

KSNV, KVCW

EEO PUBLIC FILE REPORT

June 1, 2015 - May 31, 2016

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
Chief Photographer	3-9, 11, 13-16, 18-20, 22-28, 30, 32-35, 37-41, 43, 45-49, 53-59	25
News Producer	2-9, 11, 13-16, 18-20, 22-23, 25-30, 32- 35, 37-41, 43, 45-49, 53-59	47
News Producer	2-9, 11, 13-16, 18-20, 22-23, 25-30, 32- 35, 37-41, 43, 45-49, 53-59	23
News Producer	2-9, 11, 13-16, 18-20, 22-23, 25-30, 32- 35, 37-41, 43, 45-49, 53-59	23
General Assignment Reporter	3-9, 11, 13-14, 16, 18-20, 22-23, 25-28, 30, 32-35, 37-41, 43, 45-49, 53-59	25
General Assignment Reporter	3-9, 11, 13-14, 16, 18-20, 22-23, 25-28, 30, 32-35, 37-41, 43, 45-49, 53-59	47
Promotions Producer	2-7, 9, 11, 15-16, 18-20, 22-23, 25-28, 30, 32-35, 37, 39-41, 43, 45-49, 53-55, 57-59	15
Promotions Producer	2-7, 9, 11, 15-16, 18-20, 22-23, 25-28, 30, 32-35, 37, 39-41, 43, 45-49, 53-55, 57-59	15
Promotions Producer	2-7, 9, 11, 15-16, 18-20, 22-23, 25-28, 30, 32-35, 37, 39-41, 43, 45-49, 53-55, 57-59	25
Sales Account Executive	3, 5-7, 9, 11, 18-20, 22-23, 26-30, 32, 34-35, 37, 39-43, 45-49, 53-55, 57-59	29
Sales Account Executive	3, 5-7, 9, 11, 18-20, 22-23, 26-30, 32, 34-35, 37, 39-43, 45-49, 53-55, 57-59	42
Local Sales Manager	2-3, 5-7, 9, 11, 15, 18-20, 22-23, 25-28, 30, 32, 34-35, 37, 39-41, 43, 45-49, 53- 55, 57-59	15
Local Sales Manager	2-3, 5-7, 9, 11, 15, 18-20, 22-23, 25-28, 30, 32, 34-35, 37, 39-41, 43, 45-49, 53- 55, 57-59	25
Meteorologist	1-3, 5-7, 9, 11, 18-20, 22-23, 26-28, 30, 32, 34-35, 37, 39-41, 43, 45-49, 53-55, 57-59	55
Meteorologist	1-3, 5-7, 9, 11, 18-20, 22-23, 26-28, 30, 32, 34-35, 37, 39-41, 43, 45-49, 53-55, 57-59	1
News Anchor / Reporter	2-3, 5-7, 9, 11, 18-20, 22-23, 26-28, 30, 32, 34-35, 37, 39-41, 43, 45-49, 53-55, 57-59	23
Local Sales Assistant	2-3, 5-7, 9, 11, 16, 18-20, 22-23, 26-28, 30, 32, 34-35, 37, 39-41, 43-49, 53-55, 57-59	47

