

KAAS, KOCW, KSAS
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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
Sales Assistant	1-25, 27-29, 31-34, 36-51, 53-84, 86-91	40
National Sales Assistant	1-9, 11-14, 16, 18-51, 53-70, 72-84, 86-91	55
Sales Assistant	1-9, 11-16, 18-20, 22-39, 41-46, 48-70, 73-91	26
Marketing Consultant	2, 4-8, 11-16, 18-25, 27-46, 48-71, 73-91	85

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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	A. Q. Miller school of Journalism & Mass Communication 105 N Kedzie Hall Manhattan, Kansas 66506 Phone : 785-532-6890 Email : levyid@k-state.edu Fax : 1-785-532-5484 David Levy	N	0
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
3	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
4	Allen County Community College 1801 N Cottonwood Iola, Kansas 66749 Phone : 620-365-5116 Url : www.allencc.edu Email : bilderback@allencc.edu Fax : 1-620-365-7406 Rebecca Bilderback	N	0
5	American Indian Chamber of Commerce PO Box 750222 Topeka, Kansas 66675 Phone : 785-749-8434 Fax : 1-785-832-6605 Marilyn Bread	N	0
6	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

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7	Baker U. 618 8th St. Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : www.collegecentral.com/bakeru Susan Wade Manual Posting	Y	0
8	Barton County Community College 245 NE 30th Rd Room 102 Library Great Bend, Kansas 67530 Phone : 620-792-9349 Url : www.barton.cc.ks.us/careerplanning/employerservice Email : careercenter@bartonccc.edu Fax : 1-620-792-3238 Judy Jacobs	N	0
9	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
10	Benedictine College 1020 N Second St Room 204 Student Union Achison, Kansas 66002 Phone : 913-360-7578 Url : ww2.benedictine.edu/students Email : dliebsch@benedictine.edu Fax : 1-913-367-6178 Diane Liebsch	N	0
11	Black College Radio PO Box 3191 Atlanta, Georgia 30302 Phone : 404-523-136 Email : bcrmail@aol.com Career Services Prong 2 Ended Date: 10/26/2022	N	0

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12	Boston U. 121 Bay State Rd. Boston, Massachusetts Phone : 617-353-3590 Url : http://www.bu.edu/careers/for-employers/ Email : sbgresumes@sbgstv.com Career Services	Y	0
13	Butler CC 901 S. Haverhill Rd El Dorado, Kansas 67042 Phone : 316-322-3231 Url : https://www.butlercc.edu/site/index.php Email : johman@butlercc.edu Jessica Ohman	N	0
14	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
15	CBI-Collegiate Broadcast PO Box D Austin, Texas 78713 Phone : 713-348-2935 Will Robedee Manual Posting	N	0
16	Central Christian College 1200 S Main PO Box 1403 McPherson, Kansas 67460 Phone : 620-241-0723 Url : centralchristain.edu Email : admissions@centralchristian.edu Fax : 1-620-241-6032 Renee Krinhop	N	0
17	Chanute One-Stop Workforce Development Center 119 N Grant Street Chanute, Kansas 66720 Phone : 620-342-3355 Url : www.kansasworks.com Email : ataylor@sekworks.org Fax : 1-620-431-2375 Amanda Taylor	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
18	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
19	Cloud CC 2221 Campus Dr. Concordia, Kansas 66901 Phone : 785-243-1435 Email : bhanson@cloud.edu Brenda Hanson	N	0
20	Coffeyville Community College 400 West 11th Coffeyville, Kansas 67337 Phone : 620-251-7700 Url : www.ccc.cc.ks.us Email : mitchell.zach@coffeyville.edu Fax : 1-620-252-7098 Zach Mitchell	N	0
21	Colby Community College 1255 S Range Ave Colby, Kansas 67701 Phone : 785-462-3984 Url : www.colby.cc.edu Email : Danielle.dusek@colbycc.edu Fax : 1-785-460-4699 Danielle dusek	N	0
22	Cowley County Community College 125 S 2nd Arkansas City, Kansas 67005 Phone : 620-441-3312 Url : www.cowley.edu Fax : 1-620-441-5350 Kim Biddle	N	0
23	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0

