

KGAN
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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
Multi Media Journalist	1-2, 5-6, 8-9, 14-16, 18-19, 21-23, 25, 27-29, 31-37, 39, 41-43, 47-49, 51-52	42
Meteorologist/Reporter	1-2, 4-6, 8, 14-16, 18-19, 21-23, 25-29, 31-37, 39, 41-43, 47-49, 51-52	4
Creative Services Producer	1-2, 5-6, 8, 11, 13-16, 18-19, 21-23, 25-29, 31-37, 39, 41-43, 47-49, 51-52	11
Sales Account Executive	1-2, 4-6, 8, 12, 14-29, 31-39, 41-43, 46-52	27
Digital Content Manager	1-2, 4-6, 8, 11-12, 14-29, 31-39, 41-43, 46-52	11
News Production Assistant	1-2, 4-8, 11-12, 14-20, 22-39, 41-44, 46-52	11
Political Multimedia Journalist	1-2, 4-9, 11-12, 14-44, 46-52	11
Weekend Anchor/Reporter	1-2, 4-10, 12, 14-20, 22-39, 41-44, 46-53	10
Creative Services Producer	1-2, 4-6, 8-9, 12, 14-20, 22-29, 31-39, 41-43, 46-53	18
News Producer/Editor	1-2, 4-8, 11-12, 14-39, 41-44, 46-52	11
Multimedia Journalist (MMJ)	1-2, 4-8, 12-25, 27-39, 41-44, 46-52	41
Multimedia Journalist (MMJ)	1-2, 4-8, 12-25, 27-39, 41-44, 46-52	48
News Producer/Editor	1-8, 12-25, 27-39, 41-44, 46-52	13
Sales Account Executive	1-2, 4-6, 8, 12, 14-25, 27-29, 31-39, 41-43, 46-52	27
News Producer/Editor	1-2, 4-8, 12, 14-25, 27-39, 41-44, 46-52	25
Digital Sales Manager	1-2, 4-6, 8, 12, 14-25, 27-29, 31-39, 41-43, 46-52	4
Master Control Operator	1-2, 4-6, 8, 12, 14-25, 27-29, 31-39, 41-43, 46-52	25
Chief Photographer	1-2, 4-8, 12-25, 27, 29-39, 41-52	24
Weekend Director	1-2, 4-8, 11-12, 14-27, 29-39, 41-52	11

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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	Arizona State University 555. N. Central Avenue Suite 302 Phoenix , Arizona 85004 Phone : 602-527-0820 Email : mike.wong@asu.edu Michael Wong	Y	0
2	Buena Vista University 610 W 4th Street Storm Lake 2975 Storm Lake, Iowa 50588 Phone : 712-749-2440 Url : http://www.bvu.edu Email : careerservices@bv.edu Fax : 1-712-749-2036 Emily Gallagher	N	0
3	Career Fair	N	1
4	Careerbuilder 1101 15th St, NW Washington, District of Columbia Phone : 000-000-0000 Url : www.careerbuilder.com Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	4
5	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563-588-6321 Url : http://www.clarke.edu Email : careerservices@clarke.edu Jane Gassman	N	0
6	Coe College 1220 1st Ave. NE Cedar Rapids, Iowa 52402 Phone : 319-399-8500 Url : http://www.coe.edu Email : o-career@coe.edu Judi Dirks	N	0

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7	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	Cornell College 600 First Street West Mount Vernon, Iowa 52314 Phone : 319-985-4000 Url : http://www.cornellcollege.edu Email : career@cornellcollege.edu Jayne Swanson	N	0
9	Current Employee	N	4
10	Current Employee - Transfer/Promotion	N	1
11	Current Employee/Internal Promotion	N	6
12	Drake University 2507 University Ave Des Moines, Iowa 50311 Email : sbgresumes@sbgstv.com Career Center	N	0
13	Employee Referral	N	4
14	Four Oaks 943 14 Ave. SE Cedar Rapids, Iowa 52401 Phone : 319-366-0431 Url : http://www.fouroaks.org Email : info@fouroaks.org Joyce Rucker	N	0
15	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Hawkeye Community College 1501 East Orange Rd Waterloo, Iowa Phone : 319-296-4295 Url : http://www.hawkeyecollege.edu Email : careerservices@hawkeyecollege.edu Career Services	N	0
17	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
18	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	7
19	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7234 Url : http://www.iowabroadcasters.com Fax : 1-515-224-6560 Sue Toma	N	0
20	Iowa State University 202 Catt Hall Ames, Iowa 50011 Email : sbgresumes@sbgstv.com Career Services	N	0
21	Iowa Wesleyan College 601 N. Main St. Mount Pleasant, Iowa 52641 Phone : 319-385-6209 Url : http://www.iwc.edu Email : kathy.moothart@iw.edu Kathy Moothart	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
22	Iowa Workforce Development(Iowa Works) 4444 1st Ave NE Cedar Rapids, Iowa 52402 Phone : 319-356-9474 Url : http://www.iowaworkforce.org Fax : 1-319-365-9270 Carla Loverlink	N	0
23	Ithaca College Park School of Communications 953 Canby Rd Ithaca, New York 14850 Email : Eloise@ithaca.edu Eloise Green	Y	0
24	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	2
25	KGAN 600 Old Marion Rd NE Cedar Rapids, Iowa 52402 Phone : 319-730-3428 Url : http://www.cbs2iowa.com Email : tabagwell@sbgstv.com Terri Hoffer	N	5
26	Kirkwood Community College 6301 Kirkwood Blvd SW Cedar Rapids, Iowa 52404 Phone : 319-398-5689 Url : http://www.kirkwood.edu Deb Baugh Manual Posting	N	0
27	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	2

