

**KPTM-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**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
Multimedia Journalist	1-2, 4, 6-12, 14-16, 19, 21-26, 28-30, 33-67, 69-71, 73-82, 85	63
News Assignment Desk Coordinator	1-2, 4, 6-16, 19, 21-26, 28-30, 32-67, 69-71, 73-82, 85	32
Regional National Sales Assistant	1-2, 4, 6-8, 10-12, 14-17, 19, 21-26, 28- 30, 33-35, 37, 39-43, 45-47, 49-65, 67- 71, 73-80, 82-83, 85	83
Marketing Associate	1-2, 4-8, 10-12, 14-16, 18-19, 21-30, 33, 35, 37, 39-43, 45-47, 49-65, 67-80, 82, 84-85	18
Digital Content Producer	1-2, 4, 6-8, 10-12, 14-17, 19, 21-30, 33, 35, 37, 39-43, 45-46, 49-65, 67-80, 82, 84-85	17
General Sales Manager	1-8, 10-16, 18-30, 33-35, 37, 39-43, 45- 47, 49-65, 67-82, 84-85	20
Photographer	1-4, 6-12, 14-17, 19, 21-30, 33-35, 37, 39-47, 49-82, 84-85	17
Multimedia Journalist	1-12, 14-16, 19, 21-31, 33-35, 37, 39- 47, 49-82, 84-85	42

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

<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	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
2	Bellevue University - Nebraska College Recruiting Consortium 1000 Galvin Rd. South Bellevue, Nebraska 68005 Phone : 402-293-3775 Email : sbgresumes@sbgstv.com Fax : 1-402-557-5438 Colleen Plasek	N	0
3	Briar Cliff College 3303 Rebecca Street Sioux City, Iowa 51104 Phone : 712-279-5200 Url : www.collegecentral.com/briarclif Email : joshua.cobbs@briarcliff.edu Fax : 1-712-279-5410 Josh Cobbs	N	0
4	Broadcast Media Placement 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-3054 Fax : 402-472-8403 Rick Alloway	N	0
5	Buena Vista University 2700 College Rd. Council Bluffs, Iowa 51503 Phone : 712-328-0788 Fax : 1-712-749-1449 Director of Placement	N	0
6	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Central Community College P O Box 4903 Grand Island , Nebraska 68802 Phone : 308-398-7421 Url : ccneb.edu/studsvcs/placement/index.htm Email : ksterner@cccneb.edu Fax : 1-308-398-7398 Kyle Sterner	N	0
8	City of Council Bluffs 209 Pearl St. Council Bluffs, Iowa 51501 Phone : 712-328-4620 Fax : 712-322-9255 Director of Placement	N	0
9	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	College of St. Mary 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Email : careercenter@CSM.edu Lisa Crowder	N	0
11	Concordia University - Nebraska College Recruiting Consortium 800 N Columbia Ave Sewrd, Nebraska 68434 Phone : 402-643-3651 Email : CareerandPlacement@cune.edu Career Center	N	0
12	Creighton Career Service Office 2500 California Plaza Omaha, Nebraska 68178 Phone : 402-280-2723 Email : cherijackson@creighton.edu Fax : 1-402-280-3450 Cheri Jackson	N	0
13	Current Employee	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	DeVry Institute of Technology 11224 Holmes Rd Kansas City , Missouri 64131 Phone : 8169437463 Url : www.devry.edu/career-services Email : swales@devry.edu Fax : 1-816-943-7553 Shelley Wales	N	0
15	Doane College - Nebraska College Recruiting Consortium 1014 Boswell Ave Crete, Nebraska 68333 Phone : 800-333-6263 Email : sbgresumes@sbgstv.com ..	N	0
16	Drake Univeristy 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-4715 Url : www.drake.edu Email : annette.watson@drake.edu Annette watson	N	0
17	Employee Promotion	N	3
18	Employee Referral	N	2
19	Envoy 6910 Pacific St. #102 Omaha, Nebraska 68106 Phone : 402-558-0637 Email : bivey@envoyinc.com Barb Ivey	N	0
20	Former Employee Referral	N	1
21	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	1

