

KFRE, KMPH, KMPH-CD
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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
Local Sales Assistant	2-4, 7-11, 14, 16-17, 19-22, 25, 28, 30, 32, 35, 37-42, 46-47, 49-50, 52-55	38
News Promotions Producer/Graphics Designer	2-4, 7-11, 13-14, 17-22, 25, 28, 30, 32-33, 35, 37, 39-42, 45-47, 49-50, 52-55	18
News Producer	2-4, 7-11, 13-14, 17, 19-22, 25, 28, 30, 32-33, 35, 37, 39-42, 45-47, 49-50, 52-55	20
Social Media Producer	2-4, 7-11, 13-14, 17, 19-22, 25, 28, 30, 32-33, 35, 37, 39-42, 44-47, 49-50, 52-55	44
General Assignment Reporter	1-15, 17, 19-22, 24-25, 28-37, 39-43, 45-55	32
Broadcast Engineer	2-4, 7-11, 14, 17, 19-22, 25-28, 30, 32, 35-37, 39-42, 46-50, 52-54, 56	27
News Editor/Floor Crew	2-4, 7-11, 13-14, 17, 19-22, 25, 28, 30, 32-33, 35-37, 39-42, 45-50, 52-54, 56	11
New Business Development Manager	2-4, 7-11, 14, 17-23, 25, 28, 30, 32, 35-37, 39-42, 46-50, 52-54, 56	18
Newscast Director	2-4, 7-11, 13-14, 17, 19-23, 25, 28, 30, 32-33, 35-37, 39-42, 45-50, 52-54, 56	7
Newscast Director	2-4, 7-11, 13-14, 17, 19-23, 25, 28, 30, 32-33, 35-37, 39-42, 45-50, 52-54, 56	11
News Editor / Technical Director	2-4, 7-11, 13-14, 17, 19-23, 25, 28, 30, 32-33, 36-37, 39-42, 45-50, 52-54, 56	25

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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	Agency Referral	N	2
2	Bay Area Black Journalists Association 1714 Franklin Street #100-260 Oakland, California 94610 Phone : 510-986-9390 Email : info@babja.org Job Bank Coordinator Job Bank Coordinator	N	0
3	Bay Area Video Coalition (BAVC) 2727 Mariposa Street, 2nd Floor San Francisco, California Phone : 415-558-2110 Url : www.bavc.org Email : dov@bavc.org Fax : 1-866-378-0494 Dov Golodner	N	0
4	BECA/San Francisco State University 1600 Holloway Ave San Francisco, California 94132 Phone : 415-338-1787 Email : beca@sfsu.edu Angela Dornbusch	N	0
5	Calif. State Univeristy Hayward, Dept of Mass Communications 25800 Carlos Bee Blvd. Hayward, California 94542 Phone : 510-885-3292 Email : dsawka@csuhayward.edu Dana Sawka	N	0
6	California Indian Manpower Consortium 4153 Northgate Blvd. Sacramento, California 95832 Phone : 916-920-0285 Fax : 1-916-564-2345 Taralyn I	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
7	California State University Fresno Career Services 5150 N. Maple Avenue Fresno, California 93740 Phone : 559-278-2381 Email : recruiting@csufresno.edu Fax : 1-559-278-6483 Career Services	Y	1
8	California State University, Bakersfield Center for Community Engagement & Career Education 54 CAF 9001 Stockdale Highway Bakersfield, California 93311-1022 Phone : 661-654-3033 Url : www.scub.edu/cece Email : career@scub.edu Fax : 1-661-654-3345 CSUB CECE	N	0
9	CalJobs - Workforce Connection P.O. Box 826880, MIC83 Sacramento, California 94280-0001 Phone : 888-501-2278 Url : http://www.caljobs.ca.gov Fax : 1-559-230-4022 Arthur Moss	N	0
10	Career Resources Center Fresno Pacific University 1717 S. Chestnut Ave. Fresno, California 93702 Phone : 559-453-2000 Url : www.fresno.edu Email : alicia.andrade@fresno.edu Fax : 1-559-453-7147 Alicia Andrade	N	0
11	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Center for Employment Training 6853 65th Street Sacramento, California 95828 Phone : 916-393-7401 Fax : 1-916-393-7347 Justo Gaitan	N	0
13	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 1-813-254-9695 Url : www.CollectiveTalent.com Email : info@michaelsmedia.com Michael Bille	N	0
14	Columbia University Graduate School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Email : as1698@columbia.edu Anucha Shrivastava	Y	0
15	Community Resource Council 133 Church Street Roseville, California 95678-2294 Phone : 916-783-0481 Email : pancrcfb@foothill.net Job Coordinator	N	0
16	Consultant Referral	N	1
17	Diversity Solutions P.O. Box 740948 San Diego, California 92174 Phone : 619-277-9099 Url : www.diversitysolutions.us Email : oran@diversitysolutions.us Oran Brown	N	0
18	Employee Referral	N	2

