

KGBT-TV

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
News Producer	1-5, 7-12, 14-25, 27-29, 31, 33-36, 38-39, 41-47, 49-51, 53-56, 58-63	19
News Producer	1-5, 7-12, 14-25, 27-29, 31, 33-36, 38-39, 41-47, 49-51, 53-56, 58-63	35
Chief Engineer	3, 5, 11-14, 16-17, 19-21, 23-25, 28, 33-35, 40, 43, 45, 48-50, 52, 54-55, 57-58, 61-63	62
Digital Content Producer	3, 5, 11-14, 16-17, 19-21, 23-26, 28, 33-35, 37, 40, 43, 45, 48-50, 52, 54-55, 57-58, 61, 63	35
Weekend Assignment Editor	3, 5, 11-14, 16-17, 19-21, 23-26, 28, 33-35, 37, 40, 43, 45, 48-50, 52, 54-55, 57-58, 61-63	19
News Assignment Manager	3, 5, 11-14, 16-17, 19-21, 23-26, 28, 33-35, 37, 40, 43, 45, 48-50, 52, 54-55, 57-58, 61, 63	35
Lifestyle Show Host	3, 5, 11-14, 16-17, 19-21, 23-26, 28, 32-35, 37, 40, 43, 45, 48-50, 52, 54-55, 57-58, 61, 63	32
Multimedia Journalist	3, 5, 9, 11-14, 16-17, 19-21, 23-26, 28, 33-35, 37, 40, 43, 45, 48-50, 52, 54-55, 57-58, 61, 63	9
Multimedia Journalist	3, 5, 9, 11-14, 16-17, 19-21, 23-26, 28, 33-35, 37, 40, 43, 45, 48-50, 52, 54-55, 57-58, 61, 63	16
Regional National Sales Assistant	3, 5, 11-14, 16-17, 19-21, 23-25, 28, 33-35, 40, 43, 45, 48-50, 52, 54-55, 57-58, 61, 63	35
News Photographer	3, 5, 9, 11-14, 16-17, 19-21, 23-26, 28, 33-35, 37, 40, 43, 45, 48-50, 52, 54-55, 57-58, 61-63	16
News Photographer	3, 5, 9, 11-14, 16-17, 19-21, 23-26, 28, 33-35, 37, 40, 43, 45, 48-50, 52, 54-55, 57-58, 61-63	9
Technical Director/Master Control Operator	3, 5, 9, 11-14, 16-17, 19-21, 23-25, 28, 33-35, 40, 43, 45, 48-50, 52, 54-55, 57-58, 61, 63	35
Director	3, 5, 11-14, 16-17, 19-21, 23-26, 28, 33-35, 37, 40, 43, 45, 48-50, 52, 54-55, 57-58, 61, 63	35
Sales Account Executive	3, 5, 11-14, 16-17, 19-21, 23-25, 28, 33-35, 40, 43, 45, 48-50, 52, 54-55, 57-58, 61, 63	35

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Sales Account Executive	3, 5, 11-14, 16-17, 19-21, 23-25, 28, 33 -35, 40, 43, 45, 48-50, 52, 54-55, 57- 58, 61, 63	16
Sales Account Executive	3, 5, 11-14, 16-17, 19-21, 23-25, 28, 33 -35, 40, 43, 45, 48-50, 52, 54-55, 57- 58, 61, 63	16
Sales Account Executive	3, 5, 11-14, 16-17, 19-21, 23-25, 28, 33 -35, 40, 43, 45, 48-50, 52, 54-55, 57- 58, 61, 63	3
News Editor	3, 5-6, 9, 11-14, 16-17, 19-21, 23-26, 28, 33-35, 37, 40, 43, 45, 48-50, 52, 54- 55, 57-58, 61-63	6
Digital News Producer	3, 5, 11-14, 16-17, 19-21, 23-25, 28, 30, 33-35, 37, 40, 43, 45, 48-50, 52, 54- 55, 57-58, 61-63	16

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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
1	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 1-972-241-8270 Lisa Vongthackdy	N	0
2	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
3	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	3
4	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	N	0
5	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : careerservices@concordia.edu Leslie Brunson	N	0
6	Current Employee/Internal Promotion	N	1
7	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0

