

**KFXL, KHGI, KWNB**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2017 - January 31, 2018**

**I. VACANCY LIST**

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

| <b>Job Title</b>                           | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|--|--|-------------------------------|
| 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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| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--|--|---|
| 1                | A.Q. Miller School of Journalism and Mass Communications<br>105 Kedzie Hall<br>Manhattan, Kansas 66506<br>Phone : 785-532-5286<br>Url : <a href="http://www.k-state.edu">http://www.k-state.edu</a><br>Email : <a href="mailto:jobs@ksu.edu">jobs@ksu.edu</a><br>Steven Smethers   | Y  | 0   |
| 2                | Agency Referral  | N  | 3   |
| 3                | Arizona State University / Walter Cronkite School of Journalism<br>555 N Central Ave Ste 302<br>Phoenix, Arizona 85004<br>Url : <a href="http://www.asu.edu">http://www.asu.edu</a><br>Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a><br>Mike Wong   | Y  | 0   |
| 4                | Careerbuilder.com<br>1101 15th St NW<br>Washington, District of Columbia 20005<br>Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Andrew Hamburger  | N  | 1   |
| 5                | Collective Talent<br>26150 Herseyvale<br>Franklin, Michigan 48025<br>Url : <a href="http://www.medialine.com">http://www.medialine.com</a><br>Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a><br>Michael Bille  | N  | 0   |
| 6                | Colorado University Journalism and Mass Communications<br>1511 University Ave<br>Boulder, Colorado 80309<br>Phone : 303-492-5007<br>Url : <a href="http://www.colorado.edu">http://www.colorado.edu</a><br>Email : <a href="mailto:christine.mahoney@colorado.edu">christine.mahoney@colorado.edu</a><br>Christine Mahoney | N  | 0   |
| 7                | Employee Referral  | N  | 5   |

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|----------------------|---|--|---|
| 8                    | GlassDoor.com<br>1 Harbor Drive Suite 300<br>Sausalito, California 94965<br>Phone : 415-339-9105<br>Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Sinclair SilkRoad Source   | N  | 1   |
| 9                    | Hastings Central Community College<br>PO Box 1024<br>Hastings, Nebraska 68902<br>Phone : 402-461-2419<br>Url : <a href="http://www.cccneb.edu">http://www.cccneb.edu</a><br>Email : <a href="mailto:ksterner@cccneb.edu">ksterner@cccneb.edu</a><br>Kyle Sterner                    | N  | 0   |
| 10                   | Hastings College<br>710 N Tuner Ave<br>Hastings, Nebraska 68901<br>Phone : 402-461-7387<br>Url : <a href="http://www.hastings.edu">http://www.hastings.edu</a><br>Email : <a href="mailto:kgraviette@hastings.edu">kgraviette@hastings.edu</a><br>Kim Graviette                     | N  | 1   |
| 11                   | Hire A Hero<br>PO Box 6808<br>Morango, California 94705<br>Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Broadbean source  | Y  | 0   |
| 12                   | Howard University<br>5258 Bryant St NW<br>Washington, District of Columbia 20059<br>Url : <a href="http://www.howard.edu">http://www.howard.edu</a><br>Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a><br>Carol Dudley   | N  | 0   |
| 13                   | Indeed.com<br>7501 N. Capital of Texas Highway Building B<br>Austin, Texas 78737<br>Phone : 800-462-5842<br>Url : <a href="http://www.indeed.com">http://www.indeed.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Sinclair SilkRoad Source | N  | 6   |

