

# KAME, KRXI

## EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

### 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
Local Sales Assistant	2-3, 5-7, 9, 15-19, 21-23, 25-27, 29-32, 34-40	18
News Producer	2-9, 14-27, 29-40	21
News Photographer/Editor	1-9, 11, 15-27, 29-31, 33-40	18
News Director	2-10, 15-19, 21-27, 29-31, 33-40	22
Creative Services Producer	2-3, 5-7, 9-11, 15-23, 25-27, 29-32, 34- 40	11
Multimedia Journalist	2-9, 15-27, 29-31, 33-40	37
Multimedia Journalist	2-9, 15-27, 29-31, 33-40	31
Sports Multimedia Journalist	1-9, 11, 15-27, 29-31, 33-40	1
Sports Multimedia Journalist	1-9, 11, 15-27, 29-31, 33-40	11
Master Control Operator	2-3, 5-7, 9, 12-13, 15-23, 25-27, 29-31, 34-40	18
Master Control Operator	2-3, 5-7, 9, 12-13, 15-23, 25-27, 29-31, 34-40	22
Digital Content Producer	2-3, 5-7, 9, 15-23, 25-27, 29-32, 34-40	21
Director	2-9, 15-31, 33-40	28
Director of Engineering	2-3, 5-7, 9-10, 15-23, 25-27, 29-31, 34- 40	18
Master Control Supervisor	2-3, 5-7, 9, 15-23, 25-27, 29-31, 34-40	31
Business Manager	2-3, 5-7, 9, 15-23, 25-27, 29-31, 34-40	18
News Anchor / Reporter	2-3, 5-7, 9-10, 12, 15-23, 25-27, 29-31, 34-40	12
News Producer	2-9, 15-27, 29-31, 33-40	18
Assistant Business Manager	2-3, 5-7, 9, 12, 15-23, 25-27, 29-31, 34- 40	18
Master Control Operator	2-3, 5-7, 9, 15-23, 25-27, 29-31, 34-40	22
Broadcast Engineer (Entry-Level)	2-3, 5-7, 9, 11, 15-23, 25-27, 29-31, 34- 40	11
Master Control Supervisor	2-3, 5-7, 9, 15-23, 25-27, 29-31, 34-40	31

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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	Agency Referral	N	2
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	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	3
6	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
7	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	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
9	Cosumnes River College 8401 Center Parkway Sacramento, California 95823 Url : <a href="http://www.crc.losrios.edu/">http://www.crc.losrios.edu/</a> Email : <a href="mailto:lomastC@flc.losrios.edu">lomastC@flc.losrios.edu</a> Anna Davtian	Y	0
10	Current Employee	N	7
11	Current Employee/Internal Promotion	N	4
12	Employee Referral	N	3
13	Facebook post	N	1
14	Former Employee	N	1
15	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	2
16	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 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 Alicia Lawrence	N	0
17	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

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18	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	24
19	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sharon Pickeral	Y	0
20	Join, inc / ProNet 1201 Terminal way #100 Reno, Nevada 89502 Url : <a href="http://www.join.org">www.join.org</a> Email : <a href="mailto:pdroog@join.org">pdroog@join.org</a> Fax : 1-775-336-4798 Pieter Droog	Y	0
21	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	4
22	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	5
23	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
24	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0

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25	NAACP Reno/Sparks #1112 PO Box 7757 Reno, Nevada 89510 Email : renosparksnaacp@gmail.com Heather Hauskins	N	0
26	Nevada Broadcasters Assoc. 1050 E. Glamingo Road Ste S-102 Las Vegas, Nevada 89119 Url : <a href="http://www.nevadabroadcasters.org">http://www.nevadabroadcasters.org</a> Email : melanie@nevadabroadcasters.org Job Notices	N	0
27	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
28	Re-hire	N	1
29	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
30	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
31	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : employment@sbgvtv.com Sharon Pickeral	N	5
32	Station Website	N	4

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33	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:hedding@talentedynamics.com">hedding@talentedynamics.com</a> Christina Hedding	N	0
34	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
35	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
36	Truckee Meadows Community College 700 Dandini Blvd Reno, Nevada 89512 Phone : 775-673-7000 Url : <a href="http://www.tmcc.edu">http://www.tmcc.edu</a> Fax : 1-775-673-7268 Career Center	N	0
37	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	3
38	University of Nevada, Reno Reno, Nevada Phone : 775-682-7114 Email : <a href="mailto:eloun@unr.edu">eloun@unr.edu</a> Elizabeth Loun	N	0
39	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0