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24	Dodge City CC 2501 N. 14th St. Dodge City, Kansas 67801 Phone : 620-227-9399 Email : admit@dc3.edu Shala Portenier	N	0
25	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
26	Employee Referral	N	2
27	Emporia State University 1 Kellogg Cir. Emporia, Kansas 66801 Phone : (620) 341-5407 Url : http://www.emporia.edu/careerservices/ Karla Olson Manual Posting	N	0
28	Episcopal Social Service 233 S. St. Francis Wichita, Kansas 67202 Phone : 316-269-4160 Email : Leonor.Loughridge@esswichita.org Fax : 1-316-269-3550 Leonor Loughridge	N	0
29	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
30	Fort Hays State 600 Park St. Hays, Kansas 67601 Phone : 785-628-4260 Andrea Cahoon Manual Posting	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
31	Friends U. 2100 W. University St. Wichita, Kansas 67213 Phone : 316-295-5623 Danielle Frideres Manual Posting	N	0
32	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
33	Garden City Community College 801 Campus Dr Safell Library Garden City, Kansas 67846 Phone : 620-276-9640 Url : www.gccc.cc.ks.us Email : ryan.ruda@gccc.ks.edu Ryan J	N	0
34	Haskell Indian National U. 155 E. Indian Ave. Lawrence, Kansas 66046 Email : mona.franklin@bie.edu Fax : 1-785-832-6654 Mona Franklin	Y	0
35	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
36	Hire A Hero PO Box 6808 Morongo, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	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
37	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
38	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
39	Hutchinson Community College 1300 North Plum Parker Student Union Hutchinson, Kansas 67501 Phone : 620-665-3579 Url : www.hutchcc.edu Email : myersr@hutchcc.edu Fax : 1-620-728-8155 Randy Myers	N	0
40	Indeed.com - Not Directly Contacted by SEU	N	3
41	Independence Community College 1057 W College Ave Independence, Kansas 67301 Phone : 620-331-4100 Url : www.indy.cc.edu Email : lboots@indycc.edu Fax : 1-620-331-0856 Lori Boots	N	0
42	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
43	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	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
44	Junction City Workforce Center 1012 W 6th St Suite A Junction City, Kansas 66441 Phone : 785-762-8870 Url : www.workforcecenters.com/junctioncity/ Email : junctioncityjobs@ks.gov Fax : 1-785-762-3078 David Brenman	N	0
45	Kansas Assoc. Broadcasters 1916 SW Sieben Ct. Topeka, Kansas 66611 Phone : 785-235-1307 Url : http://www.kab.net/jobbank/default.aspx Kent Cornish Manual Posting	N	0
46	Kansas State U. 104 Kedzie Hall Manhattan, Kansas 66506 Phone : 785-532-6890 Url : http://www.k-state.edu/ces/ Email : sbgresumes@sbgstv.com MS Renee	N	0
47	Kansas Works / Wichita Workforce 2021 N. Amidon STE 1100 Wichita, Kansas 67203 Phone : 316-771-6800 Url : http://www.workforce-ks.com Email : lshowell@workforce-ks.com Fax : 1-316-771-6890 Laurie Howell	N	0
48	Kansas Works / Workforce Center 2021 N Amidon Suite 1100 Wichita, Kansas 67203 Phone : 3167716637 Url : www.workforcecenters.com/Wichita/ Email : ssaadi@workforce-ks.com Fax : 1-316-771-6891 Sarah Saadi	N	0

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49	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
50	Ketch Employment 1006 E. Waterman Wichita, Kansas 67211 Phone : 316-383-8700 Fax : 1-316-383-8715 June Schneider	N	0
51	KS Wesleyan U. 100 E. Claflin Ave. Salina, Kansas 67401 Phone : 800-833-4326 Email : patsy.stockham@kwu.edu Patsy Stockham	N	0
52	KSAS On-Air , Kansas Phone : 316-942-2424 Ken Whitney Manual Posting	N	0
53	KU University 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-7630 Email : kucareer@ku.edu Fax : 1-785-864-4572 Natalia Plotnikov	N	0
54	Leavenworth Workforce Development Center 515 Limit Street Suite 200 Leavenworth, Kansas 66048 Phone : 913-682-4152 Email : fdlv@workforcepartnership.com Fax : 1-913-682-1804 Gail Stringer	N	0

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55	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	2
56	McPherson College 1600 E. Euclid McPherson, Kansas 67460 Phone : 620-242-0436 Url : https://www.mcpherson.edu/ Email : registrar@mcpherson.edu Tricia Hartshorn	N	0
57	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 Prong 2 Ended Date: 11/21/2022	N	0
58	Mid-America Nazarene University 2030 E College Way Campus Center Olathe, Kansas 66062 Phone : 913-971-3540 Url : www.mnu.edu Email : bbatten@mnu.edu Billie Batten	N	0
59	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
60	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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61	Newman U. 3100 W. McCormack Wichita, Kansas 67213 Phone : 316-942-4291 Email : mudloffs@newmanu.edu Scott mudloff	N	0
62	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
63	North Central Kansas Technical College PO Box 507 Beloit, Kansas 67420 Phone : 800-658-4655 Url : www.ncktc.edu Email : jowen@ncktc.edu Fax : 1-785-738-2903 Jayme Owen	N	0
64	Ohio Center for Broadcasting 9000 Sweet Valley Dr. Valley View, Ohio 44125 Phone : 216-503-5900 Email : dclark@beonair.com Don Clark	Y	0
65	Pittsburg State 1701 S. Broadway Pittsburg, Kansas 66762 Phone : 620-235-4808 Email : careers@pittstate.edu Heather busch	N	0
66	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0

