

KFXL, KHGI
EEO PUBLIC FILE REPORT
May 1, 2016 - January 31, 2017

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
Multimedia Journalist	5, 7, 11-12, 20, 24, 26-28, 30, 34, 38-43, 45-46	34
Director	1-3, 5, 10-16, 18-22, 24-27, 31-33, 36-46	38
General Assignment Reporter	1-6, 10-28, 31-33, 35-46	33
Sales Account Executive	1-3, 5, 9-16, 18-22, 24-29, 31-33, 36-46	29
Multimedia Journalist	1-5, 10-16, 18-28, 31-33, 35-46	21
Multimedia Journalist	1-5, 8, 10-16, 18-28, 31-33, 35-46	38
Multimedia Journalist	1-5, 10-16, 18-28, 31-33, 35-46	19
News Producer	1-5, 7, 10-29, 31-33, 35-46	17
News Editor	1-5, 10-16, 18-28, 31-33, 35-46	15
News Producer/Reporter	1-5, 10-16, 18-28, 30-33, 35-46	38
Multimedia Journalist	1-5, 7, 10-16, 18-28, 30-33, 35-46	19
Local Sales Assistant	2-3, 5, 10-22, 24-28, 30-33, 36-46	17

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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	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
3	Careerbuilder.com 1101 15th St NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	1
4	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
5	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
6	Corporate Recruiter	N	1
7	Employee Referral	N	3
8	Former Employee	N	1
9	Former Employee Referral	N	1

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10	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
11	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
12	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	0
13	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean source	Y	0
14	Howard University 5258 Bryant St NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
15	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	5

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16	Indian Center 1100 Military Rd Lincoln, Nebraska 68508 Phone : . Email : icitaylor@juno.com Keith Taylor	N	0
17	Internal Candidate	N	3
18	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : eloise@ithaca.edu Eloise Green	Y	0
19	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean source	N	5
20	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
21	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	2
22	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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23	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
24	NAACP PO Box 11122 Omaha, Nebraska 68111 Phone : . Email : omahanaacp@aol.com Regional Office	N	0
25	Nebraksa Workforce Solutions 5752 Ames Ave Omaha, Nebraska 68104 Phone : . Fax : 1-402-471-9776 Career Center Employment	N	0
26	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
27	Nebraska Wesleyan University 5000 St Paul Ave Lincoln, Nebraska 68508 Email : sbgresumes@sbgvtv.com Career Services	N	0
28	Nebraska Workforce Development 1111 O Street Lincoln, Nebraska 68508 Phone : . Email : NDOL.newworkshelp@nebraska.gov Job Center	N	0
29	Non-Employee Referral	N	2

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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
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	9
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

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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
38	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	3
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

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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
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:			37

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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	5/24/2016	Participation in events sponsored by community groups	Job Shadow-Nebraska Vocational Rehabilitation orchestrated to have a student come in and shadow our Production Department. The student learned what a typical day in the job was like and what experience / requirements are necessary to land a job in production. There was also a questions and answer session.	3	News Director News Production Manager Editor
2	6/8/2016	Participation in events or programs sponsored by educational institutions	Our News Director gave a tour of the KHGI Station to a college student. The student did a job shadow with an Editor, Director and the control room during a newscast. They were also given Q&A time to ask questions to the entire news staff to learn more about their roles and what it takes to be successful in the industry.	10	News Director News Production Manager Director Editor
3	8/23/2016	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 News Talent Manager Director of News Training and Development
4	8/24/2016	Participation in Job Fairs	The station manned a booth at the UNK student employment fair. Station employees handed out information packets on types of jobs available at the station and answered questions about how to qualify for jobs in the industry. Four interviews were scheduled with interested students.	2	Assistant News Director Assignment Editor

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5	9/28/2016	Participation in events sponsored by community groups	The station participated in the 20th Annual Career Exploration Day sponsor by the Nebraska National Guard and the Kearney Area Chamber of Commerce and Education Committee. Station employees discussed positions held in the media field and the educational and experience requirements for various positions at the television station / industry.	2	News Director Assignment Editor

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6	10/3/2016	Provision of training to management	<p>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.</p> <p>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 workplace harassment. Newly hired managers and supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" 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>	10	

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7	10/24/2016	Participation in events sponsored by community groups	The station participated in the Latino Hispanic Summit-Educational opportunities for Latino students in Nebraska sponsored by the Nebraska Latino American Commission and Nebraska Department of Education. The station was invited to be a part of the Media panel for a career option. Station employees discussed open positions at the station and the requirements to pursue a job in news.	1	Spanish Web Anchor/Reporter
8	10/26/2016	Participation in events sponsored by community groups	Participated in "Connecting the Dots" program. Connecting the Dots is a Career Exploration Day put on by the Buffalo County Economic Development Council, Buffalo County 4-H council and Nebraska Extension. Ninety six students from Amherst, Kearney Catholic and Pleasanton attended the program. The program is designed to help students learn more about careers of interest as well as how to "connect the dots" form high school through post-secondary study to the workplace.	2	Producer/Reporter Meteorologist/Digital Producer
9	10/27/2016	Participation in events sponsored by community groups	Participated in "Connecting the Dots" program. Connecting the Dots is a Career Exploration Day put on by the Buffalo County Economic Development Council, Buffalo County 4-H council and Nebraska Extension. One hundred thirty students from Elm Creek, Gibbon, Ravenna and Shelton attended the program. The program is designed to help students learn more about careers of interest as well as how to "connect the dots" form high school through post-secondary study to the workplace.	1	MMJ
10	11/23/2016	Participation in events or programs sponsored by educational institutions	The station participated in the Career and College Fair held at Northwest High School in Grand Island on November 23, 2016. The fair was sponsored by Northwest FFA and FBLA Chapters. Station employees discussed positions held in the media field and the educational and experience requirements for various positions at the television station.	2	GI Bureau Chief/MMJ Producer/Reporter