

KPTH
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 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
Sales Account Executive	1-6, 8-9, 12-18, 20, 22-35, 37-41, 43-57, 59-60, 62, 64-70	24
Multimedia Journalist	1-6, 8-10, 12, 14-18, 20-23, 25, 27-35, 38-44, 47-60, 62, 64-66, 68, 70	53
Broadcast and IT Engineer	1-5, 8-9, 12, 14-18, 20-23, 25-29, 31-35, 38-41, 43-44, 47-57, 59-60, 62, 64-66, 68-70	22
Weekend Director/Photographer	1-6, 8-9, 12, 14-18, 20-23, 25-29, 31-35, 37-44, 47-62, 64-65, 68-70	37
Local Sales Assistant	1-6, 8-9, 12-14, 16-18, 20-23, 25-29, 31-35, 38-41, 43-44, 47-57, 59-62, 64-65, 68-70	13
Marketing Consultant/ Sales	1, 5, 14, 17-18, 22, 35-38, 41, 49, 51, 53, 55, 60-62, 64, 68, 71	71
Automotive Sales/ Marketing Consultant	1-6, 8-9, 12, 14-18, 20-23, 25-29, 31, 33-35, 38-41, 43-45, 47-57, 59-62, 64-65, 68-70, 72	22
Weekend Director/Photographer	1-5, 8-9, 11-12, 14-23, 25-26, 28-29, 31, 33-35, 38-39, 41-45, 47-49, 51-56, 58, 60-62, 64-65, 68-70, 72	11
Morning News Production Assistant	1-6, 8-9, 12, 14-23, 25-29, 31, 33-35, 38-45, 47-58, 60-62, 64-66, 68-70, 72	4
Digital Sales Manager	1-6, 8-9, 11-12, 14-23, 25-29, 31, 33-35, 38-41, 43-45, 47-57, 60-62, 64-65, 68-70, 72	11
Chief Meteorologist	1-6, 8-9, 12-23, 25-29, 31, 33-35, 38-45, 47-58, 60-62, 64-65, 68-70, 72	13
Local Sales Assistant	1-6, 8-9, 12, 14-23, 25-29, 31, 33-35, 38-39, 41, 43-45, 47-57, 59-62, 64-65, 68-70, 72	22
News Production Assistant	1-6, 8-9, 12, 14-23, 25-29, 31, 33-35, 38-39, 41-45, 47-62, 64-65, 68-70, 72	53
Master Control Operator	1-6, 8-9, 12-23, 25-29, 31, 33-35, 38-39, 41, 43-45, 47-57, 59-65, 68-70, 72	13
Digital Sales Coordinator	1-6, 8-9, 11-12, 14-23, 25-29, 31, 33-35, 38-39, 41, 43-45, 48-57, 59-62, 64-65, 68-70, 72	11
News Production Assistant	1-9, 12-29, 31, 33-36, 38-39, 41-45, 47-62, 64-66, 68-70, 72	24

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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	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Url : http://www.asu.edu Email : mike.wong@asu.edu Mike Wong	Y	0
2	Bellevue University - Nebraska College Recruiting Consortium 4647 Stone Ave A Sioux City, Iowa 51102 Phone : 712.274.8043 Email : mike.lacroix@bellevue.edu Mike LaCroix	N	0
3	Briar Cliff College 3303 Rebecca Street Sioux City, Iowa 51104 Phone : 712-279-5425 Url : www.collegecentral.com/briarclif Email : steve.gast@briarcliff.edu Steve Gast	N	0
4	Buena Vista University 610 W. Fourth Street Storm Lake, Iowa 50588 Phone : 712-749-2440 Email : careerservices@bvu.edu Fax : 1-712-749-2036 Brenda Dodge	N	2
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	1
6	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5271 Url : www.central.edu/career Fax : 1-641-628-5338 Pat Kitzman	N	0

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7	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	College of Liberal Arts and Sciences Iowa State University 223 Catt Hall Ames, Iowa 50011 Phone : 1-515-294-4841 Email : taren@iastate.edu Taren Crow	N	0
9	Cornell College 600 First Street SW Mount Vernon, Iowa 52314 Phone : 319-895-4457 Email : career@cornellcollege.edu Laura Barrett	N	0
10	Corporate Recruiter	N	2
11	Current Employee/Internal Promotion	N	3
12	Des Moines Area Community College 2006 S. Ankeny Blvd Bldg #1 Ankeny, Iowa 50021 Phone : 515-964-6463 Url : www.dmacc.edu/student-services Fax : 1-515-965-7158 Dave Reimers	N	0
13	Employee Referral	N	7
14	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
15	Goodwill Industries Wall Street Mission 3100 W. 4th Street Sioux City, Iowa 51103 Phone : 712-258-4511 Email : marroquins@goodwillgreatplains.org Fax : 1-712-252-6103 Sylvia Marroquin	N	0