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19	Fresno City College Employment Resource Center 1101 E. University Fresno, California 93706 Phone : 559-442-8294 Email : karin.collins@fresnocitycollege.edu Fax : 1-559-442-4850 Karin Collins	N	0
20	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	1
21	Hire a Hero P.O. Box 6808 Morongo, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
22	Howard University School of Communications 525 Bryant St. NW Room 107 Washington, District of Columbia 20059 Url : http://communications.howard.edu/about/career-deve Email : cdudley@howard.edu Carol Dudley	N	0
23	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	Y	0
24	In Alliance 6950 21st Avenue Sacramento, California 95820 Phone : 916-381-1300 Url : www.inallianceinc.com Email : info@inalliance.com Fax : 1-916-381-9026 Job Developer	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
25	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	4
26	Internal Candidate	N	1
27	Internet Ad-not directly contacted by SEU	N	1
28	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
29	Japanese Cultural/Community Center 1840 Sutter Street San Francisco, California 94115 Phone : 415-567-5505 Email : mfletcher@jccnc.org Marjorie Fletcher	N	0
30	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
31	La Familia Counseling Center 5523 34th Street Sacramento, California 95820 Phone : 916-227-2584 Email : jrpeters@delpaso.seta.net Fax : 1-916-452-7628 Jennifer Peterson	N	0
32	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Todd Soffian	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Medialine PO BOX 51909 Pacific Grove, California 93950 Phone : na Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
34	Mexican American Opportunity Foundation 2001 28th Street Bakersfield, California 93301 Phone : 661-861-2800 Email : mlaris@co.kern.ca.us Fax : 1-661-336-6861 Mauro Laris	N	0
35	Minorities in Broadcasting PO Box 67132 Century City, California 90067 Phone : 310-652-0271 Fax : 1-866-769-8741 Patrice Williams	N	0
36	Modesto Junior College 435 College Avenue Modesto, California 95350 Phone : 209-575-6408 Fax : 1-209-575-6408 Contact Person	N	0
37	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California 91105 Phone : (626) 792-6462 Url : www.nhmc.org Email : info@nhmc.org NHMC Job Postings	N	0
38	Non-Employee Referral	N	1

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39	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
40	San Joaquin Valley College 295 E. Sierra Avenue Fresno, California 93710 Phone : 877-367-7582 Email : sjvconline@sjvc.edu Fax : 1-559-735-0219 SJVC Online	N	0
41	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
42	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	1
43	State of Calif. Employment Development Department 801 Turk Street San Francisco, California 94544 Phone : 415-749-7551 Email : sfjobs@edd.ca.gov Thomas Swinnerton	N	0
44	Station Website	N	1
45	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentdynamics.com Email : hedding@talentdynamics.com Christina Hedding	N	0

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46	The David Crane Agency 124 Ammons Drive Raleigh, North Carolina 27615-6501 Phone : 919.870.9121 Email : steveski@dcatalent.com Steve Swienchowski	Y	0
47	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
48	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	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	TV Jobs.com PO Box 4116 Oceanside Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
51	University of Pacific 3601 Pacific Avenue Stockton, California 95211 Phone : 209-946-2361 Email : jcarvana@pacific.edu Fax : 1-209-946-2760 Career/Internship Programmer	N	0

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52	University of Southern California/Annenberg 3502 Watt Way Los Angeles, California 90819 Phone : 213-740-3912 Email : meganh@usc.edu Megan Hutaff	N	0
53	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
54	Walter Cronkite School of Journalism 555 N. Central Ave Suite 302 Phoenix, Arizona 85004 Phone : . Url : NEWS only Email : mike.wong@asu.edu Michael Wong	Y	0
55	Work Force Connection 3302 N. Blackstone Suite #221 Fresno, California 93726 Phone : (559) 230-4024 Url : www.workforce-connection.com Email : irodriguez@workforce-connection.com Fax : 1-559-230-4044 Isabel Rodriguez	Y	0
56	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

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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	8/8/2017	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 Manager News Talent Manager Director News Training and Development
2	9/26/2017	Participation in events or programs sponsored by educational institutions	News Director participated in a college class lecture discussing careers in broadcasting, how to prevent bias in journalism, and the importance of ethical behavior by journalists.	1	News Director
3	3/9/2018	Participation in events or programs sponsored by educational institutions	Nike King hosted a workshop about television sports reporting. Spoke to 30-40 high school students about what a typical work day is like, how he got the job, and what he thinks the future of the industry is like. Then offered some advise based on questions asked.	1	Sports Anchor / Reporter
4	7/13/2018	Establishment of an intern program designed to assist members of the community	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.	1	Lead Producer