

KBAK, KBFX
EEO PUBLIC FILE REPORT
August 1, 2016 - July 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
Promotions Producer	1-4, 6-7, 13-14, 18, 20-22, 24, 26-29, 31-33, 35-43, 45-59	22
Weekend News Producer/Assignment Editor	1-4, 6-8, 13-14, 18-24, 26-42, 44-59	34
Multimedia Journalist	1-8, 10, 13-14, 18-22, 24, 26, 28-33, 35-59	43
Local Sales Assistant	1-4, 6-7, 13-15, 18-22, 24, 26, 28-29, 31-33, 35-42, 45-59	15
Morning News Producer	1-4, 6-9, 13-14, 18-22, 24, 26, 28-33, 35-41, 43-59	9
News Anchor/Reporter (Weekends)	1-4, 6-8, 11, 13-14, 18-22, 24, 26, 28-33, 35-41, 44-59	11
Copy Coordinator/Sales Assistant	1-4, 6-8, 13-14, 18-24, 26, 28-33, 35-42, 44-59	29
News Photographer	1-4, 6-8, 12-14, 16, 18-22, 24, 26, 28-33, 35-42, 44-59	16
Multimedia Journalist	1-4, 6-8, 11, 13-14, 18-22, 24, 26, 28-33, 35-41, 44-59	11
Reporter - Morning News	1-4, 6-8, 13-15, 18-22, 24, 26, 28-33, 35-41, 44-59	29
Marketing Executive	1-4, 6-7, 13-15, 17-22, 24, 26, 28-29, 31-34, 36-41, 45-59	22
Marketing Executive	1-4, 6-7, 13-15, 17-22, 24, 26, 28-29, 31-34, 36-41, 45-59	15
Marketing Executive	1-4, 6-7, 13-15, 17-22, 24, 26, 28-29, 31-34, 36-41, 45-59	34
Traffic Assistant	1-4, 6-7, 12-15, 18-22, 24, 26, 28-29, 31-33, 36-42, 45-59	12
Multimedia Journalist	1-8, 13-14, 18-22, 24, 26, 28-33, 36-41, 44-59	3
Director	1-4, 6-8, 13-14, 18-22, 24, 26, 28-33, 36-41, 44-59	22
News Producer	1-4, 6-8, 13-14, 18, 20-22, 24-26, 28-33, 36, 38, 40-41, 44-59	22
Local Sales Assistant	1-4, 6-7, 13-14, 18, 20-22, 24, 26, 28-29, 31-34, 36, 38, 40-41, 45-59	34
News Photographer	1-4, 6-8, 12-15, 18, 20-24, 26, 28-33, 36, 38, 40-41, 44-59	15
News Photographer	1-4, 6-8, 12-15, 18, 20-24, 26, 28-33, 36, 38, 40-41, 44-59	12

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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 Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Url : http://www.readioschool.com Email : michelle@radioschool.com Michelle McConnell	N	0
2	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Advisor	N	0
3	California State University - Chico Journalism Dept. Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske	N	2
4	CalJobs / Kern County Career Services Center 1600 E Belle Terrace Bakersfield, California 93304 Url : http://www.careerservicescenter.com/ Email : cimperial@kchcc.org Career Advisor	N	1
5	Career Fair	N	2
6	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
7	City University - Career Planning & Placement 1190 Ne First St. Bellevue, Washington 98005 Url : http://www.cityu.edu/ Email : alumni@cityu.edu Kristine Kero	N	0
8	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Corporate Recruiter	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Current Employee	N	1
11	Current Employee - Transfer/Promotion	N	2
12	Current Employee/Internal Promotion	N	3
13	Eastern Washington University 104 RTV Building Cheney, Washington 99004 Url : http://www.ewu.edu/cale/programs/film.xml Email : pamela.bumpas@mail.ewu.edu Pam Bumpas	N	0
14	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : http://www.edcc.edu/ Email : careeractioncenter@edcc.edu Career Advisor	N	0
15	Employee Referral	N	6
16	Former Employee	N	1
17	Former Employee Referral	N	1
18	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
19	Heritage University 3240 Fort Road Toppenish, Washington 98948 Url : http://www.heritage.edu/ Email : Maceda_L@heritage.edu Lizabeth Maceda	N	0
20	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

