

KFRE, KMPH
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

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
Morning News Anchor/Reporter	1-5, 7-14, 16-17, 19-22, 24, 26-28, 31-38, 40-49	16
Multimedia Journalist	1-5, 7-14, 17, 19-22, 24, 26-28, 31-38, 40-47, 49	38
Automotive Sales/Marketing Consultant	2-11, 13, 17-22, 24, 26-28, 32-38, 41-47, 49	18
Marketing Consultant / Sales	2-5, 7-11, 13, 17-28, 32-38, 41-47, 49	18
Weekend Meteorologist / Reporter	1-5, 7-13, 15, 17, 19-24, 26-28, 31, 33-38, 40-47, 49	15
Business Manager	2-5, 7-11, 13, 17-24, 26-29, 33-38, 41-49	18
Morning News Editor/Floor Crew	2-5, 7-13, 16-17, 19-24, 26-28, 30-31, 34-38, 40-47, 49	16
Marketing Associate	2-5, 7-11, 13, 15, 17-24, 26-28, 30, 34-38, 41-47, 49	18
Marketing Associate	2-5, 7-11, 13, 15, 17-24, 26-28, 30, 34-38, 41-47, 49	15
Marketing Associate	2-5, 7-11, 13, 15, 17-24, 26-28, 30, 34-38, 41-47, 49	24
Morning News Floor Crew/Editor	2-5, 7-9, 11-13, 17, 19-28, 30-31, 33-38, 40-47, 49	24
News Editor	2-5, 7-8, 11-13, 16-17, 19-24, 26-28, 30-33, 35-38, 40-47, 49	16
Master Control Operator	2-5, 7-8, 11, 13, 17-24, 26-28, 30, 32-33, 35-38, 41-47, 49	18
Social Media/Digital News Producer	2-3, 5, 7-9, 11, 13, 16-17, 19-24, 26-28, 30, 32-33, 35-38, 41-49	16
Digital Marketing Consultant	2-3, 5, 7-9, 11, 13, 16-17, 19-24, 26-28, 30, 32-33, 35-38, 41-47, 49	16
News Photographer	2-3, 5, 7-9, 11-13, 17, 19-24, 26-28, 30-33, 35-47, 49	39

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	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
3	Bay Area Black Journalists Association 1714 Franklin Street #100-260 Oakland, California 94610 Phone : 510-986-9390 Email : info@babja.org Job Bank Coordinator Job Bank Coordinator	N	0
4	Bay Area Video Coalition (BAVC) 2727 Mariposa Street, 2nd Floor San Francisco, California Phone : 415-558-2110 Url : pattyleeper@bavc.org Email : pattyleeper@bavc.org Fax : 1-866-378-0494 Patty Leeper	N	0
5	BECA/San Francisco State University 1600 Holloway Ave San Francisco, California 94132 Phone : 415-338-1787 Email : beca@sfsu.edu Angela Dornbusch	N	0
6	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
7	California State University Fresno Career Services 5150 N. Maple Avenue Fresno, California 93740 Phone : 559-278-2381 Email : recruiting@csufresno.edu Fax : 1-559-278-6483 Career Services	Y	0

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8	California State University, Bakersfield Center for Community Engagement & Career Education 54 CAF 9001 Stockdale Highway Bakersfield, California 93311-1022 Phone : 661-654-3033 Url : www.scub.edu/cece Email : career@scub.edu Fax : 1-661-654-3345 CSUB CECE	N	0
9	CalJobs - Workforce Connection P.O. Box 826880, MIC83 Sacramento, California 94280-0001 Phone : 888-501-2278 Url : http://www.caljobs.ca.gov Fax : 1-559-230-4022 Arthur Moss	N	0
10	Career Resources Center Fresno Pacific University 1717 S. Chestnut Ave. Fresno, California 93702 Phone : 559-453-2000 Url : www.fresno.edu Email : alicia.andrade@fresno.edu Fax : 1-559-453-7147 Alicia Andrade	N	0
11	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
12	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
13	Columbia University Graduate School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Email : as1698@columbia.edu Anucha Shrivastava	Y	0

