
7	2/19/2019	Participation in Job Fairs	On February 19, 2019 Dena Blakely (Business Manager) and Jason Smallheer of KRCG attended the University of Missouri 2019 Spring Business Career Fair at the MizzouRec Complex in Columbia Missouri. Dena and Jason spoke with students regarding the opportunities at the listed 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

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	2/26/2019	Participation in Job Fairs	Kathy McCarty, HR Coordinator/Accounting Assistant attended the Culver-Stockton College Career and Internship Fair on Tuesday, 2/26/2019. Kathy visited with students regarding job openings at Sinclair Television stations located in the Midwest, including KHQA, KRCG & KTVO. She also demonstrated to students how to search for jobs throughout Sinclair Broadcasting Corporation using the www.sbgi.net website. Questions were answered regarding types of jobs available throughout the company to help direct undergrad students in their education journey.	1	HR Coordinator
9	2/28/2019	Participation in Job Fairs	Melissa Billington, HR Coordinator for KTVO-TV, attended the Truman State University Spring 2019 Career and Internship Expo on February 28, 2019. Melissa spoke with students about career opportunities with KTVO, KRCG and KHQA and all of Sinclair Broadcast Group. She answered questions from students about Sinclair and the Television Broadcast Industry.	1	HR Coordinator
10	3/5/2019	Participation in Job Fairs	3/5/2019 – Western Illinois University – Macomb, Illinois. Kathy McCarty attended the 2019 Spring Career Fair on March 5th, 2019. Greeting many students who were interested in career opportunities in Broadcasting. She shared current job openings at KHQA, KTVO & KRCG as well demonstrating the Sinclair Broadcasting website where applicants can apply for open positions throughout the corporation.	1	HR Coordinator

KTVO

EEO PUBLIC FILE REPORT

October 1, 2018 - September 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	3/14/2019	Participation in events sponsored by community groups	John Garlock and Melissa Billington attended the "Professional Voice" event sponsored by the Community Action Partnership of Northeast Missouri held at the Brashear Elementary School on March 14, 2019. John and Melissa spoke to 3rd, 4th, and 5th grade students about KTVO and Career Opportunities in Broadcasting. John and Melissa showed the students a News Camera and how it operates and had a monitor to show the children how they can look on TV.	2	HR Coordinator Anchor\Producer
12	3/21/2019	Participation in events or programs sponsored by educational institutions	The Sports writing class from Van Buren Community School took a tour of the KTVO studio at the Ottumwa Bureau Office. The Class sat down with James King, Weekend Sports Anchor, during the visit and James explained to the students about Sports writing. The class also learned how the reporters do thing like shooting, editing and writing.	3	Assistant News Director Weekend Sports Anchor Managing Editor
13	3/26/2019	Participation in Job Fairs	3/26/2019 – Missouri Job Center/Hannibal Area Chamber of Commerce, Hannibal Parks & Rec and TownSquare Media hosted the Hannibal Area Job Fair on Tuesday, 3/26/2019. Kathy McCarty, HR Coordinator/Accounting Assistant greeted those searching for jobs at her table and shared job opportunities within Sinclair Broadcasting Corporation at KHQA-TV, KTVO-TV and KRCG-TV.	1	HR Coordinator
14	4/2/2019	Participation in events sponsored by community groups	Morning Meteorologist, Riley Fannon, spoke to the Davis County Retired School Personnel on April 2, 2019. His presentation was on storm chasing and he spoke about severe weather basics. He spoke about severe weather basics and how they could identify a severe storm just by lookin at the clouds and nature of the current weather conditions. Riley gave safety tips and what kind of hazards are all possible within a severe storm.	1	Morning Meteorologist

