

# KEYE 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
Telemundo Austin Multimedia Journalist	3-5, 7-10, 14, 16-20, 22, 24, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55-56, 58, 60-61, 63-65, 67-68, 70-71	24
News Producer (Telemundo Austin)	3-4, 7-10, 16-20, 22, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55-56, 58, 60-61, 63-65, 67-68, 70-72	16
Multimedia Journalist	3-4, 7-10, 16-20, 22-24, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55-56, 58, 60-61, 63-65, 67-68, 70-71	24
Sales Account Executive	3-4, 7-10, 14, 16-20, 22-24, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55-56, 58, 60-61, 63-65, 67-68, 70-71	24
Digital Content Producer (Spanish)	3-4, 7, 9-10, 16-20, 22, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55-56, 58, 60-61, 63-65, 67-68, 70-71	40
News Producer	3-4, 7-10, 16-20, 22-23, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55-56, 58, 60-61, 63-65, 67-68, 70-71	29
Regional National Sales Assistant	3-4, 7, 9-10, 14, 16-20, 22, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55-56, 58, 60-61, 63-65, 67-68, 70-71	14
Director/Technical Director	7, 9, 17, 19, 22, 24-26, 28, 31-32, 40, 48, 50, 53, 55, 58, 63-65, 67-68, 70	24
Copy Coordinator	2-4, 6-7, 9-13, 15-24, 26-32, 34-35, 37-38, 40-43, 45-68, 70-71	24
News Production Assistant	3-4, 7, 9-10, 14, 16-20, 22, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55-56, 58, 60-61, 63-65, 67-68, 70-72	14
Master Control Operator	3-4, 7, 9-10, 14, 16-20, 22-23, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	14
Master Control Operator	3-4, 7, 9-10, 14, 16-20, 22-23, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	50
Sports Anchor/Reporter	3-4, 7, 9-10, 14, 16-20, 22-23, 26, 28-29, 31-32, 36, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	22
News Photographer	3-4, 7-10, 14, 16-20, 22, 24, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	24
Sales Account Executive	3-4, 7, 9-10, 16-20, 22, 24, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	24

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Executive Producer	3-4, 7-10, 14, 16-20, 22, 24, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	24
News Assignment Editor	3-4, 7-10, 16-20, 22-23, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	28
Lifestyle Show Executive Producer	3-4, 7-10, 16-20, 22-24, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	24
News Editor	3-4, 7-10, 16-20, 22-23, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	29
General Assignment Reporter	3-4, 7-10, 14, 16-20, 22-24, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	24
General Assignment Reporter	3-4, 7-10, 14, 16-20, 22-24, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	24
Sales Account Executive/Entry-Level	3-4, 7, 9-10, 14, 16-20, 22, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	28
Morning Audio Operator	3-4, 7, 9-10, 16-20, 22, 24, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	24
Breaking News Anchor / Multimedia Journalist	3-4, 7-10, 14, 16-20, 22-24, 26, 28-29, 31-33, 38-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	24
Lifestlye Show Producer	3-4, 7, 9-10, 16-20, 22, 24, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	24
Local Sales Assistant	3-4, 7, 9-10, 14, 16-20, 22, 24, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	24
Multimedia Journalist	3-4, 7-10, 16-20, 22-24, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	24
News Producer	3-4, 7, 9-10, 16-20, 22-23, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	29
Receptionist / Accounting Assistant	3-4, 7, 9-10, 14, 16-20, 22, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	29

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News Photographer	3-4, 7-10, 14, 16-20, 22-23, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	31
News Photographer	3-4, 7-10, 14, 16-20, 22-23, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	14
Sales Account Executive	3-4, 7, 9-10, 16-20, 22, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-72	72
Sales Account Executive / Entry Level	3-4, 7, 9-10, 16-20, 22, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	40
Sales Promotion Coordinator	3-4, 7, 9-10, 16-20, 22, 24, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	24
Telemundo Austin News Anchor/Reporter	3-4, 7-10, 16-20, 22, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 70-71	41
Master Control Supervisor	3-4, 7, 9-10, 16-20, 22-24, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-68, 71	24
Digital Sales Coordinator	3-4, 7, 9-10, 16-20, 22, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-69, 71	29
News Editor	3-4, 7-10, 14, 16-20, 22-23, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-69, 71	14
Digital Sales Manager	3-4, 7, 9-10, 16-20, 22-24, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-69, 71	24
Multimedia Journalist	1, 3-4, 7-10, 14, 16-20, 22-24, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-69, 71	40
Multimedia Journalist	1, 3-4, 7-10, 14, 16-20, 22-24, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-69, 71	24
Sales Account Executive	3-4, 7, 9-10, 16-20, 22, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-69, 71	40
Master Control Operator	3-4, 7, 9-10, 14, 16-20, 22, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60-61, 63-65, 67-69, 71	22

