

KRXI

EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

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
News Photographer/Editor	2-4, 7-10, 12, 19-21, 23, 26, 28-35, 37-39, 41, 43, 45, 47-51	30
Loca/Sports Sales Manager	2-3, 7-9, 12, 16, 19-21, 23, 25-26, 28-31, 33-35, 37-39, 43, 45, 47-51	25
Assistant News Director	2-4, 7-10, 12, 16, 19-21, 23, 26, 28-35, 37-39, 41, 43, 45, 47-51	48
News Producer	2-4, 7-10, 12, 14, 18-21, 23, 26, 28-35, 37-39, 41, 43, 45, 47-51	14
Business Manager	2-3, 7-9, 12, 14, 19-21, 23, 26, 28-31, 33-35, 37-39, 43, 45, 47-51	14
Multimedia Journalist (MMJ)	1-4, 7-10, 12, 16, 19-21, 23, 26-35, 37-39, 41, 43, 45, 47-51	39
Master Control Operator (Entry-Level)	2-3, 7-9, 12, 19-21, 23, 26, 28-31, 33-35, 37-39, 43, 45, 47-51	39
Marketing Consultant / Sales	2-3, 7-9, 12, 16, 19-21, 23, 26, 28-31, 33-35, 37-39, 43, 45, 47-51	39
Multi-Media Journalist	2-3, 7-9, 12-13, 19-21, 23, 26, 28-31, 33-35, 37-40, 43, 45, 47-51	40
Multi-Media Journalist	2-4, 7-10, 12, 19-21, 23, 26, 28-35, 37-39, 41, 43, 45, 47-51	39
News Producer	2-4, 7-10, 12, 18-21, 23, 26, 28-35, 37-39, 41, 43, 45, 47-51	18
Director	2-4, 7-10, 12, 16, 19-21, 23, 26, 28-35, 37-39, 41, 43, 45, 47-51	16
Broadcast Engineer	2-3, 7-9, 12, 19-21, 23, 26, 28-31, 33-35, 37-39, 43, 45-51	30
Master Control Operator	2-3, 5, 7-9, 12, 16, 19-21, 23, 26, 28-31, 33-35, 37-39, 43, 45, 47-51	5
News Producer	2-4, 7-10, 12, 16, 19-21, 23, 26, 28-35, 37-41, 43, 45, 47-51	16
News Producer	2-4, 7-10, 12, 16, 19-21, 23, 26, 28-35, 37-41, 43, 45, 47-51	16
Multimedia Journalist	2-4, 7-10, 12-13, 16, 19-21, 23, 26, 28-35, 37-39, 41, 43-45, 47-51	16
Creative Services Producer	2-3, 7-9, 12-13, 15, 19-21, 23, 26, 29-31, 33-34, 37-39, 43-45, 47-51	15
Master Control Supervisor	2-3, 7-9, 12-13, 15, 19-21, 23, 26, 29-31, 33-34, 37-39, 43-45, 47-51	15

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Master Control Operator	2-3, 7-9, 12-13, 19-21, 23-24, 26, 28-31, 33-35, 37-39, 43-45, 47-52	7
Master Control Operator	2-3, 7-9, 12, 16, 19-21, 23, 26, 28-31, 33-35, 37-39, 42-45, 47-52	16
News Photographer	2-4, 7-10, 13, 16-17, 19-21, 23, 26, 28-35, 37-39, 41, 43-45, 47-52	16
Digital Content Producer	2-3, 7-9, 16-17, 19-21, 23, 26, 28-31, 33-35, 37-39, 43-45, 47-52	16
Facilities Maintenance Associate	2-3, 7-9, 17, 19-21, 23, 26, 28-31, 33-35, 37-39, 43-45, 47-52	23
Digital Sales Coordinator	2-3, 7-9, 16-17, 19-21, 23, 26, 28-31, 33-35, 37-39, 43-45, 47-52	23
Programming Coordinator	2-4, 7-10, 13-14, 17, 19-21, 23, 26, 28-35, 37-39, 41, 43-45, 47-52	14
Research Director	2-3, 7-9, 13, 16-17, 19-23, 26, 28-31, 33-35, 37-39, 43-45, 47-52	16
Local Sales Assistant	2-3, 7-9, 17, 19-23, 26, 28-31, 33-35, 37-39, 43-45, 47-52	23
Digital Content Producer	3, 6-7, 11, 19, 22-23, 26, 28, 30-31, 37-39, 43-45, 48-51	6
Sports Producer	2-4, 7-10, 16, 19-23, 26, 28-35, 37-39, 41, 43-45, 47-52	16
Meteorologist / Reporter	2-4, 7-10, 19-23, 26, 29-34, 37-39, 41, 43-45, 48-52	39
News Producer	2-4, 7-10, 19-23, 26, 28-39, 41, 43-45, 47-52	36

