

**KHGI/KFXL/KWNB**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2020 - January 31, 2021**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
IT Engineer	2-3, 5, 9, 12-17, 20-24, 26-30, 33-35, 37-40, 42-51	9
Marketing Consultant	2-3, 5, 9, 12-17, 20-24, 26-30, 33-35, 37-40, 42-49, 51	23
Multimedia Journalist (MMJ)	1-6, 9, 13-16, 18, 20-32, 34-36, 38, 40- 51	50
News Assignment Editor	2-3, 5, 8, 13-16, 20-24, 26-31, 35, 38, 40-44, 46-49, 51	8
News Producer	2-3, 5, 7-8, 11, 13-16, 18, 20-24, 26-32, 35, 38, 40-44, 46-49, 51	8
Weekend News Anchor - Reporter (Weekdays)	2-5, 8, 11, 13-16, 20-24, 26-32, 35-36, 38, 40, 43-44, 46-49, 51	8
News Editor	2-3, 5, 8, 11, 13-16, 20-24, 26-32, 35, 38, 40-44, 46-49, 51	8
Newscast Director	2-3, 5, 11, 13-16, 20-24, 26-32, 35, 38, 40-44, 46-49, 51	35
Multimedia Journalist (MMJ)	2-5, 10-11, 13-16, 19-24, 26-32, 35-36, 38, 40-44, 46-49, 51	19
News Producer	2-3, 5, 8, 10-11, 13-16, 20-24, 26, 28- 32, 35, 38, 40-41, 43-44, 46-49, 51	8

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	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
3	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
4	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : bille@michaelsmedia.com Michael Bille	N	0
5	Colorado University Journalism and Mass Communications 1511 University Ave Boulder, Colorado 80309 Phone : 303-492-5007 Url : <a href="http://www.colorado.edu">http://www.colorado.edu</a> Email : christine.mahoney@colorado.edu Christine Mahoney	N	0
6	Corporate Recruiter	N	1
7	Current Employee	N	1
8	Current Employee/Internal Promotion	N	5
9	Employee Referral	N	3
10	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0

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11	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : <a href="http://www.gijobs.com">www.gijobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> R. Brandt	N	0
12	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Sinclair SilkRoad Source	N	0
13	Hastings College 710 N Tuner Ave Hastings, Nebraska 68901 Phone : 402-461-7387 Url : <a href="http://www.hastings.edu">http://www.hastings.edu</a> Kim Graviette Manual Posting	N	0
14	Hire A Hero PO Box 6808 Morango, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
15	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Carol Dudley	Y	0
16	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	Y	0
17	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Sinclair SilkRoad Source	N	2

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18	Indeed.com - Not Directly Contacted by SEU	N	2
19	Internet Ad-not directly contacted by SEU	N	1
20	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
21	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
22	Kansas University 1601 Irving Hill Rd 110 Burge Union Lawrence, Kansas 66045 Phone : 785-864-7672 Url : <a href="http://www.ku.edu">http://www.ku.edu</a> Email : <a href="mailto:kucareer@ku.edu">kucareer@ku.edu</a> Liz Caldwell	N	0
23	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Account Manager	N	1
24	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
25	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
26	NAACP PO Box 11122 Omaha, Nebraska 68111 Phone : . Email : omahanaacp@aol.com Regional Office	N	0
27	Nebraska Workforce Solutions 5752 Ames Ave Omaha, Nebraska 68104 Phone : . Fax : 1-402-471-9776 Career Center Employment	N	1
28	Nebraska Broadcasters Association 12020 Shamrock Plaza Suite 200 Omaha, Nebraska 68154 Phone : 402-778-5178 Url : <a href="http://www.ne-ba.org">http://www.ne-ba.org</a> Email : marty@ne-ba.org Marty Reimenschneider	N	0
29	Nebraska Wesleyan University 5000 St Paul Ave Lincoln, Nebraska 68508 Email : sbgresumes@sbgvtv.com Career Services	N	0
30	Nebraska Workforce Development 1111 O Street Lincoln, Nebraska 68508 Phone : . Email : NDOL.networkshelp@nebraska.gov Job Center	N	0
31	Northeast Community College P.O. Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7264 Email : amy@northeast.edu Amy Koehler	N	0
32	Omaha Assoc. of Black Journalists 27th & Douglas Sts. Omaha, Nebraska 68131 Phone : 402-978-8960 Fax : 402-978-8931 Ben Gray	N	0

