

KAAS, KOCW, KSAS
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
Sales Account Executive	2, 4, 7-14, 16-23, 27-31, 33, 35-37, 40, 42-45, 47-54, 56-59, 61-76, 78-80, 82	23
Regional National Sales Assistant	1, 3-22, 24-41, 43-46, 48-82	14

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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 Fax : 1-785-532-5484 Erin Moore	N	0
2	Agency Referral	N	1
3	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
4	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Phone : (405) 672-6511 Email : michelle@radioschool.com Fax : 1-405-672-6511 Michelle McConnell	Y	0
5	American Indian Chamber of Commerce PO Box 75022 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
7	Baker U. 618 8th St. Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : www.collegecentral.com/bakeru Email : sbgresumes@sbgstv.com Susan Wade	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
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	Benedictine College 1020 N Second St Room 204 Student Union Achison, Kansas 66002 Phone : 913-360-7578 Url : ww2.benedictine.edu/students Email : kmcdowell@benedictine.edu Fax : 1-913-367-6178 Katie McDowell	N	0
10	Bethel College 300 E. 27th St. N. KBCU-FM N. Newton, Kansas 67117 Phone : 316-284-5273 Email : tbuller@bethelks.edu Tim Buller	N	0
11	Black College Radio PO Box 3191 Atlanta, Georgia 30302 Phone : 404-523-136 Email : bcrmail@aol.com Career Services	Y	0
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	1
15	CBI-Collegiate Broadcast PO Box D Austin, Texas 78713 Phone : 713-348-2935 Will Robedee Manual Posting	N	0
16	Central Christain College 1200 S Main PO Box 1403 McPherson, Kansas 67460 Phone : 620-241-0723 Url : centralchristain.edu Email : renee.hudson@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 : 620-431-2820 Url : www.kansasworks.com Email : sellis@kansasworks.com Fax : 1-620-431-2375 Suzie Ellis	N	0
18	Cloud CC 2221 Campus Dr. Concordia, Kansas 66901 Phone : 785-243-1435 Email : bhanson@cloud.edu Brenda Hanson	N	0
19	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	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
21	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
22	Dodge City CC 2501 N. 14th St. Dodge City, Kansas 67801 Phone : 620-227-9399 Email : ereyes@dc3.edu E reyes	N	0
23	Employee Referral	N	2
24	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
25	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Flint Hills Technical College 3301 W 18th Ave Emporia , Kansas 66801 Phone : 800-711-6947 Url : www.fhtc.kansas.net Email : bcarmichael@fhtc.edu Fax : 1-620-343-4610 Brenda Carmichael	N	0
27	Fort Hays State 600 Park St. Hays, Kansas 67601 Phone : 785-628-4260 Email : mbeatty@fhtc.edu Fax : 1-785-343-4610 Micah beatty	N	0
28	Friends U. 2100 W. University St. Wichita, Kansas 67213 Phone : 316-295-5623 Betsy Ross Manual Posting	N	0
29	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@gcccks.edu Ryan J	N	0
30	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
31	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

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32	Hire A Hero PO Box 6808 Morongo, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
33	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
34	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
35	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
36	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	2
37	Independence Community College 1057 W College Ave Independence, Kansas 67301 Phone : 620-331-4100 Url : www.indy.cc.edu Email : jon.pettus@ks.gov Fax : 1-620-331-0856 Jon Pettus	N	0

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38	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
39	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
40	Junction City Workforce Center 1012 W 6th St Suite A Junction City, Kansas 66441 Phone : 785-762-8870 Url : www.workforcecenters.com/junctioncity/ Fax : 1-785-762-3078 David Brenman	N	0
41	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
42	Kansas City Community College 7250 State Ave Kansas City, Kansas 66112 Phone : 913-288-7644 Url : www.kckcc.edu Email : rhoehn@KCKCC.EDU Fax : 1-913-288-7624 Regina Hoehn Prong 2 Ended Date: 5/10/2018	N	0
43	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

