

KMPH KFRE
EEO PUBLIC FILE REPORT
August 1, 2021 - July 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
Marketing Consultant	1-13, 15, 17-24, 26-40, 42-43, 46-53, 55-57	21
Marketing Consultant	1-13, 15, 17-24, 26-40, 42-43, 46-53, 55-57	21
Marketing Consultant	1-13, 15, 17-24, 26-40, 42-43, 46-53, 55-57	17
Marketing Consultant	1-13, 15, 17-24, 26-40, 42-43, 46-53, 55-57	29
Anchor/Reporter	1-16, 18-20, 22-24, 26-28, 30-40, 42- 43, 45-53, 55-57	43
News Producer	1-15, 17-20, 22-24, 26-40, 42-53, 55-57	17
News Producer	1-15, 17-20, 22-24, 26-40, 42-53, 55-57	29
General Sales Manager	1-13, 15, 18-24, 26-28, 30-40, 42-43, 46-53, 55-57	21
Anchor/Reporter	1-16, 18-20, 22-24, 26-40, 42-43, 45- 53, 55-57	33
Newscast Director	1-13, 15-16, 18-24, 26-28, 30-40, 42- 43, 46-53, 55-57	21
Technical Director	1-13, 15, 17-20, 22-24, 26-28, 30-40, 42-43, 46-53, 55-57	17
Promotions Producer	1-15, 18-24, 26-40, 42-43, 45-53, 55-57	21
News Photographer	1-13, 18-20, 22-24, 26-28, 30-43, 46- 53, 55-57	9
General Assignment Reporter	1-14, 16, 18-24, 26-43, 45-53, 55-57	21
Local Sales Manager	1-13, 19-24, 26-28, 30-43, 46-53, 55-57	21
Marketing Consultant	1-13, 19-24, 26-43, 46-53, 55-57	21
Master Control Operator	1-13, 19-20, 22-24, 26-28, 30-43, 46-57	33
News Photographer	1-14, 16, 19-24, 26-28, 30-43, 45-53, 55-57	21
News Editor	1-13, 17, 19-20, 22-28, 30-43, 46-53, 55-57	17
News Photographer	1-13, 19-44, 46-53, 55-57	44
Marketing Consultant	1-13, 19-28, 30-43, 46-53, 55-57	21
News Photographer	1-13, 19-43, 46-53, 55-57	33
Technical Director	1-13, 19-28, 30-43, 46-53, 55-57	21

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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
1	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
2	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgvtv.com Career Planning	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	Bay Area Black Journalists Association 1714 Franklin Street #100-260 Oakland, California 94610 Phone : 510-986-9390 Email : info@babja.org Job Bank Coordinator Job Bank Coordinator	N	0
5	Bay Area Video Coalition (BAVC) 2727 Mariposa Street, 2nd Floor San Francisco, California Phone : 415-558-2110 Url : pattyleeper@bavc.org Patty Leeper Manual Posting	N	0
6	BECA/San Francisco State University 1600 Holloway Ave San Francisco, California 94132 Phone : 415-338-1787 Email : beca@sfsu.edu Angela Dornbusch	N	0
7	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgvtv.com Career Center	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
8	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
9	California State University Fresno Career Services 5150 N. Maple Avenue Fresno, California 93740 Phone : 559-278-2381 Email : recruiting@csufresno.edu Fax : 1-559-278-6483 Career Services	Y	1
10	California State University, Bakersfield Center for Community Engagement & Career Education 54 CAF 9001 Stockdale Highway Bakersfield, California 93311-1022 Phone : 661-654-3033 Url : www.scub.edu/cece CSUB CECE Manual Posting	N	0
11	Career Resources Center Fresno Pacific University 1717 S. Chestnut Ave. Fresno, California 93702 Phone : 559-453-7150 Url : www.fresno.edu Email : career.services@fresno.edu Fax : 1-559-453-7147 Rose Winn	N	0
12	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	N	0
13	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0

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14	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
15	Columbia University Graduate School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Email : as1698@columbia.edu Anucha Shrivastava Prong 2 Ended Date: 9/7/2021	N	0
16	Current Employee	N	7
17	Current Employee/Internal Promotion	N	4
18	Diversity Solutions P.O. Box 740948 San Diego, California 92174 Phone : 619-277-9099 Url : www.diversityolutions.us Email : oran@diversityolutions.us Oran Brown	N	0
19	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgvtv.com Rob Steward	N	0
20	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
21	Employee Referral	N	14
22	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgvtv.com Career Center	N	0

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23	Fresno City College Employment Resource Center 1101 E. University Fresno, California 93706 Phone : 559-442-8294 Email : karin.collins@fresnocitycollege.edu Fax : 1-559-442-4850 Karin Collins	N	0
24	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
25	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	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	9

