

**KATV-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2017 - January 31, 2018**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Chief Engineer	1-3, 7, 12-14, 18-25, 27-29, 31-33, 35-41, 43, 45-49, 53-56	23
Promotions Producer	1-3, 7, 10-14, 18-21, 23-25, 27-29, 31-33, 35-41, 43, 45-49, 53-56	23
Local Sales Manager	1-3, 7, 12-14, 18-22, 24-25, 27-29, 31-33, 35-36, 38-41, 43, 45-49, 53-55	41
Sales Account Executive	1-3, 7, 10, 12-14, 18-21, 24-25, 27-29, 31-33, 35-41, 43, 45-49, 53-56	10
Sales Account Executive	1-3, 7, 10, 12-14, 18-21, 24-25, 27-29, 31-33, 35-41, 43, 45-49, 53-56	41
Master Control Operator	1-3, 7, 12-14, 18-21, 24-25, 27-29, 31-33, 35-41, 43, 45-49, 53-56	41
News Producer	1-3, 7, 9-10, 12-14, 18-22, 24-25, 27-33, 35-43, 45-49, 53-56	48
News Producer	1-3, 7, 9-10, 12-14, 18-22, 24-25, 27-33, 35-43, 45-49, 53-56	46
General Assignment Reporter	1-3, 7, 9-10, 12-14, 18-21, 23-25, 27-33, 35-43, 45-49, 53-56	23
Audio Operator/Studio Crew	1-3, 6-7, 12-14, 18-21, 24-25, 27-29, 31-33, 35-41, 43, 45-49, 53-56	41
Audio Operator/Studio Crew	1-3, 6-7, 12-14, 18-21, 24-25, 27-29, 31-33, 35-41, 43, 45-49, 53-56	41
Multimedia Journalist	1-3, 7, 9, 12-14, 18-21, 24-25, 27-33, 35-43, 45-49, 53-56	41
Lifestyle Show Host	1-3, 7, 9, 12-14, 18-25, 27-33, 35-43, 45-49, 53-56	23
Digital Sales Coordinator	1-3, 7, 10, 12-14, 18-21, 24-25, 27-29, 31-33, 35-41, 43, 45-49, 53-56	10
Local Sales Assistant	1-3, 7, 11-14, 18-21, 24-25, 27-29, 31-33, 35-40, 43, 45-49, 53-56	11
Technical Director / Studio Crew	1-3, 7, 9, 12-14, 18-21, 24-25, 27-33, 35-43, 45-49, 53-56	21
News Producer	1-3, 7, 9-10, 12-14, 18-21, 24-25, 27-33, 35-40, 42-49, 53-56	10
General Assignment Reporter	1-3, 7, 9-10, 12-14, 18-21, 24-25, 27-33, 35-40, 42-49, 53-56	10
Digital Content Manager	1-3, 7, 9-10, 12-14, 18-21, 23-25, 27-33, 35-40, 42-49, 53-56	23
Master Control Operator	1, 10, 24-25, 29, 53-54	10
Digital Content Producer	1-3, 7, 10, 12-14, 18-22, 24-25, 27-29, 32-33, 35-41, 43-49, 53-54	10

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Assistant Chief Engineer	1-5, 7-8, 12-29, 31-40, 43-56	23