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	3-4, 7, 9-10, 14, 16-20, 22, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60- 61, 63-65, 67-69, 71	40
Master Control Operator	3-4, 7, 9-10, 14, 16-20, 22, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60- 61, 63-65, 67-69, 71	50
Master Control Operator	3-4, 7, 9-10, 14, 16-20, 22, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60- 61, 63-65, 67-69, 71	14
Director	3-4, 7-10, 14, 16-20, 22-24, 26, 28-29, 31-33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60-61, 63-65, 67-69, 71	24
Morning Audio Operator	3-4, 7, 9-10, 16-20, 22-24, 26, 28-29, 31-32, 38, 40-42, 48, 50, 53, 55, 58, 60- 61, 63-65, 67-69, 71	24
News Assignment Editor	3-4, 7-10, 14, 16-20, 22, 26, 28-29, 31- 33, 38, 40-42, 44, 48, 50, 53, 55, 58, 60- 61, 63-65, 67-69, 71-72	22

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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	Agency Referral	N	1
2	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
3	Austin Area Urban League 8011 Cameron Rd Ste 100 Austin, Texas 78754 Phone : 512-478-7176 Url : www.aaul.org Email : Stephon_Lightener@aaul.org Stephon Lightener	N	0
4	Austin Community College 5930 Middle Fiskville Road Austin, Texas 78752 Phone : 512-223-2002 Email : aharmon@austincc.edu Adelaide Harmon	N	0
5	Career Fair	N	1
6	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
7	Careerbuilder 1101 15th St, NW Ste 1200 Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	8
8	Collective Talent Austin, Texas Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0

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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
9	Columbia Journalism Graduate School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-4422 Email : as1698@columbia.edu Anusha Shrivastava	Y	0
10	Concordia Career Center 11400 Concordia University Drive Austin, Texas 78726 Phone : 512-486-1119 Email : careerservices@concordia.edu Career Center	N	0
11	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
12	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
13	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
14	Employee Referral	N	26
15	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

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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	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Sinclair SilkRoad Source	N	3
17	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Broadbean Source Alicia Lawrence	N	0
18	Hispanic Chamber of Commerce 2800 South IH-35 Suite 260 Austin, Texas 78704 Phone : 512-476-7502 Url : <a href="http://www.gahcc.org">www.gahcc.org</a> Email : <a href="mailto:mlugo@gahcc.org">mlugo@gahcc.org</a> Mary Lou Lugo	N	0
19	Howard University School of Communication 525 Bryant Street NW Room 107 Washington, District of Columbia 20059 Phone : 202/806-5806 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:Cdudley@Howard.edu">Cdudley@Howard.edu</a> Fax : 1-202-986-2911 Carol Dudley	Y	0
20	Huston - Tillotson University 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3041 Email : <a href="mailto:cgd@htu.edu">cgd@htu.edu</a> Paul Leverington	N	0
21	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0

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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
22	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	64
23	Internal Candidate	N	46
24	Internal Hire	N	22
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 : 000-0000 Email : <a href="mailto:Eloise@ithaca.edu">Eloise@ithaca.edu</a> Eloise Green	Y	0
27	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	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	4
29	KEYE TV 10700 Metric Blvd Austin, Texas 78758 Phone : 512-832-7594 Url : <a href="http://www.keyetv.com">http://www.keyetv.com</a> Email : <a href="mailto:ltfears@sbgstv.com">ltfears@sbgstv.com</a> Lerosha Fears	N	17
30	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0