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|------------------|---|--|---|
| 14               | Indian Center<br>1100 Military Rd<br>Lincoln, Nebraska 68508<br>Phone : .<br>Email : icitaylor@juno.com<br>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<br>335 Park School of Communications 953 Danby Rd<br>Ithaca, New York 14850<br>Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a><br>Email : sbgresumes@sbgstv.com<br>Sharon Pickeral | Y  | 0   |
| 20               | Journalismjobs.com<br>72 Plaza Drive 2nd fl<br>Berkeley, California 94706<br>Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a><br>Email : sbgresumes@sbgstv.com<br>Broadbean source | N  | 2   |
| 21               | Kansas University<br>1601 Irving Hill Rd 110 Burge Union<br>Lawrence, Kansas 66045<br>Phone : 785-864-7672<br>Url : <a href="http://www.ku.edu">http://www.ku.edu</a><br>Email : kucareer@ku.edu<br>Liz Caldwell  | N  | 0   |
| 22               | Linkedin<br>2029 Steirlin Ct<br>Mountain View, California 94043<br>Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a><br>Email : sbgresumes@sbgstv.com<br>Todd Soffian                           | N  | 2   |
| 23               | Media Match<br>8112 1/2 West 3rd St<br>Los Angeles, California 90048<br>Url : <a href="http://www.media-match.com">http://www.media-match.com</a><br>Email : info@media-match.com<br>Tammy Romaniuk               | Y  | 0   |

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

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|------------------|---|--|---|
| 31               | Recruit.Net<br>2706, The Centrium 61 Wyndham St<br>Central, Hong Kong<br>Phone : 852 2525 0555<br>Url : <a href="http://www.recruit.net">http://www.recruit.net</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Sinclair SilkRoad Source                   | N  | 0   |
| 32               | SimplyHired.com<br>370 San Aleso Avenue Suite 200<br>Sunnyvale, California 94085<br>Phone : 650-254-9000<br>Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Sinclair SilkRoad Source | N  | 0   |
| 33               | Sinclair Broadcast Group<br>10706 Beaver Dam Rd<br>Hunt Valley, Maryland 21030<br>Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a><br>Email : <a href="mailto:employment@sbgi.net">employment@sbgi.net</a><br>Sharon Pickeral  | N  | 11  |
| 34               | Station Website   | N  | 1   |
| 35               | Talent Dynamics<br>600 Las Colinas Blvd Ste 100<br>Irving, Texas 75039<br>Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a><br>Email : <a href="mailto:hedding@talentedynamics.com">hedding@talentedynamics.com</a><br>Christina Hedding                      | N  | 0   |
| 36               | The Job Spider<br>3000 Stanton Circle<br>Carmichael, California 95608<br>Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Broadbean source  | N  | 0   |
| 37               | TheLadders.com<br>137 Varick Street 8th Floor<br>New York, New York 10013<br>Phone : 646-453-1800<br>Url : <a href="http://www.theladders.com">http://www.theladders.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Sinclair SilkRoad Source          | N  | 0   |

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

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|--|--|--|---|
| 44   | US Army Wounded Warrior Program<br>200 Stovall St Room 7N53<br>Alexandria, Virginia 22332<br>Email : vicki.h.mullen.civ@mail.mil<br>Vicki Mullen   | Y  | 0   |
| 45   | Wayne State College<br>1111 Main Street<br>Wayne, Nebraska 68787<br>Phone : 402-375-7487<br>Url : <a href="http://www.wsc.edu">http://www.wsc.edu</a><br>Email : jabarell@wsc.edu<br>Jason Barelman                          | Y  | 0   |
| 46   | Wichita State University<br>1845 Fairmount<br>Wichita, Kansas 67260<br>Phone : 316-978-6831<br>Url : <a href="http://www.wichita.edu">http://www.wichita.edu</a><br>Email : career.services@wichita.edu<br>Karen Gillenwater | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>50</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 | 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<br>Promotion Manager<br>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<br>Asst. News<br>Director/Producer<br>Video Journalist<br>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<br>Director of News<br>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<br>Manager<br>News Tatent Manager<br>Director, News<br>Training and<br>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<br>Digital Producer<br>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<br>News Director<br>MMJ<br>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<br>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<br>News Director<br>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  | <p>General Manager<br/> Business Manager<br/> General Sales Manager<br/> News Director</p> |