

**KAAS, KMTW, KOCW, KSAS**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2013 - January 31, 2014**

**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
Traffic Assistant - Full Time	1-9, 11-13, 16, 18-24, 27-38, 40-46, 48-67	46
Accounting / Administrative Assistant	1, 3-9, 11-13, 16, 18-23, 27-38, 40-44, 48-52, 54-67	63
ACCOUNT EXECUTIVE - ENTRY LEVEL	1, 3-9, 11-13, 16, 18-21, 27-45, 48-57, 59-61, 63-67	11
ACCOUNT EXECUTIVE - ENTRY LEVEL	1, 3-9, 11-13, 16, 18-21, 27-45, 48-57, 59-61, 63-67	53
ACCOUNT EXECUTIVE - ENTRY LEVEL	1, 3-9, 11-13, 16, 18-21, 27-45, 48-57, 59-61, 63-67	39
Master Control Operator -- Full-Time	1-9, 11-13, 16-23, 25, 27-38, 40-46, 48-52, 54-67	25
Master Control Operator -- Full-Time	1-9, 11-13, 16-23, 25, 27-38, 40-46, 48-52, 54-67	58
Master Control Operator -- Full-Time	1-9, 11-13, 16-23, 25, 27-38, 40-46, 48-52, 54-67	27
Master Control Operator -- Full-Time	1-9, 11-13, 16-23, 25, 27-38, 40-46, 48-52, 54-67	46
Master Control Operator -- Full-Time	1-9, 11-13, 16-23, 25, 27-38, 40-46, 48-52, 54-67	17
Producer/ Director	1-13, 16-23, 26-36, 38, 40-45, 48-50, 52, 54-67	17
Producer/ Director	1-13, 16-23, 26-36, 38, 40-45, 48-50, 52, 54-67	26
IT Engineer	1-9, 11-14, 16, 18-24, 27-36, 38, 40-45, 47-50, 52, 54-67	24
Local Sales Manager (Interactive)	1-9, 11-23, 27-36, 38, 40-41, 43-45, 48-50, 52, 54-58, 60-61, 63-67	17
Chief Engineer	1-9, 11-14, 16, 18-23, 27-36, 38, 40-46, 48-50, 52, 54-67	46

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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 712 N. Watson Rd. Ste. 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Fax : 1-817-695-2838 Michelle McConnell	Y	0
2	Art Institute of Ft Lauderdale 1799 SE 17th St Ft Lauderdale, Florida 33316 Url : <a href="http://www.aii.edu">http://www.aii.edu</a> Email : lsanchez@aii.edu LuWin Sanchez	N	0
3	Baker U. 618 8th St. Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : <a href="http://www.collegecentral.com/bakeru">www.collegecentral.com/bakeru</a> Susan Wade Manual Posting	Y	0
4	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
5	Black College Radio PO Box 3191 Atlanta, Georgia 30302 Phone : 404-523-136 Email : bcrmail@aol.com Career Services	Y	0
6	Boston U. 121 Bay State Rd. Boston, Massachusetts Phone : 617-353-3590 Email : bucareer@bu.edu Career Services	Y	0

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7	Boston U. 121 Bay State Rd. Boston, Massachusetts Phone : 617-353-3590 Career Services Manual Posting	Y	0
8	Butler CC 901 S. Haverhill Rd El Dorado, Kansas 67042 Phone : 316-218-6126 Email : lpatterson@butlercc.edu Loretta Patterson	N	0
9	Butler CC 901 S. Haverhill Rd El Dorado, Kansas 67042 Phone : 316-218-6126 Loretta Patterson Manual Posting	N	0
10	Career Fair Bob Loudermilk	N	1
11	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Andrew Hamburger Manual Posting	N	6
12	CBI-Collegiate Broadcast PO Box D Austin, Texas 78713 Phone : 713-348-2935 Will Robedee Manual Posting	N	0
13	Cloud CC 2221 Campus Dr. Concordia, Kansas 66901 Phone : 785-243-1435 Email : wphillips@cloud.edu Wonda Phillips	N	0

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14	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
15	Current Employee	N	1
16	Dodge City CC 2501 N. 14th St. Dodge City, Kansas 67801 Phone : 620-227-9399 Email : rsimon@dc3.edu Renee Simon-Schaffer	N	0
17	Employee Referral	N	4
18	Episcopal Social Service 233 S. St. Francis Wichita, Kansas 67202 Phone : 316-269-4160 Email : education@ess.kscoxmail.com Fax : 1-316-269-3550 Leonor Loughridge	N	0
19	Fort Hays State 600 Park St. Hays, Kansas 67601 Phone : 785-628-4260 Email : careers@fhsu.edu Daniel Rice	N	0
20	Friends U. 2100 W. University St. Wichita, Kansas 67213 Phone : 316-295-5623 Email : bross@friends.edu Betsy Ross	N	0
21	Friends U. 2100 W. University St. Wichita, Kansas 67213 Phone : 316-295-5623 Betsy Ross Manual Posting	N	0