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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	Agency Referral	N	1
2	American Society for Training and Development Sierra Nevada Chapter Reno, Nevada Email : susanherr@mac.com Susan Herr	N	0
3	Brigham Young University 525 South Center St Rexburg, Idaho 83460 Phone : . Url : www.byui.edu Email : careernavigator@byui.edu Sarie Hurd	Y	0
4	California Chicano News Media Association USC Annenberg School of Journalism 725 Arizona Ave, Ste 206 Santa Monica, California Phone : 4242299482 Email : ccnmainfo@ccnma.org Fax : 1-424-229-9486 Job Opportunities	N	0
5	Call In	N	1
6	Career Fair	N	1
7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	1
8	Carson City Chamber of Commerce 1900 S Carson St Carson City, Nevada Phone : 775-882-1565 Url : www.carsoncitychamber.org Email : admin@carsoncitychamber.com Fax : 1-775-882-4179 Beverly Eiswert	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
9	Center for Cultural Diversity - University of NV 1664 N Virginia St Reno, Nevada 89507 Phone : 775-784-4936 Email : thecenter@unr.edu R. Stewart	N	0
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Corporate Recruiter	N	1
12	Cosumnes River College 8401 Center Parkway Sacramento, California 95823 Phone : . Url : http://www.crc.losrios.edu/ Email : lomastC@flc.losrios.edu Anna Davtian Prong 2 Ended Date: 12/17/2017	N	0
13	Current Employee	N	9
14	Current Employee - Transfer/Promotion	N	3
15	Current Employee/Internal Promotion	N	2
16	Employee Referral	N	16
17	Folsom Lake College 10 College Parkway Folsom , California 95630 Url : http://www.flc.losrios.edu/ Email : lomastC@flc.losrios.edu Career Center	N	0
18	Former Intern	N	2

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19	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
20	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
21	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
22	Husson University New England School of Communication Bangor, Maine 04401 Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	Y	0
23	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	27
24	Indeed.com	N	1
25	Internal Transfer/Promotion	N	1
26	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	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
27	Job Fair	N	1
28	Join, inc / ProNet 1201 Terminal way #100 Reno, Nevada 89502 Url : www.join.org Email : pdroog@join.org Fax : 1-775-336-4798 Pieter Droog	Y	0
29	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
30	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Danielle Anderson	N	5
31	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
32	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
33	NAACP Reno/Sparks #1112 PO Box 7757 Reno, Nevada 89510 Email : renosparksnaacp@gmail.com Heather Hauskins	N	0

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34	Nevada Broadcasters Assoc. 1050 E. Glamingo Road Ste S-102 Las Vegas, Nevada 89119 Url : http://www.nevadabroadcasters.org Email : melanie@nevadabroadcasters.org Job Notices	N	0
35	NV Department of Employment Training and Rehab 4001 S Virginia St Reno, Nevada 89502 Phone : 775-284-9660 Fax : 1-775-284-9663 Job Connect Career Services	N	0
36	Previous Applicant	N	1
37	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
38	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
39	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	11
40	Station Website	N	2
41	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	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	Television Ad	N	1
43	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
44	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
45	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
46	Trade Website	N	1
47	Truckee Meadows Community College 700 Dandini Blvd Reno, Nevada 89512 Phone : 775-673-7000 Url : http://www.tmcc.edu Fax : 1-775-673-7268 Career Center	N	0
48	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	5
49	University of Nevada, Reno Reno, Nevada Phone : 775-682-7114 Email : eloun@unr.edu Elizabeth Loun	N	2

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50	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
51	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Michael Wong	Y	1
52	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			96

