

# KABB, WOAI

## EEO PUBLIC FILE REPORT

April 1, 2015 - March 31, 2016

### 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
General Assignment Reporter	1-3, 5-8, 10-11, 13, 22-23, 25-27, 29, 34-35, 37-41, 44-45, 47-54, 56-60, 66-67, 69-70, 72-76, 78, 82-85, 87, 89-90, 92, 94-95	54
General Assignment Reporter	1-3, 5-8, 10-11, 13, 22-23, 25-27, 29, 34-35, 37-41, 44-45, 47-54, 56-60, 66-67, 69-70, 72-76, 78, 82-85, 87, 89-90, 92, 94-95	85
General Assignment Reporter	1-3, 5-8, 10-11, 13, 22-23, 25-27, 29, 34-35, 37-41, 44-45, 47-54, 56-60, 66-67, 69-70, 72-76, 78, 82-85, 87, 89-90, 92, 94-95	54
Photographer	1, 3, 6-8, 10-11, 13-15, 17, 22-23, 25-27, 29, 34-35, 37-39, 41, 44-45, 47-54, 56, 58-59, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	15
Photographer	1, 3, 6-8, 10-11, 13-15, 17, 22-23, 25-27, 29, 34-35, 37-39, 41, 44-45, 47-54, 56, 58-59, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	14
News Anchor - Morning News	1, 3, 6, 10-11, 15, 22-23, 25-27, 29, 34-35, 37-38, 41, 44-45, 47, 49, 51-54, 56, 58-59, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	15
Account Executive	1-3, 6-8, 10-11, 17, 19, 22-23, 25-29, 34-35, 37-41, 43-45, 47-54, 56, 58-60, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	17
Account Executive	1-3, 6-8, 10-11, 17, 19, 22-23, 25-29, 34-35, 37-41, 43-45, 47-54, 56, 58-60, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	83
Account Executive	1-3, 6-8, 10-11, 17, 19, 22-23, 25-29, 34-35, 37-41, 43-45, 47-54, 56, 58-60, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	34
Account Executive	1-3, 6-8, 10-11, 17, 19, 22-23, 25-29, 34-35, 37-41, 43-45, 47-54, 56, 58-60, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	17

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Account Executive	1-3, 6-8, 10-11, 17, 19, 22-23, 25-29, 34-35, 37-41, 43-45, 47-54, 56, 58-60, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	50
Account Executive	1-3, 6-8, 10-11, 17, 19, 22-23, 25-29, 34-35, 37-41, 43-45, 47-54, 56, 58-60, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	27
Account Executive	1-3, 6-8, 10-11, 17, 19, 22-23, 25-29, 34-35, 37-41, 43-45, 47-54, 56, 58-60, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	43
Account Executive	1-3, 6-8, 10-11, 17, 19, 22-23, 25-29, 34-35, 37-41, 43-45, 47-54, 56, 58-60, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	43
Account Executive	1-3, 6-8, 10-11, 17, 19, 22-23, 25-29, 34-35, 37-41, 43-45, 47-54, 56, 58-60, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	17
Account Executive	1-3, 6-8, 10-11, 17, 19, 22-23, 25-29, 34-35, 37-41, 43-45, 47-54, 56, 58-60, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	19
Account Executive	1-3, 6-8, 10-11, 17, 19, 22-23, 25-29, 34-35, 37-41, 43-45, 47-54, 56, 58-60, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	34
Multimedia Journalist	1, 3, 6-7, 10-11, 22-23, 25-27, 29, 34-35, 37-41, 44-45, 47-54, 56, 58-59, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	54
Investigative Reporter	1, 3, 6-7, 10-11, 17, 22-23, 25-27, 29, 34-35, 37-41, 44-45, 47, 49, 51-54, 56, 58-59, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	17
Investigative News Photographer	1, 3, 6-7, 10-11, 13, 22-23, 25-27, 29, 34-35, 37-39, 41, 44-45, 47, 49, 51-54, 56, 58-59, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	85

