

**KAAS, KMTW, KOCW, KSAS**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2016 - January 31, 2017**

**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
JR Sales Account Executive	1-23, 25, 27-57, 59-86	84
Sales Account Executive	1-3, 5-22, 24-38, 40-51, 53-82, 84-86	51
Sales Account Executive	1-3, 5-22, 24-38, 40-51, 53-82, 84-86	58
Local Sales Assistant	1-20, 22, 24, 27-38, 40-57, 59-82, 84-86	36
Sales Account Executive / Entry Level	1-20, 22, 24-25, 27-38, 40-55, 57, 59-82, 84-86	36

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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 & Mass Communication 105 N Kedzie Hall Manhattan, Kansas 66506 Phone : 785-532-6890 Fax : 1-785-532-5484 Erin Moore	N	0
2	Allen County Community College 1801 N Cottonwood Iola, Kansas 66749 Phone : 620-365-5116 Url : www.allencc.edu Email : bilderback@allencc.edu Fax : 1-620-365-7406 Rebecca Bilderback	N	0
3	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Phone : (405) 672-6511 Email : michelle@radioschool.com Fax : 1-405-672-6511 Michelle McConnell	Y	0
4	American Indian Chamber of Commerce PO Box 75022 Topeka, Kansas 66675 Phone : 785-749-8434 Fax : 1-785-832-6605 Marilyn Bread	N	0
5	Baker U. 618 8th St. Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : www.collegecentral.com/bakeru Email : sbgresumes@sbgstv.com Susan Wade	Y	0
6	Barton County Community College 245 NE 30th Rd Room 102 Library Great Bend, Kansas 67530 Phone : 620-792-9349 Url : www.barton.cc.ks.us/careerplanning/employerservice Email : careercenter@bartonccc.edu Fax : 1-620-792-3238 Judy Jacobs	N	0

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7	Benedictine College 1020 N Second St Room 204 Student Union Achison, Kansas 66002 Phone : 913-360-7578 Url : ww2.benedictine.edu/students Email : kmcdowell@benedictine.edu Fax : 1-913-367-6178 Katie McDowell	N	0
8	Bethel College 300 E. 27th St. N. KBCU-FM N. Newton, Kansas 67117 Phone : 316-284-5273 Email : tbuller@bethelks.edu Tim Buller	N	0
9	Black College Radio PO Box 3191 Atlanta, Georgia 30302 Phone : 404-523-136 Email : bcrmail@aol.com Career Services	Y	0
10	Boston U. 121 Bay State Rd. Boston, Massachusetts Phone : 617-353-3590 Url : http://www.bu.edu/careers/for-employers/ Email : sbgresumes@sbgstv.com Career Services	Y	0
11	Brown Mackie College 2106 S 9th St Salina, Kansas 67401 Phone : 785-823-4663 Url : www.brownmackie.edu Fax : 1-785-823-4672 Robin Nash	N	0
12	Butler CC 901 S. Haverhill Rd El Dorado, Kansas 67042 Phone : 316-322-3231 Url : https://www.butlercc.edu/site/index.php Email : johman@butlercc.edu Jessica Ohman	N	0

