

**WDKY**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

**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 National Sales Assistant	2-3, 5-8, 11, 13-17, 20-24, 27-29, 31-32, 34-37, 39-46, 48-49, 51-54, 57-60, 62, 64-66, 68-72, 74, 77-78	24
Digital Sales Coordinator	2-3, 5-9, 11-17, 20-24, 27-29, 31-32, 34-37, 39-46, 48-49, 51-54, 58-60, 62, 64-66, 68-72, 74, 77-78	24
Sales Account Executive / Entry Level	1-49, 51-55, 58-78	24
Sales Account Executive	2-3, 5-9, 11-17, 20-24, 26-29, 31-32, 34-37, 39-46, 48-54, 56, 58-60, 62, 64-66, 68-72, 74-75, 77-78	24
Sales Account Executive	2-3, 5-9, 11-17, 20-24, 26-29, 31-32, 34-37, 39-46, 48-54, 56, 58-60, 62, 64-66, 68-72, 74-75, 77-78	50

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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	Alice Lloyd College 100 Purpose Road Pippa Passes, Kentucky 41844 Phone : 606-368-6136 Email : janetjohnson@alc.edu Fax : 1-606-368-6217 Janet Johnson	N	0
2	Alice Lloyd College 100 Purpose Road Lexington, Kentucky 41844 Phone : 606-368-6136 Url : http://www.alc.edu Email : janetjohnson@alc.edu Janet Johnson	N	0
3	Asbury College One Macklem Drive Wilmore, Kentucky 40390 Phone : 859-858-3511 x2351 Url : http://www.asbury.edu Email : careerandcalling@asbury.edu Michelle Kratzer	N	0
4	Bellarmino College 200 Newburg Road Louisville, Kentucky 40205 Phone : 502-452-8154 Email : mba@mbaweb.org Fax : 1-502-452-8050 Ann Zeman	N	0
5	Bellarmino University 2001 Newburg Road Louisville, Kentucky 40205 Phone : 502-452-8154 Url : http://www.bellarmino.edu Email : azeman@bellarmino.edu Ann Zeman	N	0
6	Berea College CPO 2127 Alumni Building Berea, Kentucky 40404 Phone : 859-985-3795 Url : http://www.berea.edu Email : monica_jones@bera.edu Monica Jones	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>
7	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-662-5371 Url : <a href="http://www.bishopcollege.edu">http://www.bishopcollege.edu</a> Email : <a href="mailto:jwomack@bishop.edu">jwomack@bishop.edu</a> Juliette Womack	N	0
8	Bluegrass Community & Technical College 470 Cooper Drive Academic & Technical Building, Room 102 Lexington, Kentucky 40506 Phone : 859-246-6550 Url : <a href="http://www.kctcs.edu">http://www.kctcs.edu</a> Email : <a href="mailto:kammy.mccleery@kctcs.edu">kammy.mccleery@kctcs.edu</a> Career Services	N	0
9	Brescia University 717 Frederica Street Owensboro, Kentucky 42301 Phone : 1-877-273-7242 Url : <a href="http://www.brescia.edu">http://www.brescia.edu</a> Email : <a href="mailto:sarah.jackson@brescia.edu">sarah.jackson@brescia.edu</a> Sarah Jackson	N	0
10	Call In	N	1
11	Careerbuilder.com 8401 Greensboro Drive Suite 250 McLean, Virginia 22102 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Andrew Hamburger	N	1
12	Central Kentucky Job Center 1055 Industry Road Lexington, Kentucky 40505 Phone : 859-425-2182 Email : <a href="mailto:randya.johnson@ky.gov">randya.johnson@ky.gov</a> Randy Johnson	N	0
13	Centre College 600 W. Walnut Street Danville, Kentucky 40422 Phone : 859-238-5283 Url : <a href="http://www.centre.edu">http://www.centre.edu</a> Email : <a href="mailto:careers@centre.edu">careers@centre.edu</a> Morgan McKenzie	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
14	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-4422 Email : ir2273@columbia.edu Izabela Rutkowski	Y	0
15	Division of Workforce Services 275 E. Main Street 2 CA Frankfort, Kentucky 40601 Phone : 502-564-5360 Url : <a href="http://www.ky.gov">http://www.ky.gov</a> Email : sharon.buchanan@ky.gov Sharon Buchanan	N	0
16	Drexel University 3141 Chestnut Street Philadelphia, Pennsylvania 19104 Phone : 215-895-2183 Url : <a href="http://www.drexel.edu">http://www.drexel.edu</a> Email : aduffy@drexel.edu Andrew Duffy	N	0
17	Eastern Kentucky University 521 Lancaster Ave. CPO 62, Whitlock Building, Room 468 Richmond, Kentucky 40475 Phone : 859-622-1296 Url : <a href="http://www.eku.edu">http://www.eku.edu</a> Email : career-coop@eku.edu The Center For Career & Coop Services	N	0
18	Employee Referral	N	1
19	Georgetown College 400 East College Street Georgetown , Kentucky 40324 Phone : 502-863-8122 Email : mba@mbaweb.org Fax : 1-502-868-7742 Jim Tussey	N	0