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22	Hero 2 Hired 2400 Army Pentagin Washington, District of Columbia 20310 Url : <a href="http://www.h2h.jobs">http://www.h2h.jobs</a> Crystal Arcilla Manual Posting	N	0
23	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
24	Indeed.com	N	2
25	Job Fair	N	1
26	Job posting on internet	N	1
27	Kansas Assoc. Broadcasters 1916 SW Sieben Ct. Topeka, Kansas 66611 Phone : 785-235-1307 Url : <a href="http://www.kab.net/jobbank/default.aspx">http://www.kab.net/jobbank/default.aspx</a> Kent Cornish Manual Posting	N	1
28	Kansas State U. 104 Kedzie Hall Manhattan, Kansas 66506 Phone : 785-532-6890 Url : <a href="http://www.k-state.edu/ces/">http://www.k-state.edu/ces/</a> MS Renee Manual Posting	N	0
29	Ketch Employment 1006 E. Waterman Wichita, Kansas 67211 Phone : 316-383-8700 Fax : 1-316-383-8715 Tammy Carrell	N	0
30	KS Wesleyan U. 100 E. Claflin Ave. Salina, Kansas 67401 Phone : 800-874-1154 Email : <a href="mailto:carla@kwu.edu">carla@kwu.edu</a> Career Services	N	0

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31	KS Wesleyan U. 100 E. Claflin Ave. Salina, Kansas 67401 Phone : 800-874-1154 Career Services Manual Posting	N	0
32	KU University 1435 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-7630 Email : kucareer@ku.edu Liz Caldwell	N	0
33	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Danielle Anderson Manual Posting	N	0
34	McPherson College 1600 E. Euclid McPherson, Kansas 67460 Phone : 800-365-7402 Email : wiensc@mcperson.edu Chris Wiensc	N	0
35	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
36	NAHJ National Hispanic 1000 National Press Blvd Washington, District of Columbia 20045 Phone : 202-662-7145 Email : kolivas@nahj.org Ivan Roman	Y	0
37	Nations Job 920 Morgan St Ste. T DesMoines, Iowa 50309 Phone : 888-256-1748 Url : <a href="http://www.nationjob.com/selfentry/">http://www.nationjob.com/selfentry/</a> Barb Avery Manual Posting	N	0

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38	Newman U. 3100 W. McCormack Wichita, Kansas 67213 Phone : 316-942-4291 Email : lamms@newmanu.edu Sherry Lamm	N	0
39	Non-Employee Referral	N	2
40	Ohio Center for Broadcasting 9000 Sweet Valley Dr. Valley View, Ohio 44125 Phone : 216-503-5900 Email : gary@beonair.com Gary James	Y	0
41	Pittsburg State 1701 S. Broadway Pittsburg, Kansas 66762 Phone : 620-235-4808 Email : jjones@pittstate.edu Jamie Jones	N	0
42	Randstad USA 8414 W. 13th St. N. Ste. 160 Wichita, Kansas 67208 Phone : 316-721-5079 Email : kenzie.corley@randstadusa.com Fax : 1-316-721-5602 Kenzie Corley	Y	0
43	Senior Services 200 S. Walnut Wichita, Kansas 67213 Phone : 316-267-1771 Email : cheriew@seniorservicesofwichita.org C. Wenderott	N	0
44	SER Corporation 1020 N. Main Ste. B Wichita, Kansas 67203 Phone : 316-264-5372 Fax : 1-316-264-0194 Carina Vazquez	N	0

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45	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Sharon Pickeral Manual Posting	N	0
46	Station Website Tom Gdisis	N	3
47	Station Website Posting (One or More SEU Stations) Sharon Pickeral	N	1
48	Sterling College PO Box 98 Sterling, Kansas 67579 Phone : 620-278-4264 Email : <a href="mailto:lparson@sterling.edu">lparson@sterling.edu</a> Lisa Parson	N	0
49	SW College 100 College St. Winfield, Kansas 67156 Phone : 620-229-6000 Email : <a href="mailto:sara.weinert@sckans.edu">sara.weinert@sckans.edu</a> sara Weinert	N	0
50	Tabor College 7348 W. 21st. Ste. 117 Wichita, Kansas 67205 Phone : 316-729-6333 Email : <a href="mailto:ginaw@tabor.edu">ginaw@tabor.edu</a> Gina Willems	N	0
51	TVB.org 3 E. 54th St. NY, New York 10022 Phone : 212-891-2214 Url : <a href="http://www.tvb.org">http://www.tvb.org</a> Email : <a href="mailto:janice@tvb.org">janice@tvb.org</a> Tiphany Jones	N	0
52	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	1
53	Unknown Referral Source	N	3