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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	Arkansas Broadcasters Association 2024 Arkansas Valley Dr. Ste. 403 Little Rock, Arkansas 72212 Phone : 501-227-7564 Url : <a href="http://www.arkbroadcasters.org/ark">http://www.arkbroadcasters.org/ark</a> Email : <a href="mailto:mail@arkbroadcasters.org">mail@arkbroadcasters.org</a> Job Listings	Y	1
2	Arkansas State University PO Box 600 State University, Arkansas 72467 Url : <a href="http://www.astate.edu">www.astate.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Services	N	0
3	Arkansas Tech University Broadcast Productions Crabaugh 106 Russellville, Arkansas 72801 Phone : 479-968-0278 Url : <a href="http://www.atu.edu">http://www.atu.edu</a> Email : <a href="mailto:career.services@atu.edu">career.services@atu.edu</a> Fax : 1-479-964-0863 George Cotton	N	0
4	Arkansas Technical University 1605 Collisium Drive Russellville, Arkansas 72801 Phone : 479-880-4520 Email : <a href="mailto:ajohnson94@atu.edu">ajohnson94@atu.edu</a> Fax : 1-479-964-0863 Amanda Johnson	N	0
5	Black River Technical College PO Box 468 Pochantas, Arkansas 72455 Phone : 870-248-4000 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-870-248-4100 Kimberly Bigger	N	0
6	Call In	N	1
7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrew Hamburger	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
8	Central Baptist College no listing Conway, Arkansas 72032 Phone : 501-329-6872 Fax : 1-501-329-2941 Central Baptist College Central Baptist College	N	0
9	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
10	Employee Referral	N	15
11	Former Employee	N	2
12	Fullerton College 321 E. Chapman Avenue Fullerton, California 92832 Phone : 714-992-7121 Url : <a href="http://www.fullcoll.edu">http://www.fullcoll.edu</a> Email : <a href="mailto:jcirrito@fullcoll.edu">jcirrito@fullcoll.edu</a> Janine Cirrito	N	0
13	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	2
14	Harding University Dept. of Communications Box 10765 Searcy, Arkansas 72149 Phone : 501-279-4638 Url : <a href="http://www.harding.edu">http://www.harding.edu</a> Email : <a href="mailto:communication@harding.edu">communication@harding.edu</a> Dr. Michael James	N	0
15	Harding University Main Campus no listing Searcy, Arkansas 72149 Phone : 501-279-4000 Fax : 1-501-279-4600 Harding University Main Campus Harding University Main Campus	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
16	Henderson State University 100 Henderson Street; Box 772 Arkadelphia, Arkansas 71923 Phone : 870-230-5295 Email : mba@mbaweb.org Fax : 1-870-230-5336 Jessica Garrison	N	0
17	Hendrix College 1601 Harkrider St Conway, Arkansas 72032 Phone : 501-329-6811 Email : careerservices@hendrix.edu Fax : 1-501-450-1200 Hendrix College Hendrix College	N	0
18	Hendrix College Career Services 1600 Washington Aveune Conway, Arkansas 72032 Phone : 501-450-1440 Url : <a href="http://www.hendrix.edu">http://www.hendrix.edu</a> Email : careerservices@hendrix.edu Leigh Lassiter-Counts	N	0
19	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 : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
20	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : cdudley@howard.edu Carol Dudley	N	0
21	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	16
22	Internal Candidate	N	7