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8	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginal Gates	N	0
9	Employee Referral	N	6
10	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
11	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgtv.com Sinclair SilkRoad Source	N	0
12	Harlingen Chamber of Commerce 311 E Tyler Harlingen , Texas 78550 Phone : . Url : www.harlingen.com Email : thechamber@harlingen.com Emily Gonzalez	N	0
13	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgtv.com Broadbean Source Alicia Lawrence	N	0
14	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0

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15	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
16	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	14
17	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : eloise@ithaca.edu Eloise Green	Y	0
18	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
19	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	5
20	KGBT-TV (TV advertisement) 9201 W. Expressway 83 Harlingen, Texas 78552 Phone : 9563664410 Url : http://www.valleycentral.com Email : lguerrero@chestv.com Linda Deicla	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
21	KGBT-TV (Walk-in, Other) 9201 W. Expressway 83 Harlingen, Texas 78552 Phone : 9563664410 Email : lguerrero@chestv.com Fax : 1-956-366-4494 Linda Deicla	N	0
22	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
23	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	4
24	McMurry College 1 McMurry University Abilene, Texas 79697 Email : jgreer@mcm.edu James Greer	N	0
25	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
26	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
27	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0

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28	NAB 1771 N. Street, NW Washington, District of Columbia 20036 Phone : 202-429-5498 Url : http://www.nabef.org Email : nmann@nab.org Fax : 1-202-429-3930 Nate Mann	N	0
29	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0
30	Non-Employee Referral	N	2
31	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : 1-801-697-6657 Todd Nelson	N	0
32	Previous Employee	N	1
33	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
34	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.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
35	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	21
36	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
37	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
38	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
39	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
40	Texas A&M University 401 Joe Routt Blvd College Station, Texas 77843 Phone : . Url : www.tamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
41	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	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
42	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Job Listings	N	0
43	Texas Association of Broadcasters 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Email : jobs@tab.org Craig Bean	N	1
44	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
45	Texas State Technical College 1902 N. Loop 499 Harlingen, Texas 78550 Phone : 956-364-4106 Email : josie.saldivar@harlingen.tstc.edu Fax : 1-956-364-4106 Josie Saldivar	N	0
46	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
47	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0

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48	Texas Tech University 2500 Broadway Lubbock, Texas 79409 Phone : . Url : www.ttu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
49	Texas Workforce Center 601 E harrison St Harlingen, Texas 78550 Phone : 956-541-3141 Fax : 1-956-412-2199 Joe Palacios	N	0
50	Texas Workforce Center 2510 Pecan St. Harlingen, Texas 78550 Phone : 956-423-9266 ext. 4449 Email : sbgresumes@sbgstv.com Fax : 1-956-412-2199 Dee Saenz	N	0
51	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
52	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
53	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Fax : 216-642-9232 Gary James	N	0

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54	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
55	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	2
56	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
57	University of Texas - El Paso (UTEP) 500 W University Ave El Paso, Maryland 79968 Phone : . Email : sbgresumes@sbgstv.com Career Center	N	0
58	University of Texas Brownsville/TSC 80 Fort Brown Brownsville, Texas 78520 Phone : 956-882-5627 Url : www.utb.edu Email : mario.torres@utb.edu Mario Torres	N	0
59	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0

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60	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
61	US Army Wounded Warrior Program 200 Stovall St., Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
62	ValleyCentral.com / station website 9201 W. Expressway 83 Harlingen, Texas 78552 Phone : 956-366-4423 Url : http://www.valleycentral.com Email : employment@sbgvtv.com Sergio Chapa	N	7
63	Walter Cronkite School of Journalism 555 N. Central Ave., Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Michael Wong	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			67

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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	4/20/2016	Participation in Job Fairs	NAB Career Fair, Las Vegas, NV 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	8/3/2016	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/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. 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.	4	
3	11/10/2016	Participation in Job Fairs	Lori Stuart-Carruthers (Business Manager) and Zoltan Csanyi (News Director) participated in the Workforce Solutions Cameron "Red, White and You Job Fair." Lori and Zoltan met with 100+ potential candidates to discuss the station's current job openings and provide them information on applying for a job at KGBT or other Sinclair properties.	2	News Director HR Business Mgr

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	12/5/2016	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	