

KFDM
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017

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
Business Manager	2-3, 5, 8, 10-18, 20-22, 24-28, 30-36, 38-53	8
Master Control Operator	2-3, 5, 10-18, 20-22, 24-28, 30-53	37
News Technical Director	2-5, 9-18, 20-22, 24-27, 30-36, 38-53	36
Multimedia Journalist	1-5, 8, 10-18, 20-22, 24-27, 29-36, 38- 53	1
Multimedia Journalist	1-5, 8, 10-18, 20-22, 24-27, 29-36, 38- 53	8
General Assignment Reporter	2-5, 8-18, 20-22, 24-27, 30-36, 38-53	48
General Assignment Reporter	2-5, 8-18, 20-22, 24-27, 30-36, 38-53	8
News Producer	2-6, 10-18, 20-22, 24-27, 30-36, 38-53	25
Assistant Business Manager-HR & Payroll Specialist	2-3, 5, 10-15, 17-18, 20-22, 24-27, 30- 36, 38-53	15
News Producer	2, 4-5, 7, 10-15, 17-18, 20-22, 24-27, 30-36, 38-53	40
Sports Weekend Anchor/Reporter	2-5, 7, 10-15, 17-18, 20-22, 24-27, 30- 36, 38-53	15
Local Sales Manager	2-3, 5, 7-8, 10-15, 17-18, 20-22, 24-27, 30-36, 38-53	8
Local Sales Assistant	2-3, 5, 10-15, 17-18, 20-22, 24-27, 30- 36, 38-53	15
Sales Account Executive	2-3, 5, 10-15, 17-18, 20-22, 24-27, 30- 36, 38-53	25
News Producer	2-5, 10-15, 17-22, 24-27, 30-53	15
Master Control Operator	2-3, 5, 7, 10-15, 17-18, 20-22, 24-27, 30-53	15
News Producer	2-5, 7, 10, 12-18, 20-27, 30-36, 38-53	15
Master Control Operator	2-3, 5, 7, 10, 12-18, 20-27, 29-36, 38- 53	40
News Producer	2-5, 10, 12-18, 20-27, 30-53	15
News Photographer	2-5, 7-8, 10, 12-15, 17-18, 20-27, 30- 36, 38-53	8
Interactive Content Producer	2-3, 5, 10, 12-18, 20-27, 30-36, 38-53	15
Local Sales Assistant	2-3, 5, 7, 10, 12-18, 20-27, 30-36, 38- 43, 45-53	36

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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	Career Fair	N	1
2	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.cafreerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	1
3	Central Senior High 88 Royal Purple Dr. Beaumont, Texas 77701 Phone : 409-981-7100 Fax : 1-409-617-5396 Career Services	N	0
4	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Email : info@michaelsmedia.com Michael Billie	N	0
5	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-2980 Email : gb2219@columbia.edu Gina Boubion	Y	0
6	Consultant Referral	N	1
7	Current Employee	N	8
8	Current Employee/Internal Promotion	N	5
9	Employee Referral	N	2
10	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
11	Golden Triangle Minority 2155 Stillwater Dr. Beaumont, Texas 77705 Phone : 409729-9737 Fax : 1-409-722-5402 Career Services	N	0

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12	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
13	Howard University 525 Bryant St., NW Room 107 Washington, District of Columbia 20059 Email : cdudley@howard.edu Carol Dudley	Y	0
14	Idaho State 921 S. 8th St. Pocatello, Idaho 83209 Phone : 208-282-2518 Email : sbgresumes@sbgstv.com Ray Ludwig	N	0
15	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	28
16	Institute of Prod. & Recording 312 Washington N. Minneapolis, Minnesota 55401 Phone : 612-244-2800 Email : dwelter@ipr.edu n/a n/a	N	0
17	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : eloise@ithaca.edu Eloise Green	Y	0
18	Jasper Workforce Center 799 W. Gibson #300 Jasper, Texas 75951 Phone : 409-384-9032 Email : yhafford@detwork.org Yolanda Hafford	N	0

