

**KGBT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 - March 31, 2018**

**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
Promotions Producer	1, 3, 5-6, 10-15, 17, 19-24, 26, 28-30, 32-38, 40-46	10
News Photographer	3, 5, 9, 11-15, 17, 19-38, 40-46	27
Multimedia Journalist/Reporter	3, 5, 7, 9, 11-17, 19-26, 28-38, 40-44, 46	7
Multimedia Journalist/Reporter	3, 5, 7, 9, 11-17, 19-26, 28-38, 40-44, 46	30
Multimedia Journalist/Reporter	3, 5, 7, 9, 11-17, 19-26, 28-38, 40-44, 46	16
Director/Technical Director	3, 5, 9, 11-15, 17, 19-26, 28-38, 40-44, 46	30
News Producer	3, 5, 9, 11-15, 17, 19-26, 28-38, 40-44, 46	9
Marketing Consultant/Sales (Entry-Level)	3, 5, 11-15, 17, 19-24, 26, 28-30, 32- 38, 40-46	15
Marketing Consultant/Sales (Entry-Level)	3, 5, 11-15, 17, 19-24, 26, 28-30, 32- 38, 40-46	30
News Assignment Manager	3, 5, 8, 11-15, 17, 19-26, 28-38, 40-44, 46	8
News Assignment Editor	3, 5, 11-15, 17, 19-26, 28-38, 40-44, 46	15
Weekend Anchor/Weekday Multimedia Journalist	3, 5, 8, 11-17, 19-26, 28-38, 40-44, 46	8
Weekend Sports Anchor / Weekday Sports Reporter	3, 5, 8, 11-15, 17-26, 28-38, 40-44, 46	8
News Photographer/Editor	3-5, 9, 11-15, 17, 19-26, 28-38, 40-44, 46	9
Multimedia Journalist/Reporter	3-5, 9, 11-15, 17, 19-26, 28-38, 40-44, 46	30
Business Manager	3, 5-6, 11-15, 17, 19-24, 26, 28-30, 32- 38, 40-44, 46	15
Business Manager	3, 5-6, 11-15, 17, 19-24, 26, 28-30, 32- 38, 40-44, 46	15
Director/Technical Director	3-5, 11-15, 17, 19-38, 40-44, 46	27
Sports Anchor	3-5, 9, 11-15, 17-26, 28-38, 40-44, 46	18
Weekend Anchor/ Weekday Multimedia Journalist	2-5, 11-15, 17, 19-26, 28-38, 40-44, 46	2
Multimedia Journalist	9, 16-17, 19, 22, 24, 30, 44, 46	19
Digital Executive Producer	3, 5-6, 11-17, 19-24, 26, 28-30, 32-41, 44, 46-47	41

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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	Art Institute of San Antonio 100001H-10 West San Antonio, Texas 78230 Url : <a href="http://www.aii.edu">http://www.aii.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
2	Career Fair	N	1
3	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
4	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
5	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : <a href="http://www.concordia.edu">www.concordia.edu</a> Email : <a href="mailto:careerservices@concordia.edu">careerservices@concordia.edu</a> Leslie Brunson	N	0
6	Current Employee	N	3
7	Current Employee - Transfer/Promotion	N	1
8	Current Employee/Internal Promotion	N	3
9	Employee Referral	N	12
10	Former Employee Referral	N	1
11	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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@sbgstv.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
15	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	17
16	Internet Ad	N	4
17	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
18	Job posting on internet	N	2

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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 : <a href="http://www.valleycentral.com">http://www.valleycentral.com</a> Email : lguerrerodeicla@chestv.com Linda Deicla	N	0
21	KGBT-TV (Walk-in, Other) 9201 W. Expressway 83 Harlingen, Texas 78552 Phone : 9563664410 Email : lguerrerodeicla@chestv.com Fax : 1-956-366-4494 Linda Deicla	N	0
22	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : sbgresumes@sbgstv.com Todd Soffian	N	4
23	McMurry College 1 McMurry University Abilene, Texas 79697 Email : jgreer@mcm.edu James Greer	N	0
24	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 : info@media-match.com Tammy Romaniuk	Y	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
25	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
26	NAB 1771 N. Street, NW Washington, District of Columbia 20036 Phone : 202-429-5498 Url : <a href="http://www.nabef.org">http://www.nabef.org</a> Email : <a href="mailto:nmann@nab.org">nmann@nab.org</a> Fax : 1-202-429-3930 Nate Mann	N	0
27	Non-Employee Referral	N	2
28	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
29	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
30	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgj.net">http://www.sbgj.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	19