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News Editor	2-3, 5-7, 9, 11-12, 16, 18-20, 22-23, 26, 28, 30, 32, 34-35, 37, 39-41, 43-49, 53-55, 57-59	47
News Producer	2-3, 5-7, 9, 11-12, 16, 18-20, 22-23, 26, 28, 30, 32, 34-35, 37, 39-41, 43-48, 53-55, 57-59	47
News Photographer	2-3, 5-7, 9, 11-12, 16, 18-20, 22-23, 26-28, 30, 32, 34-35, 37, 39-41, 43-49, 53-55, 57-59	34
News Photographer	2-3, 5-7, 9, 11-12, 16, 18-20, 22-23, 26-28, 30, 32, 34-35, 37, 39-41, 43-49, 53-55, 57-59	47
News Photographer	2-3, 5-7, 9, 11-12, 16, 18-20, 22-23, 26-28, 30, 32, 34-35, 37, 39-41, 43-49, 53-55, 57-59	47
Digital Content Producer	2-3, 5-7, 9, 11-12, 16, 18-20, 22-23, 25-27, 30, 32, 34-35, 37, 39-41, 43-49, 53-55, 57-59	23
Digital Content Producer	2-3, 5-7, 9, 11-12, 16, 18-20, 22-23, 25-27, 30, 32, 34-35, 37, 39-41, 43-49, 53-55, 57-59	25
Executive Producer	8, 18, 21, 23-25, 31, 45-47, 52-53	47
Executive Producer	8, 18, 21, 23-25, 31, 45-47, 52-53	25
News Editor	2-3, 5-14, 16, 18-28, 30-32, 34-37, 39-41, 43-60	25
News Editor	2-3, 5-14, 16, 18-28, 30-32, 34-37, 39-41, 43-60	60
Associate Producer	2-3, 5-9, 11-14, 16, 18-28, 30-32, 34-35, 37, 39-41, 43-49, 51-59	25
Help Desk Technician	2-3, 5-7, 9, 11-12, 16, 18-20, 22-23, 25-28, 30, 32, 34-35, 37, 39-41, 43-49, 53-55, 57-59	25
News Editor	2-3, 5-14, 16, 18-28, 30-32, 34-37, 39-41, 43-59	25
Regional National Sales Assistant	2-3, 5-9, 11-14, 16, 18-23, 25-28, 30-32, 34-35, 37, 39-41, 43-49, 51-59	25
Director	2-3, 5-14, 16, 18-23, 25-28, 30-32, 34-37, 39-41, 43-59	25
Director	2-3, 5-14, 16, 18-23, 25-28, 30-32, 34-37, 39-41, 43-59	25
Director	2-3, 5-14, 16, 18-23, 25-28, 30-32, 34-37, 39-41, 43-59	25

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Senior Promotions Producer	2-3, 5-8, 11-14, 16, 18-23, 25-28, 30-32, 34-35, 37, 39-41, 43-49, 51-59	25
Associate Producer	2-3, 5-8, 11-14, 16, 18-23, 26-28, 30-32, 34-35, 37, 39-41, 43-47, 49, 51-59	47
Local Sales Assistant	2-3, 5-8, 11-14, 16-23, 26, 28-32, 34-35, 37, 39-41, 43-49, 51-59	47
News Photographer	2-3, 5-8, 10-16, 18-23, 25-26, 28, 30-32, 34-37, 39-41, 43-59	15
News Photographer	2-3, 5-8, 10-16, 18-23, 25-26, 28, 30-32, 34-37, 39-41, 43-59	47
News Photographer	2-3, 5-8, 10-16, 18-23, 25-26, 28, 30-32, 34-37, 39-41, 43-59	25
News Editor	2-3, 5-8, 10-14, 16, 18-23, 26-28, 30-32, 34-37, 39-50, 52-59	23
News Editor	2-3, 5-8, 10-14, 16, 18-23, 26-28, 30-32, 34-37, 39-50, 52-59	23
Help Desk Technician	2-3, 5-8, 11-14, 16, 18-23, 26-28, 30-32, 34-35, 37, 39-41, 43-49, 51-59	23
Help Desk Technician	2-3, 5-8, 11-14, 16, 18-23, 26-28, 30-32, 34-35, 37, 39-41, 43-49, 51-59	23

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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 Women in Radio & TV 1760 Old Meadow Rd Ste 500 McLean, Virginia 22102 Phone : 703-506-3290 Url : http://www.womensorganizations.org Fax : 1-703-506-3266 Terri Dickerson	N	0
3	Arizona State University Cronkite School of Journalism & Mass Communication 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 480-965-7041 Url : http://www.asu.edu Email : cronkitecareerservices@asu.edu Michael Wong	Y	0
4	Art Institute of Las Vegas 2350 Corporate Circle Henderson, Nevada 89074 Phone : 702-992-8537 Url : http://www.artinstitutes.edu/las-vegas Email : vclopez@aia.edu Ginny Lopez	Y	0
5	Basic Community Services 3925 N. Martin Luther King Dr Suite 117 North Las Vegas, Nevada 89032 Phone : 702-726-7175 Url : http://www.basiccommunityservices.org Email : basiccommunityservices@gmail.com Dr. Denise Thomas	Y	0
6	Bishop State Community College 351 N Broad St Mobile, Alabama 36603 Phone : 251-690-6801 Url : http://www.bishop.edu Email : jwomack@bishop.edu Juliette F Womack	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
7	California Chicano News Media Assoc 3800 S. Figueroa St Los Angeles, California 90037 Phone : 213-743-4960 Url : http://www.ccnma.org Email : cnmainfo@ccnma.org Sylvia Wells	N	0
8	Careerbuilder.com 8401 Greensboro Dr Ste 250 McLean, Virginia 22102 Phone : 888-501-2278 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Broadbean Source Alicia Lawrence	N	1
9	Chatholic Charities of Nevada 531 N. 30th St. Las Vegas, Nevada 89101 Phone : 702-382-0721 Url : http://www.catholiccharities.com Email : development@catholiccharities.com Maggie Mendez	Y	0
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	College of Southern Nevada Job Placement Center 6375 W Charleston Blvd W18D Las Vegas, Nevada 89146 Phone : 702-651-5928 Url : http://www.csn.edu Kelly Weust Manual Posting	N	0
12	Dept Health and Human Services 3330 E. Flamingo Rd Suite 55 Las Vegas, Nevada 89121 Phone : 702-486-1657 Url : http://dhhs.nv.gov Email : sharris@dwss.nv.gov Sandra Harris	Y	0

