

KXRM-TV, KXTU-TV
EEO PUBLIC FILE REPORT
December 1, 2013 - November 30, 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
General Assignment Reporter	26	26
News Photographer	2, 10, 13, 15, 20, 22-23, 25-26	2
Accounting Manager	1-4, 12-19, 21, 23, 26-29	2
Multimedia Journalist	1-4, 12, 14-19, 21, 23-24, 26-29	26
Multimedia Journalist	1-4, 12, 14-19, 21, 23-24, 26-29	26
Promotions Manager	1-5, 12, 14-19, 21, 23-24, 26-29	5
Promotions Producer	1-4, 8, 12-19, 21, 23, 26-29	13
Business Office Assistant / Receptionist	1-4, 11-19, 21, 23, 26-29	2
Local Sales Manager	1-2, 4, 6, 12, 14-17, 19, 21, 23, 26-27, 29-30	6
Sales Account Executive	1-4, 8, 12-19, 21, 23-24, 26-30	2
Sales Account Executive	1-4, 8, 12-19, 21, 23-24, 26-30	8
News Producer	1-4, 9, 12-19, 21, 23-24, 26-30	9
Morning News Producer	1-4, 7, 12, 14-19, 21, 23, 26-30	7
General Assignment Reporter	8	8
Master Control Operator	1-4, 6, 12, 14-19, 21, 23-24, 26-30	2
Master Control Operator	1-4, 6, 12, 14-19, 21, 23-24, 26-30	2
Director	1-4, 8, 12, 14-19, 21, 23, 26-30	8
Master Control Operator	13	13
Web Producer	1-4, 8, 10, 12-30	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	Art Institute of Ft Lauderdale 1799 SE 17th St Ft Lauderdale, Florida 33316 Url : http://www.aii.edu Email : lsanchez@aii.edu LuWin Sanchez	N	0
2	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	8
3	Colorado Broadcasters Association 2042 Boreas Pass Rd P O Box 2369 Breckenridge, Colorado 80424 Phone : 970-547-1388 Url : http://www.coloradobroadcasters.org Career Services Manual Posting	N	0
4	Colorado State University 200 W. Lake St. Ft. Collins, Colorado 80521 Phone : 970-491-6444 Url : http://www.career.colostate.edu Email : career_employers@mail.colostate.edu Career Services	N	0
5	Colorado State University - Pueblo Career Center 2200 Bonforte Blvd, Suite 187 Pueblo, Colorado 81001 Phone : 719-549-2553 Url : http://www.myinterfase.com/colostate-pueblo/employ Email : career_employers@mail.colostate.edu Career Center	N	1
6	Current Employee	N	2
7	Current Intern	N	1
8	Employee Referral	N	5
9	Former Employee	N	1

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10	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
11	Hero 2 Hired 2400 Army Pentagin Washington, District of Columbia 20310 Url : http://www.h2h.jobs Crystal Arcilla Manual Posting	N	0
12	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
13	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
14	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : eloise@ithaca.edu Eloise Green	Y	0
15	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	0