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13	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrew Hamburger	N	1
14	CBI-Collegiate Broadcast PO Box D Austin, Texas 78713 Phone : 713-348-2935 Will Robedee Manual Posting	N	0
15	Central Christain College 1200 S Main PO Box 1403 McPherson, Kansas 67460 Phone : 620-241-0723 Url : <a href="http://centralchristain.edu">centralchristain.edu</a> Email : <a href="mailto:pat.muntz@centralchristain.edu">pat.muntz@centralchristain.edu</a> Fax : 1-620-241-6032 Pat Muntz	N	0
16	Chanute One-Stop Workforce Development Center 119 N Grant Street Chanute, Kansas 66720 Phone : 620-431-2820 Url : <a href="http://www.kansasworks.com">www.kansasworks.com</a> Email : <a href="mailto:sellis@kansasworks.com">sellis@kansasworks.com</a> Fax : 1-620-431-2375 Suzie Ellis	N	0
17	Cloud CC 2221 Campus Dr. Concordia, Kansas 66901 Phone : 785-243-1435 Email : <a href="mailto:bhanson@cloud.edu">bhanson@cloud.edu</a> Brenda Hanson	N	0
18	Coffeyville Community College 400 West 11th Coffeyville, Kansas 67337 Phone : 620-251-7700 Url : <a href="http://www.ccc.cc.ks.us">www.ccc.cc.ks.us</a> Email : <a href="mailto:mitchell.zach@coffeyville.edu">mitchell.zach@coffeyville.edu</a> Fax : 1-620-252-7098 Zach Mitchell	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
19	Colby Community College 1255 S Range Ave Colby, Kansas 67701 Phone : 785-462-3984 Url : www.colby.cc.edu Email : kathy.britton@colby.cc.edu Fax : 1-785-460-4699 Kathy Britton	N	0
20	Cowley County Community College 125 S 2nd Arkansas City, Kansas 67005 Phone : 620-441-3312 Url : www.cowley.edu Fax : 1-620-441-5350 Kim Biddle	N	0
21	Current Employee	N	2
22	Dodge City CC 2501 N. 14th St. Dodge City, Kansas 67801 Phone : 620-227-9399 Email : ereyes@dc3.edu E reyes	N	0
23	Employee Referral	N	1
24	Emporia State University 1 Kellogg Cir. Emporia, Kansas 66801 Phone : (620) 341-5407 Url : http://www.emporia.edu/careerservices/ Karla Olson Manual Posting	N	0
25	Episcopal Social Service 233 S. St. Francis Wichita, Kansas 67202 Phone : 316-269-4160 Email : Leonor.Loughridge@esswichita.org Fax : 1-316-269-3550 Leonor Loughridge	N	0
26	Facebook post	N	1

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27	Flint Hills Technical College 3301 W 18th Ave Emporia , Kansas 66801 Phone : 800-711-6947 Url : www.fhtc.kansas.net Email : bcarmichael@fhtc.edu Fax : 1-620-343-4610 Brenda Carmichael	N	0
28	Fort Hays State 600 Park St. Hays, Kansas 67601 Phone : 785-628-4260 Email : mbeatty@fhtc.edu Fax : 1-785-343-4610 Micah beatty	N	0
29	Friends U. 2100 W. University St. Wichita, Kansas 67213 Phone : 316-295-5623 Betsy Ross Manual Posting	N	0
30	Garden City Community College 801 Campus Dr Safell Library Garden City, Kansas 67846 Phone : 620-276-9640 Url : www.gccc.cc.ks.us Email : ryan.ruda@gccks.edu Ryan J	N	0
31	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
32	Haskell Indian National U. 155 E. Indian Ave. Lawrence, Kansas 66046 Email : mona.franklin@bie.edu Fax : 1-785-832-6654 Mona Franklin	Y	0

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33	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source Alicia Lawrence	N	0
34	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
35	Hutchinson Community College 1300 North Plum Parker Student Union Hutchinson, Kansas 67501 Phone : 620-665-3579 Url : <a href="http://www.hutchcc.edu">www.hutchcc.edu</a> Email : <a href="mailto:myersr@hutchcc.edu">myersr@hutchcc.edu</a> Fax : 1-620-728-8155 Randy Myers	N	0
36	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	5
37	Independence Community College 1057 W College Ave Independence, Kansas 67301 Phone : 620-331-4100 Url : <a href="http://www.indy.cc.edu">www.indy.cc.edu</a> Email : <a href="mailto:jon.pettus@ks.gov">jon.pettus@ks.gov</a> Fax : 1-620-331-0856 Jon Pettus	N	0
38	ITT TECH 8111 E. 32nd St. N. wichita, Kansas 67226 Phone : 316-609-4100 Url : <a href="http://www2.itt-tech.edu">http://www2.itt-tech.edu</a> Email : <a href="mailto:dwright22@itt-tech.edu">dwright22@itt-tech.edu</a> Doug Wright	N	0