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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
13	DETR / Nevada Job Connect 3405 S. Maryland Parkway Las Vegas, Nevada 89169 Phone : 888-501-2278 Url : http://www.nvdetr.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
14	DETR-Dept of Employment Traing & Rehabilitation Nevada State Job Link 3405 S Maryland Pkwy Las Vegas, Nevada 89109 Phone : 702-486-0131 Url : http://detr.state.nv.us Email : sbgresumes@sbgstv.com Erika Brown	N	0
15	Employee Referral	N	6
16	Everest College 170 N. Stephanie Street Henderson, Nevada 89074 Phone : 702-567-1920 Url : http://www.cci.edu Email : paul.fronczak@zenith.org Paul Fronczak	N	0
17	Former Employee	N	1
18	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
19	Greenspun School of Communications 4505 S. Maryland Pkwy Box 455007 Las Vegas, Nevada 89154 Phone : 702-895-3325 Fax : 1-702-895-4805 Diana Morrison	N	0

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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
20	HELP of Southern Nevada 1640 E Flamingo Rd #100 Las Vegas, Nevada 89119 Phone : 702-369-4357 Url : http://www.helpsonv.org Fax : 1-702-369-4089 Terry D'Antonio	N	0
21	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
22	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	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	25
24	Internal Candidate	N	13
25	Internal Hire	N	17
26	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 888-888-8888 Email : eloise@ithaca.edu Eloise Green	Y	0
27	ITT Technical Institute 168 N Gibson Rd Henderson, Nevada 89014 Phone : 800-488-8459 Url : http://www.itt-tech.edu Email : smjohnson2@itt-tech.edu Sabrina Johnson	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
28	Jewish Family Service Agency 4794 S Eastern Ave Ste #C Las Vegas, Nevada 89119 Phone : 702-732-0304 Url : http://www.jfsalv.org Fax : 1-702-794-2033 Mitchell S Gilbert	N	0
29	Job Board	N	3
30	Journalism Jobs.com P.O. Box 7294 Berkeley, California 94707 Phone : 510-524-2004 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Dan Rohn	Y	0
31	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
32	Las Vegas Indian Center Employment Opportunities 2300 W. Bonanza Road Las Vegas, Nevada 89106 Phone : 702-647-5842 x224 Url : http://www.lasvegasindiancenter.org Email : rulonpete@lvcoxmail.com Rulon Pete	N	0
33	Latin Chamber of Commerce Comm Foundation 300 N. 13th Street Las Vegas, Nevada 89101 Phone : 702-385-7368 Url : http://www.lvlcc.com Email : nubia@lcccf.org Nubia Licea	Y	0
34	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com/company/sinclair-broadcast Danielle Anderson Manual Posting	N	2

