

KBAK, KBFX
EEO PUBLIC FILE REPORT
August 1, 2017 - July 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
Executive Producer	1-8, 11-13, 15-18, 20, 22, 24-36, 38-42, 44-54	8
News Anchor/Reporter	1-7, 11-12, 15, 17-18, 20, 22-33, 35-36, 38-42, 44-54	23
News Producer	1-8, 11-12, 15, 17-18, 20, 22, 24-33, 35 -42, 44-54	37
Graphic Designer	1-3, 5-6, 11-13, 15, 17-18, 20, 22, 24- 26, 28-33, 35-36, 39-42, 44-54	13
News Photographer	1-7, 11-13, 15, 17-18, 20, 22-33, 35-36, 38-42, 44-54	13
Marketing Consultant	1-6, 11-13, 15, 17-18, 20, 22, 24-26, 28 -33, 35-36, 39-42, 44-54	13
Marketing Consultant	1-6, 11-13, 15, 17-18, 20, 22, 24-26, 28 -33, 35-36, 39-42, 44-54	13
News Producer	1-7, 11-12, 15, 17-18, 20, 22, 24-33, 35 -36, 38-54	26
News Anchor / Reporter (Weekends)	1-7, 9-12, 15, 17-18, 20, 22, 24-33, 35- 54	10
Sales/Marketing Consultant	1-6, 11-12, 15, 17-18, 20-22, 24-26, 28- 33, 35-36, 40-54	20
News Producer	1-6, 10-12, 15, 17-18, 20, 22, 24-26, 29 -33, 35-36, 40-55	10
Multimedia Journalist	1-7, 9, 11, 15, 17-20, 22, 24-27, 29-33, 35-38, 40-55	37
Digital Sales Manager	1-7, 11, 15, 17-20, 22-27, 29-33, 35-36, 38, 40-55	20
Promotions Producer	1-7, 9, 11, 13-15, 17-22, 24-27, 29-33, 35-38, 40-55	20
Weekend Sports Anchor / Reporter	1-3, 5-8, 11, 13, 15, 17-20, 22, 24-27, 29-33, 35-38, 40-55	37
Promotions Coordinator	1-6, 11, 15, 17-20, 22, 24-26, 29-33, 35 -36, 40-55	20
News Editor	1-7, 11, 15, 17-20, 22, 24-27, 29-33, 35 -38, 40-55	26

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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	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Url : http://www.readioschool.com Email : michelle@radioschool.com Michelle McConnell	N	0
2	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Advisor	N	0
3	California State University - Chico Journalism Dept. Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske	N	0
4	CalJobs / Kern County Career Services Center 1600 E Belle Terrace Bakersfield, California 93304 Url : http://www.careerservicescenter.com/ Email : evetts@kerndhs.com Shanda Evetts	N	0
5	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
6	City University - Career Planning & Placement 1190 Ne First St. Bellevue, Washington 98005 Url : http://www.cityu.edu/ Email : alumni@cityu.edu Kristine Kero	N	0
7	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	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
8	Corporate Recruiter	N	3
9	Current Employee	N	3
10	Current Employee/Internal Promotion	N	2
11	Eastern Washington University 104 RTV Building Cheney, Washington 99004 Url : http://www.ewu.edu/cale/programs/film.xml Email : pamela.bumpas@mail.ewu.edu Pam Bumpas	N	0
12	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : http://www.edcc.edu/ Email : careeractioncenter@edcc.edu Career Advisor	N	0
13	Employee Referral	N	8
14	Former Employee	N	1
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	1
16	Heritage University 3240 Fort Road Toppenish, Washington 98948 Url : http://www.heritage.edu/ Email : Maceda_L@heritage.edu Lizabeth Maceda	N	0
17	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

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18	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
19	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Phone : 207-973-1064 Email : verrillr@husson.edu Rodney Verrill	Y	0
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	21
21	Internet Ad-not directly contacted by SEU	N	2
22	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
23	Job Fair	N	3
24	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
25	Lane Community College Career & Employment Services 4000 East 30th Ave Eugene, Oregon 97405 Url : http://www.lanec.edu Email : studentjobs@lanec.edu Teresa Hughes	N	0

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26	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Danielle Anderson	N	4
27	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
28	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhcareer@mhcc.edu Career Advisor	N	0
29	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
30	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : info@nlgja.org Career Advisor	N	0
31	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0
32	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : careerconnect@pdx.edu Career Advisor	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	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : pc-asbe@seattleu.edu Career Advisor	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	2
37	Station Website	N	11
38	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
39	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, Washington 98121 Email : schaabd@aai.edu Career Advisor	N	0

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40	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Advisor	N	0
41	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	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
43	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 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 : admin@tvjobs.com Mark Holloway	N	1

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46	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	N	0
47	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : jobs@uoregon.edu Career Advisor	N	0
48	University of Southern California 3502 Watt Way Los Angeles, California 90089 Email : sbgresumes@sbgstv.com Career Advisor	N	0
49	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
50	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
51	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Career Advisor	N	0
52	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
53	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0

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54	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : sbgresumes@sbgstv.com Career Advisor	N	0
55	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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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/9/2017	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 9-13, 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.	4	Senior Employment Manager News Talent Manager Director, News - Training and Development Reporter
2	9/7/2017	Participation in Job Fairs	National Association of Hispanic Journalist held a career expo in Anaheim California September 7 - 9th. In attendance was Kevin Olivias, Sinclair Broadcast Group News Recruiting Manager and Suzette Reynoso KBAK/KBFX Weekend News Anchor. As volunteers at this career expo they were able to be ambassadors for their respective Markets, greet guest along with reviewing resumes and reels. All guest who stopped by the booth are followed up with interviews set up where applicable.	2	News Recruiting Manager Weekend News Anchor
3	1/15/2018	Participation in scholarship programs	Kern County Broadcasters Association Scholarship Program 2018-2019. Each year beginning in September, (3) one thousand dollar(\$1,000.00) scholarships are awarded by KCBA. Those eligible to participate are children or stepchildren of employees of KCBA member stations that are full time students pursuing a degree from any accredited college or university. All applications must be submitted no later than May 1 of that year. Decisions are made as of May 31st. Teresa Burgess, Chair is currently participating with the association and has for several years.	1	VP/General Manager

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4	1/25/2018	Participation in events or programs sponsored by educational institutions	Celebrity Reader at Berkshire School. On Thursday January 25, 2018, Ally Triolo, and Claudette Stefanian our Morning News Anchors, participated in this year's celebrity Readers where they were able to read one of their favorite books to a class of 30+ students. They answered questions about being a journalist and the importance of an education.	2	Morning News Anchor General Assignment Reporter
5	3/14/2018	Participation in Job Fairs	Bakersfield Job Fest was held Wednesday March 14, 2018 at the Rabobank Convention Center. In attendance were over 2,000 job seekers. Maria Lara Human Resources Contact along with Yvette Graves, Program Director we able to meet with several of the potential candidates. They reviewed resumes for current job openings and were able to have candidates go to our job website to submit resumes for future interviews where applicable.	2	Human Resource Contact Program Director
6	3/21/2018	Participation in Job Fairs	USC Annenberg School for Communications and Journalism held it's job fair March 21, 2018 on the USC Campus. Student and alumni attendance reached over 400 participants. In attendance was Kevin Olivas Sinclair Broadcast Group News Recruiting Manager, along with Jeff Lenk, KBAK/KBFX News Director. They met with potential candidates and reviewed resumes 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.	2	News Recruiting Manager News Director