

KBAK / KBFX
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

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
Multimedia Journalist	3-4, 6-10, 12-14, 21-22, 24, 28-29, 31-33, 36-37, 39-42, 44-51, 53, 56-57	41
News Anchor/Reporter (Weekends)	3-4, 6-10, 12-13, 15, 20-24, 28-29, 31-33, 36-37, 39-40, 42, 44-51, 53, 55-57	40
News Producer	3-4, 6-10, 12, 20-24, 26, 28-29, 31-32, 36-37, 39-40, 44-51, 53, 55-57	55
News Photographer	3-4, 6-10, 12, 20-24, 27-29, 31-32, 36-37, 39-40, 44-51, 53, 56-57	31
Multimedia Journalist	3-4, 6-10, 12-13, 20-24, 28-29, 31-32, 36-37, 39-42, 44-51, 53, 55-57	41
Morning News Reporter	1-10, 12-13, 19-21, 23-24, 28-29, 31-32, 35-37, 39-48, 50-51, 53, 56-58	40
Multimedia Journalist (MMJ)	1, 3-4, 6-17, 19-21, 23, 25, 28-32, 34, 36-40, 42-43, 45-48, 50-54, 56-58	14
News Photographer	1, 4, 6-12, 16-21, 23, 25-32, 34, 36-40, 43, 45-48, 50-54, 56-58	18
Multimedia Journalist (MMJ)	1, 4, 6-13, 16-17, 19-21, 23, 25, 28-32, 34, 36-48, 50, 52-54, 56-58	40

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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	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Url : http://www.readioschool.com Email : michelle@radioschool.com Michelle McConnell	N	0
4	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
5	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
6	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Advisor	N	0
7	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0

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8	California State University - Chico Journalism Dept. Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske	N	0
9	CalJobs / Kern County Career Services Center 1600 E Belle Terrace Bakersfield, California 93304 Url : http://www.careerservicescenter.com/ Email : evetts@kerndhs.com Shanda Evetts	N	0
10	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
11	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
12	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
13	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
14	Corporate Recruiter	N	3
15	Current Employee	N	2

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16	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
17	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
18	Employee Referral	N	1
19	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
20	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
21	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Prong 2 Ended Date: 12/31/2020	N	0
22	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0

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23	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
24	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
25	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
26	Indeed.com - Not Directly Contacted by SEU	N	2
27	Internet Ad-not directly contacted by SEU	N	2
28	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
29	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
30	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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31	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	1
32	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
33	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
34	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
35	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
36	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Phone : 626-792-6462 Email : sbaca@nhmc.org Sylvia Baca	N	0
37	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : info@nlga.org Career Advisor	N	0

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38	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
39	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0
40	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgnet.net Email : employment@sbgstv.com Career Page	N	12
41	Station Website	N	6
42	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
43	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
44	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Career Advisor Manual Posting	N	0
45	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0

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46	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
47	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	2
48	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	N	0
49	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : jobs@uoregon.edu Career Advisor	N	0
50	University of Southern California 3502 Watt Way Los Angeles, California 90089 Email : sbgresumes@sbgstv.com Career Advisor	N	0
51	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen Prong 2 Ended Date: 12/31/2020	N	0
52	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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53	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
54	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
55	Word of Mouth Referral	N	3
56	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : sbgresumes@sbgstv.com Career Advisor	N	0
57	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
58	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:			34

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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 "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>	74	General Manager News Director General Sales Manager Business Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	9/16/2020	Participation in Job Fairs	KBAK/KBFX News Director Jeff Lenk participated in USC Fall 2020 Virtual Career Fair held for one day on Wednesday, September 16th. Jeff Lenk was assigned a Chat Booth where he was able to speak with current students and alumni regarding their career interests to identify potential career opportunities with Sinclair. All candidates who were interested in the job opportunities were asked to apply through our Sinclair Website.	1	News Director
3	10/17/2020	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Media Sales Academy as a Corporate Recruiter. He met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. Our Corporate Recruiter spoke with students and alumni currently enrolled in NAB's Media Sales Academy 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.	1	Recruiting Coordinator
4	11/12/2020	Participation in Job Fairs	The Corporate Employment Specialists represented all 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 Specialist

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5	3/2/2021	Provision of training to management	Rebecca Pinnell participated in a training presented on behalf of TLP LAW, Gregg P Skall, Lisa Fields with Broadcast 1 Source and the California Broadcaster's Association. This was a complete training course on FCC EEO virtual training regarding rules and regulations that each station must establish, maintain, and carry out a positive continuing program to ensure equal opportunity and non discrimination.	1	Business Manager
6	4/14/2021	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at Hampton University as a Corporate Recruiter. Sinclair was invited to attend Hampton University's Scripps Howard School of Journalism and Communication Virtual Career Fair to meet with students and faculty. Our Corporate Employment Coordinator started the session by giving a 10-minute presentation about Sinclair and wrapped up by showing corporate and station employment opportunities at Sinclair. Our Corporate Employment Coordinator then sat in a breakout room where students asked questions about Sinclair and potential career opportunities. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. Candidate information and resumes were also collected by our Corporate Recruiter via LinkedIn to further assist with potential placement.	1	Recruiting Coordinator

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7	4/28/2021	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the G.I Jobs Virtual Career Expo. 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 veterans, and their families 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 Specialist
8	5/4/2021	Participation in Job Fairs	The Corporate Employment Specialists 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.	3	Employment Specialist Employment Specialist Employment Coordinator