

KFXL, KHGI, KWNB
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 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
News Assignment Editor	1, 3-6, 8-15, 19-33, 35-46	33
News Anchor	3-6, 8-16, 19-33, 35-46	16
Digital Media Specialist	3-4, 6-14, 19-23, 25-34, 36-46	7
Digital Media Specialist	3-4, 6-14, 19-23, 25-34, 36-46	34
Local Sales Assistant	3-4, 6-14, 19-23, 25-33, 36-46	7
News Video Editor	3-6, 8-14, 16, 19-33, 35-46	16
Weekend News Anchor/Multimedia Journalist	3-6, 8-15, 17-33, 35-46	17
Sales Account Executive	3-4, 6-14, 19-23, 25-33, 36-46	7
Sports Reporter	3-14, 18-33, 35-46	22
Director	3-6, 8-15, 19-33, 35-46	10
Multimedia Journalist	2-6, 8-15, 19-33, 35-46	33
Multimedia Journalist	2-6, 8-15, 19-33, 35-46	8
Executive Producer/Assistant News Director	2-6, 8-15, 17, 19-33, 35-46	17
Executive Producer/Anchor	2-6, 8-14, 19-33, 35-46	2

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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	A.Q. Miller School of Journalism and Mass Communications 105 Kedzie Hall Manhattan, Kansas 66506 Phone : 785-532-5286 Url : http://www.k-state.edu Email : jobs@ksu.edu Steven Smethers	Y	0
2	Agency Referral	N	3
3	Arizona State University / Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Url : http://www.asu.edu Email : mike.wong@asu.edu Mike Wong	Y	0
4	Careerbuilder.com 1101 15th St NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	1
5	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Colorado University Journalism and Mass Communications 1511 University Ave Boulder, Colorado 80309 Phone : 303-492-5007 Url : http://www.colorado.edu Email : christine.mahoney@colorado.edu Christine Mahoney	N	0
7	Employee Referral	N	5

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8	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	1
9	Hastings Central Community College PO Box 1024 Hastings, Nebraska 68902 Phone : 402-461-2419 Url : http://www.cccneb.edu Email : ksterner@cccneb.edu Kyle Sterner	N	0
10	Hastings College 710 N Tuner Ave Hastings, Nebraska 68901 Phone : 402-461-7387 Url : http://www.hastings.edu Email : kgraviette@hastings.edu Kim Graviette	N	1
11	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean source	Y	0
12	Howard University 5258 Bryant St NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
13	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	6

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14	Indian Center 1100 Military Rd Lincoln, Nebraska 68508 Phone : . Email : icitaylor@juno.com Keith Taylor	N	0
15	Internal Candidate	N	6
16	Internal Hire	N	2
17	Internal Transfer/Promotion	N	2
18	Internet Ad-not directly contacted by SEU	N	2
19	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
20	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean source	N	2
21	Kansas University 1601 Irving Hill Rd 110 Burge Union Lawrence, Kansas 66045 Phone : 785-864-7672 Url : http://www.ku.edu Email : kucareer@ku.edu Liz Caldwell	N	0
22	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Todd Soffian	N	2
23	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

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24	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	1
25	NAACP PO Box 11122 Omaha, Nebraska 68111 Phone : . Email : omahanaacp@aol.com Regional Office	N	0
26	Nebraksa Workforce Solutions 5752 Ames Ave Omaha, Nebraska 68104 Phone : . Fax : 1-402-471-9776 Career Center Employment	N	0
27	Nebraska Broadcasters Association 12020 Shamrock Plaza Suite 200 Omaha, Nebraska 68154 Phone : 402-778-5178 Url : http://www.ne-ba.org Email : marty@ne-ba.org Marty Reimenschneider	N	0
28	Nebraska Wesleyan University 5000 St Paul Ave Lincoln, Nebraska 68508 Email : sbgresumes@sbgvtv.com Career Services	N	0
29	Nebraska Workforce Development 1111 O Street Lincoln, Nebraska 68508 Phone : . Email : NDOL.networkshelp@nebraska.gov Job Center	N	0
30	Ohio Center for Broadcasting CO Campus 5800 W. Amameda Ave Suite A Denver, Colorado 80226 Phone : 303-937-7070 Url : http://www.beonair.com Fax : 1-303-975-0386 Dan Smith	N	0

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31	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
32	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
33	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgi.net Sharon Pickeral	N	11
34	Station Website	N	1
35	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
36	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean source	N	0
37	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

