

KSNV, KVMY
EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 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	2-12, 14-20, 22, 24-38, 40-53	42
News Producer	2-12, 14-20, 22, 24-38, 40-53	22
News Producer	2-12, 14-20, 22, 24-38, 40-53	45
General Assignment Reporter	2-12, 14-20, 24-38, 40-53	49
News Anchor	1-10, 12-20, 24-26, 28-38, 40-53	13
News Anchor	1-10, 12-20, 24-26, 28-38, 40-53	1
Sales Account Executive	2-7, 9-10, 12-20, 24-26, 28-31, 33-38, 40-44, 46-53	13
Broadcast Engineer	2-7, 9-10, 12-20, 23-26, 28-31, 33-38, 40-44, 46-53	7
Broadcast Engineer	2-7, 9-10, 12-20, 23-26, 28-31, 33-38, 40-44, 46-53	23
News Photographer	2-10, 12, 14-20, 24-26, 28-38, 40-53	42
Copy Coordinator	2-7, 9-10, 12, 14-20, 24-26, 28-31, 33- 38, 40-44, 46-53	7
News Anchor / Reporter	1-10, 12, 14-20, 24-26, 28-38, 40-53	42
News Producer	2-10, 12-20, 24-26, 28-38, 40-53	13
Director	2-10, 12, 15-22, 24, 26, 28-38, 40-53	22
Director	2-10, 12, 15-22, 24, 26, 28-38, 40-53	22
Promotions Producer	2-10, 12, 14-20, 24, 26, 28-38, 40-53	42
Assignment Desk Coordinator	2-10, 12-20, 24, 26, 28-38, 40-53	13
Sr. Sales Account Executive	2-7, 9-10, 12, 14-20, 24-26, 28-31, 33- 44, 46-53	39
Local Sales Assistant	2-7, 9-10, 12, 14-20, 22, 24, 26, 28-31, 33-38, 40-44, 46-53	20
Local Sales Assistant	2-7, 9-10, 12, 14-20, 22, 24, 26, 28-31, 33-38, 40-44, 46-53	22
News Photographer	2-10, 12, 14-16, 18-20, 24, 26, 28-38, 40-53	42
News Photographer	2-10, 12, 14-16, 18-20, 24, 26, 28-38, 40-53	7
Digital Executive Producer	2-7, 9-10, 12-13, 15-20, 24, 26, 28-31, 33-38, 40-44, 46-53	13
Associate Producer	2-10, 12, 15-21, 24, 26, 28-38, 40-53	42

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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	3
2	American Women in Radio & TV 1760 Old Meadow Rd Ste 500 McLean, Virginia 22102 Phone : 703-506-3290 Url : http://www.womensorganizations.org Fax : 1-703-506-3266 Terri Dickerson	N	0
3	Arizona State University Cronkite School of Journalism & Mass Communication 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 480-965-7041 Url : http://www.asu.edu Email : cronkitecareerservices@asu.edu Michael Wong	Y	0
4	Basic Community Services 3925 N. Martin Luther King Dr Suite 117 North Las Vegas, Nevada 89032 Phone : 702-726-7175 Url : http://www.basiccommunityservices.org Email : basiccommunityservices@gmail.com Dr. Denise Thomas	Y	0
5	Bishop State Community College 351 N Broad St Mobile, Alabama 36603 Phone : 251-690-6801 Url : http://www.bishop.edu Email : jwomack@bishop.edu Juliette F Womack	N	0
6	California Chicano News Media Assoc 3800 S. Figueroa St Los Angeles, California 90037 Phone : 213-743-4960 Url : http://www.cnma.org Email : cnmainfo@cnma.org Sylvia Wells	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
7	Careerbuilder.com 8401 Greensboro Dr Ste 250 McLean, Virginia 22102 Phone : . Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	6
8	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	College of Southern Nevada Job Placement Center 6375 W Charleston Blvd W18D Las Vegas, Nevada 89146 Phone : 702-651-5928 Url : http://www.csn.edu Kelly Weust Manual Posting	N	0
10	Dept Health and Human Services 3330 E. Flamingo Rd Suite 55 Las Vegas, Nevada 89121 Phone : 702-486-1657 Url : http://dhhs.nv.gov Email : sharris@dwss.nv.gov Sandra Harris	Y	0
11	DETR / Nevada Job Connect 3405 S. Maryland Parkway Las Vegas, Nevada 89169 Phone : 888-501-2278 Url : http://www.nvdetr.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
12	DETR-Dept of Employment Traing & Rehabilitation Nevada State Job Link 3405 S Maryland Pkwy Las Vegas, Nevada 89109 Phone : 702-486-0129 Url : http://detr.state.nv.us Fax : 1-702-486-7914 Erika Brown	N	0
13	Employee Referral	N	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Everest College 170 N. Stephanie Street Henderson, Nevada 89074 Phone : 702-567-1920 Url : http://www.cci.edu Email : paul.fronczak@zenith.org Paul Fronczak	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
16	Greenspun School of Communications 4505 S. Maryland Pkwy Box 455007 Las Vegas, Nevada 89154 Phone : 702-895-3325 Fax : 1-702-895-4805 Diana Morrison	N	0
17	HELP of Southern Nevada 1640 E Flamingo Rd #100 Las Vegas, Nevada 89119 Phone : 702-369-4357 Url : http://www.helpsonv.org Fax : 1-702-369-4089 Terry D'Antonio	N	0
18	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
19	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0