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40	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Michael Wong	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>69</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	8/3/2016	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. 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	Employment Manager News Talent Manager Director of News Training and Development
2	10/10/2016	Establishment of an intern program designed to assist members of the community	Internship program designed by KRNVTV and KRXI/KAME-TV for a current student looking to meld their classroom educational 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.	2	News Director Assistant News Director
3	10/11/2016	Participation in events or programs sponsored by educational institutions	A journalism class from Damonte High School toured the station and learned about operations and careers in broadcasting. The students were given a tour of the different departments in the station and informed about all of the different careers that the station offers. They were treated to a live newscast and were able to ask questions. Melissa Carlson and Cassie Wilson talked about their jobs and what it takes to become an on air personality. The students also asked about the future of broadcasting and digital.	4	Marketing Manager Special Projects Coordinator Anchor/Reporter Meteorologist



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4	10/12/2016	Participation in Job Fairs	Business students from the University of Nevada, Reno were invited to participate in a networking event on campus. The Assistant News Director and Assistant Business 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	Assistant News Director Assistant Business Manager
5	10/18/2016	Provision of training to personnel of unaffiliated non-profit organizations	Employee served on a guest panel of local media representatives at the Nevada Health Conference. His role was to field questions and assist local health professionals with interviewing skills to help them prepare for future interaction with the media. As part of the event, he conducted actual interviews with several of the attendees and he also advised them on the best way to pitch news stories when they are looking for coverage.	1	News Anchor/Reporter
6	10/20/2016	Participation in events or programs sponsored by educational institutions	Nevada Home School - a group of 5-13 year old home-schooled students participated in a station tour. The participants were instructed on different departments in the station and how the station works. They learned about individual jobs in each of the departments. They were treated to a live broadcast and partook in a question and answer period with our anchor and meteorologist. The anchor and meteorologist talked with the participants about their jobs and what it takes to become an on-air personality.	3	News Anchor/Reporter Meteorologist Marketing and Promotions Manager

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7	10/20/2016	Participation in other activities designed by the station employment unit	A newspaper journalist from Haiti and who works for a company that assists in bringing jobs to Haitian communities, visited the Reno station through a program sponsored by Artown. She came in for a job shadowing opportunity during our morning show to see how a newsroom operates and shadowed one of our Reporters.	1	Reporter
8	3/7/2017	Participation in events or programs sponsored by educational institutions	Carson Montessori School - A student group from Carson Montessori toured the newsroom, master control and studio. They learned about how the newsroom runs, how reporters are sent out on stories and how newscasts are written. They asked questions about jobs and education of our newscasters.	5	Marketing and Promotions Manager Special Projects Coordinator Assignment Desk Coordinator Anchor
9	3/7/2017	Participation in Job Fairs	Idaho Job & Career Fair bringing local and national companies together with persons seeking employment and/or a career change in a one-day conference. Event March 7, 2017 Boise's Riverside Hotel; KBOI represented Sinclair Broadcast Group and presented all current position openings for the U.S. western region (California, Washington, Oregon, Idaho, and Nevada).	4	News Director General Sales Manager Promotions Director Asst. News Director
10	3/15/2017	Participation in events sponsored by community groups	Girl Scout Troop 26 came in for a station tour and to learn about careers at the station, PSAs and community service. The troop toured the newsroom, master control and studio. They were informed on how news is covered, how stories are put together and how newscasts are produced. They watched the 5pm newscast and asked questions about how the anchors got their jobs, what education was needed and how they liked their jobs.	5	Special Projects Coordinator Marketing and Promotions Manager Anchor/New Reporting Anchor/News Reporting

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11	4/26/2017	Participation in Job Fairs	UNLV Career Services, held an Internship and Summer Job Fair in the Student Union. There were approximately 70 employees and over 1,000 job seekers (college students and recent college grads). KSNV, KVMY/KVCW and KRNV, KRXI/KAME were represented/hosted a table recruiting for 17 current job opportunities. Answered questions about the Sinclair Broadcast Group, INC. family of Stations and its benefits. Also displayed one sheet job descriptions for positions available both for the Las Vegas and Reno markets while also handing out company logo promotional items.	1	HR/Payroll Coordinator
12	4/27/2017	Participation in Job Fairs	Amber and Will represented all West Coast stations for Sinclair Broadcast Group at the 2nd annual University of Washington 2017 Marketing, Media & Communications Fair in Seattle, WA. This one-day career fair brought local and national companies with careers in Broadcasting, Journalism, Marketing, Public Relations, Publishing, Radio/TV / Film, or Social Media together with students and alumni seeking employment and/or a career change. All locations and current position openings were discussed with interested candidates.	2	Human Resources Promotions Manager

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13	5/6/2017	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>	4	<p>News Director Chief Engineer Business Manager Assistant Business Manager</p>