

KHQA
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

I. VACANCY LIST

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

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|-----------------------------|--|-------------------------------|
| Marketing Consultant | 1-25, 27-29, 31-43, 45-65, 67-82 | 46 |
| Multimedia Journalist | 1-82 | 80 |
| Regional Sales Assistant | 1-5, 7-13, 15-25, 28-29, 31-39, 41-43, 45, 47-65, 67-82 | 80 |
| Weekend Meteorologist | 1-13, 15-29, 31-34, 36-45, 47-79, 81-82 | 52 |
| Promotions Producer | 1-13, 15-25, 27-29, 31-34, 36-39, 41- 43, 45, 47-65, 67-82 | 63 |
| Multimedia Journalist (MMJ) | 1-5, 7-13, 15-25, 27-29, 31-34, 36-45, 47-52, 54-74, 76-79, 81-82 | 63 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|----------------------|---|--|---|
| 1 | Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 2 | Alcorn State University 1000 ASU Drive #269 Lorman, Mississippi 39096 Phone : 601-877-6324 Email : cadavis@alcorn.edu Carolyn Davis | N | 0 |
| 3 | Alliance of Professional Organizations P O Box 6312 Springfield, Missouri 65801-6312 Phone : 417-887-1220 Url : www.ozarksalliance.org Email : pdgswan@parkcrestdental.com Fax : 1-417-887-0357 Tiffany Killingsworth | N | 0 |
| 4 | American Federation of Television and Radio Artists 1034 South Brentwood Blvd Suite 1310 St Louis, Missouri 63117 Email : mv@sagaftra.org Maureen O'Brien | N | 0 |
| 5 | Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : kbordell@asu.edu Karen Bordeleau | Y | 0 |
| 6 | Arkansas Baptist College 1600 Bishop Street Little Rock, Arkansas 72202 Phone : 501-420-1343 Email : edmond.davis@arkansasbaptist.edu Edmond David | N | 0 |

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|------------------|--|--|---|
| 7 | Arkansas State University PO Box 2490 State University, Arkansas 72467 Phone : 870-972-3025 Url : www.astate.edu Margret Brewer Manual Posting | N | 0 |
| 8 | Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp | N | 0 |
| 9 | Aurora University 347 South Gladstone Ave. Aurora, Illinois 60506 Phone : 630-892-6431 Te Reid Manual Posting | N | 0 |
| 10 | Avila College 11901 Wornall Rd Kansas City, Missouri 64145 Phone : 816-942-8400 Email : careers@avila.edu Fax : 1-816-942-3362 Kelly Elliott | N | 0 |
| 11 | Ball State Universtiy Ball State Universtiy Career Center-Lucina Hall Muncie, Indiana 47306 Phone : 765-285-2436 Email : clhershman@bsu.edu Cindy Hershman | N | 0 |
| 12 | Bluefield College 3000 College Drive Bluefield, Virginia 24605 Phone : 276-326-4545 Url : www.bluefield.edu Email : jmbohannan@bluefield.edu Jennifer Bohannan | N | 0 |

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|------------------|---|--|---|
| 13 | Bradley University, Communications and Fine Arts 1501 W. Bradley Avenue Peoria, Illinois 61625 Phone : 309-677-2510 Url : www.bradley.edu Email : sbgresumes@sbgstv.com Alyssa L. Rodgers | N | 0 |
| 14 | 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 |
| 15 | Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : johnson@bvuu.edu Jerry Johnson | N | 0 |
| 16 | Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield | N | 0 |
| 17 | Central Christian College 911 East Urbandale Drive Moberly, Missouri 65270 Phone : 660 263-3900 Email : ww Walton@ccc.edu Fax : 1-660-263-3936 William Walton | N | 0 |
| 18 | Central Community College-Columbus 4500 63rd Street Columbus, Nebraska 68602 Phone : 402-562-1210 Email : lhastreiter@cccneb.edu Fax : 1-402-562-1201 Lora Hastreiter | N | 0 |

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|------------------|---|--|---|
| 19 | Central Community College-Hastings P O Box 1024 Hastings, Nebraska 68902 Phone : 402-461-2419 Email : ksterner@cccneb.edu Fax : 1-402-461-2454 Kyle Sterner | N | 0 |
| 20 | Central Missouri State Univ. Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Url : https://www.ucmo.edu/ Email : recruiter@ucmo.edu Theresa Alewel | N | 0 |
| 21 | Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services | N | 0 |
| 22 | Chicago State University 95th Street at King Drive Chicago, Illinois 60628 Phone : 773-995-2823 Email : mba@mbaweb.org Fax : 1-773-995-2329 Abdule Mahdi | N | 0 |
| 23 | Chicago State University 95th St at King Dr Chicago, Illinois 60628 Phone : 773-995-2327 Email : careerdevelopment@csu.edu Raquel n/a | N | 0 |
| 24 | Chicago Urban League 4510 S Michigan Ave Chicago, Illinois 60653 Phone : 773-451-3524 Url : http://www.thechicagourbanleague.org Email : AWells@chiul.org Andrew Wells | N | 0 |

