

KVCW / KSNV
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

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
Executive Producer	2-6, 8-10, 14, 16-18, 20-26, 29-35, 37-44, 46-55	14
News Photographer	2-6, 8-10, 13, 15-17, 19, 21-25, 29-40, 44, 46, 48, 50-54	13
News Photographer	2-6, 8-10, 13, 15-17, 19, 21-25, 29-40, 44, 46, 48, 50-54	17
News Assignment Desk Coordinator	2-6, 8, 10, 15-16, 20-27, 29-34, 37-40, 42-44, 47-55	27
Copy Coordinator	2-6, 8, 10, 15-17, 20-26, 29-34, 36-40, 42-45, 47-55	17
Newscast Director	2-6, 8-10, 12-13, 15-17, 20-26, 29-40, 42-55	13
Newscast Director	2-6, 8-10, 12-13, 15-17, 20-26, 29-40, 42-55	17
News Editor	2-6, 8-10, 12, 15-17, 20-26, 29, 31-40, 42-55	17
News Editor	2-6, 8-10, 12, 15-17, 20-26, 29, 31-40, 42-55	33
Master Control Operator	2-6, 8, 10, 15-17, 20-27, 29-34, 36-40, 42-45, 47-55	17
Master Control Operator	2-6, 8, 10, 15-17, 20-27, 29-34, 36-40, 42-45, 47-55	17
News Producer	2-6, 8-11, 13, 15-17, 20-40, 42-55	44
News Producer	2-6, 8-11, 13, 15-17, 20-40, 42-55	13
News Producer	2-6, 8-11, 13, 15-17, 20-40, 42-55	17
Marketing / Sales Consultant	2-6, 8, 10, 12, 15-16, 20-26, 29-34, 36-40, 42-45, 47-55	44
Content Manager	8, 10, 18, 23-24, 29, 31, 33, 44, 48, 50	18
Regional National Sales Assistant	2-6, 8, 10, 15-16, 20-27, 29-34, 36-40, 42-44, 47-55	27
Chief Engineer	2-6, 8, 10, 12, 14-15, 20-26, 29-34, 36-40, 42-44, 47-55	14
News Production Assistant	2-8, 10, 15, 17, 20-27, 29-34, 36-40, 42-44, 47-55	27
News Production Assistant	2-8, 10, 15, 17, 20-27, 29-34, 36-40, 42-44, 47-55	7
General Assignment Reporter	1-6, 8-10, 13, 15-17, 21-25, 29-40, 44, 46, 48, 50-55	13

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General Assignment Reporter	1-6, 8-10, 13, 15-17, 21-25, 29-40, 44, 46, 48, 50-55	44
General Assignment Reporter	1-6, 8-10, 13, 15-17, 21-25, 29-40, 44, 46, 48, 50-55	17
Local Sales Assistant	2-6, 8, 10, 14-17, 21-25, 29-34, 36-40, 44, 48, 50-55	17
Local Sales Assistant	2-6, 8, 10, 14-17, 21-25, 29-34, 36-40, 44, 48, 50-55	14
Engineer	2-6, 8, 10, 15, 21-25, 28-34, 36-40, 44, 48, 50-55	28

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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/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
4	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
5	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
6	California Chicano News Media Assoc 3800 S. Figueroa St Los Angeles, California 90037 Phone : 213-743-4960 Url : http://www.cnma.org Email : cnmainfo@cnma.org Sylvia Wells	N	0
7	Career Fair	N	1
8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	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	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	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
11	Corporate Recruiter	N	1
12	Current Employee	N	5
13	Current Employee - Transfer/Promotion	N	4
14	Current Employee/Internal Promotion	N	3
15	Dept Health and Human Services 3330 E. Flamingo Rd Suite 55 Las Vegas, Nevada 89121 Phone : 702-486-1517 Url : http://dhhs.nv.gov Email : ymehajeb@dwss.nv.gov Yusuf Meajeb	Y	0
16	DETR-Dept of Employment Traing & Rehabilitation Nevada State Job Link 3405 S Maryland Pkwy Las Vegas, Nevada 89109 Phone : 702-486-0129 Url : http://detr.state.nv.us Fax : 1-702-486-0118 Erika Brown	N	0
17	Employee Referral	N	18
18	Employment Agency	N	2
19	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgvtv.com R. Brandt	N	0

