

KEYE
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
Marketing Consultant (Entry-Level)	3-6, 8-9, 17-21, 23, 25-29, 31-34, 37-48, 50	23
Automotive / Marketing Consultant	3-6, 8-9, 15, 17-21, 23, 25-29, 31-34, 37-47, 50	23
Assignment Editor	3-9, 17-21, 23, 25-47, 49-50	49
Local Sales Assistant	3-6, 8-9, 11, 17-21, 23, 25-29, 31-35, 37-47, 50	23
Sales Promotions Coordinator	3-6, 8-9, 17-23, 25-29, 31-34, 37-47, 50	23
Executive Sales Assistant	3-6, 8-9, 11, 15, 17-23, 25-29, 31-34, 37-47, 50	23
Production Assistant	3-9, 13, 15, 17-23, 25-34, 36-47, 50	13
News Photographer	3-9, 15, 17-23, 25-34, 36-47, 50	33
Multimedia Engineer	3-6, 8-9, 11, 17-23, 25-29, 31-34, 37-47, 50	40
Marketing Consultant	3-9, 17-34, 36-47, 50	38
Nightside Executive Producer	3-9, 11-12, 15, 17-23, 25-34, 36-47, 50	12
Telemundo Austin News Producer	3-9, 12, 17-23, 25-34, 36-47, 50	12
Breaking News Anchor / Reporter	3-9, 11, 13, 17-23, 25-34, 36-47, 50	13
News Photographer	3-9, 11, 15, 17-23, 25-34, 36-47, 50	44
Local Sales Manager	1-6, 8-9, 11, 15, 17-23, 25-29, 31-34, 37-47, 50	28
Receptionist	3-6, 8-9, 16-23, 25-29, 31-34, 37-47, 50	23
Digital Content Producer (Bilingual)	3-9, 14-15, 17-23, 25-34, 36-47, 50	15
Master Control Operator	3-6, 8-9, 17-23, 25-29, 31-34, 37-47, 50	38
Master Control Operator	3-6, 8-9, 17-23, 25-29, 31-34, 37-47, 50	23
Audio Operator	3-9, 13, 17-23, 25-34, 36-47, 50	13
Videographer	3-9, 11, 13, 17-23, 25-34, 36-47, 50	13
Videographer	3-9, 11, 13, 17-23, 25-34, 36-47, 50	23
Videographer	3-9, 11, 13, 17-23, 25-34, 36-47, 50	33
News Producer	3-11, 13, 15, 17-23, 25-34, 36-47, 50	13
Telemundo Austin Multimedia Journalist	3-9, 15, 17-34, 36-47, 49-50	24
News Editor	3-9, 17-23, 25-34, 36-47, 50	23
Copy Coordinator	3-6, 8-9, 15, 17-23, 25-29, 31-34, 37-47, 50	23
Copy Coordinator	3-6, 8-9, 15, 17-23, 25-29, 31-34, 37-47, 50	15

KEYE
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
Multimedia Journalist	3-9, 13, 16-23, 25-34, 36-47, 50	13
Broadcast Engineer	3-6, 8-9, 11, 13, 17-23, 25-29, 31-34, 37-47, 50	13
Executive Producer (Morning)	3-9, 17-23, 25-34, 36-47, 50	28
News Assignment Editor	3-9, 15, 17-23, 25-34, 36-47, 50	33
Commercial Producer	3-9, 11, 15, 17-23, 25-34, 36-47, 50	15
Copy Coordinator	1-6, 8-9, 13, 17-23, 25-29, 31-34, 37- 47, 50	13
Master Control Operator	1-6, 8-9, 15, 17-23, 25-29, 31-34, 37- 47, 50	23
Morning Audio Operator	1-6, 8-9, 13, 15, 17-23, 25-29, 31-34, 37-47, 50	13

KEYE
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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	Amarillo Chamber of Commerce 1000 S Polk St Amarillo, Texas 79101 Phone : 806-373-7800 Email : denise@amarillo-chamber.org Fax : 1-806-373-3909 Denise Rayford	Y	0
2	Amarillo College 2201 S Washington St Amarillo, Texas 79109 Phone : 8063715147 Email : employmentservice@actx.edu Fax : 1-806-345-5570 Mitch Parker	N	0
3	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
4	Austin Area Urban League 8011 Cameron Rd Ste 100 Austin, Texas 78754 Phone : 512-478-7176 Url : http://aaul.org Email : darnise_bowens@aaul.org Darnise Bowens	N	0
5	Austin Community College 5930 Middle Fiskville Road Austin, Texas 78752 Phone : 512-223-7015 Email : ebreedlo@austincc.edu Fax : 1-512-223-7899 Erica Breedlove	N	0
6	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	2