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Digital Media Specialist	1, 3, 6, 10-11, 17, 22-23, 25-27, 29, 34-35, 37-38, 41, 44-45, 47, 49, 51-54, 56, 58-59, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	17
Research Director	1, 3, 6-7, 10-11, 13, 15, 17, 22-23, 25-27, 29, 34-35, 37-39, 41, 44-45, 47-54, 56, 58-59, 64, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	15
Associate Producer	1, 3, 6-7, 10-11, 15, 22-23, 25, 27, 29, 33-35, 37-39, 41, 44-45, 47, 49, 51-54, 56, 58-59, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	15
Associate Producer	1, 3, 6-7, 10-11, 15, 22-23, 25, 27, 29, 33-35, 37-39, 41, 44-45, 47, 49, 51-54, 56, 58-59, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	54
Sports Multimedia Journalist	1, 3, 6, 10-11, 22-23, 25-27, 29, 33-35, 37-38, 41, 44-45, 47, 49, 51-54, 56, 58-59, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	85
Photographer	1, 3, 6-7, 10-11, 15, 22-23, 25-27, 29, 33-35, 37-39, 41, 44-45, 47, 49, 51-54, 56, 58-60, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	15
Photographer	1, 3, 6-7, 10-11, 15, 22-23, 25-27, 29, 33-35, 37-39, 41, 44-45, 47, 49, 51-54, 56, 58-60, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	70
Human Resources Manager/Payroll Coordinator	1, 3-4, 6-12, 16, 21-27, 29, 31-42, 44-54, 56, 58-59, 63-65, 67, 70-86, 88-95	8
News Assignment Editor/Digital Content Producer	1, 3, 6, 10-11, 13, 17, 20, 22-23, 25-27, 29, 31, 33-35, 37-38, 41, 44-45, 47, 49, 51-54, 56, 58-59, 61, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	27
Sales Promotion Specialist	1, 3, 6, 10-11, 15, 22-23, 25-27, 29, 33-35, 37-38, 41, 44-45, 47, 49, 51-54, 56, 58-59, 67, 70, 72-75, 78, 83-85, 89-90, 92, 94-95	15
Promotion Assistant	1, 3-4, 6-9, 11-12, 15-16, 21-24, 26-27, 29-42, 44-54, 56, 58-59, 63-65, 67-68, 70-86, 88-94	15

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Digital Content Producer	8, 17, 22, 24, 27, 31, 34, 53-54, 62, 80, 85, 94	27
Editor/Photographer-Lifestyle	8, 22, 24, 27, 34, 53-54, 65, 80, 88, 94	27
Local Sales Assistant	1, 3, 6-8, 10-11, 22-27, 29, 31, 33-35, 37-41, 44-45, 47-51, 53-54, 56, 58-60, 65, 67, 70, 72-75, 77-78, 80, 82-85, 88-90, 92, 94-95	27
Local Sales Assistant	1, 3, 6-8, 10-11, 22-27, 29, 31, 33-35, 37-41, 44-45, 47-51, 53-54, 56, 58-60, 65, 67, 70, 72-75, 77-78, 80, 82-85, 88-90, 92, 94-95	60
News Producer- Lifestyle Show	1, 3, 6-8, 10-11, 15, 22-27, 29, 31, 33-35, 37-41, 44-45, 47-51, 53-54, 56, 58-59, 65, 67, 70, 72-75, 77-78, 80, 82-85, 88-90, 92, 94-95	15
Digital Sales Manager	1, 3, 6-8, 10-11, 13, 22-27, 29, 31, 33-35, 37-41, 44-45, 47-51, 53-54, 56, 58-59, 65, 67, 70, 72-75, 77-78, 80, 82-85, 88-90, 92, 94-95	34
News Producer	1, 3, 7-8, 10-11, 13, 22-27, 29, 31, 33-35, 37-40, 44-45, 47-51, 53-54, 56, 58-59, 65, 67, 70, 72-75, 77-78, 80, 82-85, 88-90, 92, 94-95	54
Promotions Producer	1, 3, 6-8, 10-11, 13, 22-27, 29, 31, 33-35, 37-40, 44-45, 47-56, 58-60, 65, 67, 70, 72-75, 77-78, 80, 82-85, 88-90, 92, 94-95	54
Facilities Maintenance Associate	1, 10-11, 13, 17, 22-23, 25-29, 33-35, 37-38, 41, 44-45, 47-56, 58-59, 64, 67, 72-74, 78, 83-84, 89-90, 92, 94-95	64
News Editor	1, 3, 6-8, 10-11, 13, 15, 22-29, 31, 33-35, 37-40, 44-45, 47-55, 58-60, 65, 67, 70, 72-75, 77-78, 80, 82-85, 88-90, 92, 94-95	15
News Producer	1, 3, 6-8, 10-11, 15, 17, 22-27, 29, 31, 33-35, 37-40, 44-45, 47-56, 58-59, 65, 67, 70, 72-75, 77-78, 80, 82-85, 88-90, 92, 94-95	15

