

KHGI KFXL KWNB
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022

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
News Assignment Editor	1-5, 9, 16-21, 25-27, 29-30, 32-37, 39-41, 45-48, 50, 52-57, 61-62	41
Master Control Operator	1-5, 9, 14, 16-21, 23, 25-27, 29-30, 32-37, 39-41, 45-48, 50, 52-57, 61-62	14
Multimedia Journalist (MMJ)	1, 3, 5-9, 13, 16-20, 22, 25-31, 33, 35-36, 38-41, 43-47, 50-62	29
Digital Content Producer	1, 3, 5-6, 8-13, 15-20, 22, 24-31, 33-36, 38-43, 45-47, 50-55, 57-62	11
Multimedia Journalist (MMJ)	1-9, 12-13, 16-20, 22, 25-36, 38-41, 43-47, 49-55, 57-62	41
Multimedia Journalist (MMJ)	1-9, 12-13, 16-20, 22, 25-36, 38-41, 43-47, 49-55, 57-62	29
News Producer	1-9, 11-13, 16-20, 22, 25-36, 38-41, 43-47, 49-55, 57-62	11

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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	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	Colorado State University Fort Collins, Colorado Email : sbgresumes@sbgstv.com n/a n/a	N	0
9	Colorado University Journalism and Mass Communications 1511 University Ave Boulder, Colorado 80309 Phone : 303-492-5007 Url : http://www.colorado.edu Email : christine.mahoney@colorado.edu Christine Mahoney	N	0
10	Corporate Recruiter	N	1
11	Current Employee/Internal Promotion	N	2
12	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
13	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
14	Employee Referral	N	1
15	Facebook post	N	1
16	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
17	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0

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18	Hastings College 710 N Tuner Ave Hastings, Nebraska 68901 Phone : 402-461-7387 Url : http://www.hastings.edu Email : sbgresumes@sbgstv.com Kim Graviette	N	0
19	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
20	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
21	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
22	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
23	Indeed.com - Not Directly Contacted by SEU	N	1
24	Internet Ad-not directly contacted by SEU	N	1
25	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

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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	Kansas University 1601 Irving Hill Rd 110 Burge Union Lawrence, Kansas 66045 Phone : 785-864-7672 Url : http://www.ku.edu Email : kucareer@ku.edu Liz Caldwell	N	0
28	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
29	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	3
30	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
31	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
32	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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33	NAACP PO Box 11122 Omaha, Nebraska 68111 Phone : . Email : omahanaacp@aol.com Regional Office	N	0
34	Nebraska Workforce Solutions 5752 Ames Ave Omaha, Nebraska 68104 Phone : . Fax : 1-402-471-9776 Career Center Employment	N	0
35	Nebraska Broadcasters Association 11414 W. Center Rd., Suite 342 Omaha, Nebraska 68144 Phone : 402-933-5995 Url : http://www.ne-ba.org Email : jim@ne-ba.org Jim Timm	N	0
36	Nebraska Wesleyan University 5000 St Paul Ave Lincoln, Nebraska 68508 Email : sbgresumes@sbgvtv.com Career Services	N	0
37	Nebraska Workforce Development 1111 O Street Lincoln, Nebraska 68508 Phone : . Email : NDOL.networkshelp@nebraska.gov Job Center	N	0
38	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
39	Northeast Community College P.O. Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7264 Email : amy@northeast.edu Amy Koehler	N	0

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40	Omaha Assoc. of Black Journalists 27th & Douglas Sts. Omaha, Nebraska 68131 Phone : 402-978-8960 Fax : 402-978-8931 Ben Gray	N	0
41	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page	N	9
42	South Carolina State University 300 College Ave North East Orangeburg, South Carolina 29117 Url : www.scsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
43	South Dakota State University 1451 Stadium Rd Brookings, South Dakota Email : sbgresumes@sbgstv.com n/a n/a	N	0
44	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
45	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
46	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0