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39	Job Fair	N	2
40	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
41	Junction City Workforce Center 1012 W 6th St Suite A Junction City, Kansas 66441 Phone : 785-762-8870 Url : <a href="http://www.workforcecenters.com/junctioncity/">www.workforcecenters.com/junctioncity/</a> Fax : 1-785-762-3078 David Brenman	N	0
42	Kansas Assoc. Broadcasters 1916 SW Sieben Ct. Topeka, Kansas 66611 Phone : 785-235-1307 Url : <a href="http://www.kab.net/jobbank/default.aspx">http://www.kab.net/jobbank/default.aspx</a> Kent Cornish Manual Posting	N	2
43	Kansas City Community College 7250 State Ave Kansas City, Kansas 66112 Phone : 913-288-7644 Url : <a href="http://www.kckcc.edu">www.kckcc.edu</a> Email : <a href="mailto:ppeterson@kckcc.edu">ppeterson@kckcc.edu</a> Fax : 1-913-288-7624 Penny Peterson	N	0
44	Kansas State U. 104 Kedzie Hall Manhattan, Kansas 66506 Phone : 785-532-6890 Url : <a href="http://www.k-state.edu/ces/">http://www.k-state.edu/ces/</a> Email : sbgresumes@sbgstv.com MS Renee	N	0



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45	Kansas Works / Lawrence Workforce Center 2540 Iowa Street Suite R Lawrence, Kansas 66046 Phone : 785-840-9675 Url : <a href="http://www.workforcecenters.com/lawrence/">www.workforcecenters.com/lawrence/</a> Email : <a href="mailto:gails@workforcepartnership.com">gails@workforcepartnership.com</a> Fax : 1-785-865-5465 David Breman	N	0
46	Kansas Works / Wichita Workforce 1220 E. 1st St. Wichita, Kansas 67214 Phone : 316-771-6800 Url : <a href="http://www.workforce-ks.com">http://www.workforce-ks.com</a> Fax : 1-620-728-8161 <a href="mailto:Lori.lshowell@workforce-ks.com">Lori.lshowell@workforce-ks.com</a>	N	0
47	Ketch Employment 1006 E. Waterman Wichita, Kansas 67211 Phone : 316-383-8700 Fax : 1-316-383-8715 June Schneider	N	0
48	KS Wesleyan U. 100 E. Claflin Ave. Salina, Kansas 67401 Phone : 800-874-1154 Email : <a href="mailto:courtney.wiggins@kwu.edu">courtney.wiggins@kwu.edu</a> courtney wiggins	N	0
49	KU University 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-7630 Email : <a href="mailto:kucareer@ku.edu">kucareer@ku.edu</a> Fax : 1-785-864-4572 Liz Caldwell	N	0
50	Leavenworth Workforce Development Center 515 Limit Street Suite 200 Leavenworth, Kansas 66048 Phone : 913-682-4152 Email : <a href="mailto:gails@workforcepartnership.com">gails@workforcepartnership.com</a> Fax : 1-913-682-1804 Gail Stringer	N	0

