

**KFRE, KMPH**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2016 - July 31, 2017**

**I. VACANCY LIST**

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

| <b>Job Title</b>            | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|-----------------------------|--|-------------------------------|
| Local Sales Assistant       | 1-9, 11-23, 25-31, 34-41                                   | 14                            |
| News Photographer           | 1-13, 15-31, 33-41   | 12                            |
| Sales Account Executive     | 1-9, 11, 13-23, 25-31, 34-41                               | 14                            |
| General Assignment Reporter | 1-11, 13-22, 24-31, 33-41                                  | 14                            |
| News Photographer           | 1-3, 5-11, 13-22, 24-41                                    | 14                            |

**KFRE, KMPH**  
**EEO PUBLIC FILE REPORT**

**August 1, 2016 - July 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <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                | Bay Area Black Journalists Association<br>1714 Franklin Street #100-260<br>Oakland, California 94610<br>Phone : 510-986-9390<br>Email : info@babja.org<br>Job Bank Coordinator Job Bank Coordinator  | N  | 0   |
| 2                | Bay Area Video Coalition (BAVC)<br>2727 Mariposa Street, 2nd Floor<br>San Francisco, California<br>Phone : 415-558-2110<br>Url : www.bavc.org<br>Email : dov@bavc.org<br>Fax : 1-866-378-0494<br>Dov Golodner  | N  | 0   |
| 3                | BECA/San Francisco State University<br>1600 Holloway Ave<br>San Francisco, California 94132<br>Phone : 415-338-1787<br>Email : beca@sfsu.edu<br>Angela Dornbusch   | N  | 0   |
| 4                | California Broadcasters Assoc.<br>915 "L" Street Suite #1150<br>Sacramento, California 95814<br>Phone : 916-444-2237<br>Url : http://www.yourcba.com<br>Joe Berry<br>Manual Posting  | N  | 0   |
| 5                | California State University Fresno Career Services<br>5150 N. Maple Avenue<br>Fresno, California 93740<br>Phone : 559-278-2381<br>Email : recruiting@csufresno.edu<br>Fax : 1-559-278-6483<br>Career Services  | Y  | 0   |
| 6                | California State University, Bakersfield Center for<br>Community Engagement & Career Education<br>54 CAF 9001 Stockdale Highway<br>Bakersfield, California 93311-1022<br>Phone : 661-654-3033<br>Url : www.scub.edu/cece<br>Email : career@scub.edu<br>Fax : 1-661-654-3345<br>CSUB CECE | N  | 0   |

**KFRE, KMPH**  
**EEO PUBLIC FILE REPORT**

**August 1, 2016 - July 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <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> |
|------------------|--|--|---|
| 7                | CalJobs - Workforce Connection<br>P.O. Box 826880, MIC83<br>Sacramento, California 94280-0001<br>Phone : 888-501-2278<br>Url : <a href="http://www.caljobs.ca.gov">http://www.caljobs.ca.gov</a><br>Fax : 1-559-230-4022<br>Arthur Moss  | N  | 0   |
| 8                | Career Resources Center Fresno Pacific University<br>1717 S. Chestnut Ave.<br>Fresno, California 93702<br>Phone : 559-453-2000<br>Url : <a href="http://www.fresno.edu">www.fresno.edu</a><br>Email : <a href="mailto:alicia.andrade@fresno.edu">alicia.andrade@fresno.edu</a><br>Fax : 1-559-453-7147<br>Alicia Andrade | N  | 0   |
| 9                | 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  | 0   |
| 10               | Collective Talent<br>1721 Richardson Place<br>Tampa, Florida 33606<br>Phone : 1-813-254-9695<br>Url : <a href="http://www.CollectiveTalent.com">www.CollectiveTalent.com</a><br>Email : <a href="mailto:info@michaelsmedia.com">info@michaelsmedia.com</a><br>Michael Bille  | N  | 0   |
| 11               | Columbia University Graduate School of Journalism<br>2950 Broadway<br>New York, New York 10027<br>Phone : 212-854-4422<br>Email : <a href="mailto:as1698@columbia.edu">as1698@columbia.edu</a><br>Anucha Shrivastava   | Y  | 0   |
| 12               | Current Employee   | N  | 2   |
| 13               | Diversity Solutions<br>P.O. Box 740948<br>San Diego, California 92174<br>Phone : 619-277-9099<br>Url : <a href="http://www.diversitysolutions.us">www.diversitysolutions.us</a><br>Email : <a href="mailto:oran@diversitysolutions.us">oran@diversitysolutions.us</a><br>Oran Brown                                      | N  | 0   |

