

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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	1, 3-5, 7-10, 12-14, 16-18, 20-23, 26-31, 36-38, 40-56, 59-65, 67, 69-70, 72	44
Master Control Operator	1, 3-10, 12-18, 20-21, 23-38, 40-43, 45-56, 59-64, 66-67, 69-72	20
Digital Sales Manager	1, 3-10, 12-18, 20-21, 23-29, 31-38, 40-43, 45-56, 59-64, 66-67, 69-72	51
News Production Assistant	1, 3-10, 12-18, 20-21, 23-43, 45-57, 59-64, 66-67, 69-72	56
Digital Content Producer	1, 3-18, 20-21, 23-38, 40-43, 45-56, 59-64, 66-67, 69-72	11
Digital Sales Coordinator	1, 3-10, 12-17, 19, 18, 20-21, 23-27, 29-38, 40-43, 45-56, 59-64, 66-67, 69-72	19
Sales Account Executive	1, 3-18, 20-21, 23-27, 29-38, 40-43, 45-56, 58-64, 66-67, 69-72	20
Local Sales Assistant	1, 3-17, 19, 18, 20-21, 23-27, 29-38, 40-43, 45-56, 59-64, 66-67, 69-72	19
Local Sales Assistant	1, 3-17, 19, 18, 20-21, 23-27, 29-38, 40-43, 45-56, 59-64, 66-67, 69-72	20
Morning Technical Director	1, 3-17, 19, 18, 20-21, 23-27, 29-43, 45-57, 59-64, 66-67, 69-72	11
Director	1-10, 12, 14-17, 19, 18, 20-21, 23-27, 29, 31-43, 45-49, 51-57, 59-64, 66-67, 69-72	19
News Production Assistant	1, 3-10, 12-18, 20-21, 23-27, 29-43, 45-49, 51-57, 59-62, 64, 66-67, 69-72	6
Weekend Meteorologist / Multimedia Journalist	1, 3-18, 20-21, 23-27, 29-33, 35-43, 45-49, 51-57, 59-62, 64, 66-67, 69-70, 72	11
Sales Account Executive	1, 3-10, 12-18, 20-21, 23-27, 29-33, 35-38, 40-43, 45-49, 51-56, 59-62, 64, 66-67, 69-70, 72	20
Multimedia Journalist	1-18, 20-21, 23-43, 45-49, 51-57, 59-62, 64, 66-70, 72	11

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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	American Institute of Business 908 40th Place Des Moines, Iowa 50321 Phone : 515-246-5342 Url : www.careerservices@aib.edu Fax : 1-515-697-5920 Carrie Blackburn	N	0
2	Art Institute 1799 SE 17th St Ft Lauderdale, Florida 33316 Url : http://www.aii.edu Email : sbgresumes@sbgstv.com Career Advisor	N	0
3	Bellevue University - Nebraska College Recruiting Consortium 4647 Stone Ave A Sioux City, Iowa 51102 Phone : 712.274.8043 Email : mike.lacroix@bellevue.edu Mike LaCroix	N	0
4	Briar Cliff College 3303 Rebecca Street Sioux City, Iowa 51104 Phone : 712-279-5425 Url : www.collegecentral.com/briarclif Email : dori.rivera@briarcliff.edu Dori Rivera	N	0
5	Buena Vista University 610 W. Fourth Street Storm Lake, Iowa 50588 Phone : 712-749-2440 Email : careerservices@bvui.edu Fax : 1-712-749-2036 Brenda Dodge	N	0
6	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Phone : 888-501-2278 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Alicia Lawrence	N	1

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5271 Url : www.central.edu/career Fax : 1-641-628-5338 Pat Kitzman	N	0
8	College of Liberal Arts and Sciences Iowa State University 223 Catt Hall Ames, Iowa 50011 Phone : 1-515-294-4841 Email : taren@iastate.edu Taren Crow	N	0
9	Cornell College 600 First Street SW Mount Vernon, Iowa 52314 Phone : 319-895-4457 Email : career@cornellcollege.edu Laura Barrett	N	0
10	Des Moines Area Community College 2006 S. Ankeny Blvd Bldg #1 Ankeny, Iowa 50021 Phone : 515-964-6463 Url : www.dmacc.edu/student-services Fax : 1-515-965-7158 Dave Reimers	N	0
11	Employee Referral	N	7
12	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
13	Goodwill Industries Wall Street Mission 3100 W. 4th Street Sioux City, Iowa 51103 Phone : 712-258-4511 Fax : 1-712-252-6103 Tammy Crouch	N	0