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|------------------|--|--|---|
| 25 | Chinese Mutual Aid Association 1016 W. Argyle Chicago, Illinois 60640 Phone : 773-784-2984 Email : caseym@chinesemutualaid.org Fax : 1-773-784-2984 Casey Moore | N | 0 |
| 26 | Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille | N | 0 |
| 27 | College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Jim Freeman Manual Posting | N | 0 |
| 28 | Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7425 Don Malson Manual Posting | N | 0 |
| 29 | Culver -Stockton College One College Hill Canton, Missouri 63435 Phone : 660-779-0061 Email : rjarvis@culver.edu Robin Jarvis | N | 0 |
| 30 | Current Employee | N | 1 |
| 31 | DeVry Institute of Technology 11224 Holmes Road Kansas City, Missouri 64131 Phone : 816-941-0430 Email : KCC-CareerServices@devry.edu Fax : 1-816-941-0239 Gerry Ellis | N | 0 |

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|----------------------|--|--|---|
| 32 | DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward | N | 0 |
| 33 | Drake University 202 Old Main 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-3752 Url : http://www.drake.edu Email : sbgresumes@sbgstv.com Chrystal Stanley | N | 0 |
| 34 | 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 |
| 35 | Eastern Illinois University 600 Lincoln Ave. Charleston, Illinois 61920 Phone : 217-581-2412 Url : www.jobsrv.eiu.edu Email : jastevens2@eiu.edu Jan Stevens | N | 0 |
| 36 | Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 37 | Elmhurst University 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Annett Coduto Manual Posting | N | 0 |

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|------------------|--|--|---|
| 38 | Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 39 | G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt | N | 0 |
| 40 | Grinnell College 1127 Park Street Grinnell, Iowa Career Services Manual Posting | N | 0 |
| 41 | HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss | N | 0 |
| 42 | Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |
| 43 | Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley | Y | 0 |
| 44 | Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill | N | 0 |

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|------------------|--|--|---|
| 45 | Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 46 | Indeed.com - Not Directly Contacted by SEU | N | 3 |
| 47 | 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 |
| 48 | Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |
| 49 | Kansas City Association of Black Journalists PO Box 32744 Kansas City, Missouri 64111 Phone : 816 234-4341 Url : www.kcabj.org/ Email : diuguidlj@yahoo.com Lewis Diuguid | N | 0 |
| 50 | Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 51 | Lindenwood University 209 S. Kingshighway Street St. Charles, Missouri Career Center Manual Posting | N | 0 |

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|------------------|---|--|---|
| 52 | LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager | N | 5 |
| 53 | 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 Prong 2 Ended Date: 11/21/2022 | N | 0 |
| 54 | Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 55 | Missouri School of Journalism 120 Neff Hall Columbia , Missouri Phone : 573-882-4821 Barbara Willis Manual Posting | N | 0 |
| 56 | Monmouth College 700 East Broadway Monmouth, Illinois 61462 Phone : (309) 457-2345 Email : Wackerle@monmouthcollege.edu Stephanie Kinkaid | N | 0 |
| 57 | Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |

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|------------------|--|--|---|
| 58 | Morningside College Attn: Dave Madsen 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712 274-5480 Email : madsend@morningside.edu Dave Madsen | Y | 0 |
| 59 | National Association of Broadcasters 1771 N St. NW Washington, District of Columbia Phone : 202-429-5497 Url : www.nab.org Email : nab@nab.org Fax : 1-202-429-5343 Alex Hitz Sanchez | N | 0 |
| 60 | North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 61 | Northwest Missouri State University 800 University Drive Admin Bldg 130 Maryville, Missouri 64468 Phone : 6605621250 Url : www.nwmissouri.edu/careerserv/HABinfo.htm Email : career@nwmissouri.edu Stacey M Stokes | N | 0 |
| 62 | Quincy University 1800 College Avenue Quincy, Illinois 62301 Phone : 217 222-8020 Email : liesekr@quincy.edu College Recruiter | N | 0 |
| 63 | Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page | N | 3 |

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|------------------|---|--|---|
| 64 | Southwestern Illinois College 2500 Carlyle Ave. Belleville, Illinois 62220 Phone : 618-222-5562 Email : careerservices@swic.edu Nicole Counselor | N | 0 |
| 65 | St. Louis University 221 North Grand Blvd St. Louis, Missouri Url : https://appjoinhandshake.com Katie Nickrent Manual Posting | N | 0 |
| 66 | Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey | N | 0 |
| 67 | Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 68 | Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Phone : 5122452538 Email : sbgresumes@sbgstv.com Fax : 1-512-245-3993 Casey Menn | N | 0 |
| 69 | The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle | N | 0 |