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22	Goodwill Industries 5752 Ames Avenue Omaha, Nebraska 68104 Phone : 402-444-4700 Url : www.goodwillomaha.org Fax : 1-402-934-2188 ..	N	0
23	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com. Email : slizik@602communications.com Career Services	N	0
24	Hastings College - Nebraska College Recruiting Consortium 710 N Turner Ave Hastings, Nebraska 68901-7621 Phone : 402-461-7387 Email : kgraviette@hastings.edu Fax : 1-402-461-7474 Kim Graviette	N	0
25	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
26	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
27	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0

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28	Hutchinson Community College 1300 N. Plum Hutchinson, Kansas 67501 Phone : 602-665-3495 Email : kellyb@hutchcc.edu Fax : 1-620-728-8139 Betty Ann Kelly	N	0
29	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	8
30	Indian Center 1100 Military Road Lincoln, Nebraska 68508 Phone : 402-438-5231 Email : icitaylor@juno.com Fax : 1-402-438-5236 Keith Taylor	N	0
31	Internal Candidate	N	1
32	Internal Hire	N	1
33	Iowa Rehabilitation Area Office 300 W. Broadway, Suite 33 Council Bluffs, Iowa 51503 Phone : 712-328-3821 Fax : 712-325-0346 Pam Quandt	N	0
34	Iowa Workforce Development 300 W. Broadway, Ste #13 Council Bluffs, Iowa 51503 Phone : 866-239-0843 Email : maria.cortez@iwd.iowa.gov Fax : 1-712-352-3487 Maria Cortez	N	0
35	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 : sbgresumes@sbgstv.com Broadbean Source	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
36	ITT Technical Institute 1120 North 103rd Plaza Omaha, Nebraska 68114 Phone : (402) 331-2900 Email : kgosselin@itt-tech.edu Fax : 1-402-452-3512 K Gosselin	N	0
37	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : sbgresumes@sbgstv.com Broadbean Source	N	0
38	Kansas State University 100 Holtz Hall Manhattan, Kansas 66506 Phone : 785-532-1681 Url : <a href="http://www.k-state.edu/ces/">http://www.k-state.edu/ces/</a> Email : jobs@ksu.edu Fax : 1-785-532-6802 Debbie Owens	N	0
39	Kaplan University 5425 N. 103 Street Omaha, Nebraska 68134 Phone : 402-431-6100 Email : careerservices@kaplan.edu Career Services	N	0
40	kptm.com 4625 Farnam Street Omaha, Nebraska 68132 Phone : 402-554-4219 Url : <a href="http://www.kptm.com">www.kptm.com</a> Email : pagarner@sbgstv.com Patty Garner	N	1
41	Latino Center of the Midlands 4821 South 24th Street Omaha, Nebraska 68107 Phone : 402-733-2720 Url : <a href="http://www.latinocenterofthemidlands.org">www.latinocenterofthemidlands.org</a> Email : rvallecillo@latinocenterofthemidlands.org Fax : 1-402-733-6720 Reyna Vallecillo	N	0