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20	Georgetown College 400 East College St Georgetown, Kentucky 40324 Phone : 502-863-7094 Url : <a href="http://www.georgetowncollege.edu">http://www.georgetowncollege.edu</a> Email : <a href="mailto:holly_james@georgetowncollege.edu">holly_james@georgetowncollege.edu</a> Holly James	N	0
21	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
22	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source Alicia Lawrence	N	0
23	Howard University 525 Bryant St, NW Room 107 Washington, District of Columbia 20059 Phone : 202-806-6100 Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
24	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	8
25	Internet Ad-not directly contacted by SEU	N	1
26	Ithaca College Park School of Communications 953 Danby Rd Ithaca, New York 14850 Phone : 607-274-3011 Email : <a href="mailto:eloise@ithaca.edu">eloise@ithaca.edu</a> Eloise Green	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
27	ITT Technical Institute 2473 Fortune Drive Suite 180 Lexington, Kentucky 40509 Phone : 859-246-3300 Url : <a href="http://www.itt-tech.edu">http://www.itt-tech.edu</a> Email : <a href="mailto:kbryant22@itt-tech.edu">kbryant22@itt-tech.edu</a> Kris Bryant	N	0
28	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
29	Kentucky Broadcasters Assoc 101 Enterprise Drive Frankfort, Kentucky 40601 Phone : 1-888-843-5221 Url : <a href="http://www.kba.org">http://www.kba.org</a> Email : <a href="mailto:kba@kba.org">kba@kba.org</a> Liza Livers	N	0
30	Kentucky State University 400 Easr Main Street Frankfort , Kentucky 40601 Phone : 502-597-5948 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-502-597-6699 Veleria Shavers	N	0
31	Kentucky State University 241 Academics Services Bldg 400, East Main St Frankfort, Kentucky 40501 Phone : 502-597-5948 Url : <a href="http://www.kysu.edu">http://www.kysu.edu</a> Email : <a href="mailto:ron.banks@kysu.edu">ron.banks@kysu.edu</a> Ron Banks	N	0
32	Kentucky Wesleyan College 3000 Frederica street Owensboro, Kentucky 42303 Phone : 270-852-3302 Url : <a href="http://www.kwc.edu">http://www.kwc.edu</a> Email : <a href="mailto:mcambbron@kwc.edu">mcambbron@kwc.edu</a> Margaret Cambron	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
33	Lindsey Wilson College 210 Lidsey Wilson Street Columbia , Kentucky 42728 Phone : 270-384-8065 Email : careerservices@lindsey.edu Fax : 1-270-384-8434 Amy Wells	N	0
34	Lindsey Wilson College 210 Lindsey Wilson St Columbia, Kentucky 42728 Phone : 270-384-8065 Url : http://www.lindsey.edu Email : careerservices@lindsey.edu Ashley Miller	N	0
35	Linkedin Corp Solutions 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3600 Career Services Manual Posting	N	3
36	Mayor Training Center 1055 Industry Road Lexington, Kentucky 40507 Phone : 859-425-2191 Url : http://www.ky.gov Email : amy.glasscock@ky.gov Amy Glasscock	N	0
37	Midway College 512 E. Stephens St Midway, Kentucky 40347 Phone : 859-846-5390 Url : http://www.midway.edu Email : gcourtney@midway.edu Grayce Courtney	N	0
38	Morehead State University 220 Allie Young Hall Morehead, Kentucky 40351 Phone : 606-783-2233 Email : mba@mbaweb.org Fax : 1-606-783-5018 Mike Hopper	N	0