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20	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	5
21	Internal Candidate	N	4
22	Internal Hire	N	4
23	Internal Transfer/Promotion	N	1
24	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 888-888-8888 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
25	ITT Technical Institute-CLOSED 168 N Gibson Rd Henderson, Nevada 89014 Phone : 800-488-8459 Url : http://www.itt-tech.edu Email : smjohnson2@itt-tech.edu Sabrina Johnson	N	0
26	Jewish Family Service Agency 4794 S Eastern Ave Ste #C Las Vegas, Nevada 89119 Phone : 702-732-0304 Url : http://www.jfsalv.org Fax : 1-702-794-2033 Mitchell S Gilbert	N	0
27	Journalism Jobs.com P.O. Box 7294 Berkeley, California 94707 Phone : 510-524-2004 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Dan Rohn	Y	0

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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
28	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
29	Las Vegas Indian Center Employment Opportunities 2300 W. Bonanza Road Las Vegas, Nevada 89106 Phone : 702-647-5842 x224 Url : http://www.lasvegasindiancenter.org Email : rulonpete@lvcoxmail.com Rulon Pete	N	0
30	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com/company/sinclair-broadcast Danielle Anderson Manual Posting	N	1
31	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
32	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : na Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
33	Moapa Band of Paiutes Project Input 1514 South Maryland Parkway Las Vegas, Nevada 89104 Phone : 702-834-7376 Url : http://www.moapapaiutes.com Email : kadams@lvcoxmail.com Kena Adams	Y	0

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34	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California 90007 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Career Services	N	0
35	Native American Public Telecommunications 1800 No 33rd St Lincoln, Nebraska 68583 Phone : 402-472-3522 Url : http://www.nativetelecom.org Email : native@unl.edu Fax : 1-402-472-8675 Frank Blythe	N	0
36	Nevada Broadcaster Association 1050 E Flamingo Rd Ste S-102 Las Vegas, Nevada 89119 Phone : 702-794-4994 Url : http://www.nevadabroadcasters.org Email : melanie@nevadabroadcasters.org Melanie Mueller	N	0
37	Norfolk State University Dept of Mass Communications & Journalism 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Url : http://www.nsu.edu Email : pcbriggs@nsu.edu Paula C Briggs	N	0
38	Ohio/Illinois Centers for Broadcasting 9885 Roadside Rd #160 Valley View, Ohio 44125 Phone : 216-447-9117 Url : http://beonair.com Email : jhardy@beonair.com Janice Hannah-Hardy	Y	0
39	Previous Employee	N	1

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40	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
41	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
42	Sinclair Broadcast Group, Inc 10706 Beaver Dam Road Cockeysville, Maryland 21030 Phone : 410-568-1517 Url : http://www.sbg.net Email : employment@sbgvtv.com Sharon Pickeral	N	11
43	Southeast Career Tech Academy 5710 Mountain Vista St Las Vegas, Nevada 89120 Phone : 702-799-7500 x4157 Email : plt870@interact.ccsd.net Peggy Thomas	N	0
44	Station website - KSNV/KVMY 3830 S. Jones Blvd. Las Vegas, Nevada 89103 Phone : 702-952-4600 Url : mylv.com Email : sholland@sbgvtv.com Sheila Holland	N	0
45	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Phone : na Url : http://www.talentdynamics.com Email : hedding@talentdynamics.com Christina Hedding	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	TV & Radio Jobs P O Box 129 Kanab, Utah 84741 Phone : 435-644-5992 Url : http://www.tvandradiojobs.com Hal Abrams Manual Posting	N	0
49	Tvjobs.com P O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	2
50	UNLV Career Services 4505 S Maryland Pkwy Box 456004 Las Vegas, Nevada 89154 Phone : 888-501-2278 Url : http://hire.unlv.edu/careerlink.html Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
51	Urban Chamber of Commerce 1951 Stella Lake St Ste 26 Las Vegas, Nevada 89106 Phone : 702-648-6222 Url : http://urbanchamber.org Email : info@urbanchamber.org Career Services	N	0

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52	US Army Wounded Warrior Program AW2 Advocate 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
53	WIC-Women in Communications Las Vegas, Nevada Url : http://www.womenincommunicationslv.org Email : kristine@lvradio.com Kristine Anderson	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			45