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Photographer	1, 3, 6-8, 10-11, 17-18, 22-27, 29, 31, 33-35, 37-41, 44-45, 47-56, 58-59, 65, 67, 70, 72-75, 77-78, 80, 82-85, 88-90, 92, 94-95	85
Associate Producer	1, 3, 6-8, 10-11, 15, 22-27, 29, 31, 33-35, 37-41, 44-45, 48-56, 58-59, 65, 67, 70, 72-75, 77-78, 80, 82-85, 88-90, 92, 94-95	15

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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	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	Agency Referral	N	2
3	American Broadcasting School 712 North Watson Arlington, Texas 76001 Phone : 817-695-2474 Url : <a href="http://radioschool.com">http://radioschool.com</a> Email : michelle@radioschool.com Michelle Oconnell	N	0
4	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 972-241-8270 Lisa Vongthackdy	N	0
5	Association for Education in Journalism and Mass Communications 234 Outlet Pointe Blvd. Suite A Columbia, South Carolina 29210-5667 Phone : 803-798-0271 Fax : 1-803-772-3509 Jennifer McGill	N	0
6	Association for Education in Journalism and Mass Communications 234 Outlet Pointe Blvd. Suite A Columbia, South Carolina 29210-5667 Phone : 803-798-0271 Fax : 1-803-772-3509 Jennifer McGill	N	0
7	Baltimore Urban League 512 Orchard Street Baltimore, Maryland 21201 Mr. Len Cornish Manual Posting	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
8	Career Builder 1101 15th St, NW Ste 1200 Washington, District of Columbia 20005 Phone : 0000000000 Email : sbgresumes@sbgstv.com Andrew Hamburger	N	3
9	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
10	Columbia Journalism School Graduate School 207 Journalism, MC 3801 New York, New York 10027 Url : <a href="http://www.journalism.columbia.edu">http://www.journalism.columbia.edu</a> Email : <a href="mailto:as1698@columbia.edu">as1698@columbia.edu</a> Anusha Shrivastave	Y	0
11	Concordia Texas University 3400 IH 35 North Austin, Texas 78705 Phone : 512-313-5041 Url : <a href="http://www.concordia.edu">www.concordia.edu</a> Email : <a href="mailto:Randa.Scott@concordia.edu">Randa.Scott@concordia.edu</a> Randa Scott	N	0
12	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:Leslie.Brunson@concordia.edu">Leslie.Brunson@concordia.edu</a> Leslie Brunson	N	0
13	Current Employee	N	17
14	Current Employee - Transfer/Promotion	N	1
15	Current Employee/Internal Promotion	N	11
16	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 214-421-5510 Reginal Gates	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
17	Employee Referral	N	18
18	Facebook post	N	1
19	Former Employee	N	2
20	Former Intern	N	1
21	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
22	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
23	Goodwill Industries 406 West Commerce San Antonio, Texas 78207 Phone : 210-924-8581 Fax : 1-210-924-3011 Lupe Young	N	1
24	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@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source Alicia Lawrence	N	0
25	Howard University School of Communications 525 Bryant St, NW Room 107 Washington, District of Columbia 20059 Url : <a href="http://communications.howard.edu">http://communications.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	Y	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
26	Incarinate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	1
27	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	18
28	Internet Ad-not directly contacted by SEU	N	3
29	Ithaca College 953 Danby Rd Ithaca, New York 14850 Phone : 888-888-8888 Email : <a href="mailto:eloise@ithaca.edu">eloise@ithaca.edu</a> Eloise Green	Y	0
30	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
31	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	2
32	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	League of United Latin American Citizens 2923 S. Presa Street San Antonio, Texas 78228 Phone : 210-403-9001 Fax : 1-210-403-9002 Irene De Hoyos	Y	0
34	Linkedin Corporate Solutions 2029 Stierlin Ct Mountainview, California 94043 Phone : 0000000000 Danielle Anderson Manual Posting	N	3
35	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
36	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
37	NAACP-San Antonio 2803 E Commerce San Antonio, Texas 78203 Phone : 210-224-7636 Url : http://www.naacp-sanantonio.org Email : satxnaacpjobbank@gmail.com Oliver Hill	N	0
38	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Url : http://www.nhmc.org Email : info@nhmc.org Alejandra Valenquela	N	0
39	National Organization for Women Action Center 1100 H Street NW 3rd Floor Washington, District of Columbia 20005 Unknown Unknown Manual Posting	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
40	National Urban League Black Executive Exchange Program 120 Wall Street Floor 7 New York, New York 10005-3902 Unknown Unknown Manual Posting	N	0
41	National Veteran's Outreach 611 North Flores San Antonio, Texas 78205 Phone : 210-223-4088 Url : www.agif-nvop.org Email : dcruz@nvop.org Fax : 1-210-223-4970 Casimiro Garza	N	0
42	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0
43	Non-Employee Referral	N	3
44	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Url : http://sola.nsu.edu/mcjr Email : pcbriggs@nsu.edu Paula Briggs	N	0
45	Northwest Vista College Career Center 3535 North Ellison Drive San Antonio, Texas 78251 Phone : (210) 486-4138 Email : mgarcia1193@alamo.edu Margaret Garcia	N	0
46	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : (801) 697-6657 Todd Nelson	N	0