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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
35	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
36	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : na Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
37	Moapa Band of Paiutes Project Input 1514 South Maryland Parkway Las Vegas, Nevada 89104 Phone : 702-834-7376 Url : http://www.moapapaiutes.com Email : kadams@lvcoxmail.com Kena Adams	Y	0
38	National Association of Broadcasters 1771 North St N Washington, District of Columbia 20036 Phone : 202-429-5300 Url : http://www.nab.org Email : asmith@nab.org Fax : 1-202-429-3930 Amanda Smith	N	0
39	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California 90007 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Career Services	N	0
40	Native American Public Telecommunications 1800 No 33rd St Lincoln, Nebraska 68583 Phone : 402-472-3522 Url : http://www.nativetelecom.org Email : native@unl.edu Fax : 1-402-472-8675 Frank Blythe	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
41	Nevada Broadcaster Association 1050 E Flamingo Rd Ste S-102 Las Vegas, Nevada 89119 Phone : 702-794-4994 Url : http://www.nevadabroadcasters.org Email : gary@nevadabroadcasters.org Gary Campbell	N	0
42	Non-Employee Referral	N	2
43	Norfolk State University Dept of Mass Communications & Journalism 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Url : http://www.nsu.edu Email : pcbriggs@nsu.edu Paula C Briggs	N	0
44	Ohio/Illinois Centers for Broadcasting 9885 Roadside Rd #160 Valley View, Ohio 44125 Phone : 216-447-9117 Url : http://beonair.com Email : jhardy@beonair.com Janice Hannah-Hardy	Y	0
45	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
46	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	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
47	Sinclair Broadcast Group, Inc 10706 Beaver Dam Road Cockeysville, Maryland 21030 Phone : 410-568-1517 Url : http://www.sbgnet.net Email : employment@sbgnet.com Sharon Pickeral	N	14
48	Southeast Career Tech Academy 5710 Mountain Vista St Las Vegas, Nevada 89120 Phone : 702-799-7500 x4157 Email : plt870@interact.ccsd.net Peggy Thomas	N	0
49	Station website - KVCW KVMY 3830 S. Jones Blvd. Las Vegas, Nevada 89103 Phone : 702-952-4600 Url : mylv.com Email : sholland@sbgnet.com Sheila Holland	N	0
50	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Phone : na Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
51	The Art Institute of Las Vegas 2350 Corporate Circle Las Vegas, Nevada 89074 Phone : 888-501-2278 Url : http://artinstitutes.edu Email : sbgresumes@sbgnet.com Broadbean Source .	N	0
52	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgnet.com Broadbean Source	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
53	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
54	TV & Radio Jobs P O Box 129 Kanab, Utah 84741 Phone : 435-644-5992 Url : http://www.tvandradijobs.com Hal Abrams Manual Posting	N	0
55	Tvjobs.com P O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
56	UNLV Career Services 4505 S Maryland Pkwy Box 456004 Las Vegas, Nevada 89154 Phone : 888-501-2278 Url : http://hire.unlv.edu/careerlink.html Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
57	Urban Chamber of Commerce 1951 Stella Lake St Ste 26 Las Vegas, Nevada 89106 Phone : 702-648-6222 Url : http://urbanchamber.org Email : info@urbanchamber.org Career Services	N	0
58	US Army Wounded Warrior Program AW2 Advocate 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	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
59	WIC-Women in Communications Las Vegas, Nevada Url : http://www.womenincommunicationslv.org Email : kristine@lvradio.com Kristine Anderson	N	0
60	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			88

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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	6/24/2015	Participation in events or programs sponsored by educational institutions	Fifteen (15) children and two (2) adults visited the station and were given a tour of the facility. It started out by visiting the Production Control, visited the Tech Center, Master Control and learned about the Newscast production as well as how on-air programming is aired. Next they went to the studio A and visited Meteorologist Jen Wahl (Bell) preparing for the daily news programming. They stood in front of the chroma key and took pictures on the set. They watched the first segment of KSNV-TV News 3 at Noon. The group went over to Studio B and the Newsroom to learn about the operations side of the News Broadcasting.	5	Production Manager Master Control Operator Anchor Meteorologist
2	7/8/2015	Participation in events or programs sponsored by educational institutions	Eight (8) children and two (2) adults visited the station and were given a tour of the facility. It started out by visiting the Production Control, visited the Tech Center, Master Control and learned about the Newscast production as well as how on-air programming is aired. Secondly they visited the Studio A where they meet Meteorologist Kelly Curran and watched her preparing for the daily news programming. They stood in front of the chroma key and took pictures on the set. They watched the first segment of KSNV-TV News 3 at Noon. The group went over to Studio B and the Newsroom to learn about the operations side of the News Broadcasting.	5	Production Manager Master Control Operator Anchor Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	7/15/2015	Participation in events or programs sponsored by educational institutions	Approximately .30 senior citizens visited the station and were given a tour of the facility. It started out by visiting the Production Control, visited the Tech Center, Master Control and learned about the Newscast production as well as how on-air programming is aired. Secondly they visited the Studio A where they meet Meteorologist Kelly Curran and watched her preparing for the daily news programming. They stood in front of the chroma key and took pictures on the set. They watched the first segment of KSNV-TV News 3 at Noon. The group went into the Newsroom and meet the morning Anchor women Kimberly Wagner (Wake-up with the Wagner's) and took pictures with her. The group went over to Studio B and the Newsroom to learn about the operations side of the News Broadcasting.	8	Production Manager Master Control Operator Technical Director Anchor
4	7/22/2015	Participation in events or programs sponsored by educational institutions	Approximately 35 children accompanied by five (5) adult chaperones visited the station and were given a tour of the facility. It started out by visiting the Production Control, visited the Tech Center, Master Control and learned about the Newscast production as well as how on-air programming is aired. Secondly they visited the Studio A where they met Meteorologist Kelly Curran and watched her preparing for the daily news programming. They stood in front of the chroma key and took pictures on the set. They watched the first segment of KSNV-TV News 3 at Noon. The group went over to Studio B and the Newsroom to learn about the operations side of the News Broadcasting.	7	Production Manager Master Control Operator Technical Director Floor Director

