

KBSI, WDKA
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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
Account Executive-Paducah, KY & Cape Girardeau, MO	1-6, 8-12, 14, 16-19, 21-35, 37-43, 45, 48-53	8
Account Executive-Paducah, KY & Cape Girardeau, MO	1-6, 8-12, 14, 16-19, 21-35, 37-43, 45, 48-53	5
Local Sales Manager	1-4, 6-8, 11-15, 17-22, 24-52	8

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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	602 Communications 4349 E Colter Street Phoenix, Arizona 85018 Phone : 704-543-1426 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
2	Alternative Opportunities 3105 Independence Suite B Cape Girardeau, Missouri 63701 Phone : 573-334-9344 Email : teruts@aoinc.org Stacy Slanders	N	0
3	Bishop State Community College 351 N. Broad Street Mobile, Alabama Phone : 251-662-5371 Url : http://www.bishop.edu Email : jwomack@bishop.edu Juliette Womack	N	0
4	Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
5	Career Fair	N	1
6	Careerbuilder.com 8401 Greensboro Dr Ste 250 McLean, Virginia 22102 Phone : na Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	1
7	Current Employee	N	1
8	Employee Referral	N	2
9	Former Employee	N	1
10	Former Employee Referral	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Foundation for Minority Interests in Media (FMIM) 825 7th Avenue 4th Floor New York, New York 10019 Phone : 212-456-1992 Url : http://www.emmabowenfoundation.com Email : phylis.eagle-oldson@nbcuni.com Career Services	N	0
12	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
13	Goodwill / Missouri's Workforce Resource Website PO Box 1087 Jefferson City, Missouri 65102 Phone : 573-751-3981 Url : http://www.missouricareersource.com Email : sbgresumes@sbgstv.com Barb Snellen	N	0
14	Grace Hill Neighborhood Services 2600 Hadley St. Louis, Missouri 63106 Phone : 314-539-9500 Url : http://www.gracehill.org Email : lindalw@gracehill.org Career Services	N	0
15	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
16	Hispanic Link News Service 1402 N St. NW Washington, District of Columbia 20005 Phone : 202-234-0280 Url : http://www.hispaniclink.com Email : Charlie@hispaniclink.org Carlos Ericson	N	0

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17	Illinois Workforce Development System 8195 Express Drive Marion, Illinois 62959 Phone : 618-241-6705 Url : http://www.illinoisskillsmatch.com Email : scott.cohoon@illinois.gov John Otey	N	0
18	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	1
19	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : Eloise@ithaca.edu Eloise Green	Y	0
20	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
21	KBSI / WDKA 806 Enterprise St. Cape Girardeau, Missouri 63780 Phone : 573-331-2113 Email : employment@sbgstv.com Rhonda Mirgaux	N	0
22	Linkedin Corporate Solutions 2029 Stierlin Cr Mountain View, California 94043 Url : http://www.linkedin.com/company/sinclair-broadcast Danielle Anderson Manual Posting	N	1
23	Local Newspaper	N	1

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24	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Phone : xxx Url : www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
25	Missouri Broadcasters Association 1025 Northeast Dr PO Box 104445 Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Email : tharper@mbaweb.org Terry Harper	N	0
26	Missouri State University 901 South National Carrington Hall 309 Springfield, Missouri 65804 Phone : 417-836-5636 Url : http://www.smsu.edu Email : humanresources@missouristate.edu Jill Wiggins	N	0
27	Murray State University 102 Curris Center Murray, Kentucky 42071 Phone : 270-762-7087 Url : http://www.murraystate.edu Email : human.resources@murraystate.edu Career Services	N	0
28	NAACP 1156 15th Street NW Suite 915 Washington, District of Columbia 20005 Phone : 877-622-2798 Url : http://www.naACP.com Email : washingtonbureau@naACPnet.org Career Services	N	0
29	National Assoc of Broadcasters 1771 North Street NW Washington, District of Columbia 20036 Phone : 202-429-1650 Url : http://www.nab.org Email : nab@nab.org Dwight Ellis	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
30	National Assoc of Hispanic Journalists 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : http://www.nahj.com Email : nahj@nahj.org Virginia Gallido	N	0
31	National Hispanic Media Coalition 55 South Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Alejandra Valenzuela	N	0
32	National Organization For Women PO Box 25331 Raleigh, North Carolina 27611 Phone : 919-834-4073 Url : http://www.now.org Email : nownorthcarolina@gmail.com Career Services	N	0
33	National Organization For Women 1100 H St. NW 3rd Floor Washington, District of Columbia 20005 Phone : 202-628-8669 Url : http://www.now.org Email : now@now.org Bonnie Rice	N	0
34	National Urban League of Central Carolinas, Inc 740 W 5th Street PO Box 34686 Charlotte, North Carolina Phone : 704-373-2256 Url : http://www.nul.org Email : info@urbanleaguecc.org Career Services	N	0
35	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8330 Email : wgbrockington@nsu.edu Dr. Wanda Brockington	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
36	Purdue University Rawls Hall, Room 3029 100 S. Grand St West Lafayette, Indiana 47907 Email : sbgresumes@sbgstv.com Sally Luzader	N	0
37	Radio-TV News Directors Assoc 4121 Plank Rd #512 Fredericksburg, Virginia 22407 Phone : 202-659-6510 Url : http://www.rtnda.org Email : karenh@rtdna.org Career Services	N	0
38	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
39	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
40	Society of Professional Journalists 3909 N Meridian St Indianapolis, Indiana Phone : 317-927-8000 Url : http://www.spj.org Email : cvachon@spj.org Terry Harper	N	0
41	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Url : http://www.semo.edu Email : humanresources@semo.edu Jerry Westbrook	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
42	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Email : humanresources@semo.edu Fax : 1-573-651-2532 Jerry Westbrook	N	0
43	Southern IL University Cardondale, Illinois 62901 Phone : 618-453-1040 Url : http://www.siu.edu Email : hrinfo@siu.edu Cindy Jenkins	N	0
44	Southern Illinois of Carbondale 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2121 Email : sbgresumes@sbgstv.com Career Center	N	0
45	Station Website	N	2
46	The Art Institute of St Louis 1520 S 5th St St Louis , Missouri 63303 Phone : 800-275-7603 x 2615 Email : sbgresumes@sbgstv.com Career Advisor	N	0
47	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
48	The Professional Center 415 Fourth Ave Suite 1 Tarentum, Pennsylvania 15084 Phone : 412-224-9006 Url : http://www.theprofessionalcenter.org Email : info@theprofessionalcenter.org Nancy Kuritzky	N	0