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51	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Danielle Anderson Manual Posting	N	1
52	McPherson College 1600 E. Euclid McPherson, Kansas 67460 Phone : 620-242-0436 Email : <a href="mailto:yowells@mcpherson.edu">yowells@mcpherson.edu</a> Sue Yowell	N	0
53	Media Match 8112 1/2 West 3rd St. Los Angeles, California 90048 Phone : 323-284-5589 Url : <a href="http://www.media-match.com">www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
54	Mid-America Nazarene University 2030 E College Way Campus Center Olathe, Kansas 66062 Phone : 913-971-3540 Url : <a href="http://www.mnu.edu">www.mnu.edu</a> Email : <a href="mailto:bbatten@mnu.edu">bbatten@mnu.edu</a> Billie Batten	N	0
55	Mid-KS Minority Biz 209 E. William Ste 104 Wichita, Kansas 67202 Phone : 316-303-1703 Email : <a href="mailto:donna.wright@mambdc.org">donna.wright@mambdc.org</a> Donna Wright	N	0
56	NAHJ National Hispanic 1000 National Press Blvd Washington, District of Columbia 20045 Phone : 202-662-7145 Email : <a href="mailto:kolivas@nahj.org">kolivas@nahj.org</a> Ivan Roman	N	0

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57	Newman U. 3100 W. McCormack Wichita, Kansas 67213 Phone : 316-942-4291 Email : lamms@newmanu.edu Melody Head	N	0
58	Non-Employee Referral	N	1
59	North Central Kansas Technical College PO Box 507 Beloit, Kansas 67420 Phone : 800-658-4655 Url : www.ncktc.edu Email : dhughes@ncktc.edu Fax : 1-785-738-2903 David Hughes	N	0
60	Ohio Center for Broadcasting 9000 Sweet Valley Dr. Valley View, Ohio 44125 Phone : 216-503-5900 Email : dclark@beonair.com Don Clark	Y	0
61	Pittsburg State 1701 S. Broadway Pittsburg, Kansas 66762 Phone : 620-235-4808 Email : jjones@pittstate.edu Jamie Jones	N	0
62	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
63	Senior Services 200 S. Walnut Wichita, Kansas 67213 Phone : 316-267-1771 Email : cheriew@seniorservicesofwichita.org C. Wenderott	N	0

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64	SER Corporation 1020 N. Main Ste. B Wichita, Kansas 67203 Phone : 316-264-5372 Fax : 1-316-264-0194 Carina Vazquez	N	0
65	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
66	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	0
67	Sterling College PO Box 98 Sterling, Kansas 67579 Phone : 620-278-4264 Url : <a href="http://www.sterling.edu">http://www.sterling.edu</a> Email : <a href="mailto:career@sterling.edu">career@sterling.edu</a> Terry Ehresman	N	0
68	SW College 100 College St. Winfield, Kansas 67156 Phone : 620-229-6000 Email : <a href="mailto:steve.kramer@sckans.edu">steve.kramer@sckans.edu</a> steve kramer	N	0
69	Tabor College 7348 W. 21st. Ste. 117 Wichita, Kansas 67205 Phone : 316-729-6333 Email : <a href="mailto:ginaw@tabor.edu">ginaw@tabor.edu</a> Gina Willems	N	0

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70	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
71	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
72	Tvjobs.com PO Box 4116 PAY ONLY Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	0
73	Urban League 2418 E. 9th St. N. Wichita, Kansas 67214 Phone : 316-683-3315 Email : <a href="mailto:ulwichita@sbcglobal.net">ulwichita@sbcglobal.net</a> Prentice Lewis	N	0
74	US Army Wounded Warrior 200 Stovall St, Rm 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0
75	USAJOB TV.com 8117 Brookview Dr. Urbandale, Louisiana 50322 Phone : 515-278-7014 Email : <a href="mailto:gordon@usajobtv.com">gordon@usajobtv.com</a> Career Services	N	0