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19	Job Fair	N	1
20	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
21	Lamar Inst of Technology P.O. Box 11127 Beaumont, Texas 77710 Phone : 409-880-8375 Email : dindy.robinson@lamar.edu Dindy Robinson	N	0
22	Lamar St College P.A. 1500 Procter Pt. Arthur, Texas 77640 Phone : 409-983-4921 Email : mcgeelm@lamarpa.edu Linda McGee	N	0
23	Lamar State College-Orange 410 W. Front Ave Orange, Texas 77630 Phone : 409-832-3931 Email : humanresources@lsco.edu Sherrie Willoughy	N	0
24	Lamar University - Communications Dept P O Box 10009 Beaumont, Texas 77710 Phone : 281-593-9683 Email : gswilliams@lamar.edu Gordon Williams	N	0
25	Linkedin 2029 Steirlin Ct Mountain View, California Url : www.linkedin.com Todd Soffian Manual Posting	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	LSU 1401 N. Foster Dr. Baton Rouge, Louisiana 70803 Phone : 225-578-8833 Email : slipscl@lsu.edu Sharyon Lipscomb	N	0
27	NAACP 2002 Wheeler Houston, Texas 77004 Phone : 713-526-3389 Fax : 1-713-630-2699 Carol Galloway	N	0
28	Native American Journalist 395 W. Lindsey St. Norman, Oklahoma 73019 Phone : 405-325-9008 Fax : 1-405-325-6945 Career Services	N	0
29	Non-Employee Referral	N	2
30	Ntl. Assoc. of Hispanic Jrl. 1000 Natl. Press Bldg 529 14th St. NW Washington, District of Columbia 20045 Phone : 202-662-7145 Fax : 1-202-662-7144 Martina Hillendo	N	0
31	Ohio Center for Broadcasting 530 South State Street Chicago, Illinois 60605 Phone : 216-455-5337 Email : dclark@beonair.com Don Clark	N	0
32	Orange Workforce Center 320 Green Ave. Orange, Texas 77630 Phone : 409-882-0302 Fax : 1-409-883-4966 Career Services	N	0

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33	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
34	San Antonio College 133 San Pedro San Antonio, Texas 78212 Phone : 210-486-0772 Email : sac-joblink@alamo.edu Fax : 1-210-486-0879 George Hernandez	N	0
35	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
36	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	11
37	Station Website	N	4
38	Taylor Career Center 233 North St. Beaumont, Texas 77702 Phone : 409-617-5740 Fax : 1-409-617-5759 Miranda Swiderski	N	0
39	Texas A&M University 401 Joe Routt Blvd College Station, Texas 77843 Phone : . Email : sbgresumes@sbgstv.com Career Center	N	1

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40	Texas Assoc. of Broadcasters 502 E. 11th st. #200 Austin, Texas 78701 Phone : 512-322-0522 Url : https://www.tab.org/ Mary Strickland Manual Posting	N	5
41	Texas Southern University 3100 Cleburne St. Houston, Texas 77004 Phone : 713-313-7011 Fax : 1-713-313-7851 Human Resource	N	0
42	Texas Tech University P.O. Box 43082 Lubbock, Texas 79409 Phone : 806-742-3385 Email : sbgresumes@sbgstv.com Fax : 1-806-742-1085 Leighanna Price	N	0
43	Texas Workforce Center 304 Pearl St. Beaumont, Texas 77701 Phone : 409-839-8045 ext. 3505 Email : davidmcclesky@twc.state.tx.us Fax : 1-409-832-4769 David McClesky	N	0
44	Texas Workforce Commission 510 Park Beaumont, Texas 77701 Phone : 409-962-1236 Url : www.setworks.org Fax : 1-409-832-4769 Career Services	N	0
45	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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46	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
47	Tusculum College 60 Shiloh Road Greenville, Tennessee 37743 Phone : 423-636-7447 Email : rlay@tusculum.edu Robin Lay	N	0
48	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	2
49	University of North Texas 1155 Union Circle Denton , Texas 76203 Email : sbgresumes@sbgstv.com Career Center	N	0
50	University of Texas 1 University Station Austin, Texas 78712 Phone : 512-471-9421 Email : g.sylvie@mail.utexas.edu George Sylvie	N	0
51	University of Texas - El Paso (UTEP) 500 W University Ave El Paso, Texas 79968 Email : sbgresumes@sbgstv.com Career Center	N	0
52	University of TexasPan Am. 1201 W. University Dr. Edinburgh, Texas 78539 Phone : 956-665-2243 Email : career_place@utpa.edu Fax : 1-956-381-2244 Celia Castaneda	N	0

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53	Walter Cronkite School of Journalism 555 N Central Ave. Suite 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Michael Wong	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			75