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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	6/1/2017	Participation in events or programs sponsored by educational institutions	High School Senior Louis Bubala visited the Station on June 1 to shadow the newsroom. Louis was interning at a PR Agency and this was part of a three (3) week internship learning about careers in PR, Communications, Marketing and News. He watched Mornings on Fox11, attended the editorial meeting and sat with the digital team and producers. He was educated on careers in the news business and attended a press conference to see how reporters and photographers worked out in the field.	3	Marketing Manager Digital Content Producer Digital Content Producer
2	6/15/2017	Participation in events sponsored by community groups	Our Meteorologist provided a presentation to the Truckee Meadows Park Foundation. The presentation was for thirty (30) 10-13 year old students that focused on weather and the science of weather. The presentation included a weather experiment that focused on thunderstorms.	1	Meteorologist
3	6/29/2017	Participation in events sponsored by community groups	Drone Presentation to local Cub Scouts. Our Drone Pilots provided a demonstration to 175 8-10 year old Cub Scouts that consisted of informational live demonstrations of how drones are used in news stories. The pilots flew the drones and provided and extensive Q&A opportunity for both the Scouts and the adult leaders.	2	Chief Photographer Director
4	8/9/2017	Participation in Job Fairs	The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	3	Sr Employment Manager News Talent Manager News Training and Development

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5	9/21/2017	Participation in events sponsored by community groups	Our Meteorologist attended the Science Communication Graduate Seminar for the Desert Research Institute (DRI). She was part of the science communication seminar/panel discussion for DRI Grad Students. Her topic (as listed in the attached agenda) was "How to Talk to a Journalist".	1	Meteorologist
6	9/29/2017	Participation in events or programs sponsored by educational institutions	Participated in Career Day at Desert Highlands Elementary. Our Lead Anchor, Digital Content Producer and Senior Photographer presented to five (5) different classes of students with the focus being on broadcast and social media.	3	Anchor/Reporter Digital Content Producer Senior Photographer
7	10/15/2017	Establishment of an intern program designed to assist members of the community	Internship program designed by KRNV-TV and KRXI/KAME-TV for a current student looking to meld their classroom education experience with a state-of-the-art broadcast and multimedia facility. The purpose of the internship is to help the student gain basic hands-on newsroom experience by working closely with the Assignment Desk, Producers and Reporters to learn the fundamental operations of a newsroom, how to produce a newscast, and how to research news stories. The Internship Program allows students to gain useful newsroom skills that will help with the success in a broadcasting career.	4	News Director Executive Producer Assistant News Director News Editor
8	11/14/2017	Participation in events or programs sponsored by educational institutions	Our Meteorologist participated in Career Day at Innovations High School. It was a 45 minute presentation to high school students, including a period of Q&A. The focus was on the science of weather.	1	Meteorologist

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9	1/8/2018	Provision of training to management	<p>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>	5	

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10	2/8/2018	Participation in Job Fairs	Business students from the University of Nevada, Reno were invited to participate in a networking event on campus. The News Director and Marketing Manager from the Reno Sinclair station attended this event to represent the company. We had the opportunity to speak with these students and learn about their interests in a future career. We were able to share information regarding our current open positions in Reno and recruit students to fill these positions. Students also asked questions about how we made it into our current roles and asked for advice on how to tailor their education paths to obtain future careers. Many of the students we spoke with were interested in a career or internship in Broadcasting and we distributed information on how to apply.	2	News Director Marketing Manager
11	2/20/2018	Participation in events or programs sponsored by educational institutions	Career Day at Caughlin Ranch Pre-School. Our Lead Anchor provided a presentation to the students on how television news works and how it helps in keeping the community informed. The presentation included news clips and stories that were shared with the students.	1	Anchor/Reporter

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12	4/19/2018	Participation in Job Fairs	Business students from the University of Nevada, Reno were invited to participate in a networking event on campus. The News Director and Marketing Manager from the Reno Sinclair station attended this event to represent the company. We had the opportunity to speak with these students and learn about their interests in a future career. We were able to share information regarding our current open positions in Reno and recruit students to fill these positions. Students also asked questions about how we made it into our current roles and asked for advice on how to tailor their education paths to obtain future careers. Many of the students we spoke with were interested in a career or internship in Broadcasting and we distributed information on how to apply.	2	News Director Marketing Manager