

**KHGI-CD KFXL KWNB**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Producer	1-2, 4-5, 7, 9, 11-19, 21-32, 34-38, 40-41, 43-44, 47-59, 61-62	9
Multimedia Journalist (MMJ)	1-2, 4-7, 11-12, 14-21, 24-32, 34-38, 40-44, 46-59, 61-62	28
News & Sports MMJ	1-2, 4-7, 11-12, 14-21, 24-32, 34-38, 40-41, 43-44, 46-62	28
Newscast Director	1-2, 4-5, 7, 11-12, 14-19, 21-22, 24-28, 30-32, 34-38, 40-41, 43-44, 47-59, 61-62	22
Weekend Sports Anchor - Sports Reporter	1-2, 4-7, 11-22, 24-28, 30-32, 34-38, 40-41, 43-44, 46-59, 61-62	13
Digital Content Producer	1-2, 4-7, 11-12, 14-21, 24-28, 30-32, 34-38, 40-41, 43-44, 46-59, 61-62	35
Multimedia Journalist (MMJ)	1-2, 4-7, 11-12, 14-21, 24-28, 30-32, 34-38, 40-41, 43-44, 46-59, 61-62	28
Marketing Consultant	1-2, 4-5, 7, 11-12, 14-19, 21-22, 24-28, 30-32, 34-38, 40-41, 43-44, 47-59, 61-62	22
Marketing Consultant	1-2, 4-5, 7, 11-12, 14-19, 21-22, 24-28, 30-32, 34-38, 40-41, 43-44, 47-59, 61-62	22
Multimedia Journalist (MMJ)	1-2, 4-5, 7, 11-12, 14-21, 24-28, 30-41, 43-44, 46-59, 61-62	43
Video Editor	1-2, 4-5, 7, 11-19, 21, 24-28, 30-41, 43-44, 47-59, 61-62	13
Newscast Producer	1-5, 7, 11-12, 14-21, 24-28, 30-41, 43-59, 61-62	28
Newscast Producer	1-5, 7, 11-12, 14-21, 24-28, 30-41, 43-59, 61-62	45
Sales Leader - Local Sales Manager	1-2, 4-5, 7-8, 11-12, 14-19, 21, 24-28, 30-41, 43-44, 47-59, 61-62	43
Marketing Consultant	1-2, 4-5, 7, 11-19, 21-22, 24-28, 30-41, 43-44, 47-59, 61-62	13
Marketing Consultant	1-2, 4-5, 7, 11-19, 21-22, 24-28, 30-41, 43-44, 47-59, 61-62	22
Multimedia Journalist (MMJ)	1-2, 4-5, 7, 10-12, 14-22, 24-28, 30-41, 43-44, 46-59, 61-62	22
Multimedia Journalist (MMJ)	1-2, 4-5, 7, 10-12, 14-22, 24-28, 30-41, 43-44, 46-59, 61-62	10
Engineer	1-2, 4-5, 7, 11-12, 14-19, 21-22, 24-28, 30-41, 43-44, 47-62	22

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Newscast Director	1-2, 4-5, 7, 11-12, 14-19, 21, 24-28, 30-41, 43-44, 47-59, 61-62	28

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : <a href="http://www.aamu.edu">www.aamu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
2	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:kbordell@asu.edu">kbordell@asu.edu</a> Karen Bordeleau	Y	0
3	Career Fair	N	1
4	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Aaron Brumfield	N	0
5	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : <a href="http://www.cheyney.edu">www.cheyney.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Services	N	0
6	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
7	Colorado State University Fort Collins, Colorado n/a n/a Manual Posting	N	0
8	Current Employee	N	1
9	Current Employee - Transfer/Promotion	N	1
10	Current Employee/Internal Promotion	N	1

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11	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : <a href="http://www.diversityjobs.com">www.diversityjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Rob Steward	N	0
12	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : <a href="http://www.ecsu.edu">www.ecsu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
13	Employee Referral	N	4
14	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
15	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : <a href="http://www.gijobs.com">www.gijobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> R. Brandt	N	0
16	Hastings College 710 N Tuner Ave Hastings, Nebraska 68901 Phone : 402-461-7387 Url : <a href="http://www.hastings.edu">http://www.hastings.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Kim Graviette	N	0
17	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : <a href="http://www.hbcuconnect.com">www.hbcuconnect.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> William Moss	N	0

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18	Hire A Hero PO Box 6808 Morongo, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
19	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:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Carol Dudley	Y	0
20	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	N	0
21	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : <a href="http://www.htu.edu">www.htu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
22	Indeed.com - Not Directly Contacted by SEU	N	11
23	Internet Ad-not directly contacted by SEU	N	1
24	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
25	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0

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26	Kansas University 1601 Irving Hill Rd 110 Burge Union Lawrence, Kansas 66045 Phone : 785-864-7672 Url : <a href="http://www.ku.edu">http://www.ku.edu</a> Email : <a href="mailto:kucareer@ku.edu">kucareer@ku.edu</a> Liz Caldwell	N	0
27	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : <a href="http://www.kysu.edu">www.kysu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
28	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Account Manager	N	9
29	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	N	0
30	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : <a href="http://www.miles.edu">www.miles.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
31	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : <a href="http://www.morgan.edu">www.morgan.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0

