

KVCW KSNV
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

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
Regional Human Resources Manager	2, 4-5, 7-10, 12, 16-19, 21-23, 25-28, 30-39, 41-45, 48, 51-54, 56-60, 62-63	36
News Editor	2, 4-5, 7-10, 12, 16-19, 21-23, 26-29, 31, 33-39, 41-45, 48, 51-54, 56-60, 62-63	29
News Editor	2, 4-5, 7-10, 12, 16-19, 21-23, 25-29, 31-39, 41-45, 48, 51-54, 56, 58-60, 62-63	48
Entry Level Marketing Consultant	2, 4-5, 7-10, 12, 16-19, 21-23, 25-28, 31-39, 41-45, 48, 51-54, 56, 58-63	61
Marketing Consultant	2, 4-5, 7-10, 12, 16-23, 25-28, 31-39, 41-45, 48, 51-54, 56, 58-60, 62-63	48
Digital Content Producer	2, 4-5, 7-10, 12, 16, 18-19, 21-22, 26-28, 31, 33-39, 41-45, 48, 51-54, 56, 58-60, 62-63	36
General Assignment Reporter	2-12, 16-23, 25-28, 31-45, 48, 50-56, 58-60, 62-63	20
Digital Content Producer	2-13, 16-19, 21-23, 25-28, 30-45, 48, 50-56, 58-60, 62-63	36
News Producer	2-13, 15-16, 18-19, 21-22, 25-28, 31-45, 48, 50-56, 58-63	15
News Producer	2-13, 15-16, 18-19, 21-22, 25-28, 31-45, 48, 50-56, 58-63	61
Newscast Director	2-13, 15-19, 21-23, 26-28, 31, 33-45, 48, 50-56, 58-60, 62-63	15
Newscast Director	2-13, 15-19, 21-23, 26-28, 31, 33-45, 48, 50-56, 58-60, 62-63	15
Promotions Producer	2-13, 15-19, 21-23, 25-28, 31-45, 48, 50-56, 58-60, 62-63	15
Assistant News Director	2-13, 16-19, 21-23, 25-28, 31-45, 48, 50-56, 58-63	48
News Editor	2-12, 16-23, 25-45, 48, 50-56, 58-60, 62-63	29
News Editor	2-12, 16-23, 25-45, 48, 50-56, 58-60, 62-63	36
News Editor	2-12, 16-23, 25-45, 48, 50-56, 58-60, 62-63	20
Master Control Operator	2-12, 16-23, 25-45, 48, 50-56, 58-60, 62-63	48
News Production Assistant	2-10, 12, 16-19, 21-22, 25-29, 31-45, 48, 51-56, 58-60, 62-63	36

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News Production Assistant	2-10, 12, 16-19, 21-22, 25-29, 31-45, 48, 51-56, 58-60, 62-63	29
Regional Sales Assistant	2-10, 12, 16-19, 21-23, 25-29, 31-45, 48, 51-56, 58-60, 62-63	29
Multimedia Journalist	2-12, 16-19, 21-23, 25-28, 31-42, 44- 45, 47-48, 50-56, 58-60, 62-63	48
Marketing Consultant	2-10, 12, 16-23, 25-28, 31-42, 44-45, 47-48, 51-56, 58-60, 62-63	20
Master Control Operator	2-10, 12, 16-23, 25-28, 30-42, 44-45, 47-48, 51-56, 58-60, 62-63	20
Master Control Operator	2-10, 12, 16-23, 25-28, 30-42, 44-45, 47-48, 51-56, 58-60, 62-63	30
IT Support Technician	2-10, 12, 15-19, 21-23, 26-28, 31-42, 44-48, 51-56, 58-60, 62-63	15
IT Support Technician	2-10, 12, 15-19, 21-23, 26-28, 31-42, 44-48, 51-56, 58-60, 62-63	46
Chief Meteorologist	1-12, 14, 17-19, 21-23, 25-28, 31-45, 47-48, 50-56, 58-60, 62-63	1
Digital Content Producer	2-10, 12, 16, 18-23, 26-28, 31, 33-45, 47-48, 51-56, 58-63	61
News Photographer	2-10, 12, 17-23, 25-28, 31-45, 47-48, 51-56, 58-60, 62-63	20
News Producer	2-10, 12, 17-23, 25-28, 31-45, 47-49, 51-56, 58-60, 62-63	49
Master Control Operator	2-10, 12, 17-23, 25-28, 31-45, 47-48, 51-56, 58-60, 62-63	20
Master Control Operator	2-10, 12, 17-23, 25-28, 31-45, 47-48, 51-56, 58-60, 62-63	48
Master Control Operator	2-10, 12, 17-23, 25-28, 31-45, 47-48, 51-56, 58-60, 62-63	36
News Editor	2-10, 12, 16-23, 25-28, 31-45, 47-48, 51-56, 58-60, 62-63	20
Marketing Consultant	2-10, 12, 16-23, 25-28, 31-45, 47-48, 51-56, 58-60, 62-63	20
Marketing Consultant	2-10, 12, 16-19, 21-28, 31-45, 47-48, 51-56, 58-60, 62-63	48