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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
31	LinkedIn Corporate Solutions 2029 Stierlin Ct Mountainview, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Danielle Anderson Manual Posting	N	10
32	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
33	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	1
34	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
35	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : <a href="http://www.naja.com">www.naja.com</a> Fax : 612-729-9373 Referral Director	N	0
36	Non-Employee Referral	N	1
37	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : <a href="http://www.onairjobs.com/employers/">www.onairjobs.com/employers/</a> Email : <a href="mailto:todd@onairjobs.com">todd@onairjobs.com</a> Fax : 1-801-697-6657 Todd Nelson	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
38	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
39	Recruiter	N	1
40	SBG Website 10706 Beaver Dam Rd Cockeysville, Maryland 21030 Phone : 410-568-1517 Url : <a href="http://www.sbgi.net">www.sbgi.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	25
41	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	1
42	Southwestern University 1001 E. University Avenue Georgetown, Texas 78626 Phone : 512-863-1346 Email : <a href="mailto:career.services@southwestern.edu">career.services@southwestern.edu</a> Career Center	N	0
43	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
44	Talent Dynamics 600 E. Las Colinas Blvd. Suite 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
45	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
46	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
47	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
48	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Email : sbgresumes@sbgvtv.com Fax : 1-903-886-5010 Keith McFarland	N	0
49	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
50	Texas Association of Broadcasters 502 East 11th Street Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Craig Bean Manual Posting	N	4

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51	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
52	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
53	Texas Tech PO Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : sbgresumes@sbgstv.com Toni Burse	N	0
54	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
55	Texas Workforce Commission 101 E 15th St Austin, Texas 78778 Phone : . Fax : 1-512-719-9016 Tom Hughes	N	2
56	The Art Institute of Austin 101 W. Louis Henna Blvd Suite 100 Austin, Texas 78728 Phone : 512.691.4905 Email : sbgresumes@sbgstv.com Megan Alvarado	N	0
57	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
58	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
59	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
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	Tvjobs.com P.O. Box 4116 Oceanside, California 92052 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	13
62	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
63	University of North Texas PO BOx 310589 Denton, Texas 76203 Phone : 940-565-2537 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Fax : 1-940-369-7838 Alan Albarran	N	0

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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
64	University of Texas 1 University Station Austin, Texas 78712 Phone : 512-338-0839 Url : <a href="https://accessut.utexas.edu/login.cfm">https://accessut.utexas.edu/login.cfm</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Services	N	2
65	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Fax : 1-915-747-5730 Briane Carter	N	0
66	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
67	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
68	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Michael K. Wong	Y	0
69	Women Communicators of Austin 1101 West 34th Street #361 Austin, Texas 78705 Phone : (512) 565-9631 Url : <a href="https://wcaustin.org/">https://wcaustin.org/</a> Jennifer Perkins Manual Posting	N	0
70	Women in Communications PO Box 50104 Austin, Texas 78763 Leslie Sopko Manual Posting	N	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>
71	Women's Chamber of Commerce 515 Congress Ave Ste 2020 Austin, Texas 78701 Phone : 512-338-0839 Email : austin@womenschambertexas.com Job Bank	N	0
72	Word of Mouth Referral	N	4
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>257</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	4/3/2016	Establishment of an intern program designed to assist members of the community	We have 4 students per each semester come into the station to learn and shadow a staff member to learn broadcast. The Students spend 1 week in each section for the News Department learning all the tools for a successful career in Broadcast.	1	Human Resource Manager News Director Executive Producer
2	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.	1	Regional HR Manager Human Resource Business Manager Director of Digital Content & Solution



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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>
3	4/24/2016	Establishment of training programs for station personnel	<p>Training: 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>	2	News Director Sales Director
4	4/25/2016	Participation in other activities designed by the station employment unit	Career Opportunities at KEYE TV was on the News Ticker for the 4/25/2016 5pm, 6pm and 10pm News Show and then again on 4/26/2016 for the AM News Show to give full complete day of Career Opportunities at KEYE TV/ Telemundo Austin.	1	News Director Anchor Anchor Asst News Director