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42	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> Laura Rehn	N	2
43	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	Y	0
44	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
45	Midland Lutheran College - Nebraska College Recruiting Consortium Career Development Center 900 North Clarkson Fremont, Nebraska 68025 Phone : 402-941-6471 Email : <a href="mailto:bottger@midlandu.edu">bottger@midlandu.edu</a> Connie Bottger	N	0
46	Morningside College 1501 Morningside Ave. Sioux City, Iowa 51102 Phone : 712-274-5000 Email : <a href="mailto:hays@morningside.edu">hays@morningside.edu</a> Fax : 1-712-274-5101 Stacie Hays	N	0
47	NAACP 2221 N. 24th St. Omaha, Nebraska 68102 Phone : 402-453-9730 Fax : 1-402-453-9676 Director of Placement NA	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
48	Native American Public Telecommunications P.O. Box 83111 - 1800 No 33 St. Lincoln, Nebraska 68501 Phone : (402) 472-3522 Url : www.nativetelecom.org Email : native@unl.edu Frank Blythe	N	0
49	Nebraska Broadcasters Assn 12020 Shamrock Plaza Suite 200 Omaha, Nebraska 68154 Phone : 402-778-5178 Email : jim@ne-ba.org Fax : 1-402-933-0059 Jim Timm	N	1
50	Nebraska Service for Visually Impaired 1313 Farnam Omaha, Nebraska 68102 Phone : 402-595-2041 Fax : 402-595-1008 Director of Placement	N	0
51	Nebraska Wesleyan University - Nebraska College Recruiting Consortium 5000 St. Paul Ave. Lincoln, Nebraska 68508 Phone : 402-465-2224 Email : career@nebrwesleyan.edu Fax : 1-402-465-2179 Heather Hoops	N	0
52	Nebraska Workforce Solutions - Omaha 5752 Ames Ave Omaha, Nebraska 68104 Phone : 402-444-4700 Fax : 1-402-471-9776 American Job Center .	N	0
53	Northwestern College 101 7th Street SW Orange City, Iowa 51041 Phone : 712-707-7404 Email : cdc@nwcsiowa.edu Fax : 1-712-704-7404 Nancy Landhuis	N	0

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54	Northwestern College 101 7th Southwest Orange City, Iowa 51041 Phone : 712-707-7226 Email : mba@mbaweb.org Fax : 1-712-707-7404 Bill Minnick	N	0
55	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
56	Northwestern University 1845 Sheridan Road Evanston, Illinois 60208 Phone : 847-491-2049 Email : b-stewart@northwestern.edu Beverly Stewart	N	0
57	Omaha Assoc. of Black Journalists 27th & Douglas Sts. Omaha, Nebraska 68131 Phone : 402-978-8960 Fax : 402-978-8931 Ben Gray	N	0
58	Omaha Chinese Culture Association PO Box 540016 Omaha, Nebraska 68154 Phone : 402-515-4491 Url : www.omahachinese.net Email : omahachinese@gmail.com Linda Steele	N	0
59	Peru State College - Nebraska College Recruiting Consortium Po Box 10 Peru, Nebraska 68421 Phone : 402-872-2280 Email : ehorn@oakmail.peru.edu Elaine Horn	N	0

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60	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
61	Rehabilitation Management, LLC 11725 Arbor Street STE 220 Omaha, Nebraska 68144 Phone : 402-333-2525 Email : <a href="mailto:ronschmidt@yahoo.com">ronschmidt@yahoo.com</a> Fax : 1-402-333-7243 Ron Schmidt	N	0
62	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
63	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	2
64	Southeast Community College 8800 O St Lincoln, Nebraska 68520 Phone : 402-437-2632 Email : <a href="mailto:placement@southwest.edu">placement@southwest.edu</a> Fax : 1-402-437-2593 Angie King	N	0
65	Southeast Community College 4771 W Scott Rd Beatrice, Nebraska 68310-7042 Phone : 402-228-8216 Url : <a href="http://www.southeast.edu">www.southeast.edu</a> Email : <a href="mailto:placement@southeast.edu">placement@southeast.edu</a> Fax : 1-402-437-2593 Shirley Huttenmaier	N	0

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66	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
67	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
68	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	N	0
69	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
70	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	1
71	Union College / Nebraska College Recruiting Consortium 3800 South 48th Street Lincoln, Nebraska 68506 Phone : 402-486-2600 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Teresa Edgerton	N	0