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Hawkeye Community College 1501 E. Orange Rd Waterloo, Iowa 50704-8015 Phone : 319-296-2320 Url : www.hawkeyecollege.edu Email : rachel.evans@hawkeyecollege.edu Fax : 1-319-296-4219 Rachel Evans	N	0
15	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
16	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
17	IA Division of the Status of African Americans Lucas State Office Building Des Moines, Iowa 50319 Phone : 515-281-3274 Url : www.state.ia.us/government/dhr/saa Fax : 1-515-242-6119 Kimberly Baxter	N	0
18	In-house/Current Employee/Bulletin Board 100 Gold Circle Dakota Dunes, South Dakota 57049 Phone : 712-277-3554 Email : vjacobs@chestv.com Fax : 1-712-255-3669 Vikki Jacobs	N	0
19	In-house/Current Employee/Bulletin Board 100 Gold Circle Dakota Dunes, South Dakota 57049 Phone : 712-277-3554 Fax : 1-712-255-3669 Vikki Jacobs Manual Posting	N	5

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	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	9
21	Indian Hills Community College 525 Grandview Ottumwa, Iowa 52501 Phone : 641-683-5208 Email : tony.kury@indianhills.edu Fax : 1-641-683-5208 Tony Kury	N	0
22	Internet Ad-not directly contacted by SEU	N	1
23	Iowa Central Community College 330 Avenue M Fort Dodge, Iowa 50501 Phone : 515-576-0099 Url : www.iccc.cc/ia.us Fax : 1-515-576-7724 Sara Condon	N	0
24	Iowa Lakes Community College 300 S. 18th Street Estherville, Iowa 51334 Phone : 1-712-362-7926 Email : lwiegman@iowalakes.edu Linda Wiegman	N	0
25	Iowa Rehabilitation Area Office 300 W. Broadway, Suite 33 Council Bluffs, Iowa 51501 Phone : 712-328-3821 Email : Pamela.Quandt@iowa.gov Fax : 1-712-325-0346 Pam Quandt	N	0
26	Iowa State Dept. of Human Services 822 Douglas St. Sioux City, Iowa 51101 Phone : 712-255-0833 Fax : 1-712-255-2674 Marceile Laird	N	0

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Iowa Vocational Rehabilitation Services 217 West 5th Street Spencer, Iowa 51301 Phone : 712-262-9585 Email : Gerald.Rath@iowa.gov Fax : 1-712-262-1671 Gerald Rath	N	0
28	Iowa Wesleyan College 601 N. Main St Mt. Pleasant, Iowa 52641 Phone : 319-385-6375 Url : www.iwc.edu Email : jack.bruns@iw.edu Fax : 1-319-385-6261 Jack Bruns	N	0
29	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51503 Phone : 712.325.3200 Url : http://www.iwcc.edu/Current_Student/Career_Planning/resources.asp Email : advising@iwcc.edu Fax : 1-712-325-3200 Welcome Center	N	0
30	Iowa Workforce Development 1000 East Grand Des Moines, Iowa Phone : 515-281-9619 Url : www.iowaworkforce.org Email : iwd.customerservice@ivdstate.ia.us Fax : 1-515-281-9640 Erv Feh	N	0
31	Iowa Workforce Development / Ottumwa Center 310 West Main Street Ottumwa, Iowa 52501 Phone : 641684-5401 Url : http://www.iowaworkforce.org/region15/ottumwa.htm Email : Region15.Web@iwd.state.ia.us Fax : 1-641-684-4351 John Doe	N	0