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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>
31	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
32	Texas A&M University 401 Joe Routt Blvd College Station, Texas 77843 Phone : . Url : <a href="http://www.tamu.edu">www.tamu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
33	Texas Association of Broadcasters 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Craig Bean	N	2
34	Texas State Technical College 1902 N. Loop 499 Harlingen, Texas 78550 Phone : 956-364-4106 Email : <a href="mailto:josie.saldivar@harlingen.tstc.edu">josie.saldivar@harlingen.tstc.edu</a> Fax : 1-956-364-4106 Josie Saldivar	N	0
35	Texas Tech University 2500 Broadway Lubbock, Texas 79409 Phone : . Url : <a href="http://www.ttu.edu">www.ttu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
36	Texas Workforce Center 601 E harrison St Harlingen, Texas 78550 Phone : 956-541-3141 Fax : 1-956-412-2199 Joe Palacios	N	1

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37	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
38	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 : sbgresumes@sbgstv.com Broadbean Source	N	0
39	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
40	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
41	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : admin@tvjobs.com Mark Holloway	N	3
42	University of Texas - El Paso (UTEP) 500 W University Ave El Paso, Maryland 79968 Phone : . Email : sbgresumes@sbgstv.com Career Center	N	0

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43	University of Texas Rio Grande Valley 80 Fort Brown Brownsville, Texas 78520 Phone : 956-882-6519 Url : www.utrgv.edu Email : mario.torres@utrgv.edu Mario Torres	N	0
44	US Army Wounded Warrior Program 200 Stovall St., Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
45	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	2
46	Walter Cronkite School of Journalism 555 N. Central Ave., Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Michael Wong	Y	0
47	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>83</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	4/13/2017	Participation in events or programs sponsored by educational institutions	Austin Elementary School (Harlingen CISD): CBS4 Anchor Marcy Martinez attended Austin Elementary's Career Day. Groups of student were brought into the classroom where Marcy discussed her education and career at CBS4. Students helped Marcy write a news story and some were chosen to read their "report" in front of the class. Each session was approximately 45 minutes long and included students in first, second and third grades. Approximately 60 students attended the sessions.	1	Anchor
2	5/16/2017	Participation in events or programs sponsored by educational institutions	Coakley Middle School (Harlingen CISD) Station Tour: 55 Speech students from Coakley Middle School toured the CBS4 Studios during our noon news cast. CBS4 Anchor Nicole Hickl and Meteorologist Victoria Marshall spoke to the students about jobs in broadcasting and answered questions the students had about their day-to-day work at CBS4.	2	Anchor Meteorologist
3	7/20/2017	Participation in Job Fairs	Linda Guerrero Deicla (General Manager), Lori Stuart-Carruthers (Business Manager) and Colleen Willis (General Sales Manager) participated in the City of Pharr's Economic Development Council job fair. Linda, Lori and Colleen met with hundreds of job candidates to discuss the station's current job openings and provide them the necessary information on applying for a job with KGBT or other Sinclair properties.	3	General Manager Business Manager General Sales Manager

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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	8/8/2017	Participation in Job Fairs	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.	3	Corp Sr Employment Manager News Talent Manager Director, News Training & Development
5	9/7/2017	Participation in Job Fairs	The News Talent Manager and News Directors from Las Vegas, NV and Harlingen, TX represented all Sinclair News stations at the career expo for the NAHJ's "Excellence in Journalism" 2017 journalist convention/career expo in Anaheim, CA, September 7-9, 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.	3	News Talent Manager News Director (Harlingen) News Director (Las Vegas)
6	11/3/2017	Participation in events or programs sponsored by educational institutions	Booth Elementary (San Benito CISD): CBS4 Morning Anchor, Michelle Vargas, attended Fred Booth Elementary's Career Day where she spoke to approximately 500 students. Michelle talked to the students about what it takes to become a journalist and the importance of a degree and internships. She also explained how important news because it impacts all people.	1	Morning Anchor

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7	11/9/2017	Participation in Job Fairs	Odilia Chavez (HR Coordinator) and Frank Maldonado (Creative Service /Promotions) participated in the Texas Workforce Commission's 6th Annual "Hiring Red White & You" job fair. Odilia and Frank met with hundreds of job candidates to discuss the station's current job openings and provide them the necessary information on applying for a job with KGBT or other Sinclair properties.	2	HR Coordinator CS Director
8	3/6/2018	Participation in events or programs sponsored by educational institutions	Pittman Elementary School (Raymondville ISD): CBS4 Weekend Sports Anchor and MMJ, Patrick Chalvire, attended Pittman Elementary's Career Day. Patrick spoke to approximately 100 5th graders about his career in broadcasting at CBS4. In addition, some of the students role played being a reporter and photographer with Patrick's camera equipment.	1	Weekend Sports Anchor
9	3/7/2018	Participation in events or programs sponsored by educational institutions	Perkins Middle School (Brownsville ISD) Station Tour: 37 students from Perkins Middle School GT Club toured the CBS4 Studios during our noon news cast. CBS4 Anchor Michelle Vargas, and Meteorologist Jim Danner, spoke to the students about jobs in broadcasting and answered questions the students had about their day-to-day work at CBS4.	2	Morning Anchor Meteorologist