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16	Hawkeye Community College 1501 E. Orange Rd Waterloo, Iowa 50704-8015 Phone : 319-296-2320 Url : www.hawkeyecollege.edu Email : rachel.evans@hawkeyecollege.edu Fax : 1-319-296-4219 Rachel Evans	N	0
17	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
18	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
19	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
20	IA Division of the Status of African Americans Lucas State Office Building Des Moines, Iowa 50319 Phone : 515-281-3274 Url : www.state.ia.us/government/dhr/saa Fax : 1-515-242-6119 Kimberly Baxter	N	0
21	In-house/Current Employee/Bulletin Board 100 Gold Circle Dakota Dunes, South Dakota 57049 Phone : 712-277-3554 Email : kanderson@sbgstv.com Fax : 1-712-277-4732 Kim Anderson	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	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	7
23	Indian Hills Community College 525 Grandview Ottumwa, Iowa 52501 Phone : 641-683-5208 Email : tony.kury@indianhills.edu Fax : 1-641-683-5208 Tony Kury	N	0
24	Internet Ad-not directly contacted by SEU	N	3
25	Iowa Central Community College 330 Avenue M Fort Dodge, Iowa 50501 Phone : 515-576-0099 Url : www.iccc.cc/ia.us Fax : 1-515-576-7724 Sara Condon	N	0
26	Iowa Lakes Community College 300 S. 18th Street Estherville, Iowa 51334 Phone : 1-712-362-7926 Email : mlutat@ilcc.cc.ia.us Melissa Lutat	N	0
27	Iowa Rehabilitation Area Office 300 W. Broadway, Suite 33 Council Bluffs, Iowa 51501 Phone : 712-328-3821 Email : Pamela.Quandt@iowa.gov Fax : 1-712-325-0346 Pam Quandt	N	0
28	Iowa State Dept. of Human Services 822 Douglas St. Sioux City, Iowa 51101 Phone : 712-255-0833 Email : mlaird@dhs.state.ia.us Fax : 1-712-255-2674 Marceile Laird	N	0

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29	Iowa Vocational Rehabilitation Services 217 West 5th Street Spencer, Iowa 51301 Phone : 712-262-9585 Email : Gerald.Rath@iowa.gov Fax : 1-712-262-1671 Gerald Rath	N	0
30	Iowa Wesleyan College 601 N. Main St Mt. Pleasant, Iowa 52641 Phone : 319-385-6375 Url : www.iwc.edu Email : jack.bruns@iw.edu Fax : 1-319-385-6261 Jack Bruns	N	0
31	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51503 Phone : 712.325.3200 Url : http://www.iwcc.edu/Current_Student/Career_Planning/resources.asp Email : advising@iwcc.edu Fax : 1-712-325-3200 Welcome Center	N	0
32	Iowa Workforce Development 1000 East Grand Des Moines, Iowa Phone : 515-281-9619 Url : www.iowaworkforce.org Email : iwd.customerservice@ivdstate.ia.us Fax : 1-515-281-9640 Erv Feh	N	1
33	Iowa Workforce Development / Ottumwa Center 310 West Main Street Ottumwa, Iowa 52501 Phone : 641684-5401 Url : http://www.iowaworkforce.org/region15/ottumwa.htm Email : Region15.Web@iwd.state.ia.us Fax : 1-641-684-4351 John Doe	N	0

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34	Iowa Workforce Development-SC 2508 East 4th Street Sioux City, Iowa 51106 Phone : 888-501-2278 Url : https://www1.iowajobs.org/jobs Fax : 1-712-277-8438 Iowa Workforce	N	0
35	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
36	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
37	KMEG 100 Gold Circle Dakota Dunes, South Dakota 57049 Phone : 7122773554 Url : www.siouxlandnews.com/station/contact Email : kanderson@sbgstv.com Fax : 1-712-277-4732 Kim Anderson	N	1
38	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	1
39	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Email : mba@mbaweb.org Fax : 1-563-588-7371 Bobbi Martin	N	0

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40	Luther College 700 College Dr. Decorah, Iowa 52101 Phone : 563-387-1025 Url : www.career.luther.edu Fax : 1-563-387-2628 Virginia Hanson	N	0
41	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
42	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
43	Mitchell Technical Institute 1800 East Spruce Mitchell, South Dakota 57301 Phone : 605-995-3025 Email : megan.mentzel@mitchelltech.edu Megan Mentzel	N	0
44	Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712-274-5254 Url : www.collegecentral.com/morningside Email : hays@morningside.edu Stacie Hays	N	0
45	Mount Marty College 1105 W 8th Street Yankton, South Dakota 57078-3725 Phone : 605-668-1011 Email : keley.smith-keller@mtmc.edu Keley Smith-Keller	N	0