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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	Internal Hire	N	6
24	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sharon Pickeral	Y	0
25	ITT Technical Institute 4520 South University Little Rock, Arkansas 72204 Phone : 501-565-5550 Url : <a href="http://www.itt-tech.edu">http://www.itt-tech.edu</a> Email : <a href="mailto:dblake1@itt-tech.edu">dblake1@itt-tech.edu</a> Darren Blake	Y	0
26	John Brown University 200 West University Siloam Springs, Arkansas 72761 Phone : 479-524-7282 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-479-524-7221 Dan Noyes	N	0
27	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	1
28	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Todd Soffian	N	0
29	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> 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
30	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
31	Metropolitan Career Technical School 7701 Scott Hamilton Drive Little Rock, Arkansas 72209 Phone : 501-447-1224 Url : <a href="http://www.metrocareertech.org">http://www.metrocareertech.org</a> Fax : 1-501-447-1201 Bruce Miles	N	0
32	National Television Academy 1001 Highlands Plaza Dr. W Ste. 320 St. Louis, Missouri 63110 Phone : 314-647-3669 Url : <a href="http://emmyonline.org">http://emmyonline.org</a> Email : <a href="mailto:maggie@emmymid-america.org">maggie@emmymid-america.org</a> Maggie Eubanks	N	0
33	Philander Smith College Center fo Student Services 900 W. Daisy L. Gaston Bates Dr. Little Rock, Arkansas 72202 Phone : 501-975-6050 Url : <a href="http://www.philander.edu">http://www.philander.edu</a> Email : <a href="mailto:rlovelace@philander.edu">rlovelace@philander.edu</a> Rhonda Lovelace	N	0
34	Phlander Smith College 812 West 13th Street Little Rock, Arkansas 72202 Phone : 501-370-5316 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-501-370-5299 Alvin Anglin	N	0
35	Randolph Women's College 2500 Rivermont Ave. Lynchburg, Virginia 23464 Phone : 434-947-8116 Url : <a href="http://www.randolphcollege.edu">http://www.randolphcollege.edu</a> Email : <a href="mailto:stucker@randolphcollege.edu">stucker@randolphcollege.edu</a> Sonja Tucker	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
36	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
37	Shorter College 604 Locust Street No. Little Rock, Arkansas 72114 Phone : 501-374-6305 Url : <a href="http://www.shortercollege.edu">http://www.shortercollege.edu</a> Email : <a href="mailto:info@shortercollege.edu">info@shortercollege.edu</a> Fax : 1-501-374-9333 Lawrence Ibekwe	N	0
38	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
39	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgi.net">employment@sbgi.net</a> Sharon Pickeral	N	0
40	Southern Arkansas University Tech P.O. Box 3499 East Camden, Arkansas 71711 Phone : 870-574-4527 Url : <a href="http://www.sautech.edu">http://www.sautech.edu</a> Email : <a href="mailto:staylor@sautech.edu">staylor@sautech.edu</a> Steve Taylor	N	0
41	Station Website	N	21
42	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:hedding@talentedynamics.com">hedding@talentedynamics.com</a> Christina Hedding	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
43	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
44	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrea Siegle	N	0
45	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
46	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	3
47	U of Arkansas - Little Rock/ School of Mass Communications 2801 S. University Little Rock, Arkansas 72204 Phone : 501-569-3250 Url : <a href="http://www.ualr.edu">http://www.ualr.edu</a> Email : <a href="mailto:fmwatson@ualr.edu">fmwatson@ualr.edu</a> Fleta Watson	N	0
48	University of Arkansas Department of Journalism 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-575-6307 Email : <a href="mailto:lfoley@uark.edu">lfoley@uark.edu</a> Larry Foley	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
49	University of Arkansas at Pine Bluff 1200 N. University Dr. Mail Slot 4975 Pine Bluff, Arkansas 71601 Phone : 870-575-8461 Url : <a href="http://www.uapb.edu">http://www.uapb.edu</a> Email : <a href="mailto:jonesm@uapb.edu">jonesm@uapb.edu</a> Mary Jones	N	0
50	University of Arkansas Monticello PO Box 3548 Monticello, Arkansas 71656 Phone : 870-460-1454 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-870-460-1354 Laura Hughes	N	0
51	University of Arkansas- Little Rock 2801 S University Ave Little Rock, Arkansas 72204 Phone : 501-569-3000 Fax : 1-501-569-8156 University of Arkansas- Little Rock University of Arkansas- Little Rock	N	0
52	University of the Ozarks 415 Collge Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : <a href="mailto:careers@ozarks.edu">careers@ozarks.edu</a> Kimberly Spicer	N	0
53	University of the Ozarks 415 N. College Avenue Clarksville, Arkansas 72830 Phone : 479-979-1450 Url : <a href="http://www.ozarks.edu">http://www.ozarks.edu</a> Email : <a href="mailto:sedens@ozarks.edu">sedens@ozarks.edu</a> Susan Edens	Y	0
54	US Army Wounded Warrior Program 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:vicki.h.mullen.civ@mail.mil">vicki.h.mullen.civ@mail.mil</a> 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
55	Watershed Family Resource Center 3701 Springer Blvd. Little Rock, Arkansas 72206 Phone : 501-378-0176 Fax : 1-501-378-0432 Fred Hokes	N	0
56	Workforce Center at Little Rock 5401 S University Little Rock, Arkansas 72209 Phone : . Url : <a href="https://www.arjoblink.arkansas.gov/ada/r/offices/9">https://www.arjoblink.arkansas.gov/ada/r/offices/9</a> Fax : 1-501-537-0729 Little Rock Career Center	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>77</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	2/1/2017	Establishment of an intern program designed to assist members of the community	KATV has an established internship program that is designed to broaden educational development of those studying for careers in broadcasting as well as assisting members of the community to acquire skills needed for broadcast employment. Each intern applicant must be enrolled in an accredited college or university. The applicant must be majoring in communications or journalism. During these internships the students have the opportunity to observe and be a part of a working television newsroom. This year we had 18 interns. One (1) from University of Arkansas, Fayetteville, one (1) from Baylor University, three (3) from Arkansas Tech University, one (1) from Grambling State University, two (2) from Harding University, one (1) from Kilgore College, one (1) from University of Mississippi, three (3) from University of Central Arkansas, one (1) from Arkansas State University, one (1) from University of Arkansas at Little Rock, one (1) from University of Arkansas at Pine Bluff, one (1) from Lindenwood University and one (1) from Henderson State University.	4	News Director News Manager Sports Director Asst. News Director
2	2/9/2017	Participation in events or programs sponsored by educational institutions	Renee Shapiro, Marketing Consultant, spoke with the Intro to Broadcast class at Episcopal Collegiate School. She talked to the students about her job and how to have a career in Broadcasting. Renee was a KATV Intern so she talked about the Internship program. She talked about the importance of doing good in school. She answered questions from the students.	1	Marketing Consultant