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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>
5	5/4/2016	Participation in events or programs sponsored by educational institutions	Our KEYE Meteorologist team went out to a Career day for Round Rock Independent School District. The High school student had a career day. There were over 400 high school student looking for a continued education in Broadcast or looking for a current job in broadcast.	1	Meteorologist MMJ Meteorologist
6	5/20/2016	Sponsorship of events in the community designed to increase public awareness	KEYE set up a table and spoke to over 500 kids. The children had question on how to get into Broadcasting. The purpose of our participation was to increase public awareness about pursuing careers in broadcast media.	1	Chief Meteorologist Creative Service Director
7	6/13/2016	Participation in Job Fairs	Art Institute Portfolio Show. The Gradating students get to present their resume to future employers. All graduating students are looking to start a working career. We attended this event to solicit talent and to provide opportunity for the graduating students to collect information about pursuing careers with CBS Austin and Telemundo Austin.	1	Creative Service Director
8	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.	33	Employment 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>
9	9/14/2016	Participation in Job Fairs	We participated in a job fair for Huston Tillotson University. HT Fall Career Expo & Spring Internship Fair. The Student were able to ask questions about broadcast and we talked about open position with the company and Internships for the fall. From 10:00am to 3:00pm we spoke to the public and students about all open position and Internship with CBS Austin/ Telemundo Austin	1	Human Resource Manager Marketing Director Creative Service Manager
10	9/22/2016	Participation in job banks, internet programs and other programs designed to promote outreach	Every semester, we welcome students to participate in our internship program who are currently active in pursuing careers in broadcast. As an incentive to the training program, we encourage the students we coach to pursue careers with CBS and Telemundo Austin. During the internship, the students receive a wealth of on the job training; shadowing in production, making demo reels with the talent, and receiving first hand knowledge about reporting current events from the news staff. Our internship training program is designed to give the students the keys to not only succeed in this industry, but to strive for excellence in their daily lives.	1	Creative Service Director
11	10/17/2016	Participation in Job Fairs	At The Austin Chamber Operation Austin II job fair, we were able to speak with a diverse pool of talent about pursuing careers with CBS and Telemundo Austin. Because of the nature of this fair in particular, we were able to recruit talent with military experience and technical proficiencies that would benefit us here at our station.	1	Sales Promotions Coordinator Human Resource Manager
12	11/1/2016	Participation in events or programs sponsored by educational institutions	Steve Harris, Creative Service Director spoke to over 100 High School Students about a career in broadcast at Cedar Ridge High School. They had question about media and how important it is in the world.	1	Creative Service Director

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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>
13	11/2/2016	Participation in events or programs sponsored by educational institutions	KEYE Chief Photographer and Chief Meteorologist participated in Cedar Ridge High School's assembly to educate students about a career in Broadcast. The students were most affected by the Q and A section where they had the opportunity to have their questions about working in the broadcast industry answered by people with first-hand knowledge. Our purpose in participating in this event was to steer and influence potential members of our cohort to pursue careers in broadcast.	1	Chief Meteorologist Chief Photographer
14	11/18/2016	Participation in events sponsored by community groups	Chief Meteorologist participated in an assembly with Taylor Lions Club to educate their participants on career in Broadcast. The participants were most affected by the Q and A section where they had the opportunity to have their questions about working in the broadcast industry answered by people with first-hand knowledge. Our purpose in participating in this event was to steer and influence potential members of our cohort to pursue careers in broadcast.	1	Chief Meteorologist
15	12/1/2016	Participation in events or programs sponsored by educational institutions	Chief Meteorologist spoke with over 100 students from Salado Public School. They discussed broadcast careers in Central Texas. They had questions about media and how important it is in the world.	1	Chief Meteorologist
16	12/16/2016	Participation in events sponsored by community groups	Dieter the Art Director spoke to the Art Institute Graduate Class. Dieter spoke about a career in Broadcast. What the student can look forward to in the work field, how to present their work to future employers. Student were able to ask questions.	1	Art Director Creative Service Director
17	3/1/2017	Participation in events sponsored by community groups	Southwestern University Internship and Career Connections Fair. We spoke to over 100 student about a career in broadcast. They were able to ask question about open position with our company and leave resumes.	1	Sales Promotions Coordinator Human Resource Manager