

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

**I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive/Entry Level	2-4, 6-7, 10-13, 15-16, 19-23, 25-28, 31 -35, 37-45	26
Morning Meteorologist	2-7, 10-13, 15-17, 19-28, 30-35, 37-46	17
Lifestyle Show Anchor	2-8, 10-13, 15-17, 19-28, 30-35, 37-45	17
Graphic Designer	2-4, 6-7, 10-13, 15-17, 20-23, 25-28, 31 -35, 37-45	16
Promotions Producer	1-4, 6-8, 10-13, 15-17, 20-23, 25-28, 31 -35, 37-45	17
Regional National Sales Assistant	2-4, 6-7, 10-13, 15-17, 20-23, 25-28, 31 -35, 37-45	17
Local Sales Assistant	2-4, 6-7, 10-13, 15-16, 20-23, 25-28, 31 -45	21
News Production Assistant	2-4, 6-8, 10-13, 15-16, 18-23, 25-28, 31 -35, 37-45	21
Master Control Operator	2-4, 6-8, 10-13, 15-16, 19-23, 25-28, 31 -35, 37-45	21
Morning Traffic Anchor/Multimedia Journalist	2-7, 10-13, 15-17, 19-28, 30-35, 37-46	17
News Production Assistant	2, 4-8, 10-13, 15-16, 19-28, 30-35, 37- 45	8
Digital Content Producer (Bilingual)	2, 4, 6-8, 10-13, 15-17, 19-23, 25-28, 31-35, 37-45	16
Weekend Meteorologist / Multimedia Journalist	2, 4-8, 10-13, 15-28, 30-35, 37-44	38
News Photographer	2-8, 10-13, 15-17, 19-28, 30-35, 37-44	8
Multimedia Journalist	2-13, 15-35, 37-44	26
Weekend Sports Anchor/Reporter	2-8, 10-13, 15-17, 19-28, 30-35, 37-44	8
News Editor	2-8, 10-13, 15-17, 19-35, 37-44	16
News Editor	2-8, 10-13, 15-17, 19-35, 37-44	8
Telemundo Austin Multimedia Journalist	2-7, 10-13, 15-16, 19-28, 30-35, 37-44	22
Regional National Sales Assistant	2-8, 10-13, 15-16, 19-44	36
Lifestyle Show Photographer/Editor	2-8, 10-13, 15-17, 19-28, 30-35, 37-44	8
Executive Assistant	3-4, 6-7, 10-13, 16, 19-23, 25-28, 31- 44, 46	22
Multimedia Engineer	2-4, 6-8, 10-14, 16-17, 19-23, 25-28, 31 -44	26
Graphic Designer	3-4, 6-8, 10-13, 16-17, 19-23, 25-28, 31 -40, 42-44, 47	26
News Producer	3-8, 10-13, 16-17, 19-28, 30-40, 42-44, 47	22

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Copy Coordinator	2-4, 6-7, 10-14, 16, 19-23, 25-28, 31-40, 42-44, 47	26
Bilingual Digital Producer (English-Spanish)	2-8, 10-14, 16, 19-28, 30-40, 42-43, 47	8

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919/217-4438 Sandy Lizik Manual Posting	N	1
2	Austin Area Urban League 8011 Cameron Rd Ste 100 Austin, Texas 78754 Phone : 512-478-7176 Url : <a href="http://aaul.org">http://aaul.org</a> Email : <a href="mailto:darnise_bowens@aaul.org">darnise_bowens@aaul.org</a> Darnise Bowens	N	0
3	Austin Community College 5930 Middle Fiskville Road Austin, Texas 78752 Phone : 512-223-7015 Email : <a href="mailto:ebreedlo@austincc.edu">ebreedlo@austincc.edu</a> Fax : 1-512-223-7899 Erica Breedlove	N	0
4	Careerbuilder 1101 15th St, NW Ste 1200 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	2
5	Collective Talent Austin, Texas Phone : 813-254-9695 Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
6	Columbia Journalism Graduate School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-4422 Email : <a href="mailto:as1698@columbia.edu">as1698@columbia.edu</a> Anusha Shrivastava	Y	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	Concordia Career Center 11400 Concordia University Drive Austin, Texas 78726 Phone : 512-486-1119 Email : careerservices@concordia.edu Career Center	N	0
8	Employee Referral	N	29
9	Employment Agency	N	1
10	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 : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	1
11	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@sbgvtv.com Broadbean Source Alicia Lawrence	N	0
12	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 : mlugo@gahcc.org Mary Lou Lugo	N	0
13	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 : Cdudley@Howard.edu Fax : 1-202-986-2911 Carol Dudley	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
14	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Phone : . Email : verrillr@husson.edu Rodney Verrill	Y	0
15	Huston - Tillotson University 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3041 Email : shatchett@htu.edu Fax : 1-512-505-3186 Steven Hatchett	N	0
16	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	35
17	Internal Candidate	N	39
18	Internet Ad-not directly contacted by SEU	N	4
19	Ithaca College Park School of Communications 953 Danby Rd Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
20	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
21	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 : ltfears@sbgstv.com Lerosha Fears	N	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	LinkedIn Corporate Solutions 2029 Stierlin Ct Mountainview, 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> Danielle Anderson	N	11
23	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
24	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
25	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
26	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	20
27	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