**KFRE, KMPH**  
**EEO PUBLIC FILE REPORT**

**August 1, 2016 - July 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <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> |
|------------------|---|--|---|
| 14               | Employee Referral   | N  | 7   |
| 15               | Fresno City College Employment Resource Center<br>1101 E. University<br>Fresno, California 93706<br>Phone : 559-442-8294<br>Email : karin.collins@fresnocitycollege.edu<br>Fax : 1-559-442-4850<br>Karin Collins  | N  | 1   |
| 16               | 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 : sbgresumes@sbgstv.com<br>Sinclair SilkRoad Source  | N  | 0   |
| 17               | Hire a Hero<br>P.O. Box 6808<br>Morango, California 94705<br>Phone : 888-501-2278<br>Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a><br>Email : sbgresumes@sbgstv.com<br>Broadbean Source Alicia Lawrence   | N  | 0   |
| 18               | Howard University School of Communications<br>525 Bryant St. NW Room 107<br>Washington, District of Columbia 20059<br>Url : <a href="http://communications.howard.edu/about/career-deve">http://communications.howard.edu/about/career-deve</a><br>Email : cdudley@howard.edu<br>Carol Dudley | N  | 0   |
| 19               | 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 : sbgresumes@sbgstv.com<br>Sinclair SilkRoad Source  | N  | 1   |
| 20               | 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   |

**KFRE, KMPH**  
**EEO PUBLIC FILE REPORT**

**August 1, 2016 - July 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <b>RS<br/>Number</b> | <b>RS Information</b>  | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|--|--|---|
| 21                   | Journalismjobs.com<br>72 Plaza Drive 2nd Floor<br>Berkeley, California 94705<br>Phone : 510-653-1521<br>Email : sbgresumes@sbgstv.com<br>Broadbean Source  | 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>Todd Soffian<br>Manual Posting                                 | N  | 0   |
| 23                   | Marynard Institute of Journalism<br>663 13th Street, Suite 200<br>Oakland, California 94612<br>Phone : 510-891-9202<br>Email : ehsu@maynardije.org<br>Fax : 1-510-891-9565<br>Evelyn Hsu                 | Y  | 0   |
| 24                   | Medialine<br>PO BOX 51909<br>Pacific Grove, California 93950<br>Phone : na<br>Url : <a href="http://www.medialine.com">http://www.medialine.com</a><br>Email : medialine@medialine.com<br>Mark Shilstone | N  | 1   |
| 25                   | Minorities in Broadcasting<br>PO Box 67132<br>Century City, California 90067<br>Phone : 310-652-0271<br>Fax : 1-866-769-8741<br>Patrice Williams   | N  | 0   |
| 26                   | Modesto Junior College<br>435 College Avenue<br>Modesto, California 95350<br>Phone : 209-575-6408<br>Fax : 1-209-575-6408<br>Contact Person  | N  | 0   |

**KFRE, KMPH**  
**EEO PUBLIC FILE REPORT**

**August 1, 2016 - July 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <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> |
|------------------|---|--|---|
| 27               | National Hispanic Media Coalition<br>55 S Grand Avenue<br>Pasadena, California 91105<br>Phone : (626) 792-6462<br>Url : <a href="http://www.nhmc.org">www.nhmc.org</a><br>Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a><br>NHMC Job Postings                                       | N  | 0   |
| 28               | 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   |
| 29               | San Joaquin Valley College<br>295 E. Sierra Avenue<br>Fresno, California 93710<br>Phone : 877-367-7582<br>Email : <a href="mailto:sjvconline@sjvc.edu">sjvconline@sjvc.edu</a><br>Fax : 1-559-735-0219<br>SJVC Online   | N  | 0   |
| 30               | 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   |
| 31               | 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@sbgstv.com">employment@sbgstv.com</a><br>Sharon Pickeral  | N  | 1   |
| 32               | Station Website   | N  | 1   |
| 33               | 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   |