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20	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Sinclair SilkRoad Source	N	0
21	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
22	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
23	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
24	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
25	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
26	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Sinclair SilkRoad 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
27	Indeed.com	N	8
28	Internet Ad-not directly contacted by SEU	N	2
29	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
30	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
31	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com 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	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	2
34	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
36	Moapa Band of Paiutes Project Input 1514 South Maryland Parkway Las Vegas, Nevada 89104 Phone : 702-834-7376 Url : www.projectinput.net Email : cmantor.projectinput@gmail.com Fax : 1-702-489-7558 Catherine Mantor	Y	0
37	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
38	Nevada Broadcaster Association 1050 E Flamingo Rd Ste S-102 Las Vegas, Nevada 89119 Phone : 702-794-4994 Url : http://www.nevadabroadcasters.org Email : suzanne@nevadabroadcasters.org Suzanne Smith	N	0
39	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
40	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
41	Phone Inquiry	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
42	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Sinclair SilkRoad Source	N	0
43	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Sinclair SilkRoad Source	N	0
44	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.net Sharon Pickeral	N	16
45	Southeast Career Tech Academy 5710 Mountain Vista St Las Vegas, Nevada 89120 Phone : 702-799-7500 x4157 Email : corcosa@nv.ccsd.net Fax : 1-702-799-2007 Sheila Corcosa	N	0
46	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
47	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbg.net 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
48	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	1
49	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Sinclair SilkRoad Source	N	0
50	TV & Radio Jobs P O Box 129 Kanab, Utah 84741 Phone : 435-644-5992 Url : http://www.tvandradiojobs.com Hal Abrams Manual Posting	N	0
51	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
52	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
53	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
54	WIC-Women in Communications Las Vegas, Nevada Url : http://www.womenincommunicationslv.org Email : kristine@lvradio.com Kristine Anderson	N	0

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55	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			66

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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	6/14/2019	Participation in events sponsored by community groups	Jennifer Rochford and Kacie Hackley welcomed the students and introduced themselves as their tour guides through the Broadcasting Industry. A group of approximately 6 students and 4 adults visited the station and were given a tour of the facilities. The groups started out in our control room where Karina Howe talked to them about what it takes to be a technical director and how she directs a newscast. Then the students toured the master control area where Taylor Paul filled them in on what it means to be a master control operator and how on-air programming is monitored. The students then met Kelly Curran and got to hear what a meteorologist does. They were also able to do their own weather forecast in front of the green screen. The group then took pictures in our studio and at our photo wall.	5	Commerical Producer Art Director Meteorologist Director
2	7/12/2019	Participation in events or programs sponsored by educational institutions	Jennifer Rochford and Kacie Hackley welcomed the students and introduced themselves as their tour guides through the Broadcasting Industry. Kids R Kids: A group of approximately 20 students and 2 adults visited the station and were given a tour of the facilities. The groups started out in our control room where Matt Hicks talked to them about what it takes to be a technical director and how he directs a newscast. Then the students toured the master control area where Taylor Paul filled them in on what it means to be a master control operator and how on-air programming is monitored. The students then met Kelly Curran and got to hear what a meteorologist does. They were also able to do their own weather forecast in front of the green screen. The group then took pictures in our studio and at our photo wall.	5	Commerical Producer Art Director Meteorologist Director

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3	7/26/2019	Participation in events or programs sponsored by educational institutions	Jennifer Rochford and Kacie Hackley welcomed the students and introduced themselves as their tour guides through the Broadcasting Industry. Kids R Kids: A group of approximately 21 students and 4 adults visited the station in and were given a tour of the facilities. The groups started out in our control room where Matt Hicks talked to them about what it takes to be a technical director and how he directs a newscast. Then the students toured the master control area where Taylor Paul filled them in on what it means to be a master control operator and how on-air programming is monitored. The students then met Kelly Curran and got to hear what a meteorologist does. They were also able to do their own weather forecast in front of the green screen. The group then took pictures in our studio and at our photo wall.	5	Commerical Producer Art Director Meteorologist Director
4	8/7/2019	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 convention/career expo in Miami, FL August 7 – 9th, 2019. 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 Director News Talent Manager