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5	7/22/2015	Provision of training to management	Sinclair Broadcast Group, INC conducted Leadership Human Resources Training for 2 days, July 22nd and 23rd. HR Contacts from all over the country were flown into Corporate to learn about how to be the best HR contact for the station; the HR/ Business Manager for KSNV was in attendance for both days. We learned about FCC/EEO, Hiring, ADA, FLSA, EEOC and DOL Compliance, supporting the Company's open door policy, performing our job well, sharing accountability and partnering with other station management to accomplish our goals.	1	HR/Payroll Coordinator
6	7/29/2015	Participation in events or programs sponsored by educational institutions	Two winners of an auction/contest event came to visit the station and were given a tour of the facilities. The two winners started out by visiting the Production Control and the Master Control areas and learned about the Newscast production as well as how on-air programming is aired. Secondly they visited the Studio A where they watched the first segment daily newscast for the 12 noon show. They went over to Studio B and the Newsroom to learn about the operations side of the News Broadcasting, They also spoke to Melody Borchardt about a future visit for the 12 noon show for their business. They concluded by visiting the Sales Promotion Coordinator.	6	Production Manager Master Control Operator Sales Promotions Coordinator Producer
7	8/5/2015	Participation in job banks, internet programs and other programs designed to promote outreach	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Minneapolis, MN; 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.	3	Corporate Employment Manager Director, News Development News Talent Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	8/11/2015	Participation in events or programs sponsored by educational institutions	A large group of approximately 25 children accomplished by four (4) chaperones visited the station and were given a tour of the facility. It started out by visiting the Production Control and the Master Control areas and they learned about the Newscast production as well as how on-air programming is aired. Secondly they visited the Studio A where they meet Meteorologist Kelly Curran and watched her preparing for the daily news programming. They stood in front of the chroma key and took pictures on the set. They watched the first segment of the newscast for the 12 noon airing. The group went over to Studio B and the Newsroom to learn about the operations side of the News Broadcasting.	5	Production Manager Master Control Operator Anchor Meteorologist
9	8/12/2015	Participation in events or programs sponsored by educational institutions	A large group of approximately 25 children accompanied by seven (7) chaperones visited the station and were given a tour of the facility. It started out by visiting the Production Control and the Master Control areas and they learned about the Newscast production as well as how on-air programming is aired. Secondly they visited the Studio A where they meet Meteorologist Kelly Curran and watched her preparing for the daily news programming. They stood in front of the chroma key and took pictures on the set. They were unable to watch the newscast due to the content and the age of the children on the tour. The group went over to Studio B and the Newsroom to learn about the operations side of the News Broadcasting.	6	Production Manager Master Control Operator Technical Director Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	8/19/2015	Participation in events or programs sponsored by educational institutions	Approximately 15 children accomplished by five (5) chaperones visited the station and were given a tour of the facility. It started out by visiting the Production Control and the Master Control areas and learned about the Newscast production as well as how on-air programming is aired. Secondly they visited the Studio A where they meet Meteorologist Kelly Curran and watched her preparing for the daily news programming. They stood in front of the chroma key and took pictures on the set. They watched the first segment of KSNV-TV News 3 at Noon. The group went over to Studio B and the Newsroom to learn about the operations side of the News Broadcasting,	7	Production Manager Master Control Operator Technical Director Floor Director
11	9/16/2015	Participation in events or programs sponsored by educational institutions	Approximately twelve (12) adults visited the station and were given a tour of the facilities. The tour started out in the CW Studio A, where they watched a portion of the newscast taping and met Meteorologist Kelly Curran and Anchor Krystal Allan. Next they went to Studio B/the Newsrooms where they learned about the News Crew who work from this Studio. The tour continued to the Master Control Room and spoke to one of the Master Control Operators - Marcus Johnson. Marcus spoke to them about on-air operations. The last stop was visiting the Production side-Control Room B where they learned about on-air operations from behind the scenes for the newscast.	6	Production Manager Master Control Operator Technical Director Floor Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	9/18/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the RTDNA, EIJ and National Association of Hispanic Journalists convention in Orlando, FL; 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.	3	Corporate Employment Manager Director, News Development News Talent Manager
13	9/28/2015	Participation in events or programs sponsored by educational institutions	Speaking engagement, UNLV Continuing Education Outreach Class: Spoke to a class of 150 retired senior citizens about the role of television news today in the community.	1	News Director
14	10/14/2015	Participation in events or programs sponsored by educational institutions	Career fair with approximately 55 employers and was held at the Student Lounge of the Cheyenne Campus on 3200 E. Cheyenne Avenue for approximately 500 seekers. KSNV and KVMY/KVCW hosted a table posting current job opportunities, answering questions regarding SBG and handing out one sheets on job descriptions for positions available, SBG benefits, and stations' spring programming schedules.	2	Business Manager HR/Payroll Coordinator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	10/31/2015	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 "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.</p> <p>Newly hired Managers and Supervisors also take 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 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>	20	