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|------------------|---|--|---|
| 70 | Truman State University Career Center Kirksville, Missouri 63501 Phone : 660-785-4237 Url : https://truman-csm.symplicity.com/employers/index . Joel Brumfield Manual Posting | N | 0 |
| 71 | Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway | N | 0 |
| 72 | University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 73 | University of Illinois Chicago 601 South Morgan-M/C 102 Chicago, Illinois 60607 Phone : 312-996-2969 Email : sbgresumes@sbgstv.com Andres Garza | N | 0 |
| 74 | University of Iowa 24 Phillips Hall Iowa City, Iowa 52242 Phone : 888-501-2278 Email : sbgresumes@sbgstv.com Alicia Lawrence | N | 0 |
| 75 | University of Iowa School of Journalism E350D Adler Journalism Building University of Iowa Iowa City, Iowa 52242 Phone : 319 335-1406 Email : paul-w-jensen@uiowa.edu Paul Jensen | N | 0 |

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|--|---|--|---|
| 76 | Wartburg College 100 Wartburg Blvd. Waverly, Idaho 50677 Phone : 319 352-8425 Derek Solheim Manual Posting | N | 0 |
| 77 | West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 78 | Western Illinois University 1 University Circle Macomb, Illinois 61445 Phone : 309-298-1838 Url : www.wiu.edu Career Counselor Manual Posting | N | 0 |
| 79 | Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 80 | Word of Mouth Referral | N | 4 |
| 81 | www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| 82 | Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 16 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|---|-------------------------------------|--------------------------|
| 1 | 10/21/2022 | Participation in Job Fairs | The HR Coordinator represented WICS/WRSP/WICD/WCCU/WBUI and sister stations KHQA and KTVO at Columbia College Chicago's virtual Careers in Communication Expo. She spoke to the students about their career interests and types of career paths in broadcast media, including current and future job openings at these stations. The attendees were provided with instructions to apply using the Sinclair Broadcast Group website and connect on LinkedIn for more information and job updates on Sinclair. | 1 | 1 |
| 2 | 1/27/2023 | Participation in scholarship programs | In keeping with promoting diversity in the Broadcast industry as well as promoting broadcasting careers as a whole, KHQA-TV has publicly shared information on their website regarding the Sinclair Diversity Scholarship. This \$5,000 scholarship opportunity is offered to college students from diverse ethnic backgrounds, who are in their sophomore or junior years of a 4-yr college or university, and are pursuing a career in broadcasting, digital, social media, or marketing. There is no specific college major required. By promoting this at the local KHQA station level, it will bring visibility to this scholarship at local colleges who may have interested and eligible students. | 1 | HR Coordinator |

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|---|-------------|---|---|---|---|
| 3 | 2/23/2023 | Participation in Job Fairs | February 23, 2023: HR Coordinator, Melissa Billington, represented KTVO, KHQA, and sister stations WICS/WRSP at the Truman State University Career Expo and Internship Fair on Thursday February 23, 2023. Melissa reviewed resumes and met with attendees on campus to discuss Sinclair Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were given handouts about current job openings and how to apply on-line for jobs and internships using the Sinclair Broadcast Group website. | 1 | HR Coordinator |
| 4 | 3/23/2023 | Participation in events or programs sponsored by educational institutions | On Thursday March 23, 2023 Melissa Billington, HR Coordinator for KTVO-TV and KHQA-TV and Jeff Kaufmann, Creative Services Director for WICS/WICD, WRSP/WCCU, WBUI, and KHQA attended the annual Career Fair and Grad School Fair at Culver Stockton College in Canton MO. Melissa and Jeff talked to students looking to get into the Broadcast Industry. There were several student that stopped by our booth with a variety of majors. The students were told about job opportunities locally at the above mentioned stations and all of Sinclair Broadcast Group. | 2 | Human Resources Coordinator Creative Services Director |

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|---|-------------|---|--|-------------------------------------|---------------------------------|
| 5 | 3/29/2023 | Participation in Job Fairs | The HR Coordinator and News Director represented WICS/WRSP/WICD/WCCU/WBUI and sister stations KHQA and KTVO at the Media Internship and Job Fair at Eastern Illinois University. They met with potential candidates to discuss their career interests and identify potential career opportunities within these stations and Sinclair as a company. Students were encouraged to apply to the stations' opportunities and continuously check the Sinclair website for more information on our various opportunities within the company. Students were also encouraged to reach out to our News Director for interest in job shadowing or internship opportunities. | 2 | HR Coordinator News Director |
| 6 | 4/4/2023 | Participation in events or programs sponsored by educational institutions | Jason Wright, KHQA Local Sales Manager, spoke to Doctor Walker's Marketing 101 Class at Hannibal Lagrange College on April 4th. He spoke to the class about his career in marketing and marketing in general as it applies to what they have learned. Jason spoke about Marketing Careers in Television and different multimedia platforms of marketing as it pertains to Television marketing now. | 1 | Local Sales Manager |
| 7 | 4/15/2023 | Participation in events or programs sponsored by educational institutions | April 15, 2023: Morning Meteorologist, Tegan Orpet-Hulett, gave a weather talk and tour of the station for local group of 4-H Kids. It was all part of a Sizzling Saturday 4-H day to learn about careers and use them to help with future 4-H projects. | 1 | Meteorologist |