

# KSNV, KVCW

## EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

### 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 Photographer	1-8, 10, 12-13, 15-17, 19-33, 35-36, 39-45, 47-53	22
News Photographer	1-8, 10, 12-13, 15-17, 19-33, 35-36, 39-45, 47-53	10
Director	1-6, 8-9, 11-13, 16-21, 23-28, 30-33, 35-36, 39-43, 45, 47-53	11
News Producer	1-10, 12-13, 16-21, 23-33, 35-36, 39-45, 47-53	10
News Producer	1-10, 12-13, 16-21, 23-33, 35-36, 39-45, 47-53	10
News Producer	1-10, 12-13, 16-21, 23-33, 35-36, 39-45, 47-53	10
General Assignment Reporter	1-8, 12-13, 16-21, 23-33, 35-36, 39-45, 47-53	21
Creative Services Commerical Producer (Bilingual)	1-6, 8, 12-14, 16-21, 23-28, 30-33, 35-36, 38-43, 45, 47-53	41
Creative Services Commerical Producer (Bilingual)	1-6, 8, 12-14, 16-21, 23-28, 30-33, 35-36, 38-43, 45, 47-53	38
News Editor	1-8, 10, 12-13, 16-21, 23-33, 35-37, 39-45, 47-53	37
News Editor	1-8, 10, 12-13, 16-21, 23-33, 35-37, 39-45, 47-53	21
News Editor	1-8, 10, 12-13, 16-21, 23-33, 35-37, 39-45, 47-53	10
Help Desk Technician	1-6, 8, 12-14, 16-21, 23-28, 30-36, 39-43, 45, 47-53	21
Sr. News Production Assistant	2-6, 8, 11-13, 16-21, 23-28, 30-33, 35-36, 39-43, 45, 47-53	11
Promotions Producer	2-6, 8-9, 12-13, 16-21, 23-28, 30-33, 35-36, 39-43, 45, 47-53	9
Local Sales Assistant	1-6, 8, 12-14, 16-21, 23, 25-28, 30-33, 35-36, 39-43, 45, 47-53	14
Master Control Operator	1-6, 8-9, 12, 14, 16-21, 23-28, 30-33, 35-36, 39-43, 45, 47-53	14
Master Control Operator	1-6, 8-9, 12, 14, 16-21, 23-28, 30-33, 35-36, 39-43, 45, 47-53	14
Senior News Production Assistant	1-8, 10, 12, 16, 18-21, 23, 25-31, 33, 35-36, 39-53	10
Digital Sales Assistant	1-6, 8, 12, 16-21, 23-28, 31, 33, 35-36, 39-43, 45-54	6
Broadcast Engineer	1-6, 8, 12, 16-21, 23-28, 31, 33, 35-36, 39-43, 45-54	41

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Digital Content Producer	1-8, 11-12, 16-21, 23, 25-29, 31, 33, 35 -36, 39-54	6
Digital Content Producer	1-8, 11-12, 16-21, 23, 25-29, 31, 33, 35 -36, 39-54	11

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

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

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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>
15	Everest College 170 N. Stephanie Street Henderson, Nevada 89074 Phone : 702-567-1920 Url : <a href="http://www.cci.edu">http://www.cci.edu</a> Email : <a href="mailto:paul.fronczak@zenith.org">paul.fronczak@zenith.org</a> Paul Fronczak	N	0
16	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> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	1
17	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
18	HELP of Southern Nevada 1640 E Flamingo Rd #100 Las Vegas, Nevada 89119 Phone : 702-369-4357 Url : <a href="http://www.helpsonv.org">http://www.helpsonv.org</a> Fax : 1-702-369-4089 Terry D'Antonio	N	0
19	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 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 Alicia Lawrence	N	0
20	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:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	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
21	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> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	10
22	Indeed.com	N	1
23	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 888-888-8888 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sharon Pickeral	Y	0
24	Jewish Family Service Agency 4794 S Eastern Ave Ste #C Las Vegas, Nevada 89119 Phone : 702-732-0304 Url : <a href="http://www.jfsalv.org">http://www.jfsalv.org</a> Fax : 1-702-794-2033 Mitchell S Gilbert	N	0
25	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
26	Las Vegas Indian Center Employment Opportunities 2300 W. Bonanza Road Las Vegas, Nevada 89106 Phone : 702-647-5842 x224 Url : <a href="http://www.lasvegasindiancenter.org">http://www.lasvegasindiancenter.org</a> Email : <a href="mailto:rulonpete@lvcoxmail.com">rulonpete@lvcoxmail.com</a> Rulon Pete	N	0
27	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com/company/sinclair-broadcast">http://www.linkedin.com/company/sinclair-broadcast</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Danielle Anderson	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
28	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
29	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : na Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
30	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
31	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
32	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
33	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