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28	Southwestern University 1001 E. University Avenue Georgetown, Texas 78626 Phone : 512-863-1346 Email : career.services@southwestern.edu Career Center	N	0
29	Station Website	N	3
30	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 : hedding@talentedynamics.com Christina Hedding	N	0
31	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Email : sbgresumes@sbgstv.com Fax : 1-903-886-5010 Keith McFarland	N	0
32	Texas Association of Broadcasters 502 East 11th Street Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Craig Bean Manual Posting	N	1
33	Texas Tech PO Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : sbgresumes@sbgstv.com Toni Burse	N	0
34	Texas Workforce Commission 101 E 15th St Austin, Texas 78778 Phone : . Fax : 1-512-719-9016 Tom Hughes	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	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
36	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	3
37	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
38	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	8
39	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
40	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@sbgstv.com">sbgresumes@sbgstv.com</a> Career Services	N	0



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41	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Email : sbgresumes@sbgvtv.com Fax : 1-915-747-5730 Briane Carter	N	0
42	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
43	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Michael K. Wong	Y	0
44	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
45	Women's Chamber of Commerce P.O Box 26051 Austin, Texas 78755 Phone : 512-338-0839 Email : Austin@womenschambertexas.com Job Bank	N	0
46	Word of Mouth Referral	N	3
47	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>177</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	6/5/2017	Establishment of an intern program designed to assist members of the community	<p>Program Goal:  The goal of our internship program is to recruit candidates from local colleges and technical schools and prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> <li>• Develop links with colleges, universities and technical schools to promote the Station Employment Unit as a prospective employer.</li> <li>• Create symbiotic relationship between interns and Station Employment Unit.</li> <li>• Provide interns with opportunities to translate classroom theories into industry applications. Interns will have the opportunities to develop practical skills that will improve their chances for success in the broadcast industry.</li> </ul> <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> <li>• Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, application should be communication majors, although other majors will be considered.</li> <li>• The applicant must be at least 18 years of age.</li> <li>• The applicants must be in good academic standing as defined by his or her academic institution.</li> <li>• The applicants must receive academic credit for their internship experience. He/She must be registered for college credit at his/her institutions during the quarter or semester in which the intern ship is performed. Interns are not paid.</li> </ul> <p>In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.</p>	1	News Director Assistant News Director Producer

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			Program is active year round for the Summer, Fall and Spring semesters		
2	8/8/2017	Hosting of Job Fair	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.	1	Sr. Employment Manager News Talent Manager Director, News Training Development

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3	9/5/2017	Establishment of an intern program designed to assist members of the community	<p>Program Goal:  The goal of our internship program is to recruit candidates from local colleges and technical schools and prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> <li>• Develop links with colleges, universities and technical schools to promote the Station Employment Unit as a prospective employer.</li> <li>• Create symbiotic relationship between interns and Station Employment Unit.</li> <li>• Provide interns with opportunities to translate classroom theories into industry applications. Interns will have the opportunities to develop practical skills that will improve their chances for success in the broadcast industry.</li> </ul> <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> <li>• Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, application should be communication majors, although other majors will be considered.</li> <li>• The applicant must be at least 18 years of age.</li> <li>• The applicants must be in good academic standing as defined by his or her academic institution.</li> <li>• The applicants must receive academic credit for their internship experience. He/She must be registered for college credit at his/her institutions during the quarter or semester in which the intern ship is performed. Interns are not paid.</li> </ul> <p>In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.</p>	1	News Director Assistant News Director Director Executive Producer

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			Program is active year round for the Summer, Fall and Spring semesters		
4	9/13/2017	Participation in Job Fairs	This job fair was hosted by Huston-Tillotson University. The purpose of this job fair was to provide students with opportunities for employment and internships. Our mission in attending this job fair was to inform the students of available opportunities in media and broadcast production.	2	HR Manager Sales Promotion Coordinator
5	10/11/2017	Sponsorship of events in the community designed to increase public awareness	CBS Austin sponsored an Open House for The Texas Department of Juvenile Probation. During the event, the participants were able to speak to on-air talent about pursuing a career in media broadcast. Each department elected a representative to educate these possible future candidates on the scope of the broadcast industry and educated them on positions that are historically less pursued in this field.	15	Meteorologist Sales Promotion Coordinator Master Control Supervisor Chief Engineer
6	1/7/2018	Participation in events sponsored by community groups	WX Festival and Career Connections, We spoke to over 500 students about a career in broadcast. They were able to ask questions about open position with our company and leave resumes.	1	Creative Service Director Chief Meteorologist
7	1/25/2018	Participation in events or programs sponsored by educational institutions	We sent out a Reporter and Photographer to Career Day. The Students answered all question about a career as a Report or Photographer in Austin. They were also show how to work a Camera and Work the live view truck.	1	Photographer Reporter Cheif Photographer