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Iowa Workforce Development-SC 2508 East 4th Street Sioux City, Iowa 51106 Phone : 888-501-2278 Url : www.broadcst1source.com Email : sbgresumes@sbgstv.com Fax : 1-712-277-8438 Alicia Lawrence	N	0
33	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
34	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 7122773554 Url : www.journalismjobs.com Vikki Jacobs Manual Posting	N	1
35	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Phone : 8885012278 Url : http://www.linkedin.com Laura Rehn Manual Posting	N	1
36	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Email : mba@mbaweb.org Fax : 1-563-588-7371 Bobbi Martin	N	0
37	Luther College 700 College Dr. Decorah, Iowa 52101 Phone : 563-387-1025 Url : www.career.luther.edu Fax : 1-563-387-2628 Virginia Hanson	N	0

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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38	Media-Match 714 North La Brea Los Angeles, California Phone : 323-284-5589 Url : www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
39	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
40	Mitchell Technical Institute 1800 East Spruce Mitchell, South Dakota 57301 Phone : 605-995-3025 Email : megan.mentzel@mitchelltech.edu Megan Mentzel	N	0
41	Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712-274-5254 Url : www.collegecentral.com/morningside Email : hays@morningside.edu Stacie Hays	N	0
42	Mount Marty College 1105 W 8th Street Yankton, South Dakota 57078-3725 Phone : 605-668-1011 Email : ejohnson@mtmc.edu Fax : 1-605-668-1508 Estelle Johnson	N	0
43	NE Job Service 105 E. Norfolk Ave Suite 100 Norfolk, Nebraska 68701 Phone : 402-370-4400 Email : darlus.mcwilliams@nebraska.gov Darlus McWilliams	N	0
44	Non-Employee Referral	N	1

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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45	Northwest Missouri State University Administration Building 130 800 University Drive Maryville, Missouri 64468-6001 Phone : 71227354 Url : http://www.nwmissouri.edu/careerserv Email : career@nwmissouri.edu career center Education dept	N	0
46	Northwestern College 208 8th Street, SW Orange City, Iowa 51041 Phone : 712-707-7725 Email : cdc@nwciowa.edu Fax : 1-712-707-7404 Bill Minnick	N	0
47	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
48	Scott Community College 500 Belmont Rd. Bettendorf, Iowa 52722 Phone : 563-441-4020 Url : www.eicc.edu/scc Fax : 1-563-441-4204 Rochelle Carlson	N	0
49	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
50	Simpson College 701 N. C St Indianola, Iowa 50125 Phone : 515-961-1544 Url : www.simpson.edu Email : bobbi.meyer@simpson.edu Fax : 1-515-961-1674 Bobbi Meyer	N	0

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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51	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.tv Sharon Pickeral	N	3
52	Sioux City Human Resources Development City Hall, 2nd Floor PO Box 447 Sioux City, Iowa 51102 Phone : 712-279-6200 Email : sblevins@sioux-city.org Fax : 1-712-279-6911 Sandy Blevins	N	0
53	Siouxland Chamber of Commerce 101 Pierce St Sioux City, Iowa 51101 Phone : 712.255.7903 Email : chamber@siouxlandchamber.com Mary Koster	Y	0
54	South Dakota Broadcasters Association 106 West Capitol Ave Suite 7 Pierre, South Dakota 57501 Phone : 605-224-1034 Email : marla@willardandassociates.com Fax : 1-605-224-7426 Marla Willard	N	0
55	South Dakota Career Center 504 River Drive North Sioux City, South Dakota 57049 Phone : 605-242-5445 Url : www.sdjobs.org Email : sarah.sayavong@state.sd.us Fax : 1-605-242-5448 Paige Petersen	N	0
56	Station Website 100 Gold Circle Dakota Dunes, South Dakota 57049 Phone : 7122773554 Email : vjacobs@kpth.com Fax : 1-712-255-3669 Vikki Jacobs	N	4

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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57	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
58	Television Ad	N	1
59	The Ashford University 400 N. Bluff Blvd. Clinton, Iowa 52732 Phone : 800.242.4153 Ext 7794 Email : patricia.neimann@ashford.edu Patricia Niemann	N	0
60	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
61	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
62	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	2
63	University of Iowa 24 Phillips Hall Iowa City, Iowa 52242 Phone : 888-501-2278 Email : sbgresumes@sbgstv.com Alicia Lawrence	N	0