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46	NE Job Service 105 E. Norfolk Ave Suite 100 Norfolk, Nebraska 68701 Phone : 402-370-4400 Email : darlus.mcwilliams@nebraska.gov Darlus McWilliams	N	0
47	Northwest Missouri State University Administration Building 130 800 University Drive Maryville, Missouri 64468-6001 Phone : 71227354 Url : http://www.nwmissouri.edu/careerserv Email : career@nwmissouri.edu career center Education dept	N	0
48	Northwestern College 208 8th Street, SW Orange City, Iowa 51041 Phone : 712-707-7725 Email : cdc@nwciowa.edu Fax : 1-712-707-7404 Bill Minnick	N	0
49	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
50	Scott Community College 500 Belmont Rd. Bettendorf, Iowa 52722 Phone : 563-441-4020 Url : www.eicc.edu/scc Fax : 1-563-441-4204 Rochelle Carlson	N	0
51	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

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52	Simpson College 701 N. C St Indianola, Iowa 50125 Phone : 515-961-1544 Url : www.simpson.edu Email : bobbi.meyer@simpson.edu Fax : 1-515-961-1674 Bobbi Meyer	N	0
53	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.tv.com Sharon Pickeral	N	4
54	Sioux City Human Resources Development City Hall, 2nd Floor PO Box 447 Sioux City, Iowa 51102 Phone : 712-279-6200 Email : sblevins@sioux-city.org Fax : 1-712-279-6911 Sandy Blevins	N	0
55	Siouxland Chamber of Commerce 101 Pierce St Sioux City, Iowa 51101 Phone : 712.255.7903 Email : chamber@siouxlandchamber.com Mary Koster	Y	0
56	South Dakota Broadcasters Association 106 West Capitol Ave Suite 7 Pierre, South Dakota 57501 Phone : 605-224-1034 Email : marla@willardandassociates.com Fax : 1-605-224-7426 Marla Willard	N	0
57	South Dakota Career Center 504 River Drive North Sioux City, South Dakota 57049 Phone : 605-242-5445 Url : www.sdjobs.org Email : sarah.sayavong@state.sd.us Fax : 1-605-242-5448 Paige Petersen	N	0

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58	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
59	The Ashford University 400 N. Bluff Blvd. Clinton, Iowa 52732 Phone : 800.242.4153 Ext 7794 Email : patricia.neimann@ashford.edu Patricia Niemann	N	0
60	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
61	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
62	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
63	TV advertisement	N	1
64	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0

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65	University of Iowa School of Journalism E350D Adler Journalism Building University of Iowa Iowa City, Iowa 52242 Phone : 319 335-1406 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0
66	University of South Dakota 414 E. Clark Vermillion, South Dakota 570692390 Phone : 605-677-8854 Url : usd.edu Kasandra Girard Manual Posting	N	0
67	Urban Dreams 1410 6th Ave. Des Moines, Iowa 50314 Phone : 515-288-4742 Url : www.urbandreams.org Fax : 1-515-284-5886 Wayne Ford	N	0
68	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
69	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8425 Url : www.wartburg.edu/careers Fax : 1-319-352-8365 Derek Solheim	N	0
70	William Penn University 201 Trueblood Ave. Oskaloosa, Iowa 52577 Phone : 641-673-2173 Url : www.wmpenn.edu Email : stevensde@wmpenn.edu Debbie Stevens	N	0
71	Word of Mouth Referral	N	1

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72	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:			34

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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	10/11/2017	Participation in events or programs sponsored by educational institutions	Charles Henrich, General Manager, spoke with Media Management class at Morningside College.	1	General Manager
2	11/15/2017	Provision of training to management	<p>Sinclair Broadcast Group (SBG) and its stations are 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 or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment for all employees. All newly hired employees take web-based training courses titled "Workplace Harassment Prevention for Employees" and "Business Ethics" also within 90 days of the start of their employment.</p> <p>Newly hired Managers and Supervisors also take web-based training courses titled "Business Ethics" and "Preventing Harassment in the Workplace: Managers Edition" within 90 days of the start of their employment as well as bi-annually as a refresher course. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.</p>	45	

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3	8/3/2018	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 represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Detroit, MI July 31st to August 4th. 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 Director, Training & Development News Talent Manager
4	9/8/2018	Sponsorship of events in the community designed to increase public awareness	Relay for Life: Event held at Bishop Heelan Memorial Field Lynnette Grant emceed the event, it was a walk to remember those who lost their battle with cancer and to give strength to the survivors. Over 100 people attended.	5	Meteorologist MMJ Producer MMJ
5	9/17/2018	Hosting of Job Fair	All three TV outlets and both radio outlets in Sioux City co-host a career fair each September that rotates between the three local college campuses. This year, we were at Western Iowa Technical Community College. We spoke to 15-20 interested folks over the course of two hours.	1	Creative Services Director