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44	Kansas Works / Lawrence Workforce Center 2540 Iowa Street Suite R Lawrence, Kansas 66046 Phone : 785-840-9675 Url : www.workforcecenters.com/lawrence/ Email : gails@workforcepartnership.com Fax : 1-785-865-5465 David Breman	N	0
45	Kansas Works / Wichita Workforce 1220 E. 1st St. Wichita, Kansas 67214 Phone : 316-771-6800 Url : http://www.workforce-ks.com Fax : 1-316-771-6890 Lori_lshowell@workforce-ks.com	N	0
46	Ketch Employment 1006 E. Waterman Wichita, Kansas 67211 Phone : 316-383-8700 Fax : 1-316-383-8715 June Schneider	N	0
47	KS Wesleyan U. 100 E. Claflin Ave. Salina, Kansas 67401 Phone : 800-833-4326 Email : courtney.miller@kwu.edu courtney Miller	N	0
48	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
49	Leavenworth Workforce Development Center 515 Limit Street Suite 200 Leavenworth, Kansas 66048 Phone : 913-682-4152 Email : gails@workforcepartnership.com Fax : 1-913-682-1804 Gail Stringer	N	0

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50	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	0
51	McPherson College 1600 E. Euclid McPherson, Kansas 67460 Phone : 620-242-0436 Email : yowells@mcpherson.edu Sue Yowell	N	0
52	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
53	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
54	Mid-KS Minority Biz 209 E. William Ste 104 Wichita, Kansas 67202 Phone : 316-303-1703 Email : donna.wright@mambdc.org Donna Wright	N	0
55	Newman U. 3100 W. McCormack Wichita, Kansas 67213 Phone : 316-942-4291 Melody Head Manual Posting	N	0

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56	North Central Kansas Technical College PO Box 507 Beloit, Kansas 67420 Phone : 800-658-4655 Url : www.ncktc.edu Email : aprescott@ncktc.edu Fax : 1-785-738-2903 Angel Prescott	N	0
57	Ohio Center for Broadcasting 9000 Sweet Valley Dr. Valley View, Ohio 44125 Phone : 216-503-5900 Email : dclark@beonair.com Don Clark	Y	0
58	Pittsburg State 1701 S. Broadway Pittsburg, Kansas 66762 Phone : 620-235-4808 Email : careers@pittstate.edu Heather busch	N	0
59	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
60	Senior Services 200 S. Walnut Wichita, Kansas 67213 Phone : 316-267-1771 Email : cheriew@seniorservicesofwichita.org C. Wenderott	N	0
61	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

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62	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
63	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	0
64	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
65	SW College 100 College St. Winfield, Kansas 67156 Phone : 620-229-6000 Email : steve.kramer@sckans.edu steve kramer	N	0
66	Tabor College 7348 W. 21st. Ste. 117 Wichita, Kansas 67205 Phone : 316-729-6333 Email : ginaw@tabor.edu Gina Willems	N	0
67	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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68	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
69	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
70	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
71	Urban League 2418 E. 9th St. N. Wichita, Kansas 67214 Phone : 316-262-2463 Email : ulwichita@sbcglobal.net Fax : 1-316-262-8841 Prentice Lewis	N	0
72	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
73	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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74	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
75	Wichita Hispanic Chamber 1999 N. Amidon Wichita, Kansas 67203 Phone : 316-265-6334 Email : whcc@wichitahispanicchamber.org Abe Rodriquez	N	0
76	Wichita Prof Communicator 12029 E. Laguna Ct. Wichita, Kansas 67207 Phone : 316-210-4931 Email : wilma.black@wichita.edu Wilma Black	N	0
77	Wichita Tech 2051 S. Meridian Wichita, Kansas 67213 Phone : 316-943-2241 Email : jranney@wti.edu Jeff Ranney	N	0
78	Work Options 1611 N. Mosley Wichita, Kansas 67214 Phone : 316-267-4201 Fax : 1-316-264-6604 Philip Miller	N	0
79	WSU Wichita State Wichita, Kansas 67209 Phone : 316-978-6062 Email : eric.wilson@wichita.edu Eric Wilson	N	0
80	WSU Wichita State Wichita, Kansas 67209 Phone : 316-978-6062 Email : sbgresumes@sbgstv.com Eric Wilson	N	0