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16	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
17	Ohio Center for Broadcasting - Denver Campus 404 S Upham St Lakewood, Colorado 80226 Phone : 303-937-7070 Url : http://www.beonair.com Email : placement.denver@beonair.com Career Services	N	0
18	Pikes Peak Community College 5675 S. Academy Blvd. Colorado Springs, Colorado 80906 Phone : 719-540-7144 Url : http://www.ppcc-csm.symplicity.com/employers Career Services Manual Posting	N	0
19	Pikes Peak Workforce Center 2306 E. Pikes Peak Ave. Colorado Springs, Colorado 80909 Phone : 719-667-3839 Url : http://www.ppwfc.org Email : bethlehemsaniotis@elpasoco.com Bethlehem Saniotis	N	0
20	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
21	Regis University 3333 Regis Blvd Denver, Colorado 80221 Url : http://www.regis.edu/career services Email : jobs@regis.edu Career Services	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
22	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
23	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Sharon Pickeral Manual Posting	N	1
24	Station Website	N	6
25	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
26	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	4
27	University of Colorado-Colorado Springs 1420 Austin Bluffs Pkwy Colorado Springs, Colorado 80918 Phone : 719-255-3745 Url : http://www.uccs.edu Email : lmcnew@uccs.edu Lisanne McNew	N	0
28	University of Denver 2199 S. University Blvd. Denver, Colorado 80208 Phone : 303-871-2000 Url : http://www.du.csm.symplicity.com/employers Career Services 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
29	Urban League of the Pikes Peak Region 125 N Parkside P O Box 1979 Colo Spgs, Colorado 80901 Phone : 719-634-1525 Email : bdunning@springsurbanleague.org Career Services	N	0
30	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	1/8/2014	Participation in other activities designed by the station employment unit	Tiger Den 9 - Pack 386 started their Station tour with the sales department, discussing the role of the sales team and why it is important to have commercials on TV. The tour continued to the news department, where they learned the different roles in the department and what it takes to put a newscast together before it goes on air. Then they went to master control where they got to see three stations running at the same time, and it's explain that everything on their TV is sent out from that room, up to Cheyenne Mountain and then back down to their home. The next stop on the tour is the Production booth. They were shown where the newscast is put together live, with video playing, cameras moving and graphics all coming together to make a newscast look like it does on TV. The last stop on the tour is the news set, where they can sit behind the news desk and get their picture taken. They also meet with the Chief Meteorologist and learn what it takes to put a weather forecast together. Each student gets to try and do the weather on the green wall. Once everyone has had a chance to participate, the tour ends and everyone is walked out.	3	Operations Manager Editor Meteorologist	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
2	2/7/2014	Participation in other activities designed by the station employment unit	Kidcaster - School children in grades 4-6. - Opportunity to take part in 3 weather hits during one hour of our morning newscast. - Stand at the weather wall and read temperatures and give the forecast. - They get to push the weather clicker and move the slideshow along. - They also get to guess the age of celebrity birthdays during our celebrity birthday segment. - They also get to take part in the Friday dance segment.	2	News Director Meteorologist	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
3	2/10/2014	Participation in other activities designed by the station employment unit	Tiger Cub Den - Pack 25 started their Station tour with the sales department, discussing the role of the sales team and why it is important to have commercials on TV. The tour continued to the news department, where they learned the different roles in the department and what it takes to put a newscast together before it goes on air. Then they went to master control where they got to see three stations running at the same time, and it's explain that everything on their TV is sent out from that room, up to Cheyenne Mountain and then back down to their home. The next stop on the tour is the Production booth. They were shown where the newscast is put together live, with video playing, cameras moving and graphics all coming together to make a newscast look like it does on TV. The last stop on the tour is the news set, where they can sit behind the news desk and get their picture taken. They also meet with the Chief Meteorologist and learn what it takes to put a weather forecast together. Each student gets to try and do the weather on the green wall. Once everyone has had a chance to participate, the tour ends and everyone is walked out.	3	Operations Manager Editor Meteorologist	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	2/11/2014	Participation in other activities designed by the station employment unit	Tiger Cub Den - Pack 220 started their Station tour with the sales department, discussing the role of the sales team and why it is important to have commercials on TV. The tour continued to the news department, where they learned the different roles in the department and what it takes to put a newscast together before it goes on air. Then they went to master control where they got to see three stations running at the same time, and it's explain that everything on their TV is sent out from that room, up to Cheyenne Mountain and then back down to their home. The next stop on the tour is the Production booth. They were shown where the newscast is put together live, with video playing, cameras moving and graphics all coming together to make a newscast look like it does on TV. The last stop on the tour is the news set, where they can sit behind the news desk and get their picture taken. They also meet with the Chief Meteorologist and learn what it takes to put a weather forecast together. Each student gets to try and do the weather on the green wall. Once everyone has had a chance to participate, the tour ends and everyone is walked out.	3	Operations Manager Editor Meteorologist	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
5	2/18/2014	Participation in other activities designed by the station employment unit	Tiger Cub Den - Pack 246 started their Station tour with the sales department, discussing the role of the sales team and why it is important to have commercials on TV. The tour continued to the news department, where they learned the different roles in the department and what it takes to put a newscast together before it goes on air. Then they went to master control where they got to see three stations running at the same time, and it's explain that everything on their TV is sent out from that room, up to Cheyenne Mountain and then back down to their home. The next stop on the tour is the Production booth. They were shown where the newscast is put together live, with video playing, cameras moving and graphics all coming together to make a newscast look like it does on TV. The last stop on the tour is the news set, where they can sit behind the news desk and get their picture taken. They also meet with the Chief Meteorologist and learn what it takes to put a weather forecast together. Each student gets to try and do the weather on the green wall. Once everyone has had a chance to participate, the tour ends and everyone is walked out.	3	Operations Manager Editor Meteorologist	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
6	2/20/2014	Participation in other activities designed by the station employment unit	The students from Griffith Centers for Children started their Station tour with the sales department, discussing the role of the sales team and why it is important to have commercials on TV. The tour continued to the news department, where they learned the different roles in the department and what it takes to put a newscast together before it goes on air. Then they went to master control where they got to see three stations running at the same time, and it's explain that everything on their TV is sent out from that room, up to Cheyenne Mountain and then back down to their home. The next stop on the tour is the Production booth. They were shown where the newscast is put together live, with video playing, cameras moving and graphics all coming together to make a newscast look like it does on TV. The last stop on the tour is the news set, where they can sit behind the news desk and get their picture taken. They also meet with the Chief Meteorologist and learn what it takes to put a weather forecast together. Each student gets to try and do the weather on the green wall. Once everyone has had a chance to participate, the tour ends and everyone is walked out.	3	Operations Manager Editor Meteorologist	1.00
7	3/3/2014	Establishment of an intern program designed to assist members of the community	KXRM offers internships for students at their junior or senior level of education who are interested in broadcasting careers. Students will have an opportunity to perform duties in the fast-paced environment of a news gathering operation. Internships are offered in the following departments: News, Production and Creative Services. To apply, provide a cover letter, resume and eligibility letter from your school advisor stating that you are eligible to receive college credit for the internship.	2	News Director Editor	1.00