**KFRE, KMPH**  
**EEO PUBLIC FILE REPORT**

**August 1, 2016 - July 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <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> |
|------------------|---|--|---|
| 34               | The David Crane Agency<br>124 Ammons Drive<br>Raleigh, North Carolina 27615-6501<br>Phone : 919.870.9121<br>Email : steveski@dcatalent.com<br>Steve Swienchowski  | Y  | 0   |
| 35               | The Job Spider<br>3000 Stanton Circle<br>Carmichael, California 95608<br>Phone : 916-488-7065<br>Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a><br>Email : sbgresumes@sbgstv.com<br>Broadbean Source         | N  | 0   |
| 36               | 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 : sbgresumes@sbgstv.com<br>Sinclair SilkRoad Source | N  | 0   |
| 37               | TV Jobs.com<br>PO Box 4116 Oceanside<br>Oceanside, California 92052<br>Phone : 760-754-8177<br>Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a><br>Email : info@tvjobs.com<br>Mark Holloway                                | N  | 0   |
| 38               | University of Southern California/Annenberg<br>3502 Watt Way<br>Los Angeles, California 90819<br>Phone : 213-740-3912<br>Email : meganh@usc.edu<br>Megan Hutaff   | N  | 0   |
| 39               | 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   |

**KFRE, KMPH**  
**EEO PUBLIC FILE REPORT**

**August 1, 2016 - July 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <b>RS<br/>Number</b>                           | <b>RS Information</b>   | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|--|---|--|---|
| 40   | Walter Cronkite School of Journalism<br>555 N. Central Ave Suite 302<br>Phoenix, Arizona 85004<br>Phone : .<br>Url : NEWS only<br>Email : mike.wong@asu.edu<br>Michael Wong   | Y  | 0   |
| 41   | Work Force Connection<br>3302 N. Blackstone Suite #221<br>Fresno, California 93726<br>Phone : (559) 230-4024<br>Url : www.workforce-connection.com<br>Email : irodriguez@workforce-connection.com<br>Fax : 1-559-230-4044<br>Isabel Rodriguez | Y  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>14</b>   |



**KFRE, KMPH**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2016 - July 31, 2017**

**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of<br/>Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description Of Activity</b>   | <b>No. of<br/>Stations<br/>Participants</b> | <b>Participant Title</b>   |
|---|-------------|--|--|---|--|
| 1 | 9/7/2016    | 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<br>News Talent Manager<br>Director of News Training |

**KFRE, KMPH**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2016 - July 31, 2017**

**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of<br/>Recruitment Initiative<br/>(Menu Selection)</b>                 | <b>Brief Description Of Activity</b>   | <b>No. of<br/>Stations<br/>Participants</b> | <b>Participant Title</b>       |
|---|-------------|--|--|---|--------------------------------|
| 2 | 12/12/2016  | 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  |                                |
| 3 | 1/16/2017   | Establishment of an intern program designed to assist members of the community | <p>Internship program with local university, students worked in news room under supervision of our news director and lead producer. Interns learned skills in interviewing, writing and reporting.</p>   | 2   | News Director<br>Lead Producer |

**KFRE, KMPH**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2016 - July 31, 2017**

**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of<br/>Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description Of Activity</b>   | <b>No. of<br/>Stations<br/>Participants</b> | <b>Participant Title</b>   |
|---|-------------|--|--|---|--|
| 4 | 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<br>General Sales Manager<br>Promotions Director<br>Assistant News Director |
| 5 | 3/23/2017   | Participation in Job Fairs                                     | On Thursday, March 23, 2017, Kevin Olivas along with Jeffrey Lenk participated in USC Annenberg Career Fair located at USC Ronald Tutor Campus Center Ballroom, representing Sinclair West Coast region. They met potential candidates and reviewed resumes and tapes for current and future job openings across the West Coast stations (WA, OR, ID, NV and CA). All candidates who stopped by were followed up with and interviews set up where applicable.  | 2   | News Director<br>News Recruiting Manager   |
| 6 | 4/27/2017   | Participation in Job Fairs                                     | Amber and Will represented all West Coast stations for Sinclair Broadcast Group at the 2nd annual University of Washington 2017 Marketing, Media & Communications Fair in Seattle, WA. This one-day career fair brought local and national companies with careers in Broadcasting, Journalism, Marketing, Public Relations, Publishing, Radio/TV / Film, or Social Media together with students and alumni seeking employment and/or a career change. All locations and current position openings were discussed with interested candidates. | 2   | Human Resources Generalist<br>Promotions Manager   |