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33	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Sinclair SilkRoad Source	N	0
34	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Sinclair SilkRoad Source	N	1
35	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Email : <a href="mailto:employment@sbg.net">employment@sbg.net</a> Career Page	N	4
36	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:jpumphrey.td@gmail.com">jpumphrey.td@gmail.com</a> Julie Pumphrey	N	0
37	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbg.net">sbgresumes@sbg.net</a> Broadbean Source	N	0
38	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : <a href="mailto:sbgresumes@sbg.net">sbgresumes@sbg.net</a> Andrea Siegle	N	0
39	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Sinclair SilkRoad Source	N	0

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40	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	1
41	Univ. of Neraska at Kearney Kearney, Nebraska 68849 Phone : 308-865-8501 Fax : 308-865-8882 Director of Placement	N	0
42	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Email : <a href="mailto:Christine.Mahoney@Colorado.EDU">Christine.Mahoney@Colorado.EDU</a> Fax : 1-303-492-0969 Christine Mahoney	N	0
43	University of NE - Lincoln UNL Career Services Lincoln, Nebraska 68588 Phone : . Career Services Manual Posting	N	0
44	University of Nebraska at Kearney MSAD RM 140 Kearney, Nebraska 68849 Phone : 308-865-8501 Url : <a href="http://www.unk.edu">http://www.unk.edu</a> Joni Weed Manual Posting	N	0
45	University of Nebraska at Omaha 6001 Dodge Street Omaha, Nebraska 68182 Phone : 402-554-6019 Url : <a href="http://www.unomaha.edu">http://www.unomaha.edu</a> Email : <a href="mailto:kcase2@unomaha.edu">kcase2@unomaha.edu</a> Kirsten Case	Y	0

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46	University of South Dakota 414 E. Clark Vermillion, South Dakota 57069 Phone : 605-677-5201 Url : <a href="http://www.usd.edu">http://www.usd.edu</a> Email : <a href="mailto:cdc@usd.edu">cdc@usd.edu</a> Ashlin Schoefelder	N	0
47	UNL/College of Journalism & Mass Communications 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-6856 Url : <a href="http://www.unl.edu">http://www.unl.edu</a> Email : <a href="mailto:ralloway1@unl.edu">ralloway1@unl.edu</a> Rick Alloway	N	0
48	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0
49	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7487 Url : <a href="http://www.wsc.edu">http://www.wsc.edu</a> Email : <a href="mailto:jabarell@wsc.edu">jabarell@wsc.edu</a> Jason Barelman	Y	0
50	Word of Mouth Referral	N	2
51	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>26</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/24/2020	Participation in events or programs sponsored by educational institutions	Gibbon High School Digital Media Class observe the activities of our Station. Getting in view a newscast in studio and in production control room. Station employees participated in a Q&A with the group after the newscast.	7	News Director Director of News Operations Meteorologist News Anchor
2	2/26/2020	Participation in events or programs sponsored by educational institutions	Participated in the Nebraska Extension Connect the Dots event at Kearney High School. Connect the Dots is an interactive career exploration designed to help ninth/tenth grade students "connect the dots" from ninth grade through postsecondary study to the workplace. During the simulation our role was to act as one of the employers representing a specific career cluster.	4	MMJ MMJ MMJ Lifestyle Show Host
3	2/27/2020	Participation in events or programs sponsored by educational institutions	Varia Graff a student from Kearney High School participated in a job shadow at our station. She observed the activities at our station during a live studio program. She got to view our Lifestyle show in studio as well as in our production control room. She learned how the live shows are conducted from start to finish. Our employees were able to answer questions during her time at the station.	5	News Director Director of News Operations Newscast Director News Editor
4	3/3/2020	Participation in events or programs sponsored by educational institutions	A small group of students for Rock County High School came and toured the station to see what a news station looks like and to learn about all the positions a newsrooms has to offer. Also getting in view the live newscast in studio and in production control room.	1	News Director
5	4/7/2020	Participation in scholarship programs	Participated in the 2020 Nebraska Broadcasters Association Foundation Student Scholarship Program. Applicants applied for the scholarships and were judge by NBA members who participated in the program and two \$2,000 scholarships were awarded. Scholarship programs designed to assist students interested in pursuing a career in broadcasting.	3	General Manager HR Promotion Manager

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6	7/8/2020	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, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.	4	Sr Employment Manager News Telent Manager Employment Specialist Director News Training
7	8/26/2020	Participation in Job Fairs	Participated in the annual Student Employment Fair to help incoming freshmen and other UNK students find part-time and work-study employment in the Kearney area. This event was hosted virtually through Handshake so we were still able to have somewhat of an in-person experience.	1	News Director
8	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

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9	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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10	12/29/2020	Establishment of training programs for station personnel	<p>Training: 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>	52	General Sales Manager Business Manager Director of Engineering News Director