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21	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
22	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	16
23	Internet Ad-not directly contacted by SEU	N	3
24	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
25	Job Fair	N	2
26	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
27	Lake Washington Technical College 11605 132nd Ave NE Kirkland, Washington 98034 Url : http://www.lwtc.ctc.edu/ Fax : 1-425-739-8199 Career Advisor	N	0
28	Lane Community College Career & Employment Services 4000 East 30th Ave Eugene, Oregon 97405 Url : http://www.lanecc.edu Email : studentjobs@lanecc.edu Teresa Hughes	N	0

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29	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	4
30	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
31	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhccareer@mhcc.edu Career Advisor	N	0
32	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
33	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : info@nljja.org Career Advisor	N	0
34	Non-Employee Referral	N	4
35	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Email : shannon@theoab.org Shannon Johnson	N	0
36	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0

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37	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : careerconnect@pdx.edu Career Advisor	N	0
38	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgtv.com Sinclair SilkRoad Source	N	0
39	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : pc-asbe@seattleu.edu Career Advisor	N	0
40	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgtv.com Sinclair SilkRoad Source	N	0
41	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgtv.com Sharon Pickeral	N	9
42	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : klane@sccd.ctc.edu Career Advisor	N	0
43	Station Website	N	5
44	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0

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45	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, Washington 98121 Email : schaabd@aai.edu Career Advisor	N	0
46	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Advisor	N	0
47	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
48	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
49	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
50	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
51	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	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
52	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : jobs@uoregon.edu Career Advisor	N	0
53	University of Southern California 3502 Watt Way Los Angeles, California 90089 Email : sbgresumes@sbgstv.com Career Advisor	N	0
54	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
55	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
56	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Career Advisor	N	0
57	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
58	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
59	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : sbgresumes@sbgstv.com Career Advisor	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			64

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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	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	3	Employment Manager News Talent Manager Director of News Training

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2	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>	20	

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3	1/21/2017	Participation in events sponsored by community groups	On Saturday January 21st, Carol Ferguson represented KBAK/KBFX in participating in a "Media Training" segment for Leadership Bakersfield. That program involves a large group of local business men and women. Media training is done thru the Kern County Press Club and Carol Ferguson was one of the media panelist who did a mock press conference with each of the program participants. This is a one day event and participants are encouraged to seek employment in broadcasting.	1	Reporter
4	2/2/2017	Participation in events or programs sponsored by educational institutions	Celebrity Reading Event held February 2, 2017 at Berkshire Elementary. Our morning Anchor Erin Briscoe, Tom Murphy, Hanna Battah and Claudette Stefanian read to approximately 24 students. They were able to share with them what it takes to work and become a News Anchor with our Station and what goes on behind the scenes in our Morning Show.	4	Morning Anchor Anchor/Reporter Anchor/Reporter Reporter
5	3/7/2017	Participation in Job Fairs	Idaho Job & Career Fair bringing local and national companies together with persons seeking employment and/or a career change in a one-day conference. Event March 7, 2017 Boise's Riverside Hotel; KBOI represented Sinclair Broadcast Group and presented all current position openings for the U.S. western region (California, Washington, Oregon, Idaho, and Nevada).	4	News Director General Sales Manager Promotions Director Assistant News Director
6	3/23/2017	Participation in Job Fairs	On Thursday, March 23, 2017, Kevin Olivas, News Recruiting Manager along with Jeffrey Lenk, KBAK/KBFX News Director participated at USC Annenberg Career Fair located at USC Ronald Tutor Campus Center Ballroom. 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.	2	News Recruiting Manager News Director

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7	4/19/2017	Participation in Job Fairs	Jeff Lenk News Director and Rebecca Pinnell, Business Manager represented KBAK/KBFX at the Bakersfield College Job Fair held April 19, 2017. They meet with over 150 college students seeking employment and interships with Sinclair Broadcasting. Applications were collected and reviewed and eligible students were encouraged to apply.	2	News Director Business Manager
8	5/11/2017	Participation in Job Fairs	On May 11, 2017 Yvette Graves, Program Director and Maria Lara, Human Resources attended Job Fest 2017. This year it was held at the Robobank Convention Center where over 150 employers including Sinclair Broadcasting were there to accept resumes and interview over 300 job applicants looking for full time and part-time positions. Everyone was encouraged to apply.	2	Human Resources Program Director