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8	5/4/2014	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>	50		1.00

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9	5/30/2014	Participation in other activities designed by the station employment unit	<p>Kidcaster</p> <ul style="list-style-type: none"> - School children in grades 4-6. - Opportunity to take part in 3 weather hits during one hour of our morning newscast. - Stand at the weather wall and read temperatures and give the forecast. - They get to push the weather clicker and move the slideshow along. - They also get to guess the age of celebrity birthdays during our celebrity birthday segment. - They also get to take part in the Friday dance segment. 	2	News Director Meteorologist	1.00
10	6/16/2014	Establishment of an intern program designed to assist members of the community	<p>KXRM offers internships for students at their junior or senior level of education who are interested in broadcasting careers. Students will have an opportunity to perform duties in the fast-paced environment of a news gathering operation. Internships are offered in the following departments: News, Production and Creative Services. To apply, provide a cover letter, resume and eligibility letter from your school advisor stating that you are eligible to receive college credit for the internship.</p>	2	News Director Editor	1.00
11	8/2/2014	Participation in Job Fairs	<p>Sharon, Stan and Blaise represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Boston, MA; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.</p>	3	Corporate Employment Manager News Talent Manager News Director	0.25

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12	8/8/2014	Participation in Job Fairs	<p>Participants: Sharon Pickeral – Corporate Employment Manager, Stan Heist – News Talent Manager and several News employees who were in attendance.</p> <p>Sharon and Stan represented ALL news stations for Sinclair at the career expo at the National Association of Hispanic Journalists convention in San Antonio, TX; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.</p>	2	Corporate Employment Manager News Talent Manager	0.25
13	8/15/2014	Participation in other activities designed by the station employment unit	<p>Kidcaster</p> <ul style="list-style-type: none"> - School children in grades 4-6. - Opportunity to take part in 3 weather hits during one hour of our morning newscast. - Stand at the weather wall and read temperatures and give the forecast. - They get to push the weather clicker and move the slideshow along. - They also get to guess the age of celebrity birthdays during our celebrity birthday segment. - They also get to take part in the Friday dance segment. 	2	News Director Meteorologist	1.00
14	8/15/2014	Participation in Job Fairs	<p>Sharon and Stan represented ALL news stations for Sinclair at the career expo at the Asian American Journalist Association convention in Washington, DC; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.</p>	2	Corporate Employment Manager News Talent Manager	0.25

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15	11/14/2014	Participation in other activities designed by the station employment unit	Kidcaster - School children in grades 4-6. - Opportunity to take part in 3 weather hits during one hour of our morning newscast. - Stand at the weather wall and read temperatures and give the forecast. - They get to push the weather clicker and move the slideshow along. - They also get to guess the age of celebrity birthdays during our celebrity birthday segment. - They also get to take part in the Friday dance segment.	2	News Director Meteorologist	1.00
TOTAL POINTS OVER REPORTING PERIOD:						12.75