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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	4/20/2016	Participation in Job Fairs	Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. 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
2	5/18/2016	Participation in events sponsored by community groups	Darrell Westfall of LSET 2016 invited our Sales team to come speak at career day regarding how to generate local revenue for the station, making cold calls, maintaining relationships with clients, preparing promotional plans, sales research and advertising proposals, resolving problems and exceeding sales budgets on all 4 stations.	2	Director of Sales Local Sales Manager
3	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.	1	Employment Manager
4	10/17/2016	Participation in events or programs sponsored by educational institutions	Mrs. Weaver's audio class from West Hardin CCISD came to the station for a field trip. They were led around the station by Tiffany Murphy. She showed them every department and gave a brief description of what was done in that department. Most of the class was seniors. They did get to see a live broadcast.	1	Anchor

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5	10/27/2016	Participation in events or programs sponsored by educational institutions	Greg Kerr teaches on Tuesdays and Thursdays at 8:00 am-9:35 am each week at Lamar University regarding sportscasting, sports photography and writing/tv performance. He also addresses day-to-day operations to becoming an Anchor along with his daily tasks.	1	Anchor
6	11/30/2016	Participation in events or programs sponsored by educational institutions	Tanya Soto was asked by Gordon Williams at Lamar University to come talk to the Broadcasting students regarding how to cover news on a daily basis and examples of what they need to accomplish in order to receive a career in television.	1	Assignments Editor
7	1/18/2017	Participation in events sponsored by community groups	Town Hall meeting held to discuss race relations in our communities. Was streamed live to all Sinclair markets across the US. Hosted by Mark Hyman. Guests were Sheriff Zena Stephens, Beaumont Police Chief Jimmy Singletary, Newton County Sheriff Bill Rowles and NAACP President Paul Jones. Estimated 150 participants from the community to be present to ask questions regarding race relations.	4	Creative Services Director Promotions Director Technical Director
8	1/19/2017	Participation in events or programs sponsored by educational institutions	Human Resources gave a station tour to 2 separate groups of Lumberton High School students. HR discussed what are some things we look for on resumes, how to dress during an interview and good follow-up questions to ask the interviewer. This was the same group of High School students that participated in the marketing campaign with the Sales Dept.	1	Assistant Business Manager
9	1/19/2017	Participation in events or programs sponsored by educational institutions	Lumberton High School marketing class did mock presentations for the Sales dept. They presented a marketing campaign and explained the elements of their presentation. The Sales staff gave constructive criticism and how they could make their presentations better or what elements they could have added or deleted to improve the presentation.	3	Director of Sales Local Sales Manager Local Sales Manager

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10	1/27/2017	Participation in events sponsored by community groups	China Elementary, 1st - 5th grade boys, toured the station. They learned about creating a television commercial, watched a newscast, learned about production control, master control, the newsroom, and saw themselves on chromakey. They also took pictures with the Noon Anchor and the Meteorologist.	3	Director of Creative Services News Anchor Meteorologist
11	1/30/2017	Participation in events sponsored by community groups	We had a group of 10 middle school and high school students from Orange County tour the station. They learned about the weather wall and watched the 5:30 News on Fox. Gina also took them to each department and spoke about how each department played a role in the station. She also answered any questions the students had.	1	Director of Creative Services
12	1/31/2017	Participation in events or programs sponsored by educational institutions	Meteorologist Greg Bostwick was the guest speaker at Ozen Middle School Environmental Science classes for 4th and 5th grade. He talked to the students about a range of weather phenomena, including best rain gauges, and how to gather the most reliable data.	1	Meteorologist
13	2/10/2017	Participation in events or programs sponsored by educational institutions	Ozen High School hosted a "mix and mingle challenge" to teach students how to network with people they don't know. During the sessions we discussed what we do at the Station and discussed careers in Broadcasting as well as touching on networking skills to help the children in the future.	2	Director of Creative Services Director of Sales
14	2/16/2017	Participation in events or programs sponsored by educational institutions	Mock interviews were scheduled at Ozen High School for the Video Tech students. The interviews took place in the Ozen television studios. 4 employees from the station participation in this event. After the interviews were completed, they were then rated on the process.	4	Director of Creative Services Director of Sales Editor Promotions Director

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15	3/22/2017	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>	80	Assistant Business Manager Marketing Consultant Local Sales Manager Anchor