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3	3/8/2017	Participation in Job Fairs	Candace Gingrasso, DSM, Vickie Wright, LSM, Leigh Graham, LSM, Renee Shapiro, Marketing Consultant, Elisabeth Armstrong, Reporter, participated in the Spring Career Fair at University of Arkansas at Little Rock from 11:00 am - 3:00 pm. This career fair was an opportunity to talk to students regarding the current KATV job openings and entry level positions with the company. We handed out information on the KATV Internship. Students were encouraged to apply online on the company website.	5	Digital Sales Manager Local Sales Manager Local Sales Manager Marketing Consultant
4	3/23/2017	Participation in events or programs sponsored by educational institutions	Nick Genty, News Director spoke to the Advanced Video Production class at Harding University. He talked to the students about a career in Broadcasting. Many of the students were Seniors so he talked about the job interview process. He answered questions from the students.	1	News Director
5	4/10/2017	Participation in events or programs sponsored by educational institutions	Nick Genty, News Director spoke at the University of Arkansas Journalism Days. He spoke about having a career in Broadcasting. He shared his experiences as a Photographer, Executive Producer and News Director. He talked about the importance of working hard. He answered questions from the students.	1	News Director

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6	8/8/2017	Participation in Job Fairs	<p>Sharon Pickeral –Sr. Employment Manager  Kevin Olivas – News Talent Manager  Stan Heist – Director, News Training and Development</p> <p>The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017. 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.</p>	3	<p>Sr. Employment Manager  News Talent Manager  Director, News Training and Development</p>
7	9/13/2017	Participation in events sponsored by community groups	Tony Ranchino, Photographer, spoke to Sports Broadcasting class at Harding University. He spoke to the students about his job and how to have a career in Broadcasting. He shared his experiences as a television sports photographer. He shared the importance of doing well in school and setting goals for the future.	1	Photographer
8	10/4/2017	Participation in Job Fairs	Lisa Richey, HR Manager and Kenny Reynolds, News Operations Manager participated in the Fall Career Fair at University of Arkansas at Pine Bluff from 9:00 am to 1:00 pm. This career fair was an opportunity for students from UAPB to discuss employment opportunities with businesses. KATV had a table and students were encouraged to leave resumes and were directed to apply online on the company's website. We discussed current job openings, entry level positions and the KATV Internship program.	2	<p>HR Manager  News Manager</p>

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9	11/1/2017	Participation in Job Fairs	Kenny Reynolds, News Operations Manager, Candace Gingrasso, DSM, Kaylee Dodson, Digital Sales Coordinator, Vickie Wright, LSM, Kaitlyn Levenson, News Producer (former KATV Intern) participated in the Fall Career Fair at the University of Central Arkansas from 9:00 am to 2:00 pm. This networking event was designed to attract students to visit many of the booths and find out about internships and job openings. Students were informed about the current job openings at KATV. We distributed internship information and collected several resumes.	5	Digital Sales Manager Local Sales Manager News Manager Digital Sales Coordinator
10	11/3/2017	Participation in events or programs sponsored by educational institutions	Todd Yakoubian, Meteorologist spoke to the AP Environment Science class at Cabot High School. He talked to the students about his job and how to become a Meteorologist. He talked about severe weather in Arkansas and gave tips on how to be safe. He discussed how the weather is forecast. He answered questions from the students.	1	Meteorologist

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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>
11	11/22/2017	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>	100	