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54	Urban League 2418 E. 9th St. N. Wichita, Kansas 67214 Phone : 316-683-3315 Email : ulwichita@sbcglobal.net Prentice Lewis	N	0
55	USAJOB TV.com 8117 Brookview Dr. Urbandale, Louisiana 50322 Phone : 515-278-7014 Email : gordon@usajobtv.com Career Services	N	0
56	Vatterott College 8853 E. 37th St. N. Wichita, Kansas 67226 Phone : 877-203-1091 Url : www.vatterott.edu Email : angie.thompson@vatterott.edu Angie Thompson	N	0
57	Washburn University 1700 SW College Ave. Topeka, Kansas 66621 Phone : 785-670-1010 Url : www.washburn.edu April Evans Manual Posting	N	0
58	Wichita Area Tech 4004 N. Webb Rd. Wichita, Kansas 67226 Phone : 316-677-9400 Email : skimbrel@watc.edu Fax : 1-316-677-1646 Sequana Kimbrel	N	1
59	Wichita Career Devel 332 N. Riverview Wichita, Kansas 67203 Phone : 316-462-3775 Fax : 1-316-337-9103 Sara Gilbert	N	0

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60	Wichita Hispanic Chamber 1999 N. Amidon Wichita, Kansas 67203 Phone : 316-265-6334 Email : whcc@wichitahispanicchamber.org Abe Rodriquez	N	0
61	Wichita Prof Communicator 531 Pamela St. Wichita, Kansas 67212 Phone : 316-210-4931 Email : algj64@sbcglobal.net Amy Geiszler-Jones	N	0
62	Wichita Tech 2051 S. Meridian Wichita, Kansas 67213 Phone : 316-943-2241 Email : jranney@wti.edu Jeff Ranney	N	0
63	Wichita Workforce 150 N. Main St. #200 Wichita, Kansas 67202 Phone : 316-771-6600 Email : bschintgen@workforce-ks.com Fax : 1-316-771-6690 Brian bschintgen@workforce-ks.c	N	1
64	Work Options 1611 N. Mosley Wichita, Kansas 67214 Phone : 316-267-4201 Fax : 1-316-264-6604 Philip Miller	N	0
65	WSU Wichita State Wichita, Kansas 67209 Phone : 316-978-6062 Email : eric.wilson@wichita.edu Eric Wilson	N	0
66	WSU Wichita State Wichita, Kansas 67209 Phone : 316-978-6062 Eric Wilson Manual Posting	N	0

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67	YWCA 1111 N. St. Francis Wichita, Kansas 67201 Phone : 316-263-7501 Email : mainoffice@ywcaofwichita.org Joan Hartig	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>29</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	3/1/2013	Provision of training to management	<p>SBG, Inc. is an equal opportunity employer. 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 will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), 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.</p> <p>Newly hired Managers and Supervisors also took web-based training courses titled "Sinclair/ /Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment. All other employees newly hired employees took web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.</p>	30		1.00

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2	4/16/2013	Participation in Job Fairs	Sinclair Broadcast Group, Inc. Wichita promoted the Wichita Eagle/Career Builders Job Fair on April 16 in Wichita. KSAS/KMTW aired spots as part of a Trade with Quantum Expo. KSAS/KMTW hiring managers worked a booth at the fair and accepted resumes from the public.	4	Production Manager Business Manager GM KMTW station Manager	0.25
3	4/19/2013	Participation in events or programs sponsored by educational institutions	KMTW/KSAS participated in PRSA (Pub Relations Society of America) Student Day. Student Day is for college students to come and get mock job interviews, resume reviews, workshops on getting ready for job world. We reviewed resumes/portfolios. The event also had 'how to dress' for job interviews from presenters from Men's Warehouse and Dress for Success. Students also had the chance to network with area professionals and received tours of local ad-agencies, non-profits and the local newspaper. Students from Wichita State University and other local colleges participated in the event.	1	KMTW station manager	0.25
4	4/23/2013	Participation in job banks, internet programs and other programs designed to promote outreach	The Unit listed each opening in a job bank or newsletter of a media trade group with broad based membership, including Kansas Association of Broadcaster, Black College Radio, LinkedIn and NAHJ (National Association of Hispanic Journalists)	1		1.00
5	7/10/2013	Participation in Job Fairs	Sinclair Broadcast Group, Inc. Wichita promoted the Urban League Job Fair. KSAS/KMTW hiring managers worked a booth at the fair and accepted resumes from the public. Ran a trade contract for Quantum Expo on KSAS/KMTW.	3	KMTW Station Manager Business Manager Producer/Director	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>2.75</b>