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	3/15/2016	Participation in scholarship programs	We will participate as a scholarship essay judge competition to help qualify Las Vegas High School students for scholarships provided by the Ronald McDonald House Charities of Las Vegas. Participation Dates: 3/15-4/6/16.	1	Creative Services Director
17	3/18/2016	Participation in events or programs sponsored by educational institutions	We participated in a Q & A session with the students of Scherkenbach Elementary School (Grades 5-8). Students could look inside our News Satellite Truck and ask any questions they wish. The was a part of their Career Day Event.	1	Creative Services Director
18	3/31/2016	Participation in events or programs sponsored by educational institutions	David Clevidence participated in the Senior Mock Job Interviews at the SECTA (Southeast Career Technical Academy) on Thursday, March 31, 2016. Mock interviews of senior students were held from 8:00am to 12:00pm. Interviews lasted 15 minutes each with 5 minutes for David to give verbal feedback and complete evaluation forms. These mock interviews gave students the opportunity to receive written and verbal feedback from industry professionals on their interviewing abilities and areas of needed improvement. The school wants Managers from different businesses to interview students for actual positions in the Manger's field. SECTA hopes that this experience will better prepare students for future interviews. Any student interested in the Broadcasting Industry was given additional information regarding our company and information on how to apply. The mock interviews will help the student present there skill set to better prepare them for the Broadcasting Industry.	1	Creative Services Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
19	4/8/2016	Participation in events or programs sponsored by educational institutions	Provided Station tours for the freshman High School Media Students. The tour consisted of visiting the Master Control Room, Both Studio A&B, the Newsroom, the Promotional Production along with understanding the Sales component of the Broadcasting. The Students were encouraged to ask questions and discuss their personal goals for their future in Broadcasting. Many of the station staff chimed in during the tour to provide a well rounded picture of the different positions available in the television station.	1	News Production Manager
20	4/12/2016	Participation in Job Fairs	Jane, Britt, and Rob represented Sinclair West Coast region stations at the University of Oregon Careers in Communication, Sales, and Marketing event hosted by the Lundquist School of Business and the School of Journalism and Communication on April 12, 2016. All West Coast locations and open positions were discussed with interested candidates. Open positions within the West Coast stations were available for students to view. Jane, Britt & Rob talked with candidates about openings and careers in broadcasting. Eligible students were encouraged to apply.	3	KMTR Local Sales Manager KVAL Local Sales Manager KVAL Executive Producer
21	4/20/2016	Participation in Job Fairs	Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	4	Regional HR Manager HR/Payroll Coordinator Business Manager Director of Digital Content& Solutions