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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	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.	6	Corp Employment Manager News Talent Manager Dir. of News T&D Several News Managers
2	11/28/2016	Participation in events or programs sponsored by educational institutions	20 students and 3 adults visited the station and were given a tour of the facilities. The group started out in our main studio where Dana Wagner talked to them about what it takes to be a news anchor. In the same studio they met Kelly Curran and got to hear what a meteorologist does. They were also able to do their own weather forecast in front of the green screen. The group then toured the newsroom and heard from Faith Jessie about what it takes to be a reporter. She then did some mock interviews with the students. In this same area the students also got to meet our photographers and learn how to run a video camera and George Romero showed them how to edit a news piece. They also toured the larger newsroom where Aubrey Clerkin talked about what happens in a newsroom. Next they toured production control where Karina Howe showed them what a director does during the newscast. Then the students toured the master control area where Joel Rihaly filled them in on what it means to be a master control operator and how on-air programming is monitored. Lastly the students got to watch part of the noon newscast with Michelle Velez and Jeff Maher.	10	Commerical Producer Achor Master Control Operator Digital Media Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	12/12/2016	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>	100	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	2/22/2017	Participation in Job Fairs	Sinclair Broadcasting representing the Las Vegas Station in the Spring 2017 Career Fair. There were approximately 60 local employers and over 500 job seekers. KSNV and KVMY/KVCW hosted a table listing all of it's current job openings. We answered all questions about SBG and handed out job descriptions of position openings. We also handed out SBG logo promotional items.	2	Business Manager HR/Payroll Coordinator
5	3/7/2017	Participation in Job Fairs	Idaho Job & Career Fair bringing local and national companies together with persons seeking employment and/or a career change in a one-day conference. Event March 7, 2017 Boise's Riverside Hotel; KBOI represented Sinclair Broadcast Group and presented all current position openings for the U.S. western region (California, Washington, Oregon, Idaho, and Nevada).	4	News Director General Sales Manager Promotions Director Asst. News Director
6	3/10/2017	Participation in events or programs sponsored by educational institutions	16 students and 3 adults visited the station and were given a tour of the facilities. The group started out in our control room where Karina Howe talked to them about what it takes to be a technical director and how she directs a newscast. Then the students toured the master control area where Marcus Johnson filled them in on what it means to be a master control operator and how on-air programming is monitored. Then the students met Kelly Curran and got to hear what a meteorologist does. They were also able to do their own weather forecast in front of the green screen. The group then took pictures in our studio and at our photo wall.	4	Commerical Producer Master Control Operator Director Meteorologist
7	3/14/2017	Participation in Job Fairs	Participated in Career Fair held by the Whitney Library. This career fair was to help the people in the community who are either still unemployed or underemployed.	2	Business Manager HR/Payroll Coordinator

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	4/7/2017	Participation in events or programs sponsored by educational institutions	30 students and 6 adults visited the station in 2 separate groups and were given a tour of the facilities. The groups started out in our control room where Karina Howe talked to them about what it takes to be a technical director and how she directs a newscast. Then the students toured the master control area where Marcus Johnson filled them in on what it means to be a master control operator and how on-air programming is monitored. The students then got a tour of our satellite dishes and our remote truck with engineer Steve Scott. The students then met Kelly Curran and got to hear what a meteorologist does. They were also able to do their own weather forecast in front of the green screen. The group then took pictures in our studio and at our photo wall.	6	Commerical Producer Art Director Master Control Operator Director
9	4/26/2017	Participation in Job Fairs	UNLV Career Services, held an Internship and Summer Job Fair in the Student Union. There were approximately 70 employees and over 1,000 job seekers (college students and recent college grads). KSNV, KVMY/KVCW and KRNV, KRXI/KAME were represented/hosted a table recruiting for 17 current job opportunities. Answered questions about the Sinclair Broadcast Group, INC. family of Stations and its benefits. Also displayed one sheet job descriptions for positions available both for the Las Vegas and Reno markets while also handing out company logo promotional items.	1	HR/Payroll Coordinator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	4/27/2017	Participation in Job Fairs	Amber and Will represented all West Coast stations for Sinclair Broadcast Group at the 2nd annual University of Washington 2017 Marketing, Media & Communications Fair in Seattle, WA. This one-day career fair brought local and national companies with careers in Broadcasting, Journalism, Marketing, Public Relations, Publishing, Radio/TV / Film, or Social Media together with students and alumni seeking employment and/or a career change. All locations and current position openings were discussed with interested candidates.	2	Human Resources Promotions Manager
11	4/28/2017	Participation in events sponsored by community groups	Group of approx. 10 students and 5 adults visited the Station and were given a tour of the facility. The group tour started in the control Room, where Karina Howe talked to the students about what it takes to be a Technical Director and how she directs a News Cast. The Students then toured the Master Control Area where Marcus Johnson filled them in on what a Master Control Operator is responsible for and how on-air programming is monitored. The students then met with Kelly Curran and got to hear what a Meteorologist does. They were also able to do their own weather forecast in front of the green screen.	5	Commercial Producer Art Director Meteorologist Master Control Operator