

KFXL, KHGI, KWNB
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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
Video Editor	1-2, 4, 7, 9-13, 15-16, 18-22, 24-32, 34-37, 39-46, 49	7
Sales/Marketing Consultant	1-2, 4, 9-13, 15-16, 18-22, 24-32, 34-37, 39-46, 49	15
Marketing Consultant	1-2, 4, 8-13, 15-16, 18-22, 24-32, 34-37, 39-46, 49	21
Multimedia Journalist	1-4, 8-13, 15-16, 18-37, 39-46, 49	15
Local Sales Manager	1-2, 4, 8-16, 18-22, 24-28, 30-32, 34-37, 39-46, 49	8
Morning Director	1-4, 9-16, 18-28, 30-37, 39-46, 49	35
Multimedia Journalist	1-6, 8-28, 30-37, 39-45, 47, 49	32
News Producer	1-4, 9-16, 18-28, 30-45, 49	9
Weekend News Anchor/Multimedia Journalist	1-4, 6-7, 9-16, 18-28, 30-45, 49	7
Lifestyle Multimedia Journalist	1-5, 8-16, 18-28, 30-45, 47, 49	8
Morning Director	1-4, 7, 9-16, 18-28, 30-45, 47, 49	7
News Assignment Editor	1-4, 7-16, 18-28, 30-45, 47, 49	7
Multimedia Journalist	1-5, 9-16, 18-28, 30-45, 47, 49	32
Director	1-4, 9-16, 18-28, 30-45, 47, 49	21
Sports Multimedia Journalist	1-5, 9-16, 18-28, 30-45, 48-49	32
News Producer	1-5, 9-16, 18-28, 30-45, 49	32
Sports Anchor (Weekend) / Multimedia Journalist	1-4, 9-16, 18-28, 30-45, 49	32

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EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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	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
2	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
3	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
4	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
5	Corporate Recruiter	N	6
6	Current Employee	N	3
7	Current Employee/Internal Promotion	N	4
8	Employee Referral	N	6
9	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	2

KFXL, KHGI, KWNB
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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10	Hastings Central Community College PO Box 1024 Hastings, Nebraska 68902 Phone : 402-461-2419 Url : http://www.cccneb.edu Email : ksterner@cccneb.edu Kyle Sterner	N	0
11	Hastings College 710 N Tuner Ave Hastings, Nebraska 68901 Phone : 402-461-7387 Url : http://www.hastings.edu Email : kgraviette@hastings.edu Kim Graviette	N	0
12	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
13	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
14	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	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	9

KFXL, KHGI, KWNB
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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16	Indian Center 1100 Military Rd Lincoln, Nebraska 68508 Phone : . Email : icitaylor@juno.com Keith Taylor	N	0
17	Internet Ad-not directly contacted by SEU	N	2
18	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
19	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	1
20	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
21	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	4
22	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

KFXL, KHGI, KWNB
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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23	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
24	NAACP PO Box 11122 Omaha, Nebraska 68111 Phone : . Email : omahanaacp@aol.com Regional Office	N	0
25	Nebraksa Workforce Solutions 5752 Ames Ave Omaha, Nebraska 68104 Phone : . Fax : 1-402-471-9776 Career Center Employment	N	0
26	Nebraska Broadcasters Association 12020 Shamrock Plaza Suite 200 Omaha, Nebraska 68154 Phone : 402-778-5178 Url : http://www.ne-ba.org Email : marty@ne-ba.org Marty Reimenschneider	N	0
27	Nebraska Wesleyan University 5000 St Paul Ave Lincoln, Nebraska 68508 Email : sbgresumes@sbgvtv.com Career Services	N	0
28	Nebraska Workforce Development 1111 O Street Lincoln, Nebraska 68508 Phone : . Email : NDOL.newworkshelp@nebraska.gov Job Center	N	0
29	Ohio Center for Broadcasting CO Campus 5800 W. Amameda Ave Suite A Denver, Colorado 80226 Phone : 303-937-7070 Url : http://www.beonair.com Fax : 1-303-975-0386 Dan Smith	N	0

KFXL, KHGI, KWNB
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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30	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
31	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
32	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	16
33	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
34	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
35	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	1