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5	8/9/2019	Participation in events or programs sponsored by educational institutions	Jennifer Rochford and Kacie Hackley welcomed the students and introduced themselves as their tour guides through the Broadcasting Industry. Watch Me Grow: A group of approximately 20 students and 5 adults visited the station and were given a tour of the facilities. The groups started out in our control room where Matt Hicks talked to them about what it takes to be a technical director and how he directs a newscast. Then the students toured the master control area where Taylor Paul filled them in on what it means to be a master control operator and how on-air programming is monitored. The students then met Kelly Curran and got to hear what a meteorologist does. They were also able to do their own weather forecast in front of the green screen. The group then took pictures in our studio and at our photo wall.	5	Commerical Producer Art Director Meteorologist Director
6	9/13/2019	Participation in events or programs sponsored by educational institutions	Jennifer Rochford and Kacie Hackley welcomed the students and introduced themselves as their tour guides through the Broadcasting Industry, Elevate Home School: A group of approximately 15 students and 5. The groups started out in our control room where Matt Hicks talked to them about what it takes to be a technical director and how he directs a newscast. Then the students toured the master control area where Taylor Paul filled them in on what it means to be a master control operator and how on-air programming is monitored. The students then met Kyndell Kim and got to hear what a meteorologist does. They were also able to do their own weather forecast in front of the green screen. The group then took pictures in our studio and at our photo wall.	5	Commerical Producer Art Director Meteorologist Director

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7	9/27/2019	Participation in events or programs sponsored by educational institutions	Jennifer Rochford and Kacie Hackley welcomed the students and introduced themselves as their tour guides through the Broadcasting Industry, Nevada Connection Academy: A group of approximately 18 students and 2 adults visited the station and were given a tour of the facilities. The groups started out in our control room where Matt Hicks talked to them about what it takes to be a technical director and how he directs a newscast. Then the students toured the master control area where Taylor Paul filled them in on what it means to be a master control operator and how on-air programming is monitored. The students then met Kyndell Kim and got to hear what a meteorologist does. They were also able to do their own weather forecast in front of the green screen. The group then took pictures in our studio and at our photo wall.	5	Commerical Producer Art Director Meteorologist Director
8	10/11/2019	Participation in events or programs sponsored by educational institutions	Jennifer Rochford and Kacie Hackley welcomed the students and introduced themselves as their tour guides through the Broadcasting Industry, Judith Steele Elementary School: A group of approximately 20 students and 3 adults visited the station and were given a tour of the facilities. The groups started out in our control room where Matt Hicks talked to them about what it takes to be a technical director and how he directs a newscast. Then the students toured the master control area where Taylor Paul filled them in on what it means to be a master control operator and how on-air programming is monitored. The students then met Kelly Curran and got to hear what a meteorologist does. They were also able to do their own weather forecast in front of the green screen. The group then took pictures in our studio and at our photo wall.	5	Commerical Producer Art Director Meteorologist Director

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9	10/25/2019	Participation in events or programs sponsored by educational institutions	Jennifer Rochford and Kacie Hackley welcomed the students and introduced themselves as their tour guides through the Broadcasting Industry, A group of approximately 20 students and 8 adults visited the station and were given a tour of the facilities. The groups started out in our control room where Matt Hicks talked to them about what it takes to be a technical director and how he directs a newscast. Then the students toured the master control area where Taylor Paul filled them in on what it means to be a master control operator and how on-air programming is monitored. The students then met Kelly Curran and got to hear what a meteorologist does. They were also able to do their own weather forecast in front of the green screen. The group then took pictures in our studio and at our photo wall.	5	Art Director Commerical Producer Meteorologist Master Control Operator
10	12/13/2019	Participation in events or programs sponsored by educational institutions	Jennifer Rochford and Kacie Hackley welcomed the students and introduced themselves as their tour guides through the Broadcasting Industry, A group of approximately 18 students and 1 adult visited the station and were given a tour of the facilities. The groups started out in our control room where Matt Hicks talked to them about what it takes to be a technical director and how he directs a newscast. Then the students toured the master control area where Terrance filled them in on what it means to be a master control operator and how on-air programming is monitored. The students then met Heather Mills and got to hear what an anchor does. They were also able to do their own weather forecast in front of the green screen. The group then took pictures in our studio and at our photo wall.	5	Art Director Commerical Producer Anchor Director

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11	2/7/2020	Participation in events or programs sponsored by educational institutions	Attended Will Beckley's Elementary School Career Fair: The Assistant News Director Wade Parsons spent the day speaking to Children in grades 1-5th (9 presentations), totaling close to 200 students, introducing them to the world of TV News and all the positions that make up a news station. Wade spoke about careers as an Anchor, Photographer, Reporter, Editor, Directors and Producers.	1	Assistant News Director
12	3/23/2020	Participation in events sponsored by community groups	In conjunction with the Ronald McDonald Program Manager Linett Posada, David Clevidence judged the applicants Essays. The winner would be granted a Scholarship. The children would write an essay about what career field that would want to enter which included children wanting to be in the Broadcast industry and possibly win a scholarship to help them achieve their dreams. Ronald McDonald House Charities - Scholarship Program Essay Judge.	1	Dir. of Creative Services