KEYE
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
7	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	Columbia Journalism Graduate School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-4422 Email : asl698@columbia.edu Anusha Shrivastava	Y	0
9	Concordia Career Center 11400 Concordia University Drive Austin, Texas 78726 Phone : 512-486-1119 Career Center Manual Posting	N	0
10	Corporate Recruiter	N	1
11	Current Employee	N	23
12	Current Employee - Transfer/Promotion	N	2
13	Current Employee/Internal Promotion	N	9
14	Current Intern	N	1
15	Employee Referral	N	24
16	Former Employee	N	2
17	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	5
18	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0

KEYE
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
19	Hispanic Chamber of Commerce 2800 South IH-35 Suite 260 Austin, Texas 78704 Phone : 512-476-7502 Url : www.gahcc.org Email : mlugo@gahcc.org Mary Lou Lugo	N	0
20	Howard University School of Communication 525 Bryant Street NW Room 107 Washington, District of Columbia 20059 Phone : 202-806-5806 Url : http://www.howard.edu Email : Cdudley@Howard.edu Fax : 1-202-986-2911 Carol Dudley	Y	0
21	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
22	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
23	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	79
24	Internet Ad-not directly contacted by SEU	N	2
25	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0

KEYE
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
26	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	1
27	KEYE TV 10700 Metric Blvd Austin, Texas 78758 Phone : 512-832-7594 Url : http://www.keyetv.com Email : ltfears@sbgstv.com Lerosha Fears	N	0
28	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	11
29	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
30	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
31	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	2

KEYE
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
32	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	1
33	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	32
34	Southwestern University 1001 E. University Avenue Georgetown, Texas 78626 Phone : 512-863-1346 Email : career.services@southwestern.edu Career Center	N	0
35	Station Website	N	2
36	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
37	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
38	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	3

KEYE
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
39	Texas Tech PO Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : sbgresumes@sbgstv.com Toni Burse	N	0
40	Texas Workforce Commission 101 E 15th St Austin, Texas 78778 Phone : . Fax : 1-512-719-9016 Tom Hughes	N	7
41	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
42	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
43	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
44	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	3

KEYE
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
45	University of North Texas PO BOx 310589 Denton, Texas 76203 Phone : 940-565-2537 Email : sbgresumes@sbgstv.com Fax : 1-940-369-7838 Alan Albarran	N	0
46	University of Texas 1 University Station Austin, Texas 78712 Phone : 512-338-0839 Url : https://accessut.utexas.edu/login.cfm Email : sbgresumes@sbgstv.com Career Services	N	0
47	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
48	Women Communicators of Austin 1101 West 34th Street #361 Austin, Texas 78705 Phone : (512) 565-9631 Url : https://wcaustin.org/ Jennifer Perkins Manual Posting	N	0
49	Word of Mouth Referral	N	2
50	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			214

KEYE
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/3/2018	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 represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Detroit, MI July 31st to August 4th. 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	Sr. Employment Manager Director- Training and Development News Talent Manager

KEYE
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	9/10/2018	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"> • Develop links with colleges, universities and technical schools to promote the Station Employment Unit as a prospective employer. • Create symbiotic relationship between interns and Station Employment Unit. • 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. <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> • Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, application should be communication majors, although other majors will be considered. • The applicant must be at least 18 years of age. • The applicants must be in good academic standing as defined by his or her academic institution. • 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. <p>In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.</p>	1	Assignment Manager News Director Assistant News Director

KEYE
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
			Program is active year round for the Summer, Fall and Spring semesters		
3	9/12/2018	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 Receptionist

KEYE
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	3/5/2019	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"> • Develop links with colleges, universities and technical schools to promote the Station Employment Unit as a prospective employer. • Create symbiotic relationship between interns and Station Employment Unit. • 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. <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> • Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, application should be communication majors, although other majors will be considered. • The applicant must be at least 18 years of age. • The applicants must be in good academic standing as defined by his or her academic institution. • 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. <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 Human Resource Manager Assignment Manager

KEYE
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
			Program is active year round for the Summer, Fall and Spring semesters		
5	3/12/2019	Participation in Job Fairs	We spoke to over 150 students about a career in broadcast. What is like to have a full work day out in public on a shot or in the studio on air.	1	Chief Photographer