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81	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
82	YWCA 1111 N. St. Francis Wichita, Kansas 67201 Phone : 316-263-7501 Email : mainoffice@ywcaofwichita.org Joan Hartig	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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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	2/27/2018	Participation in Job Fairs	We hosted a booth at the Wichita State University Career for Causes Job Fair. We met with students about internship and career opportunities at KSAS that would be available upon graduation. We collected resumes. We also met with Military and Veteran Student Center Team Leader, Ciaban Peterson and discussed options for veterans at KSAS and Sinclair Broadcast Group.	1	KMTW Station Manager
2	4/5/2018	Participation in Job Fairs	We hosted a booth at the Hwy54 Career Fair. We met with 7 students and talked about internship and careers opportunities available at KSAS upon graduation. We handed out materials to several students.	1	KMTW Station Manager
3	5/10/2018	Participation in Job Fairs	We hosted a booth at the Wichita Independent Business Association Job Fair. We met with 25 people and discussed careers at KSAS and handed-out information about current job openings. We collected resumes. We also met with Military Veteran Team Leader, Chris Dendurent and discussed options for veterans at KSAS and Sinclair.	1	KMTW Station Manager
4	6/8/2018	Participation in Job Fairs	We hosted a booth at the Wichita Independent Business Association Young Adult Job Fair. The fair is a part of YEP (Youth Employment Project) with job opportunities for ages 16-24. We met with 13 people and discussed internship and career opportunities at KSAS and handed-out information about current job openings. We met with KS Dept. of Corrections, Blythe Roberts and discussed options for paroles at KSAS and Sinclair.	1	KMTW Station Manager

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5	10/3/2018	Participation in events or programs sponsored by educational institutions	<p>Promotions Manager Mike Haden serves on the Valley Center High School Career Pathways Advisory Committee. Meeting twice each year to discuss the needs for upcoming demands in various professional fields, including Broadcasting. Topics included:</p> <ul style="list-style-type: none"> • Student successes in Career and Technical Student Organizations • Valley Center student responses on careers in their areas of interest (newly implemented program, Career Cruising) • Advisory structures for upcoming school years • Finalize pathway goals on how we can better our programs • Specific needs in core content areas (math, writing) • Value of certifications at the HS level • HR/Hiring Processes in the Broadcast industry 	1	Promotions Director
6	10/11/2018	Participation in Job Fairs	We hosted a booth at the Wichita Alford Library Job Fair. We met with 17 people and discussed careers at KSAS and handed-out information about 4 current job openings at the station. We collected resumes from the career fair participants.	1	KMTW Station Manager
7	10/18/2018	Participation in Job Fairs	We hosted a booth at the Wichita State University Career Fair. We met with students and discussed internship and careers opportunities at KSAS that would be available upon graduation. We handed out a dozen intern forms and several job applications for beginning sales and National Sales Assistant job openings. We met with Justin Rorabaugh who works with students in media about referring interns to KSAS.	1	KMTW Station Manager

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8	11/8/2018	Participation in Job Fairs	We hosted a booth at the Wichita Workforce Center Job Fair. We met with 21 people and discussed careers at KSAS and handed-out information about current job openings. We collected resumes. We promoted the job fair on-air with 23 spots on KSAS & KMTW-TV. The announcement promoted jobs in broadcasting would be available to learn about at our booth.	1	KMTW Station Manager
9	1/10/2019	Participation in Job Fairs	We hosted a booth at the Wichita Workforce Center Job Fair. We with 43 people and discussed careers at KSAS and handed-out information about current job openings. We collected 10 resumes. We promoted the job fair on-air with 250 spots on KSAS & KMTW-TV. The announcement promoted the jobs in broadcasting that would be available to learn about at our booth.	1	KMTW Station Manager

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10	1/23/2019	Establishment of training programs for station personnel	<p>Training: 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>	1	