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67	Senior Services 200 S. Walnut Wichita, Kansas 67213 Phone : 316-267-1771 Email : cheriew@seniorservicesofwichita.org C. Wenderott	N	0
68	SER Corporation 1020 N. Main Ste. B Wichita, Kansas 67203 Phone : 316-264-5372 Email : cbenitez@sercorp.com Fax : 1-316-264-0194 Carolyn benitez	N	0
69	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page	N	0
70	Sterling College PO Box 98 Sterling, Kansas 67579 Phone : 620-278-4264 Url : http://www.sterling.edu Email : career@sterling.edu Terry Ehresman	N	0
71	SW College 100 College St. Winfield, Kansas 67156 Phone : 620-229-6000 Alex Munoz Manual Posting	N	0
72	Tabor College 7348 W. 21st. Ste. 117 Wichita, Kansas 67205 Phone : 316-729-6333 Url : https://tabor.edu/ Email : celesteworthy@tabor.edu Celeste Worthy	N	0

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73	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
74	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
75	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
76	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
77	Urban League 2418 E. 9th St. N. Wichita, Kansas 67214 Phone : 316-262-2463 Email : Frankie.kirkendoll@kansasul.org Fax : 1-316-262-8841 Frankie Kirkendoll	N	0
78	USAJOB TV.com 8117 Brookview Dr. Urbandale, Louisiana 50322 Phone : 515-278-7014 Email : gordon@usajobtv.com Career Services	N	0

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79	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
80	Wichita Career Devel 332 N. Riverview Wichita, Kansas 67203 Phone : 316-462-3775 Email : jchrzanowski@wichita.gov Fax : 1-316-337-9103 J. chrzanowski	N	0
81	Wichita Hispanic Chamber 1999 N. Amidon Wichita, Kansas 67203 Phone : 316-265-6334 Email : whcc@wichitahispanicchamber.org Magda Burciaga	N	0
82	Wichita Prof Communicator 12029 E. Laguna Ct. Wichita, Kansas 67207 Phone : 316-210-4931 Email : wilma.black@wichita.edu Wilma Black	N	0
83	Wichita Tech 2051 S. Meridian Wichita, Kansas 67213 Phone : 316-943-2241 Email : jranney@wti.edu Jeff Ranney	N	0
84	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
85	Word of Mouth Referral	N	3

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86	Work Options 1611 N. Mosley Wichita, Kansas 67214 Phone : 316-267-4201 Fax : 1-316-264-6604 Philip Miller	N	0
87	WSU Wichita State Wichita, Kansas 67209 Phone : 316-978-6062 Email : eric.wilson@wichita.edu Eric Wilson	N	0
88	WSU Wichita State Wichita, Kansas 67209 Phone : 316-978-6062 Email : sbgresumes@sbgstv.com Eric Wilson	N	0
89	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
90	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
91	YWCA 1111 N. St. Francis Wichita, Kansas 67201 Phone : 316-263-7501 Email : mainoffice@wichitafamilycrisiscenter.org Joan Hartig	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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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	2/16/2022	Participation in Job Fairs	Claudia Reese represented KSAS and surrounding Sinclair Broadcast Group stations at the Kansas Works Virtual Statewide Job Fair. Claudia met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The fair included a total of 58 attendees with several visiting our booth. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website at sbgi.net/careers . The event lasted two days with an additional day added.	1	Business Manager/HR Manager
2	2/24/2022	Participation in Job Fairs	Dena Blakely represented KRCG and surrounding Sinclair Broadcast Group stations including KSAS at the Central Methodist Virtual Career Expo. Dena met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. Dena spoke with students about their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website at sbgi.net/careers .	1	Business Manager/HR Manager
3	5/1/2022	Participation in scholarship programs	KSAS participated in the 2022 EEO Scholarship Program of KAB, Kansas Association of Broadcasting. This is to help Kansas college students towards a broadcasting career.	1	Station Manager
4	5/17/2022	Participation in Job Fairs	Dena Blakely represented KRCG and surrounding Sinclair Broadcast Group stations including KSAS at the Callaway Chamber Job Fair. Dena met with potential candidates and informed them on job openings at Sinclair Broadcasting Group. Candidates who were interested in job opportunities were asked to apply through our Sinclair Website at sbgi.net/careers .	1	BM/HR Manager

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5	5/23/2022	Provision of training to management	The Director of Talent Acquisition for the Company spoke on a panel at the Media Finance Focus conference in Tampa, FL. The topic was “Lessons in Leadership: How to Survive the Great Resignation”. She and two others on the panel spoke about how to attract and keep a diverse staff through a period of high turnover. As broadcasters we are required certain outreach initiatives to maintain licenses and now these steps are even more essential in attracting prospective employees. Topics discussed were marketing and utilizing broad outreach to diversify your candidate pool, compensation/ benefits, job postings, selling their opportunities, and learning about new changes to talent acquisition tricks.	2	Director, Talent Acquisition Regional Controller
6	7/19/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist and the Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed, and collected resumes as well as candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	Sr. Employment Specialist Employment Coordinator

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7	8/3/2022	Participation in Job Fairs	Sinclair's SVP of News, News Recruiter, several News Managers and News employees represented all Sinclair News stations at the 2022 NABJ convention/career expo. They met with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who met with Sinclair during the career fair were followed up with and interviews were set up where applicable.	3	News Recruiter Group News Director SVP News