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39	Morehead State University 428 University Blvd Morehead, Kentucky 40351 Phone : 606-783-2233 Url : <a href="http://www.moreheadstate.edu">http://www.moreheadstate.edu</a> Email : <a href="mailto:careerservices@moreheadstate.edu">careerservices@moreheadstate.edu</a> Megan Boone	N	0
40	Murray State College One Murray Campus Tishomingo, Oklahoma 73460 Phone : 580-387-7000 Url : <a href="http://www.msok.edu/">http://www.msok.edu/</a> Fax : 1-580-223-5612 Cindy Pollard	N	0
41	Murray State University 210 Ordway Hall Murray, Kentucky 42071 Phone : 270-809-3735 Url : <a href="http://www.murraystate.edu">http://www.murraystate.edu</a> Email : <a href="mailto:msu.hirearacer@murraystate.edu">msu.hirearacer@murraystate.edu</a> Ray Karraker	N	0
42	NAACP 1300 S 4th St Suite Lower Level 10 Louisville, Kentucky 40210 Phone : 502-776-7608 Email : <a href="mailto:rcunnin3@bellsouth.net">rcunnin3@bellsouth.net</a> Raoul Cunnington	N	0
43	National College of Business and Technology 2376 Sir Barton Way Lexington, Kentucky 40508 Phone : 859-253-0621 Url : <a href="http://www.national-college.edu">http://www.national-college.edu</a> Email : <a href="mailto:cmhowell@national-college.edu">cmhowell@national-college.edu</a> Cheryl Howell	N	0
44	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California Phone : 626-792-6462 Url : <a href="http://www.nhmc.org">http://www.nhmc.org</a> Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Alejandra Valenzuela	N	0



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45	Norfolk State University 700Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Url : <a href="http://www.nsu.edu">http://www.nsu.edu</a> Email : <a href="mailto:jtallmadge@nsu.edu">jtallmadge@nsu.edu</a> J Tallmadge	N	0
46	Northern Kentucky University University Center 230 Highland Heights, Kentucky 41099 Phone : 859-527-5680 Url : <a href="http://www.nku.edu">http://www.nku.edu</a> Email : <a href="mailto:cdc@nku.edu">cdc@nku.edu</a> Career Center	N	0
47	Nothern Kentucky University UC 230, Nunn Drive Highland Height, Kentucky 41099 Phone : 859-572-5680 Email : <a href="mailto:cdc@nku.edu">cdc@nku.edu</a> Fax : 1-859-572-6996 Karen Chinetti	N	0
48	Ohio Media School 6703 Madison Road Cincinnati, Ohio Email : <a href="mailto:tc@beonair.com">tc@beonair.com</a> TC Sommers	Y	0
49	Purdue Unversity 100 S. Grant St Rawls Hall Room 3029 West Lafayette, Indiana 47907 Phone : 765-494-5059 Url : <a href="http://www.purdue.edu">http://www.purdue.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> David Reseigh	N	0
50	Re-hire	N	1
51	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