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49	The Urban League 3701 Grandel Square St. Louis, Missouri 63108 Phone : 314-615-3624 Url : http://www.nul.org Email : hr@urbanleague-stl.org Kim Love	N	0
50	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
51	University of Missouri - St. Louis 278 Millennium Student Ctr One University Center St. Louis, Missouri 63121 Phone : 314-516-5100 Url : http://www.mizzou.com Email : muhrs@missouri.edu Emily McEneny	N	0
52	Vision Maker Media 1800 No 33 Street PO Box 83111 Lincoln, Nebraska 68501 Phone : 402-472-3522 Url : http://www.nativetelecom.org Email : visionmaker@unl.edu Frank Blythe	N	0
53	Women's Information Network 1800 R. Street NW Ste C-4 Washington, District of Columbia 20009 Phone : 202-347-2827 Url : http://www.womensinfonetwork.com Email : info@winonline.org Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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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	10/8/2015	Participation in Job Fairs	Southeast Missouri State University offered a chance for area industry leaders and university students to come together in search of job opportunities or available internships. This fair was held at the Student Recreation Center on campus in Cape Girardeau, Missouri. KBSI-TV / WDKA-TV participated by handing out information regarding employment opportunities within the broadcasting field. A list of corporate job openings was provided as well. Station promotional items were also given.	4	Business Manager General Manager Local Sales Manager Local Sales Asst.
2	10/22/2015	Participation in Job Fairs	The City of Cape as well as other local sponsors offered a chance for area industry leaders and job seekers to come together in search of job opportunities. This fair was held at the Osage Center in Cape Girardeau, Missouri. KBSI-TV / WDKA-TV participated by handing out pamphlets and information regarding employment opportunities within the broadcasting field. A list of corporate job openings was provided as well. Station promotional items were also given.	2	Business Manager Local Sales Asst.
3	10/22/2015	Participation in events or programs sponsored by educational institutions	The stations' Production staff conducted the tour of the Master Control, Production, and Studio areas. The operations of the station were discussed as well as educational requirements and job opportunities. All questions were entertained. We appreciate opportunities to continue working with SEMO University!	4	Production Manager Producer Producer Kaempfe
4	11/12/2015	Participation in events or programs sponsored by educational institutions	This event was held at Southeast Missouri State University for the TV & Film in America class. Mr. Groves described the broadcast industry and informed the class of the employment opportunities available. He also discussed where opportunities with Sinclair Broadcast can be found and applied for. Lastly, he entertained all questions presented.	1	General Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	2/25/2016	Participation in Job Fairs	Southeast Missouri State University offered a chance for area industry leaders and university students to come together in search of job opportunities or available internships. This fair was held at the Student Recreation Center on campus in Cape Girardeau, Missouri. KBSI-TV / WDKA-TV participated by handing out information regarding employment opportunities within the broadcasting field. A list of corporate job openings was provided as well. Station promotional items were also given.	3	Business Manager Programming Mgr Local Sales Asst
6	3/3/2016	Participation in events or programs sponsored by educational institutions	The stations' Production staff conducted the tour of the Master Control, Production, and Studio areas. The operations of the station were discussed as well as educational requirements and job opportunities. All questions were entertained. We appreciate opportunities to continue working with SEMO University!	4	Production Manager Producer Producer Kaempfe
7	4/7/2016	Participation in events or programs sponsored by educational institutions	This event was held at Southeast Missouri State University for the TV & Film in America class. Mrs. McIntire described the broadcast industry and informed the class of available employment opportunities within Slinclair Broadcast. She discussed her position within the company detailing what to expect. She discussed where to apply and search for employment opportunities. She entertained all questions.	1	Account Executive

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	4/20/2016	Participation in Job Fairs	Allison, Eunice, Sheila, and Manny represented all stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	4	Regional Human Resource Manager Human Resources Business Manager Director of Digital Content & Solutions
9	4/22/2016	Provision of training to management	Department Heads, Managers and Supervisors were offered a series of web-based training specific to the area of leadership and management. The purpose of this training is to increase and renew awareness of general leadership and management best practices and employment law compliance. This training is a resource to assist with becoming more efficient and confident when handling various areas of the management role. It will ensure our managers will grow in their role and as the company grows, there will be consistency in best management and leadership practices throughout our Company.	6	Master Control Supervisor Creative Services Manager Chief Eng. / Business Mgr Sales Management