KFXL, KHGI, KWNB
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	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
37	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	8
38	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
39	University of NE - Lincoln UNL Career Services Lincoln, Nebraska 68588 Phone : . Email : sbgresumes@sbgstv.com Career Services	N	0
40	University of Nebraska at Kearney MSAD RM 140 Kearney, Nebraska 68849 Phone : 308-865-8501 Url : http://www.unk.edu Email : weedj@unk.edu Joni Weed	Y	0
41	University of Nebraska at Omaha 6001 Dodge Street Omaha, Nebraska 68182 Phone : 402-554-6019 Url : http://www.unomaha.edu Email : kcase2@unomaha.edu Kirsten Case	Y	0

KFXL, KHGI, KWNB
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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42	University of South Dakota 414 E. Clark Vermillion, South Dakota 57069 Phone : 605-677-5201 Url : http://www.usd.edu Email : cdc@usd.edu Ellen Dickey	N	0
43	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
44	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
45	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
46	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : 316-978-6831 Url : http://www.wichita.edu Email : career.services@wichita.edu Karen Gillenwater	N	0
47	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : 316-978-3435 Email : career.services@wichita.edu Fax : 1-316-978-3511 Jill Pletcher	N	0
48	Word of Mouth Referral	N	1

KFXL, KHGI, KWNB
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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49	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			63

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EEO PUBLIC FILE REPORT
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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	3/20/2018	Provision of training to management	Participated in the Pillsbury webinar, You and #Me Too Crisis Management for Media Companies Addressing Sexual Harassment Complaints. Webinar discussed what to do before a complaint arises, and equally important, what to do next.	2	Business Manager HR
2	4/6/2018	Participation in scholarship programs	Participated in the 2018 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 \$1,500 scholarships were awarded. We provide \$300 for the scholarship pool as well as ran a broadcast flight for the promotional ads for the program with how to apply.	3	HR General Manager Promotion Manager
3	6/12/2018	Participation in events or programs sponsored by educational institutions	Participated in the Third Annual Digital Expressions Media Camp. This is an opportunity for Nebraska High School Students who may be interest in a career in Broadcasting to give them the opportunity to work with equipment while learning and developing skills in video and audio broadcasting. This is held at the University of Nebraska Kearney. KHGI ran promos for this event and also was a station that they got to tour, watch a newscast live in studio and was able to have a Q&A with staff members.	8	News Director Assistant News Director Director of News Operations Anchor
4	8/3/2018	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 represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Detroit, MI July 31st to August 4th. 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 Director-Training & Development News Talent Manager

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5	8/14/2018	Provision of training to management	Attended an Employment Law seminar sponsored by the Nebraska Broadcasters Association during the 84th Annual NBA Convention in Lincoln. Entitled "Mitigating Risk and Establishing Best Practices for 2018 and Beyond," this seminar was prepared and presented by Tara A. Stingley, an employment law attorney with Cline, Williams, Wright, Johnson and Oldfather of Omaha, NE. This session addressed several key employment law changes impacting employers as well as those issues that continue to present increased risk for employers and HR professionals, including but not limited to: preventing responding to discrimination, retaliation, and harassment claims; wage and hour compliance; worker classification issues' paid leave and leave of absence obligations. salary history inquiry bans and equal pay act claims; and the impact of legalized marijuana.	1	News Director
6	8/22/2018	Participation in Job Fairs	Participated in the University of Nebraska at Kearney Student Employment Fair on August 22, 2018. UNK Student Employment Services hosts their Annual Student Employment Fair to help incoming freshmen and other UNK students find part-time employment in the Kearney area. KHGI hosted a booth for students to learn about open part-time jobs available.	3	HR Local Sales Assistant Commercial Producer
7	11/13/2018	Participation in events or programs sponsored by educational institutions	Participated in a three day Nebraska Extension Connect the Dots event. Connect the Dots is an interactive career exploration designed to help high school students "connect the dots" for high school through postsecondary study to the workplace. During the simulation our role was to act as one of the employers representing a specific career cluster.	5	Assistant News Director MMJ Anchor/MMJ Meteorologist

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8	11/21/2018	Participation in Job Fairs	Participated in the Northwest Career and College Fair on November 21, 2018. Grant Island Northwest FFA and FBLA Career event where local businesses have the opportunity to present themselves to high school who are seeking career direction . We had a table in the high school gym to discuss with students about jobs and classes needed for a job in the broadcasting field.	2	HR Producer

KFXL, KHGI, KWNB
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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9	12/31/2018	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>	10	General Manager Business Manager Director of Engineering HR