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47	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
48	Univ. of Neraska at Kearney Kearney, Nebraska 68849 Phone : 308-865-8501 Fax : 308-865-8882 Director of Placement	N	0
49	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
50	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Email : Christine.Mahoney@Colorado.EDU Fax : 1-303-492-0969 Christine Mahoney	N	0
51	University of Colorado at Denver 1201 Larimer St Denver, Colorado N/a N/a Manual Posting	N	0
52	University of NE - Lincoln UNL Career Services Lincoln, Nebraska 68588 Phone : . Career Services Manual Posting	N	0
53	University of Nebraska at Kearney MSAD RM 140 Kearney, Nebraska 68849 Phone : 308-865-8501 Url : http://www.unk.edu Joni Weed Manual Posting	N	0

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54	University of South Dakota 414 E. Clark Vermillion, South Dakota 57069 Phone : 605-677-5201 Url : http://www.usd.edu Email : cdc@usd.edu Ashlin Schoefelder	N	0
55	UNL/College of Journalism & Mass Communications 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-6856 Url : http://www.unl.edu Email : ralloway1@unl.edu Rick Alloway	N	0
56	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	N	0
57	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7487 Url : http://www.wsc.edu Email : jabarell@wsc.edu Jason Barelman	Y	0
58	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
59	Western Colorado University 1 Western Way Gunnison, Colorado n/a n/a Manual Posting	N	0
60	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0

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61	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
62	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgtv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

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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	3/31/2021	Participation in scholarship programs	Station participated in the 2021 Nebraska Broadcasters Association Foundation Student Scholarship Program. Applicants applied for the scholarships and were judged by NBA members who participated in the program and two \$2,000 scholarships were awarded. Scholarship programs were designed to assist students interested in pursuing a career in broadcasting. Station contributed to the scholarship funds and also helped judge the applications submitted for the scholarship.	3	General Manager HR Coordinator Promotion Manager
2	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
3	4/19/2021	Participation in Job Fairs	KHGI/KFXL participated in the Nebraska Broadcaster Association Virtual Job Fair. Participation included the posting of station job openings to the website, on-air promotion of the Virtual Job Fair and responding to job seekers who inquired in search of more information.	2	HR Coordinator News Director

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4	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
5	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
6	7/12/2021	Participation in Job Fairs	KHGI/KFXL participated in the Nebraska Broadcaster Association Virtual Job Fair. Participation included the posting of station job openings to the website, on-air promotion of the Virtual Job Fair and responding to job seekers who inquired in search of more information.	3	News Director HR Coordinator Promotion Manager

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7	8/10/2021	Provision of training to management	Attended an Employment seminar sponsored by the Nebraska Broadcasters Association on Tuesday, August 10th during the 86th Annual NBA Convention in La Vista. Entitled "Building a Measurable Diversity, Equity and Inclusion Strategy that gets Results," this seminar was prepared and presented by Michelle Duke, Chief Diversity Officer of the National Association of Broadcasters (NAB) of Washington, DC. This session examined the steps organizations need to consider when building a diversity strategy, with tips on how to create a business case and how to build a customized diversity plan for a broadcast station. Duke also shared best practices and emerging trends in the Diversity, Equity and Inclusion space.	1	News Director
8	8/18/2021	Participation in Job Fairs	The 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.	3	News Talent Manager Employment Specialist Director News Training
9	10/11/2021	Participation in Job Fairs	KHGI/KFXL participated in the Nebraska Broadcaster Association Virtual Job Fair. Participation included the posting of station job openings to the website, on-air promotion of the Virtual Job Fair and responding to job seekers who inquired in search of more information.	3	News Director HR Coordinator Promotion Manager

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10	1/17/2022	Participation in Job Fairs	Station participated in the Nebraska Broadcasters Association Virtual Job Fair conducted from January 17-21, 2022. Participation included the posting of station job openings to the website, on-air promotion of the Virtual Job Fair and responding to job seekers who inquired in search of more information.	3	News Director HR Coordinator Promotion Manager