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14	Current Employee	N	4
15	Current Employee - Transfer/Promotion	N	2
16	Current Employee/Internal Promotion	N	5
17	Diversity Solutions P.O. Box 740948 San Diego, California 92174 Phone : 619-277-9099 Url : www.diversitysolutions.us Email : oran@diversitysolutions.us Oran Brown	N	0
18	Employee Referral	N	5
19	Fresno City College Employment Resource Center 1101 E. University Fresno, California 93706 Phone : 559-442-8294 Email : karin.collins@fresnocitycollege.edu Fax : 1-559-442-4850 Karin Collins	N	0
20	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
21	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
22	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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23	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
24	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	11
25	Internet Ad-not directly contacted by SEU	N	2
26	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
27	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	1
28	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	2
29	Marynard Institute of Journalism 663 13th Street, Suite 200 Oakland, California 94612 Phone : 510-891-9202 Email : ehsu@mije.org Fax : 1-510-891-9565 Evelyn Hsu	Y	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
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	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
32	Minorities in Broadcasting PO Box 67132 Century City, California 90067 Phone : 310-652-0271 Fax : 1-866-769-8741 Patrice Williams	N	0
33	Modesto Junior College 435 College Avenue Modesto, California 95350 Phone : 209-575-6408 Fax : 1-209-575-6408 Contact Person	N	0
34	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California 91105 Phone : (626) 792-6462 Url : www.nhmc.org Email : info@nhmc.org NHMC Job Postings	N	0
35	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

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36	San Joaquin Valley College 295 E. Sierra Avenue Fresno, California 93710 Phone : 877-367-7582 Email : sjvconline@sjvc.edu Fax : 1-559-735-0219 SJVC Online	N	0
37	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
38	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	5
39	Station Website	N	1
40	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
41	The David Crane Agency 124 Ammons Drive Raleigh, North Carolina 27615-6501 Phone : 919.870.9121 Email : steveski@dcatalent.com Steve Swienchowski	Y	0
42	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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43	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
44	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
45	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	3
46	University of Southern California/Annenberg 3502 Watt Way Los Angeles, California 90819 Phone : 213-740-3912 Email : meganh@usc.edu Megan Hutaff	N	0
47	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
48	Work Force Connection 3302 N. Blackstone Suite #221 Fresno, California 93726 Phone : (559) 230-4024 Url : www.workforce-connection.com Email : AMoss@workforce-connection.com Fax : 1-559-230-4044 Isabel Rodriguez	Y	0

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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:			44

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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	8/3/2018	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 and Development News Talent Manager

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2	11/1/2018	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	

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3	12/1/2018	Participation in events or programs sponsored by educational institutions	Anchor Kim Stephens was an mentor at the annual journalism camp, Camp News at Pepperdine University. The camp is sponsored by the Academy of Business Leadership (ABL) and provides students with the opportunity to work with reporters, anchors, and producers to create scripts and video content in the development of a ten minute newscast. Kim Stephens mentored college students from all over the country.	1	Anchor
4	2/11/2019	Establishment of an intern program designed to assist members of the community	The station had an intern for the news and Digital Content Department for the Spring 2019 Semester. An intern was hired and exposed to a wide variety of skills and trainers. They were also given the opportunity to create a resume reel that they could use when they apply for their first broadcast news position.	2	News Director News Intern
5	3/1/2019	Participation in events or programs sponsored by educational institutions	Anchor Kim Stephens visited Kratt Elementary School in Fresno for Read Across America day. She spent time reading books with students and also answered questions from students about working at a television station. She spoke about her career in broadcasting.	1	Anchor
6	3/20/2019	Participation in other activities designed by the station employment unit	The station hosted a tour from King's Christian School. The students learned about careers in broadcasting and got to see a live broadcasting of Great day as well as a live cooking demonstration. The students got to see the producers constantly updating information on their computers and managing the show. The students were able to see themselves on the monitor standing in front of the green screen. The News Director talked about the many different careers and what education is necessary for broadcast journalism.	1	News Director
7	4/2/2019	Participation in events or programs sponsored by educational institutions	Anchor Kim Stephens visited Fairmont Elementary Class in Sanger, CA. She answered questions from students about working at a television station and spoke about her experience in broadcasting.	1	Anchor

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8	5/15/2019	Participation in events or programs sponsored by educational institutions	Anchor Kim Stephens visited Great Western Elementary Class in Reedley, CA. She answered questions from students about working at a television station and spoke about her experience in broadcasting.	1	Anchor
9	5/31/2019	Participation in other activities designed by the station employment unit	The station hosted a tour of students from Visalia Global Learning Charter School. The students learned about careers in broadcasting and watched a live newscast they had the opportunity to chat with the anchors and ask them questions about their experience in broadcasting.	1	News Director
10	6/10/2019	Establishment of an intern program designed to assist members of the community	The station had an intern for the News Department for the Summer 2019 Semester. Two interns were hired and exposed to a wide variety of skills and trainers. They were also given the opportunity to create a resume reel that they could use when they apply for their first broadcast news position.	3	Intern Intern News Director