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	4/9/2019	Participation in Job Fairs	The Corporate Employment Coordinator, and local station HR Coordinator represented all Sinclair locations at the job fair hosted by the Broadcast Education Association on April 9th, 2019, in coordination with the April 2019 NAB Show, in Las Vegas, NV. They met with potential candidates and reviewed resumes, tapes, discussed current job vacancies and future job opportunities/possibilities at the locations across the country. All candidates who visited the booth are followed-up with for relevant positions, including current and future job inquiries when applicable.	2	Corporate Employment Coordinator Station HR Coordinator
16	4/18/2019	Participation in Job Fairs	On Thursday April 18, 2019 Melissa Billington, HR Coordinator for KTVO-TV, attended the Southern Iowa Career Fair at Indian Hills Community College. Melissa spoke to students and members of the general public about job opportunities at KTVO, KHQA and KRCG. Also about the Sinclair Broadcast Company and what it has to offer.	1	HR Coordinator
17	5/2/2019	Participation in events sponsored by community groups	News Anchor, John Garlock, was invited to take part in the National Day of Prayer activities at the Kirksville Manor Care Center. John offered prayer for the media. Approximately 25 residents attended the event. Nancy Price was the organizer.	1	Anchor\Producer
18	5/2/2019	Participation in events or programs sponsored by educational institutions	On May 2, 2019 the Ottumwa Bureau Staff hosted a group of 11 Ottumwa High School Students from the Gear-Up program. The group took a tour of the Ottumwa Studio and the staff spoke to them about careers in broadcasting. This event is a Career Fair where the students go from business to business learning about careers.	1	Assistant News Director Managing Editor

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
19	6/20/2019	Participation in Job Fairs	Kathy McCarty, HR Coordinator/Accounting Assistant attended the 2019 Job Fair at the Quincy Senior & Family Resource Center in Quincy, IL. The Fair was targeted toward the hiring of Veterans, Seniors and those physically challenged. The event was highly attended. Kathy hosted a table at the event and shared current job openings at KHQA-TV, KTVO-TV & KRCG-TV. She demonstrated the www.sbgi.net website by showing those who were interested in job openings with Sinclair Broadcast Group in applying for jobs the applicants had interest.	1	HR Coordinator
20	6/28/2019	Participation in events or programs sponsored by educational institutions	June 28, 2019: Dan Magruder gave students with Learning Opportunities of Kirksville Missouri a tour of the Kirksville studio. Students saw the Newsroom, Control Room, and Production Studio Operations. They also visited the Newsroom and visited with Anchor/Producer John Garlock.	2	Promotional \Interavice Manager Anchor\Producer

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
21	7/3/2019	Participation in events or programs sponsored by educational institutions	<p>Youngsters in Schuyler County are spending part of their summer break learning. Approximately two dozen kids showed up in Lancaster on Wednesday for the Schuyler County Library's annual summer reading program. KTVO's own John Garlock (Anchor\Producer) read a couple of storybooks to the youngsters and then showed them how the video cameras used by our reporters work. Library staffers say the summer reading program at the Schuyler County Library has been a tradition for years. It is typically held on every Wednesday of July. The July 3, 2019, event was the first one of the season.</p> <p>Each week a different guest reader is invited to the library to share stories with the children.</p> <p>John says the kids who attended were quiet, well-mannered and great listeners. (The event was from 10:30 to 11:30 a.m. Dianna Kinney is the contact: 660-457-3731.)</p>	1	Anchor\Producer
22	7/25/2019	Participation in events sponsored by community groups	<p>On July 25, 2019, the KTVO staff attended the annual Media Blood Drive in Kirksville, Mo. KTVO was one of the Media Sponsors. This is an annual event; here were 135 Units collected. Anchors John Garlock, Ashley Hoak and Austin Schick as well as Chief Meteorologist Teresa Carter, Stations Promotions Manager Dan Magruder and Digital Content Producer Gail Hulser helped man the booth to hand out goodies to donors.</p>	5	Promotional \Interavice Manager Anchor\Producer Chief Meteorologist MMJ

KTVO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
23	8/7/2019	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 convention/career expo in Miami, FL August 7 – 9th, 2019. 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	Employment Manager Director, News Training and Development News Talent Manager
24	9/17/2019	Participation in events sponsored by community groups	On Tuesday, September 17, 2019, Meteorologist Matt Gunn gave a weather preparedness presentation to the Knights of Columbus Club 888 in Ottumwa. The presentation covered a variety of topics that included tornadoes, flooding, how storms are tracked, and the different types of winter storms we can experience here in the Heartland. The club was very pleased with the presentation and felt that they learned a lot more about weather then they previously knew.	1	Meteorologist