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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>
34	Non-Employee Referral	N	1
35	Norfolk State University Dept of Mass Communications & Journalism 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Url : <a href="http://www.nsu.edu">http://www.nsu.edu</a> Email : <a href="mailto:pbriggs@nsu.edu">pbriggs@nsu.edu</a> Paula C Briggs	N	0
36	Ohio/Illinois Centers for Broadcasting 9885 Roadside Rd #160 Valley View, Ohio 44125 Phone : 216-447-9117 Url : <a href="http://beonair.com">http://beonair.com</a> Email : <a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a> Janice Hannah-Hardy	Y	0
37	Other Source	N	1
38	Re-hire	N	1
39	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> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
40	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> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
41	Sinclair Broadcast Group, Inc 10706 Beaver Dam Road Cockeysville, Maryland 21030 Phone : 410-568-1517 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	10



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42	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
43	Station website - KSNV/KVMY 3830 S. Jones Blvd. Las Vegas, Nevada 89103 Phone : 702-952-4600 Url : mylvtv.com Email : sholland@sbgvtv.com Sheila Holland	N	0
44	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Phone : na Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
45	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
46	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgvtv.com Andrea Siegle	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@sbgvtv.com Sinclair SilkRoad Source	N	0

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48	TV & Radio Jobs P O Box 129 Kanab, Utah 84741 Phone : 435-644-5992 Url : <a href="http://www.tvandradijobs.com">http://www.tvandradijobs.com</a> Hal Abrams Manual Posting	N	0
49	Tvjobs.com P O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 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	3
50	UNLV Career Services 4505 S Maryland Pkwy Box 456004 Las Vegas, Nevada 89154 Phone : 888-501-2278 Url : <a href="http://hire.unlv.edu/careerlink.html">http://hire.unlv.edu/careerlink.html</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> 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 : <a href="http://urbanchamber.org">http://urbanchamber.org</a> Email : <a href="mailto:info@urbanchamber.org">info@urbanchamber.org</a> Career Services	N	0
52	US Army Wounded Warrior Program AW2 Advocate 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
53	WIC-Women in Communications Las Vegas, Nevada Url : <a href="http://www.womenincommunicationslv.org">http://www.womenincommunicationslv.org</a> Email : <a href="mailto:kristine@lvradio.com">kristine@lvradio.com</a> Kristine Anderson	N	0

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54	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>50</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	8/11/2017	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 and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017. 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.	3	Sr. Employment Manager News Talent Manager Director, News Training and Development
2	9/13/2017	Participation in Job Fairs	CSN Career Services, held a Fall 2017 Career Fair 9/13/17 at the main campus (North Las Vegas). There were approximately 40 vendors 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 10 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 market while also handing out company logo promotional items.	1	HR/Payroll Coordinator
3	3/23/2018	Participation in events sponsored by community groups	A group of 15 Homeschooler and Instructors visited the station. The tour consisted of showing them the various areas of broadcasting. The student were able to see the areas that assist in creating the daily News, ie: Master Control, and On-Air Talent.	5	Art Director Promotions Producer Meteorologist Master Control Operator

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	<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>
4	4/20/2018	Participation in events sponsored by community groups	Northwest Career and Technical Academy attended the Station to learn the different components necessary for a successful News Broadcast: they visited the News room to meet the Producers, the Control room to see what the Master Control Operators do, along with the On-Air News Talent. In attendance was 24 student and two (2) chaperones per group, there were (2) two Student Groups.. (48 students and 4 adults)	5	Promotions Producer Art Director Director Meteorologist
5	4/27/2018	Participation in events sponsored by community groups	Boulder City High School attended the Station to learn the different components necessary for a successful News Broadcast: they visited the News room to meet the Producers, the Control room to see what the Master Control Operators do, along with the On-Air News Talent. In attendance was 19 students (ages 14-18) and one (1) chaperone.	5	Art Director Master Control Operator Director Meteorologist
6	4/28/2018	Participation in events or programs sponsored by educational institutions	4/28/18, Our Regional News Director spoke to a group of approximately 60 students ranging from Freshman through Seniors. These were the Fresno State students looking to enter the field of Broadcasting. Mark answered questions and shared his years in the profession.	1	News Director