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38	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	4
39	University of NE - Lincoln UNL Career Services Lincoln, Nebraska 68588 Phone : . Email : sbgresumes@sbgstv.com Career Services	N	0
40	University of Nebraska at Kearney MSAD RM 140 Kearney, Nebraska 68849 Phone : 308-865-8501 Url : http://www.unk.edu Email : weedj@unk.edu Joni Weed	Y	0
41	University of Nebraska at Omaha 6001 Dodge Street Omaha, Nebraska 68182 Phone : 402-554-6019 Url : http://www.unomaha.edu Email : kcase2@unomaha.edu Kirsten Case	Y	0
42	University of South Dakota 414 E. Clark Vermillion, South Dakota 57069 Phone : 605-677-5201 Url : http://www.usd.edu Email : cdc@usd.edu Ellen Dickey	N	0
43	UNL/College of Journalism & Mass Communications 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-6856 Url : http://www.unl.edu Email : ralloway1@unl.edu Rick Alloway	N	0

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44	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
45	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7487 Url : http://www.wsc.edu Email : jabarell@wsc.edu Jason Barelman	Y	0
46	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : 316-978-6831 Url : http://www.wichita.edu Email : career.services@wichita.edu Karen Gillenwater	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			50

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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	3/9/2017	Participation in scholarship programs	KHGI participated in the 2017 Nebraska Broadcasters Association Foundation Student Scholarship Program. Applicants applied for the scholarships and were judge my NBA members who participated in the program and two \$1,500 scholarships were awarded. KHGI provide \$300 for the scholarship pool as well as ran a broadcast flight for the promotional of the program and how to apply.	3	General Manager Promotion Manager HR Coordinator
2	5/22/2017	Establishment of an intern program designed to assist members of the community	An internship for an UNK Junior to receive academic credit. This internship will provide with an educational opportunity focusing primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of learned in class.	10	Director Asst. News Director/Producer Video Journalist Sports Director
3	6/14/2017	Participation in events or programs sponsored by educational institutions	Participated in the second annual Digital Expressions Media Camp. This is an opportunity for Nebraska High School student who may be interest in a career in Broadcasting to give them the opportunity to work with equipment while learning and developing skills in video and audio broadcasting. This is held at University of Nebraska Kearney. KHGI ran promos for this event and also was a station that they got to tour, watch the news live and was able to have a Q&A with staff members.	2	News Director Director of News Operations
4	8/8/2017	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 and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017. 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 News Tatent Manager Director, News Training and Development

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5	8/23/2017	Participation in Job Fairs	Participated in the University of Nebraska at Kearney Student Employment Fair on August 23, 2017. UNK student Employment Services hosts their annual Student Employment Fair to help incoming freshmen and other UNK students find part-time employment in the Kearney area. KHGI hosted a booth for students to learn about open part-time jobs available.	3	HR Digital Producer Director
6	9/21/2017	Participation in Job Fairs	Participated in the 21st Annual Career Exploration Day on September 21, 2017. The goal of the event is to introduce students to a variety of careers and to the educational opportunities that will allow them to reach their career goals. We had a table with handouts and answering any questions. Matt Weesner participated in a breakout session where students asked questions.	4	HR News Director MMJ Digital Producer
7	10/18/2017	Provision of training to management	Participated in the Pillsbury webinar, The Changing Face of the FCC's EEO Rule in 2017 on behalf of the Massachusetts Broadcasters and many other participated state broadcasters associations. Went of the FCC requirements, reviews filing procedures and any changes that will be taking place in the future.	2	HR Business Manager
8	11/22/2017	Participation in Job Fairs	Participated in the Northwest Career and College Fair on November 22, 2017. Grand Island Northwest FFA and FBLA Career event where local businesses have the opportunity to present themselves to high school students who are seeking career direction. We had a table in the high school gym as well as Matt Weesner presenting at the break-out sessions with groups of 20 to 25 students that were interested in broadcasting.	3	HR News Director MMJ

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9	11/27/2017	Provision of training to management	<p>Training: SBG, Inc. and its stations are Equal Opportunity Employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law. Further, in keeping with this commitment to equal employment opportunity, SBG, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including work place harassment. All managers and supervisors take the web-based training courses titled "Preventing Harassment in the Workplace" – Manager Edition and "Business Ethics" and all newly hired employees complete "Business Ethics" and Preventing Harassment in the Workplace – Employee Edition within 90 days of the start of their employment. In addition, all employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	68	General Manager Business Manager General Sales Manager News Director