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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64	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
65	University of Northern Iowa-CUE 800 Sycamore St. Waterloo, Iowa 50703 Phone : 319-433-1220 Url : www.uni.edu Fax : 1-319-433-0160 Karen McNeil	N	0
66	University of South Dakota 414 E. Clark Vermillion, South Dakota 570692390 Phone : 605-677-8854 Url : usd.edu Kasandra Girard Manual Posting	N	0
67	Urban Dreams 1410 6th Ave. Des Moines, Iowa 50314 Phone : 515-288-4742 Url : www.urbandreams.org Fax : 1-515-284-5886 Wayne Ford	N	0
68	US Army Wounded Warrior Program 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Phone : 6305224791 Email : TFalletti@woundedwarriorproject.org Timothy Falletti	Y	0
69	Walter Cronkie School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Michael Wong	Y	0

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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70	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8425 Url : www.wartburg.edu/careers Fax : 1-319-352-8365 Derek Solheim	N	0
71	Western Iowa Tech College 4647 Stone Avenue Sioux City, Iowa 51106-1997 Phone : 800-352-4649 Url : witcc.com Email : bradleb@witcc.com Fax : 1-712-274-6412 Brenda Bradley	N	1
72	William Penn University 201 Trueblood Ave. Oskaloosa, Iowa 52577 Phone : 641-673-2173 Url : www.wmpenn.edu Email : stevensde@wmpenn.edu Debbie Stevens	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			37

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/21/2015	Provision of training to management	Sinclair Broadcast Group, INC conducted Leadership Human Resources Training for 2 days, October 21st and 22nd. HR Contacts from all over the country were flown into Corporate to learn about how to be the best HR contact for the station; the HR/ Business Manager for Sioux City was in attendance for both days. We learned about FCC/EEO, Hiring, ADA, FLSA, EEOC and DOL Compliance, FMLA, supporting the Company's open door policy, performing our job well, sharing accountability and partnering with other station management to accomplish our goals. We all were able to share ideas during discussions and were able to take back ideas on things to implement at our station.	1	Business Manager

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	10/30/2015	Provision of training to management	<p>SBG, Inc. and its stations are an equal opportunity employer. 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.</p> <p>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 which 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>	46	

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	11/2/2015	Participation in events or programs sponsored by educational institutions	Peter Iversen, Creative Service-Senior Producer, gave a tour of the stations to 18 Morningside College students. They viewed the 9pm Newscast. The Newscast Director, the Newscast Anchor, the Director and Production Assistant gave summaries of their jobs and talked about a broadcasting career.	5	Senior Producer Newscast Director MMJ/Anchor Production Assistant
4	1/26/2016	Establishment of an intern program designed to assist members of the community	An internship program give us the opportunity to recruit college students who have a desire to work in broadcasting. Briar Cliff University student, Tyler McGhee interned with station news department for spring semester from 1/26/16- 4/30/16. Taylor Pluim, a Morningside college student interned in the news department from 2/1-4/30/16. Each student assisted reports on the field. They helped with live shots and controlled the teleprompter during live shows. Learned how to edit stories.	4	News Director Multimedia Journalist Director of news Assignment Director

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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5	3/18/2016	Participation in scholarship programs	The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education. The Fund complements Sinclair's existing widespread internship program as well as Sinclair's long-standing relationships with numerous colleges, including historically black colleges and universities in markets where Sinclair has stations. This Fund is another way for Sinclair to invest in the future of broadcast television, by ensuring that students dedicated to careers in broadcasting can complete their educations. Sinclair is excited to have the opportunity to provide students with financial assistance and look forward to reviewing completed applications by the deadline of 11:59 ET on Friday, April 29.	1	Corporate Employment manager
6	4/20/2016	Participation in Job Fairs	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.	4	Regional HR Manager Human Resources Business Manager Director of Digital Content & Solutions

KPTH-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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7	8/3/2016	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.	10	
8	9/19/2016	Participation in Job Fairs	The Siouxland Broadcasters Career Fair was held at Briar Cliff College. Local TV and Radio Stations participated in this event. This is also open to the public besides the college students. Matt Rixner, the Creative Service Director talked to students and public about our job openings and what other opportunities there are in broadcasting	1	Creative Service Director