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32	NAACP PO Box 11122 Omaha, Nebraska 68111 Phone : . Email : omahanaacp@aol.com Regional Office	N	0
33	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
34	Nebraska Workforce Solutions 5752 Ames Ave Omaha, Nebraska 68104 Phone : . Fax : 1-402-471-9776 Career Center Employment	N	0
35	Nebraska Broadcasters Association 11414 W. Center Rd., Suite 342 Omaha, Nebraska 68144 Phone : 402-933-5995 Url : <a href="http://www.ne-ba.org">http://www.ne-ba.org</a> Email : jim@ne-ba.org Jim Timm	N	3
36	Nebraska Wesleyan University 5000 St Paul Ave Lincoln, Nebraska 68508 Email : sbgresumes@sbgstv.com Career Services	N	0
37	North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : <a href="http://www.ncat.edu">www.ncat.edu</a> Email : sbgresumes@sbgstv.com Career Center	N	0
38	Northeast Community College P.O. Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7264 Email : terrih@northeast.edu Terri Heggemeyer	N	0

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39	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
40	Omaha Assoc. of Black Journalists 27th & Douglas Sts. Omaha, Nebraska 68131 Phone : 402-978-8960 Fax : 402-978-8931 Ben Gray	N	0
41	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0
42	Recruiter	N	1
43	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgnet.net">http://www.sbgnet.net</a> Email : employment@sbgnet.com Career Page	N	3
44	South Dakota State University 1451 Stadium Rd Brookings, South Dakota n/a n/a Manual Posting	N	0
45	Station On-Air Advertisement	N	1
46	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0



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47	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : <a href="http://www.tsu.edu">www.tsu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
48	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrea Siegle  Prong 2 Ended Date: 12/31/2023	N	0
49	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	0
50	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : <a href="http://www.uapb.edu">www.uapb.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
51	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Email : <a href="mailto:Christine.Mahoney@Colorado.EDU">Christine.Mahoney@Colorado.EDU</a> Fax : 1-303-492-0969 Christine Mahoney	N	0
52	University of Colorado at Denver 1201 Larimer St Denver, Colorado N/a N/a Manual Posting	N	0

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53	University of NE - Lincoln UNL Career Services Lincoln, Nebraska 68588 Phone : . Career Services Manual Posting	N	0
54	University of Nebraska at Kearney MSAD RM 140 Kearney, Nebraska 68849 Phone : 308-865-8501 Url : <a href="http://www.unk.edu">http://www.unk.edu</a> Joni Weed Manual Posting	N	0
55	UNL/College of Journalism & Mass Communications 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-6856 Url : <a href="http://www.unl.edu">http://www.unl.edu</a> Email : <a href="mailto:ralloway1@unl.edu">ralloway1@unl.edu</a> Rick Alloway	N	0
56	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7487 Url : <a href="http://www.wsc.edu">http://www.wsc.edu</a> Jason Barelman Manual Posting	Y	0
57	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : <a href="http://www.wvstateu.edu">www.wvstateu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
58	Western Colorado University 1 Western Way Gunnison, Colorado n/a n/a Manual Posting	N	0

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59	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
60	Word of Mouth Referral	N	2
61	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
62	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>39</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>
1	3/30/2023	Participation in scholarship programs	Participated in the 2023 Nebraska Broadcasters Association Foundation Student Scholarship Program. Applicants applied for the scholarships and were judged by NBA members who participated in the program and two \$2,000 scholarships were awarded. Scholarship programs were designed to assist students interested in pursuing a career in broadcasting. Station contributed to the scholarship funds and helped judge the applications submitted for the scholarship.	4	HR GM Assistant News Director Promotion Manager
2	4/24/2023	Participation in Job Fairs	KHGI/KFXL participated in the Nebraska Broadcaster Association Virtual Job Fair. Participation included the posting of station job openings to the website, on-air promotion of the Virtual Job Fair and responding to job seekers who inquired in search of more information.	3	HR Promotion Manager Assistant News Director
3	4/26/2023	Participation in Job Fairs	The Assistant News Director for KFXL/KHGI participated in the 2023 South Central Nebraska Career Fair held by Central Community College outreach in Holdrege. The Assistant News Director shared their expertise by introducing high school students the careers that broadcast television has to offer in central Nebraska. Station representative had 9 minute breakout sessions to talk to small groups during 4 hour event. 300 students participated in the event.	1	Assistant News Director
4	7/17/2023	Participation in Job Fairs	KHGI/KFXL participated in the Nebraska Broadcaster Association Virtual Job Fair. Participation included the posting of station job openings to the website, on-air promotion of the Virtual Job Fair and responding to job seekers who inquired in search of more information.	3	HR Promotion Manager News Director

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5	10/23/2023	Participation in Job Fairs	KHGI/KFXL participated in the Nebraska Broadcaster Association Virtual Job Fair. Participation included the posting of station job openings to the website, on-air promotion of the Virtual Job Fair and responding to job seekers who inquired in search of more information.	3	HR Promotion Manager News Director
6	1/8/2024	Participation in Job Fairs	KHGI/KFXL participated in the Nebraska Broadcaster Association Virtual Job Fair. Participation included the posting of station job openings to the website, on-air promotion of the Virtual Job Fair and responding to job seekers who inquired in search of more information.	3	HR Promotion Manager News Director