

KFDM
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
News Producer	3, 5, 8-9, 12, 14-20, 22-36, 38, 40-42, 45-46, 48-53, 55-62, 65	28
News Producer	3, 5, 8-9, 12, 14-20, 22-36, 38, 40-42, 45-46, 48-53, 55-62, 65	28
News Photographer	1, 3, 5-6, 8, 11-12, 14-17, 19-20, 22-23, 25-27, 29-36, 38-41, 45-46, 49-50, 52-54, 56-57, 59-66	33
Master Control Operator	1, 3, 5-6, 8, 11-12, 14-17, 19-20, 22-23, 25-27, 29-36, 38-41, 45-46, 48-50, 52-54, 56-57, 59-66	46
News Anchor - Reporter	1, 3, 5-8, 11-17, 19-23, 25-27, 29-36, 38-42, 45-50, 52-53, 55-57, 59-66	46
News Anchor - Reporter	1, 3, 5-8, 11-17, 19-23, 25-27, 29-36, 38-42, 45-50, 52-53, 55-57, 59-66	13
News Producer	1, 3, 5-6, 8, 11-12, 14-17, 19-20, 22-23, 25-27, 29-36, 38-41, 45-46, 48-50, 52-54, 56-57, 59-61, 63-66	46
News Photographer	1, 3, 5-6, 8, 11-12, 14-17, 19-23, 25-27, 29-36, 38-39, 41, 45-46, 48-50, 52-53, 55-57, 59-61, 63-66	21
Marketing Consultant	1, 3, 5-6, 8, 11-17, 19-20, 22-23, 25-27, 29-36, 38-41, 45-46, 49-50, 52-54, 56-57, 59-61, 63-66	13
Newscast Director	1-8, 10-12, 14-17, 19-23, 25-41, 44-50, 52-53, 55-61, 63-66	28
Newscast Director	1-8, 10-12, 14-17, 19-23, 25-41, 44-50, 52-53, 55-61, 63-66	10
Newscast Director	1-8, 10-12, 14-17, 19-23, 25-41, 44-50, 52-53, 55-61, 63-66	44
News Anchor	1-9, 11-12, 14-17, 19-20, 22-23, 25-41, 45-50, 52-54, 56-61, 63-66	28
Multimedia Journalist	1-8, 11-12, 14-17, 19-20, 22-23, 25-27, 29-41, 43, 45-50, 52-54, 56-61, 63-66	33
Master Control Operator	1-6, 8, 11-17, 19-23, 25-27, 29-41, 43, 45-46, 48-50, 52-53, 55-61, 63-66	13
Multimedia Journalist (MMJ)	1-8, 11-17, 19-20, 22-23, 25-27, 30-41, 43, 45-47, 49-50, 52-61, 63-66	13

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Master Control Operator	1-6, 8, 11-12, 14-17, 19-20, 22-23, 25-27, 30-41, 43, 45-46, 49-50, 52-61, 63-66	46

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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	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
2	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
3	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
4	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
6	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
7	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0

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8	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-2980 Email : gb2219@columbia.edu Gina Boubion	Y	0
9	Current Employee	N	3
10	Current Employee/Internal Promotion	N	1
11	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
12	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
13	Employee Referral	N	5
14	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
15	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
16	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0

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17	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
18	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
19	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
20	Idaho State 921 S. 8th St. Pocatello, Idaho 83209 Phone : 208-282-2518 Email : careers@isu.edu Ray Ludwig	N	0
21	Indeed.com - Not Directly Contacted by SEU	N	5
22	Institute of Prod. & Recording 312 Washington N. Minneapolis, Minnesota 55401 Phone : 612-244-2800 Email : dwelter@ipr.edu n/a n/a	N	0
23	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
24	Jackson State University 1400 John R Lynch St Jackson, Mississippi 39217 Url : www.jsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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25	Jasper Workforce Center 799 W. Gibson #300 Jasper, Texas 75951 Phone : 409-384-9032 Email : sparler@detwork.org Shelby Parler	N	0
26	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
27	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
28	KFDM-TV 2955 Interstate 10 E Beaumont, Texas Email : sbgresumes@sbgstv.com n/a n/a	N	4
29	Lamar Inst of Technology P.O. Box 11127 Beaumont, Texas 77710 Phone : 409-951-5709 Url : https://www.lamar.edu/ Email : careers@lit.edu Jackie McCue	N	0
30	Lamar St College P.A. 1500 Procter Pt. Arthur, Texas 77640 Phone : 409-984-6304 Email : guillsr@lamarpa.edu Sheila Guillot	N	0
31	Lamar State College-Orange 410 W. Front Ave Orange, Texas 77630 Phone : 409-832-3931 Email : humanresources@lsco.edu Sherrie Willoughy	N	0

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32	Lamar University - Communications Dept P O Box 10009 Beaumont, Texas 77710 Phone : 281-593-9683 Email : gswilliams@lamar.edu Gordon Williams	N	0
33	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	6
34	LSU 1401 N. Foster Dr. Baton Rouge, Louisiana 70803 Phone : 225-578-8833 Email : slipscl@lsu.edu Sharyon Lipscomb	N	0
35	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
36	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
37	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
38	NAACP 2002 Wheeler Houston, Texas 77004 Phone : 713-526-3389 Email : branch@naacphouston.org Fax : 1-713-630-2699 Yolanda Smith	N	0