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28	Madison Media Institute 2702 Agriculture Drive Madison, Wisconsin 53718 Phone : 608-237-8312 Url : http://www.madisonmedia.com Email : Imael@mediainstitute.edu Laura Mael	N	0
29	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
30	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
31	MS Foundation for Women 12 Metro Tech Center 26th Floor Brooklyn, New York 11201 Phone : 212-742-2300 Url : http://www.ms.foundation.org Email : info@ms.foundation.org Beatrice Abreu	N	0
32	Mt. Mercy University 1330 Elmhurst Dr. NE Cedar Rapids, Iowa 52402 Phone : 319-363-8213 Url : http://www.mtmercy.edu Cheryl Redd Manual Posting	N	0
33	NAACP - Quad Cities PO Box 3661 Davenport, Iowa 52808 Phone : 555--5555 Url : http://www.davenportnaacp.org Email : VACOMPTON@netzero.net Vernell Compton	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
34	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : http://www.nabj.org Email : sberry@nabj.org Scott Berry	N	1
35	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Alejandra Valenzuela	N	0
36	Norfolk State University 700 Park Ave. Norfolk, Virginia 23504 Phone : 757-823-2384 Url : http://www.nsu.edu Email : pcbriggs@nsu.edu Paula Briggs	N	0
37	Professional Women's Network 7321 Prairie Heights Dr. SW Cedar Rapids, Iowa 52404 Phone : 319-981-9887 Url : http://www.pwn.org Email : pwn@pwn.org Shelly Woods	N	0
38	Purdue University 100 S. Grant St West Lafayette, Indiana 47907 Phone : 765-494-3663 Url : http://www.purdue.edu Email : sbgresumes@sbgstv.com Broadbean Source Linden Petrin	N	0
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

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40	Recruiter	N	1
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	2
42	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone : 410-568-1517 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	1
43	St. Ambrose College 518 W. Locust Davenport, Iowa 52803 Phone : 563-333-6339 Url : http://www.sau.edu Heather Stocking Manual Posting	N	0
44	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Phone : 214-640-9590 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
45	The Art Institute of Chicago 350 N Orleans St Chicago, Illinois 60654 Phone : 954-308-2615 Url : http://www.aai.edu Email : sbgresumes@sbgstv.com Career Advisor	N	0

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46	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
47	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
48	tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	5
49	University of Dubuque, Department of Student Life 2000 University Ave 2nd Floor of Peters Commons, Room 209 Dubuque, Iowa 52001 Phone : 563-589-3270 Url : http://www.dbq.edu Email : career@dbq.edu Sandy Steuer	N	0
50	University of Iowa 100 Pomerantz Center Iowa City, Iowa 52242 Email : sbgresumes@sbgstv.com Career Center	N	1
51	University of Northern Iowa 102 Gilchrist Hall Cedar Falls, Iowa 50614 Phone : 319-273-2311 Url : http://www.uni.edu Email : careerservices@uni.edu Becky Meyer	N	0

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52	US Army Wounded Warrior Program AW2 Advocate 200 Stovall Street, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
53	Word of Mouth Referral	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			49

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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	10/21/2015	Establishment of training programs for station personnel	Sinclair Broadcast Group, INC conducted Leadership Human Resources Training for 2 days, October 21st and 22nd. HR Contacts from all over the country were flown into Corporate to learn about how to be the best HR contact for the station; the HR/ Business Manager for _(market name) __ was in attendance for both days. We learned about FCC/EEO, Hiring, ADA, FLSA, EEOC and DOL Compliance, FMLA, supporting the Company's open door policy, performing our job well, sharing accountability and partnering with other station management to accomplish our goals. We all were able to share ideas during discussions and were able to take back ideas on things to implement at our station.	1	Corporate Employment Manager
2	12/2/2015	Participation in events or programs sponsored by educational institutions	KGAN participated in a job shadow program with Workplace Learning Connection with 9 students who did job shadow with our news team and with our production crew.	2	News Director Tech Supervisor
3	1/6/2016	Participation in events or programs sponsored by educational institutions	Anchor/Reporter Kevin Barry appeared on a panel for a U of Iowa class to answer questions about broadcasting the 2016 Iowa Caucuses and how to engage social media in his profession.	1	Anchor/Reporter
4	2/26/2016	Participation in events or programs sponsored by educational institutions	Morning Anchor Kelly D'Ambrosio attended 6th Grade Speaker Day at Oak Ridge Middle School. She talked about what it is like to be a journalist and an anchor at KGAN. The students were then asked to write a news story in their own words.	1	Morning Anchor
5	2/26/2016	Participation in events or programs sponsored by educational institutions	Job Shadow for student from North Valley High School. Worked with Producers Nick Weig, Bevan Lucas, Anchor Karen Fuller and MMJ Dora Miller. Received knowledge on newsroom practice and on-air talent preparation and skills necessary to perform job.	5	News Director Producer Anchor Multimedia Journalist