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52	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
53	Sinclair Website 10706 Beaver Dam Road Cockeysville, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	1
54	Southland Christian Church 5001 Harrodsburg Road Nicholasville, Kentucky 40514 Phone : 859-224-1600 Url : <a href="http://www.southlandchristian.org">http://www.southlandchristian.org</a> Email : <a href="mailto:ekelly@southlandchristian.org">ekelly@southlandchristian.org</a> Elizabeth Kelly	N	0
55	Spalding University 851 South Fourth Street Louisville, Kentucky 40203 Phone : 502-585-9911 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-502-588-7170 Connie Holland	N	0
56	Spencerian College 1575 Winchester Road Lexington, Kentucky 40514 Phone : 859-977-5423 Url : <a href="http://www.spencerian.edu">http://www.spencerian.edu</a> Email : <a href="mailto:crivard@spencerian.edu">crivard@spencerian.edu</a> Caitlin Rivard	N	0
57	Station Website	N	1
58	Sullivan University 2355 Harrodsburg Road Lexington, Kentucky 40514 Phone : 859-514-7680 Url : <a href="http://www.sullivan.edu">http://www.sullivan.edu</a> Email : <a href="mailto:jsaifullah@sullivan.edu">jsaifullah@sullivan.edu</a> Julianne Saifullah	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
59	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
60	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
61	Thomas More College 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-341-5800 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-859-344-3607 Renee Noel	N	0
62	Thomas More College 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-344-3386 Url : <a href="http://www.thomasmoore.edu">http://www.thomasmoore.edu</a> Email : <a href="mailto:julie.mueller@thomasmore.edu">julie.mueller@thomasmore.edu</a> Julie Mueller	N	0
63	Transylvania University 300 North Broadway Lexington, Kentucky 40508 Phone : 859-233-8193 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-859-233-8785 Susan Rayer	N	0
64	Transylvania University 300 N Broadway Lexington, Kentucky 40508 Phone : 859-233-8193 Url : <a href="http://www.transy.edu">http://www.transy.edu</a> Email : <a href="mailto:srayer@transy.edu">srayer@transy.edu</a> Susan Rayer	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
65	Tvjobs.com PO Box 4116 Oceanview, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	0
66	UK Minority Learning Services center 660 S. Limestone Lexington, Kentucky 40506 Phone : 859-323-6347 Url : <a href="http://www.uky.edu">http://www.uky.edu</a> Email : <a href="mailto:kim.toomey@uky.edu">kim.toomey@uky.edu</a> Kim Toomey	N	0
67	Union College 310 College Street Barbourville, Kentucky 40906 Phone : 606-546-1258 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-606-546-1522 Amanda Spencer	N	0
68	Union College 310 College St D-19 Barboursville, Kentucky 40906 Phone : 606-546-1258 Url : <a href="http://www.unionky.edu">http://www.unionky.edu</a> Email : <a href="mailto:dphillips@unionky.edu">dphillips@unionky.edu</a> Daleana Phillips	N	0
69	University of Kentucky 408 Rose St Lexington, Kentucky 40506 Phone : 859-257-4067 Url : <a href="http://www.uky.edu">http://www.uky.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Services	N	0
70	University of KY - Center for Academic & Tutorial Services Memorial Coliseum Lexington, Kentucky 40506 Phone : 859-257-5360 Url : <a href="http://www.uky.edu">http://www.uky.edu</a> Email : <a href="mailto:dustin.lewis@uky.edu">dustin.lewis@uky.edu</a> Dustin Lewis	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
71	University of KY - Center for Academic Resources and Enrichment Services 660 South Limestone Street Lexington, Kentucky 40506 Phone : 859-323-6347 Url : <a href="http://www.uky.edu">http://www.uky.edu</a> Email : <a href="mailto:toni@uky.edu">toni@uky.edu</a> Toni Thomas	N	0
72	University of Pikeville 147 Sycamore Street Pikeville, Kentucky 41501 Phone : 606-218-5270 Url : <a href="http://www.upike.edu">www.upike.edu</a> Email : <a href="mailto:lakiabailey@upike.edu">lakiabailey@upike.edu</a> Lakia Bailey	N	0
73	University of the Cumberlands 7528 College Station Williamsburg, Kentucky 40769 Phone : 606-589-4259 Url : <a href="http://www.cumberlandcollege.edu">www.cumberlandcollege.edu</a> Email : <a href="mailto:dharp@ucumberlands.edu">dharp@ucumberlands.edu</a> Fax : 1-606-539-4136 Debbie Harp	N	0
74	University of the Cumberlands 7528 College Station Drive Williamsburg, Kentucky 40769 Phone : 606-539-4259 Url : <a href="http://www.ucumberlands.edu">http://www.ucumberlands.edu</a> Email : <a href="mailto:career.services@ucumberlands.edu">career.services@ucumberlands.edu</a> Debbie Harp	N	0
75	US Army Wounded Warrior Program 200 Stovall Street Room 7N53 Alexandria, Vermont 22332 Phone : 9042967350 Email : <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0
76	Western Kentucky University One Big Red Way Bowling Green , Kentucky 42101 Phone : 270-745-3095 Email : <a href="mailto:dan.onitsuka@wku.edu">dan.onitsuka@wku.edu</a> Dan Onitsuka	N	0

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77	Western Kentucky University 1 Big Red Way 216 Cravens Bowling Green, Kentucky 42101 Phone : 270-745-3095 Url : <a href="http://www.wku.edu">http://www.wku.edu</a> Email : <a href="mailto:rebecca.tinker@wku.edu">rebecca.tinker@wku.edu</a> Rebecca Tinker	N	0
78	YMCA Black Achievers 239 East High Street Lexington, Kentucky 40507 Phone : 859-367-7327 Url : <a href="http://www.ymca.org">http://www.ymca.org</a> Email : <a href="mailto:asisk@ymcaofcentralky.org">asisk@ymcaofcentralky.org</a> Alan Sisk	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>18</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	4/20/2016	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 Human Resources Business Manager Director of Digital Content & Solutions
2	5/8/2016	Participation in events or programs sponsored by educational institutions	Marvin Bartlett emceed an awards ceremony for the Central Kentucky Council on Youth Leadership. While there he met with top students from 53 high schools and discussed his job as an anchor, what he does, education and training and why he chose his career.	1	Anchor
3	8/6/2016	Participation in events sponsored by community groups	Fox56 Back to School Jamboree community event allowed for HR Manager and Anchors to hand out information on jobs with Sinclair and discuss open opportunities with WDKY. Anchors also discussed on-air portion of job with interested students and community members.	4	Business Manager Business Assistant Anchor Anchor

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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>
4	12/1/2016	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>	25	



**WDKY**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

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	<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>
5	3/7/2017	Participation in Job Fairs	Jarelle Conn and JD Florence represented WDKY FOX 56 at the March 7, 2017 Job Fair at Morehead State University. They set up a table displaying the station logo and handed out cards with the company career website. They provided the company profile and discussed job openings with students and alumni who were interested in applying.	2	Business Manager IT Engineer