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39	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
40	Ntl. Assoc. of Hispanic Jrl. 1000 Natl. Press Bldg 529 14th St. NW Washington, District of Columbia 20045 Phone : 202-662-7145 Fax : 1-202-662-7144 Martina Hillendo	N	0
41	Ohio Center for Broadcasting 530 South State Street Chicago, Illinois 60605 Phone : 216-455-5337 Email : delark@beonair.com Don Clark	N	0
42	Orange Workforce Center 320 Green Ave. Orange, Texas 77630 Phone : 409-882-0302 Fax : 1-409-883-4966 Career Services	N	0
43	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0
44	Re-hire	N	1
45	San Antonio College 133 San Pedro San Antonio, Texas 78212 Phone : 210-486-0772 Email : sac-joblink@alamo.edu Fax : 1-210-486-0879 George Hernandez	N	0

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46	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgnet.net Email : employment@sbgnet.com Career Page	N	5
47	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
48	Taylor Career Center 233 North St. Beaumont, Texas 77702 Phone : 409-617-5740 Email : eleblan@bmtisd.com Miranda Swiderski	N	0
49	Texas A&M University 401 Joe Routt Blvd College Station, Texas 77843 Phone : . Email : sbgresumes@sbgnet.com Career Center	N	0
50	Texas Assoc. of Broadcasters 502 E. 11th st. #200 Austin, Texas 78701 Phone : 512-322-0522 Url : https://www.tab.org/ Mary Strickland Manual Posting	N	0
51	Texas Southern University 3100 Cleburne St. Houston, Texas 77004 Phone : 713-313-7011 Email : sbgresumes@sbgnet.com Fax : 1-713-313-4347 Human Resource	N	0

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52	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
53	Texas Tech University P.O. Box 43082 Lubbock, Texas 79409 Phone : 806-742-3385 Email : careercenter@ttu.edu Fax : 1-806-742-1085 Leighanna Price	N	0
54	Texas Workforce Center 304 Pearl St. Beaumont, Texas 77701 Phone : 409-839-8045 ext. 3505 Email : davidmcclesky@twc.state.tx.us Fax : 1-409-832-4769 David McClesky	N	0
55	Texas Workforce Commission 510 Park Beaumont, Texas 77701 Phone : 409-839-8045 Url : www.setworks.org Email : levette.roosevelt@setworks.org Fax : 1-409-839-1420 Levette Roosevelt	N	0
56	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
57	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0

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58	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
59	University of North Texas 1155 Union Circle Denton , Texas 76203 Email : sbgresumes@sbgstv.com Career Center	N	0
60	University of Texas 1 University Station Austin, Texas 78712 Email : carolina.mutz@austin.utexas.edu Carolina Mutz	N	0
61	University of TexasPan Am. 1201 W. University Dr. Edinburgh, Texas 78539 Phone : 956-665-2243 Email : careercenter@utrgv.edu Fax : 1-956-381-2244 Celia Castaneda	N	0
62	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	N	0
63	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
64	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0

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65	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
66	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			30

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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	Ongoing Event	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 "Business Ethics" and "Workplace Harassment Prevention for Manager Version 3.0" and all newly hired employees complete "Workplace Harassment Prevention for Employees" and "Business Ethics" 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>	5	Business Manager HR Contact Station Manager Director, Engineering

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2	4/14/2021	Participation in Job Fairs	Corporate Employment Coordinator represented Sinclair at Hampton University as Corporate Recruiter. Sinclair was invited to attend Scripps Howard School of Journalism and Communication Virtual Career Fair. Employment team gave 10 minute presentation and answered questions. Interested parties were referred to website to apply, resumes were taken and LinkedIn was used.	1	Recruiting Coordinator
3	4/28/2021	Participation in Job Fairs	The corporate employment specialist represented Sinclair Broadcast Group at the G.I. Jobs Virtual Career Expo. Employment team spoke with veterans, reviewed resumes, and discussed future job opportunities. Team followed up with station HR contacts regarding new applicants.	2	Employment Specialist Employment Specialist
4	5/4/2021	Participation in Job Fairs	Corporate employment specialists represented Sinclair at the Virtual Career Fair for Full Sail University. They virtually met with potential candidates and reviewed resumes. Spoke with students and alumni about career interests. All candidates were interested were asked to apply on the Sinclair Website. Followed up with local HR Contacts regarding new applicants	3	Employment Coordinator Employment Specialist Employment Specialist

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5	10/20/2021	Participation in Job Fairs	The Corporate Employment Specialist and Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	Employment Specialist Employment Coordinator
6	11/2/2021	Participation in Job Fairs	The Corporate Employment Specialist represented all of Sinclair Broadcast Group at a Career Discussion with Elizabeth City State University. The topic of discussion was Professional Development, and Career Opportunities. She met virtually with a class and discussed career opportunities within Sinclair, and competencies for career readiness with the company. She also provided information on how to apply, and how to search our openings on our Careers Page. All students were given contact information, and a presentation with an overview of Sinclair.	1	Employment Specialist

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7	Ongoing Event	Participation in scholarship programs	In keeping with promoting diversity in the Broadcast industry as well as promoting broadcasting careers as a whole KFDM/MFDM has publicly promoted information on their station regarding the Sinclair Diversity Scholarship. This \$5,000 scholarship opportunity is offered to college students from diverse ethnic backgrounds and who are in their sophomore or junior years of a 4-yr college or university and are pursuing a career in broadcasting, digital or social media, or marketing. There is no specific college major required. By promoting this at the local KFDM/MFDM station level, it will bring visibility to this scholarship at local colleges who may have interested and eligible students.	4	News Director Station Manager Creative Services Director Business Manager