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6	2/29/2016	Participation in events or programs sponsored by educational institutions	Weekend Meteorologist Rebecca Kopelman attendd Speark Day at Oak Ridge Middle School where she spoke to a class about being a meteorologist at KGAN and what education is necessary to pursue a job in thie field of work.	1	Meteorologist
7	3/1/2016	Participation in events or programs sponsored by educational institutions	Sports MMJ Mia O'Brien participated in speaker day to 19-20 6th graders at Regis Middle School. She provided an interactive presentation to the groups and discussed her career at KGAN as a sport journalist.	1	Sports MMJ
8	3/7/2016	Participation in events or programs sponsored by educational institutions	Weekend Meteorologist Rebecca Kopelman participated in Speaker Day at Excelsior Middle School. Rebecca discussed her career at KGAN and education necessary to pursue a career in meteorology.	1	Meteorologist
9	3/8/2016	Participation in events or programs sponsored by educational institutions	Participated at the Marion HS Planning for Your Future 2016 Career Fair. Allowed students from all Linn County to come and listen to career opportunites with KGAN/KFXA. Spoke about internship opportunities available at our station along with valuable insight on education required for our positions.	2	News Director Asst. Business & HR Mgr
10	3/10/2016	Participation in events or programs sponsored by educational institutions	Meteorologist Rebecca Kopelman met with the 6th grade class at Vernon Middle School to discuss weather/meteorology at KGAN.	1	Meteorologist
11	3/30/2016	Participation in Job Fairs	New Director Becky Gardner participated in a speed networking event / job fair to meet with students with an interest in journalist and discuss potential job opportunities.	1	News Director
12	4/1/2016	Participation in events or programs sponsored by educational institutions	Meteorologist Rebecca Kopelman was a guest speaker at Prairie Point Middle School to discuss a career in meteorology.	1	Meteorologist

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13	4/9/2016	Participation in events or programs sponsored by educational institutions	Meteorologist Rebecca Kopelman was a guest judge for the Science Olympiad Competition held at Coe College for middle and high school students. She spoke about her career in meteorology to participants along with judging the test taking part for students interested in a career in meteorology.	1	Meteorologist
14	4/13/2016	Participation in events or programs sponsored by educational institutions	Meteorologist Rebecca Kopelman met with North Bend Elementary class to discuss the process of weather forecasting.	1	Meteorologist
15	4/20/2016	Participation in Job Fairs	Allison Kiniry, Eunice Parrish, Sheila Holland and Manny Fantis represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on 4/20/16. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	4	Regional HR Manager Human Resources Business Manager Director of Digital Content & Solutions
16	4/20/2016	Participation in events or programs sponsored by educational institutions	Meteorologist Rebecca Kopelman met with 6th grade class at Prairie Creek school to discuss careers in meteorology and how science and technology play a part in determining a weather forecast.	1	Meteorologist
17	4/21/2016	Participation in events or programs sponsored by educational institutions	Anchor/Reporter Kevin Barry spoke to a political science class at the U of Iowa in regards to presidential nomination process and the role of the news media and how his professional background helps factor on what stories to tell.	1	Anchor/Reporter
18	4/26/2016	Participation in events or programs sponsored by educational institutions	Tour of station provided to 15 Mt. Mercy University students. Q&A provided with Producer Morgan McHugh and Anchor Kelly D'Ambrosio about on-air operations and education required for a career in broadcasting.	3	Promotion Coordinator Producer Anchor

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19	4/27/2016	Participation in events or programs sponsored by educational institutions	Tour provided to 10 Kirkwood Community College journalism & production students. Q&A also provided to students with our news production supervisor Nikki Linderholm, Producer Morgan McHugh and Director Hannah Brecht regarding on-air operations and existing positions in broadcasting at our station.	3	News Production Supervisor Producer Director
20	5/2/2016	Participation in events sponsored by community groups	Anchor/Reporter Kevin Barry appeared on a panel forum to discuss how limits of speech align with the learning experience. He shared his experience on what reporters learned and how advanced conversation helped his learning experience in journalism.	1	Anchor/Reporter
21	5/12/2016	Participation in events or programs sponsored by educational institutions	Meteorologist Rebecca Kopelman participated in Careers on Wheels at North Bend Elementary. Rebecca spoke to students about becoming a meteorologist and working with communities to promote safety when it comes to weather.	1	Meteorologist
22	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 Mgr News Talent Mgr Director News Training & Development