

KGAN
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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	1-2, 4-11, 13-16, 18, 20-24, 26-27, 29, 31-52	10
AM Production Assistant	1-2, 4-11, 13-16, 18, 20-29, 31-52	10
Multimedia Journalist	1-2, 4-8, 10-16, 18, 20-24, 26-29, 31-52	10
Director of Sales	1-2, 4-6, 8-11, 13-18, 20-24, 26, 28-29, 31, 33-44, 46-52	10
News Photographer	1-2, 4-8, 11, 13-18, 20-24, 26, 28-29, 31-52	43
Sales Account Executive	1-2, 4-6, 8, 11, 13-18, 20-24, 26, 28-31, 33-44, 46-52	43
Local Sales Manager	1-2, 4-6, 8, 11, 13-18, 20-24, 26-31, 33-44, 46-52	27
Sales/Marketing Coordinator	1-2, 4-6, 8-9, 11-18, 20-24, 26-31, 33-44, 46-52	12
Executive Producer	1-2, 4-9, 11, 13-18, 20-24, 26-52	27
Sales Account Executive	1-2, 4-6, 8, 11-18, 20-24, 26-27, 29-31, 33-44, 46-52	12
Multimedia Journalist	1-8, 11, 13-18, 20-24, 26-52	43
Accounting Assistant/Administrator	1-2, 4-6, 8-9, 11, 13-18, 20-24, 26-31, 33-44, 46-52	23
Political Multimedia Journalist	1-8, 11, 13-18, 20-24, 26-52	43
Creative Services Producer	1-2, 4-6, 8-11, 13-18, 20-24, 26-27, 29-31, 33-44, 46-52	10
Director	1-2, 4-8, 10-11, 13-18, 20-24, 26-27, 29-52	10
Director	1-2, 4-8, 10-11, 13-18, 20-24, 26-27, 29-52	10
News Production Assistant	1-2, 4-11, 13-24, 26-52	10
News Production Assistant	1-2, 4-11, 13-24, 26-52	10
News Production Assistant	1-2, 4-11, 13-24, 26-52	10
News Producer	1-2, 4-8, 11, 13-18, 20-24, 26-52	43
Multimedia Journalist	1-2, 4-8, 11, 13-18, 20-24, 26-52	27

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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	Bulletin Board	N	2
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	0
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	13
10	Current Employee/Internal Promotion	N	10
11	Drake University 2507 University Ave Des Moines, Iowa 50311 Email : sbgresumes@sbgstv.com Career Center	N	0
12	Employee Referral	N	5
13	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
14	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

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15	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
16	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
17	Hispanic Link News Service 1420 N. St. NW Washington, District of Columbia 20005 Phone : 202-234-0280 Url : http://www.hispaniclink.org Email : nahjdc@gmail.com Charlie Ericksen	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	11
19	Internet Ad	N	1
20	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
21	Iowa State University 202 Catt Hall Ames, Iowa 50011 Email : sbgresumes@sbgstv.com Career Services	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 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
23	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	1
24	Ithaca College Park School of Communications 953 Canby Rd Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
25	Job Board	N	1
26	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
27	KGAN 600 Old Marion Rd NE Cedar Rapids, Iowa 52402 Phone : 319-730-3428 Url : http://www.cbs2iowa.com Email : wrfowler@sbgstv.com Terri Hoffer	N	4
28	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

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29	LinkedIn Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	1
30	Madison Media Institute 2702 Agriculture Drive Madison, Wisconsin 53718 Phone : 608-237-8312 Url : http://www.madisonmedia.com Email : Sarray@mediainstitute.edu Susan Kreiser-Array	N	0
31	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
32	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
33	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
34	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	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
36	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : http://www.nabj.org Email : lwaldschmitt@nabj.org Lisa Waldschmitt	N	0
37	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
38	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
39	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
40	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

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41	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
42	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
43	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	9
44	St. Ambrose College 518 W. Locust Davenport, Iowa 52803 Phone : 563-333-6339 Url : http://www.sau.edu Heather Stocking Manual Posting	N	0
45	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
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

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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	1
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	0
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
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			60

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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	10/4/2016	Participation in events sponsored by community groups	News Director Becky Gardner took part in a speed networking at the University of Iowa School of Journalism. Handed out cards and spoke with several students about employment and intern opportunities at CBS2/Fox28.	1	News Director
2	10/11/2016	Participation in events or programs sponsored by educational institutions	Tour given to 12 girls scouts from the corridor area. Group watched CBS2 Live at 5pm program.	1	Promotion Coordinator
3	1/13/2017	Participation in events or programs sponsored by educational institutions	Meteorologist Rebecca Kopelman attended career day at Linn-Mar elementary school. Discussed with students being a meteorologist in news and how to predict weather.	1	Meteorologist
4	2/1/2017	Participation in events sponsored by community groups	Gave a station tour to a group from Goodwill Day Habilitation. Tour consisted of viewing the studio and they were able to sit in on the noon newscast for CBS2.	1	Promotion Coordinator
5	2/10/2017	Participation in events or programs sponsored by educational institutions	Meteorologist Rebecca Kopelman participated in the STEM project at Marion HS where she worked with students interested in weather basics of meteorological employment.	1	Meteorologist
6	2/23/2017	Participation in events or programs sponsored by educational institutions	U of Iowa students studying abroad were give a tour of KGAN. They also sat in on part of the noon newscast.	1	Promotion Coordinator
7	3/3/2017	Participation in events or programs sponsored by educational institutions	Spoke to 6th grade class at Excelsior MS on a career as a Meteorologist, education needed in weather science and how it corresponds with broadcasting.	1	Meteorologist
8	3/7/2017	Participation in events or programs sponsored by educational institutions	Spoke to class at North Linn MS about a career as a meteorologist, necessary education, and the experience in broadcasting.	1	Meteorologist
9	3/7/2017	Participation in events or programs sponsored by educational institutions	Spoke at Marion HS students at Planning for Your Future 2017 about a career in meteorologist, education required and corresponding with broadcasting.	1	Meteorologist
10	4/13/2017	Participation in events or programs sponsored by educational institutions	Participated as a panelist for the STEMposium at Prairie Creek MS with students in weather science, educational assistance and broadcasting information.	1	Meteorologist

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11	4/22/2017	Participation in events sponsored by community groups	Participated as a panelist during the IBNA convention providing insight on how meteorologist at KGAN uses social media to provide weather coverage.	1	Meteorologist
12	4/26/2017	Participation in events or programs sponsored by educational institutions	Participated at Xavier HS Career Fair speaking to students about working in broadcasting, education needed and experiences throughout career.	1	MMJ
13	4/27/2017	Participation in events or programs sponsored by educational institutions	Met with elementary students to educate them about weather science and using of social media during bad weather and broadcasting.	1	Meteorologist
14	8/8/2017	Participation in Job Fairs	Personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA 8/8 - 8/11, 2017. 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 Mgr Director News Training & Development
15	8/15/2017	Participation in scholarship programs	CBS2 participated in the Dave Shay Journalism Scholarship for 2017. Dave Shay was a previous anchor of CBS2. Scholarship available to any junior or senior attending a fully accredited public college or university of Iowa and must be seeking a degree in journalism.	1	Promotion Coordinator