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30	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
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	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
33	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	16
34	Marynard Institute of Journalism 663 13th Street, Suite 200 Oakland, California 94612 Phone : 510-891-9202 Email : ehsu@mije.org Fax : 1-510-891-9565 Evelyn Hsu	Y	0
35	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
36	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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37	Minorities in Broadcasting PO Box 67132 Century City, California 90067 Phone : 310-652-0271 Fax : 1-866-769-8741 Patrice Williams	N	0
38	Modesto Junior College 435 College Avenue Modesto, California 95350 Phone : 209-575-6408 Contact Person Manual Posting	N	0
39	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
40	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
41	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0
42	San Joaquin Valley College 295 E. Sierra Avenue Fresno, California 93710 Phone : 877-367-7582 Email : sjvconline@sjvc.edu Fax : 1-559-735-0219 SJVC Online	N	0
43	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page	N	12

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44	Station Website	N	2
45	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
46	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
47	The David Crane Agency 124 Ammons Drive Raleigh, North Carolina 27615-6501 Phone : 919.870.9121 Email : steveski@dcatalent.com Steve Swienchowski	Y	0
48	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
49	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
50	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
51	University of Southern California/Annenberg 3502 Watt Way Los Angeles, California 90819 Phone : 213-740-6552 Email : zrigney@usc.edu Zack Rigney	N	0

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52	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
53	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
54	Word of Mouth Referral	N	1
55	Work Force Connection 3302 N. Blackstone Suite #221 Fresno, California 93726 Phone : (559) 230-4024 Url : www.workforce-connection.com Email : CSanchez@workforce-connection.com Fax : 1-559-230-4044 Cecil Sanchez	Y	0
56	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
57	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:			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	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	1/3/2022	Participation in events or programs sponsored by educational institutions	Kim Stephens, KMPH's main anchor is also a professor at Fresno State University, and often talks about careers in broadcasting in her classes. She recently published a textbook "Broadcast News in the Digital Age". This book was created for her students, and the station gets many applicants from her classes and ultimately a lot of our new hires are graduates from her classes.	1	Anchor
3	3/22/2022	Participation in events sponsored by organizations representing the community	Marie Edinger served on a panel and spoke for the Fresno City's "Young Professional Women and Their Experiences" Event for Women's History Month. Marie discussed her career as a Investigative reporter and the path she took to get here, and what it takes to get a job in this industry. Marie also disclosed to the group how to find current job openings with Sinclair, and how they can apply to a role with the company.	1	Anchor/Reporter
4	4/2/2022	Participation in events or programs sponsored by educational institutions	College Signing Day at Madera South High School. Mayra Franco, Reporter, spoke to students who are interested in the Media/Broadcast industry and gave advice on the goals to create to get there, and what it takes to obtain a job in Broadcast. She also spoke about the industry, and Sinclair and how to view our opportunities.	1	Reporter

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5	4/21/2022	Participation in events or programs sponsored by educational institutions	Fresno State University - Focus Radio Television News Directors Student Tour of KMPH Fox 26 Station. Described the day to day of the newsroom to students and gave a motivational speech about career opportunities and how to meet your goals, and obtaining a career in the field. Provided information on open jobs and opportunities at Sinclair.	2	News Director Digital Content Producer
6	5/2/2022	Participation in events or programs sponsored by educational institutions	Kim Stephens mentored Fresno City College student, Adriana Maroquin, who is attending school to join the broadcast world as a videographer. This occurred from Feb 22, 2022 - May 02, 2022. Kim provided guidance and advice to help her achieve her goals into entering a career in the broadcast industry and provided open job opportunities here at the station. Adriana got a hands on look at the news room, and what it takes when you have a career in this industry.	1	Anchor
7	5/9/2022	Participation in events or programs sponsored by educational institutions	News Director Jim Jakobs spoke to the graduating class of the Fresno State Focus group in the Broadcast News to prepare them for their first jobs in the Broadcast world and did a Q&A after.	1	News Director
8	5/12/2022	Participation in events sponsored by organizations representing the community	Mayra Franco, Reporter, was a guest speaker at the Fresno State Entrepreneur Mentorship Program Event. Mayra spoke to the attendees and gave an outlook on careers available with the station, as well as other opportunities in the broadcast/media industry, and how to apply. Also answered any questions students had about broadcast, or Sinclair.	1	Reporter

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9	5/23/2022	Provision of training to management	The Director of Talent Acquisition for the Company spoke on a panel at the Media Finance Focus conference in Tampa, FL. The topic was “Lessons in Leadership: How to Survive the Great Resignation”. She and two others on the panel spoke about how to attract and keep a diverse staff through a period of high turnover. As broadcasters we are required certain outreach initiatives to maintain licenses and now these steps are even more essential in attracting prospective employees. Topics discussed were marketing and utilizing broad outreach to diversify your candidate pool, compensation/ benefits, job postings, selling their opportunities, and learning about new changes to talent acquisition tricks.	2	Director, Talent Acquisition Regional Controller
10	7/19/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist and the 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 as well as 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	Sr. Employment Specialist Employment Coordinator