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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	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
3	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
4	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
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	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
7	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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8	California Chicano News Media Assoc 3800 S. Figueroa St Los Angeles, California 90037 Phone : 213-743-4960 Url : http://www.ccnma.org Email : ccnmainfo@ccnma.org Sylvia Wells	N	0
9	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	1
10	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
11	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
12	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
13	Current Employee	N	9
14	Current Employee - Transfer/Promotion	N	1
15	Current Employee/Internal Promotion	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	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 Fax : 1-702-794-2033 Yusuf Meajeb	Y	0
17	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
18	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgvtv.com Rob Steward	N	0
19	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
20	Employee Referral	N	15
21	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgvtv.com Career Center	N	0
22	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Greenspun School of Communications 4505 S. Maryland Pkwy Box 455007 Las Vegas, Nevada 89154 Phone : 702-895-3325 Diana Morrison Manual Posting	N	0
24	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
25	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
26	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
27	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
28	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
29	Indeed.com - Not Directly Contacted by SEU	N	11
30	Internet Ad-not directly contacted by SEU	N	6

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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
31	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
32	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
33	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
34	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
35	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
36	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	16

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37	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
38	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgtv.com Career Center	N	0
39	Moapa Band of Paiutes Project Input 700 N. Rainbow Blvd. Las Vegas, Nevada 89107 Phone : 702-444-4475 Url : www.projectinput.net Email : cmantor@mboptribalvr.org Fax : 1-702-865-2875 Catherine Mantor	Y	0
40	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgtv.com Career Center	N	0
41	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
42	Nevada Broadcaster Association 8985 S. Eastern Ave. Suite 205 Las Vegas, Nevada 89123 Phone : 702-794-4994 Url : http://www.nevadabroadcasters.org Email : jeanette@nevadabroadcasters.org Jeanette Cerne-Hill	N	0

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43	Norfolk State University Dept of Mass Communications & Journalism 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8330 Url : http://www.nsu.edu Email : tatwater@nsu.edu Lynda Barrett	N	0
44	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
45	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
46	On Air Recruitment Ad	N	1
47	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0
48	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page	N	18
49	Station Website	N	1
50	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

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51	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
52	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
53	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
54	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
55	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
56	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
57	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	N	0

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58	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
59	WIC-Women in Communications Las Vegas, Nevada Url : http://www.womenincommunicationslv.org Email : kristine@lvradio.com Kristine Anderson	N	0
60	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
61	Word of Mouth Referral	N	4
62	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
63	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			89

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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	8/18/2021	Participation in Job Fairs	The News Talent Manager and Director of News Training and Development, along with several station News Managers, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.	3	News Talent Manager Employment Specialist Director News Training
2	10/2/2021	Participation in Job Fairs	Leaders in Training: An opportunity for everyone to put themselves out there and not be afraid to ask questions, connect with someone new and talk to exhibitors about part-time and full-time jobs as well as internships. We spoke to interested students about the Broadcasting Industry and what all it entails and offers. Provided them with job descriptions and requirements.	2	Dir. of Creative Services HR/Payroll Coordinator
3	10/11/2021	Participation in events sponsored by organizations representing the community	Participated in the OConsortium where the leaders in the Broadcast Industry talk about media and the future of it. . A group of independent companies focusing on cutting-edge media technology in partnership with us spoke to those interested in the Engineering side of Media/Broadcast. Jobs in media and engineering were also discussed, and jobs within this industry. Members collaborate for a better media system design, with efficiency improvements, higher production value and better customer experience.	1	Dir of Engineering

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4	10/20/2021	Participation in Job Fairs	The Corporate Employment Specialist and Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	Employment Specialist Employment Coordinator
5	11/2/2021	Participation in Job Fairs	The Corporate Employment Specialist represented all of Sinclair Broadcast Group at a Career Discussion with Elizabeth City State University. The topic of discussion was Professional Development, and Career Opportunities. She met virtually with a class and discussed career opportunities within Sinclair, and competencies for career readiness with the company. She also provided information on how to apply, and how to search our openings on our Careers Page. All students were given contact information, and a presentation with an overview of Sinclair.	1	Employment Specialist

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6	2/15/2022	Participation in Job Fairs	JA offered a Virtual Career Fair where students from 8th through 12th grade could ask potential employers about the various positions their company offer. I had approximately 10 students connect with me and ask questions about the Broadcasting/Media environment. Students asked questions such as: what type of education one must have to get into this business. What are your entry-level positions, do you offer internships? I provided the students with my contact information in case they had more questions.	1	HR/Payroll Coordinator
7	4/5/2022	Participation in Job Fairs	Attending the UNLV Internship & Career Fair as a sponsor for the Media & Broadcasting industry. In partnership with UNLV and the School of Journalism & Media Studies, to offer to the student a summer Internship Program. We spoke to the Media students about the Broadcasting & Media field, as well as the jobs in the industry and provided information and welcome them to apply for an internship with us, we answered many questions to those joining this field.	2	Dir. of Creative Services HR/Payroll Coordinator