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76	Vatterott College 8853 E. 37th St. N. Wichita, Kansas 67226 Phone : 877-203-1091 Url : www.vatterott.edu Email : angie.thompson@vatterott.edu Angie Thompson	N	0
77	Wichita Area Tech 4004 N. Webb Rd. Wichita, Kansas 67226 Phone : 316-677-9400 Email : skimbrel@watc.edu Fax : 1-316-677-1646 Sequana Kimbrel	N	0
78	Wichita Career Devel 332 N. Riverview Wichita, Kansas 67203 Phone : 316-462-3775 Fax : 1-316-337-9103 Sara Gilbert	N	0
79	Wichita Hispanic Chamber 1999 N. Amidon Wichita, Kansas 67203 Phone : 316-265-6334 Email : whcc@wichitahispanicchamber.org Abe Rodriquez	N	0
80	Wichita Prof Communicator 12029 E. Laguna Ct. Wichita, Kansas 67207 Phone : 316-210-4931 Email : algj64@sbcglobal.net Amy Geiszler-Jones	N	0
81	Wichita Tech 2051 S. Meridian Wichita, Kansas 67213 Phone : 316-943-2241 Email : jranney@wti.edu Jeff Ranney	N	0

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82	Work Options 1611 N. Mosley Wichita, Kansas 67214 Phone : 316-267-4201 Fax : 1-316-264-6604 Philip Miller	N	0
83	Wright College 7700 E. Kellogg wichita, Kansas 67207 Phone : 316-927-7700 Url : <a href="http://wrightcc.edu/campus/wichita.html">http://wrightcc.edu/campus/wichita.html</a> Email : <a href="mailto:mewwhite@wrightcc.edu">mewwhite@wrightcc.edu</a> Megan Tucker	N	0
84	WSU Wichita State Wichita, Kansas 67209 Phone : 316-978-6062 Email : <a href="mailto:eric.wilson@wichita.edu">eric.wilson@wichita.edu</a> Eric Wilson	N	3
85	WSU Wichita State Wichita, Kansas 67209 Phone : 316-978-6062 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Eric Wilson	N	2
86	YWCA 1111 N. St. Francis Wichita, Kansas 67201 Phone : 316-263-7501 Email : <a href="mailto:mainoffice@ywcaofwichita.org">mainoffice@ywcaofwichita.org</a> Joan Hartig	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>21</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/9/2016	Participation in events or programs sponsored by educational institutions	Booth at Wichita State U. Job Fair/Internship Fair. 805 Students and Alumni attended fair. KMTW Station Manager manned the booth. Received 4 resumes, gave out Internship forms to 7 students for Promotions, Production, IT and Sales.	1	KMTW Station Manager
2	4/5/2016	Participation in Job Fairs	KSAS participated in the Emporia State University Career fair. Local Sales Manager Jake McCabe talked to 25 students and received 5 resumes seeking to fill a new position for Junior Account Executive.	1	Local Sales Manager
3	4/6/2016	Participation in Job Fairs	Sinclair Broadcast Group, Inc. Wichita promoted the Careerquest Job Fair on April 6 in Wichita. KSAS/KMTW aired spots as part of a Trade with Wichita Eagle. KSAS/KMTW hiring managers worked a booth at the fair and accepted resumes from the public. We met with 13 applicants and received 4 resumes. We also participated in an online site where about 30 people posted resumes.	2	Producer/Director KMTW station manager
4	4/20/2016	Participation in Job Fairs	Participation in Job Fairs Date: 4/20/2016  Allison Kiniry – Regional HR Manager, Eunice Parrish – Human Resources, Sheila Holland – Business Manager, Manny Fantis - Director of Digital Content & Solutions  Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	3	Human Resources Business Manager Regional HR manager Director of Digital Contest



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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
5	7/13/2016	Participation in Job Fairs	Sinclair Broadcast Group, Inc. Wichita promoted the Diversity Urban League Job Fair on July 13 in Wichita. KSAS/KMTW aired spots as part of a Trade with Wichita Eagle. KSAS/KMTW hiring managers worked a booth at the fair and accepted resumes from the public. We met with 23 applicants and received 3 resumes. We also participated in an online site where 181 people posted resumes.	2	KMTW Station Manager KSAS General Sales Mng

**KAAS, KMTW, KOCW, KSAS**  
**EEO PUBLIC FILE REPORT**  
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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	12/5/2016	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>	5	