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72	University Of Kansas 1435 Jayhawk Boulevard Lawrence, Kansas 66045 Phone : 785-864-7630 Url : <a href="http://www.journalism.ku.edu/services/careers.shtm">http://www.journalism.ku.edu/services/careers.shtm</a> Email : <a href="mailto:ucc@ku.edu">ucc@ku.edu</a> Patty Noland	N	0
73	University of NE - Husker Hire Link 201 Admin Bldg Lincoln, Nebraska Phone : . Url : <a href="http://www.unl.com">www.unl.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
74	University of Nebraska at Kearney Career Services Memorial Student Affairs Building #140 Kearney, Nebraska 68849-2320 Phone : 308-865-8501 Email : <a href="mailto:weedj@unk.edu">weedj@unk.edu</a> Fax : 1-308-865-8882 Joni Weed	N	0
75	University of Nebraska at Lincoln UNL Career Services PO Box 880451 Lincoln, Nebraska 68588 Phone : 402-472-6856 Email : <a href="mailto:ralloway1@unl.edu">ralloway1@unl.edu</a> Rick Alloway	N	0
76	University of Sioux Falls 1101 W. 22nd St. Sioux Falls, South Dakota Phone : 605-331-6600 Email : <a href="mailto:career@usioxford.edu">career@usioxford.edu</a> Mark Patterson .	N	0
77	UNO Assoc. of Latino American Students 6001 Dodge St Omaha, Nebraska 68110 Phone : 402-554-2333 Email : <a href="mailto:lgarza@unomaha.edu">lgarza@unomaha.edu</a> Fax : 1-402-554-3388 Lucy Garza Westbrook	N	0

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78	Urban League of Nebraska 3022 N. 24th Omaha, Nebraska 68110 Phone : 402-453-9730 Url : urbanleagueneb.org Email : mthomas@urbanleagueneb.org Fax : 1-402-453-9676 M. Thomas	N	0
79	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
80	Vocation Rehabilitation Services 1313 Farnam, 3rd Flr Omaha, Nebraska 68102 Phone : 402-595-2146 Email : m-stayer@vocrhhab.state.ne.us Fax : 402-595-1125 Maey Stayer	N	0
81	Wayne State College 1111 Main St. Wayne, Nebraska 68787 Phone : 402-375-7527 Email : careerservices@wsc.edu Fax : 1-402-375-7072 Career Services	N	0
82	WCA 222 S. 29th St. Omaha, Nebraska 68131 Phone : 402-345-6555 Email : nancyt@wcaomaha.org Fax : 1-402-345-0635 Nancy Peck-Todd	N	0
83	Word of Mouth Referral	N	1
84	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

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<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>
85	York College 1125 East 8th Street York, Nebraska 68467 Phone : 402-363-5675 Url : www.york.edu Email : tlwyatt@york.edu Fax : 1-402-636-5623 Tracey Wyatt	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>28</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	4/6/2018	Participation in scholarship programs	2018 Nebraska Broadcasters EEO Scholarship Program. We have participated in the NBA Scholarship program which resulted in the distribution of 2 - \$1500 scholarships for 2 students interested in continuing education in the field of Broadcasting.	3	General Manager Business Manager Creative Services Director
2	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
3	8/14/2018	Provision of training to management	Employment Law Workshop arranged by the Nebraska Broadcasters Association to assist members stations' hiring managers through continuing education to help maintain compliance with the rules and regulations of the EEOC and FCC. Session included preventing discrimination, retaliation and harassment claims; wage and hour compliance; worker classification; paid leave and leave of absence among other topics.	1	General Manager
4	9/26/2018	Provision of training to management	Employment Law Forum presented by law firm Cline Williams. Purpose of the forum is for attendees to learn about the latest developments in employment, labor and employee benefits law. Cline Williams in-house legal counsel presented this educational seminar geared towards Human Resources Professionals.	1	Business Manager



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5	12/17/2018	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>	20	