

KGBT
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Automotive Sales / Marketing Consultant	1-3, 5, 9-12, 14, 16-22, 24, 26-28, 30-39, 41, 44	1
Video News Photographer	2-5, 9-14, 16-23, 25-42, 44	14
IT Engineer	2-3, 5, 9-14, 16-22, 26-28, 30-44	43
Lifestyle Show Photographer	2-5, 8-14, 16-23, 26-41, 44	8
Multimedia Journalist	2-5, 9-14, 16-23, 26-41, 44	39
News Photographer	2-6, 9-14, 16-23, 26-34, 36-41, 44	3
Marketing Consultant	2-3, 5, 8-14, 16-22, 26-28, 30-34, 36-41, 43-44	8
Marketing Consultant	2-3, 5, 8-14, 16-22, 26-28, 30-34, 36-41, 43-44	8
Digital Content Producer	2-5, 9-14, 16-23, 26-34, 36-42, 44	42
Multimedia Journalist	2-5, 9-23, 25-34, 36-41, 44	25
Sports Anchor / Reporter	2-7, 9-14, 16-23, 26-34, 36-41, 44	7
News Producer	2-5, 7, 9-14, 16-23, 26-34, 36-41, 44	7
News Assignment Editor	2-5, 7, 9-14, 16-23, 26-28, 30-34, 36-42, 44	7

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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	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
3	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	2
4	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	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	N	3
7	Current Employee/Internal Promotion	N	3
8	Employee Referral	N	3
9	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Sinclair SilkRoad Source	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Harlingen Chamber of Commerce 311 E Tyler Harlingen , Texas 78550 Phone : . Url : www.harlingen.com Email : frontdesk@harlingen.com Fax : 1-956-425-3870 Emily Gonzalez	N	0
11	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
12	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
13	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
14	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Sinclair SilkRoad Source	N	11
15	Internet Ad-not directly contacted by SEU	N	1
16	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

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17	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
18	KGBT-TV (TV advertisement) 9201 W. Expressway 83 Harlingen, Texas 78552 Phone : 9563664410 Url : http://www.valleycentral.com Email : lguerrerodeicla@sbgstv.com Linda Deicla	N	0
19	KGBT-TV (Walk-in, Other) 9201 W. Expressway 83 Harlingen, Texas 78552 Phone : 9563664410 Email : lguerrerodeicla@sbgstv.com Fax : 1-956-366-4494 Linda Deicla	N	0
20	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	2
21	McMurry College 1 McMurry University Abilene, Texas 79697 Email : jgreer@mcm.edu James Greer	N	0
22	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
23	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	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
24	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
25	Non-Employee Referral	N	2
26	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Sinclair SilkRoad Source	N	0
27	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Sinclair SilkRoad Source	N	0
28	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.com Sharon Pickeral	N	4
29	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
30	Texas A&M University 401 Joe Routt Blvd College Station, Texas 77843 Phone : . Url : www.tamu.edu Email : sbgresumes@sbg.com Career Center	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
31	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 Anna Romero	N	0
32	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
33	Texas Tech University 2500 Broadway Lubbock, Texas 79409 Phone : . Url : www.ttu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
34	Texas Workforce Center 601 E Harrison St Harlingen, Texas 78550 Phone : 956-546-3141 Fax : 1-956-412-2199 Henry Castillo	N	0
35	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
36	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
38	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Sinclair SilkRoad Source	N	0
39	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
40	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
41	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
42	ValleyCentral.com / station website 9201 W. Expressway 83 Harlingen, Texas 78552 Phone : 956-366-4423 Url : http://www.valleycentral.com Email : employment@sbgstv.com Sergio Chapa	N	5
43	Word of Mouth Referral	N	2

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44	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			42

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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	4/9/2019	Participation in Job Fairs	The Corporate Employment Coordinator, and local station HR Coordinator represented all Sinclair locations at the job fair hosted by the Broadcast Education Association on April 9th, 2019, in coordination with the April 2019 NAB Show, in Las Vegas, NV. They met with potential candidates and reviewed resumes, tapes, discussed current job vacancies and future job opportunities/possibilities at the locations across the country. All candidates who visited the booth are followed-up with for relevant positions, including current and future job inquiries when applicable.	2	Corporate Employment Coordinator Station HR Coordinator
2	4/12/2019	Participation in events or programs sponsored by educational institutions	Lyford Middle/High School (Lyford CISD) - KGBT-TV Digital Executive Producer, Ronnie Marley, and MMJ Sandra Garcia, attended Lyford Middle/High School's Career Day to educate third through eighth graders about the world of working in news and television. They spoke with the students about the education needed to work in news and the challenges of working in news. They also took student questions regarding salary ranges and how things work in a newsroom. Some students also had the opportunity to role play being a news photographer or reporter with the equipment that was brought to the campus during the event.	2	Digital Content Producer MMJ

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3	5/10/2019	Participation in events or programs sponsored by educational institutions	Harmony Science Academy Brownsville - Digital Executive Producer, Ronnie Marley, attended Harmony Science Academy Brownsville to educate third through eighth graders about the world of working in news and television. He spoke with the students about the education needed to work in news and the challenges of working in news. Students also asked him several prepared questions they had about the career such as, "Did you know when you were their age that you'd be working where you are?" and "Do you love your job?" Some students also had the opportunity to be role play being a news photographer or reporter with the station equipment that was brought to the campus during the event.	1	Digital Content Producer
4	5/10/2019	Participation in events or programs sponsored by educational institutions	Los Fresnos United (Los Fresnos CISD) - Frank Maldonado (CS Director), Alex Herbst (Meteorologist), Jim Danner (Meteorologist) and Samantha Mesa (Anchor) hosted 24 students ranging from 15 to 16 years old and two teachers. They discussed commercial production, news gathering, weather and information regarding various careers in the broadcast industry.	4	Creative Services Director Meteorologist Meteorologist Anchor
5	5/17/2019	Participation in events or programs sponsored by educational institutions	B. Garza Middle School (Weslaco) - Our Digital Executive Producer, Ronnie Marley, and Anchor, Nicole Hickl, attended B. Garza Middle School in Weslaco on Friday, May 17, 2019, to educate students about the world of working in news and television. They spoke with the students about the education needed to work in news and the challenges of working in news. Some students also had the opportunity to be a photographer or reporter with the equipment that was brought to the campus during the event and were able to see themselves projected on a gym wall.	2	Digital Content Producer Anchor

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6	5/22/2019	Participation in events or programs sponsored by educational institutions	Kennedy Middle School (Pharr) – Our Digital Executive Producer, Ronnie Marley, attended Kennedy Middle School in Pharr to educate students about the world of working in news and television. He spoke with the students about the education needed to work in news and the challenges of working in news. Some students also had the opportunity to be a photographer or reporter with the equipment that was brought to the campus during the event. Some even got to see themselves reporting on a projected image on the gym wall.	1	Digital Content Producer
7	5/28/2019	Participation in events or programs sponsored by educational institutions	Angela G. Leal Elementary School (San Benito) - Our Digital Executive Producer, Ronnie Marley, attended Angela G. Leal Elementary School in San Benito on Tuesday, May 28, 2019, to educate kindergarten through fifth grade students about the world of working in news and television. He spoke with the students about the education needed to work in news and the challenges of working in news. He also shared some of the stories that he's experienced while working as a photographer. Some students also had the opportunity to role play being a photographer or reporter with the equipment that was brought to the campus during the event.	1	Digital Content Producer

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8	8/7/2019	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 convention/career expo in Miami, FL August 7 – 9th, 2019. 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	Employment Manager Director, News Training and Development News Talent Manager