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47	Our Lady of the Lake 411 W 24th Street San Antonio, Texas 78207 Phone : 210-431-3971 Url : <a href="http://www.ollusa.edu">http://www.ollusa.edu</a> Email : <a href="mailto:ccdt@ollusa.edu">ccdt@ollusa.edu</a> Rhonda Boyles	N	0
48	Palo Alto Community College 1400 W. Villaret San Antonio, Texas 78224 Phone : 210-486-3123 Url : <a href="http://www.alamo.edu">http://www.alamo.edu</a> Nora Esparza Manual Posting	N	0
49	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
50	San Antonio College 1300 San Pedro Ave San Antonio, Texas 78212 Phone : 210-486-1500 Url : <a href="http://www.alamo.edu/sac">http://www.alamo.edu/sac</a> Cassandra Segura Manual Posting	N	1
51	San Antonio Hispanic Chamber of Commerce 200E Grayson #203 San Antonio, Texas 78215 Phone : 210- 208-8226 Url : <a href="http://www.sahcc.org">http://www.sahcc.org</a> Email : <a href="mailto:briannad@sahcc.org">briannad@sahcc.org</a> Brianna D	N	0
52	Schreiner University 2100 Memorial Blvd Kerrville, Texas 78028 Phone : 830-792-7281 Url : <a href="http://www.schreiner.edu">http://www.schreiner.edu</a> Email : <a href="mailto:cimartinez@schreiner.edu">cimartinez@schreiner.edu</a> Cristina Martinez	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
53	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
54	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	14
55	Spots N Dots 1635 Old Hwy 41 NW Kennesaw, Georgia Emily McCay Manual Posting	N	0
56	St Phillips College 1801 Martin Luther King Drive San Antonio, Texas 78203 Phone : 210-220-1500 Email : <a href="mailto:lortega@accd.edu">lortega@accd.edu</a> Fax : 1-210-486-2393 Lidia Ortega	N	0
57	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
58	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

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59	St. Mary's University 1 Camino Santa Maria Box 17 San Antonio, Texas 78228 Phone : 210-436-3102 Url : <a href="http://www.stmarytx.edu">http://www.stmarytx.edu</a> Email : <a href="mailto:lsandoval12@stmarytx.edu">lsandoval12@stmarytx.edu</a> L Sandoval	N	0
60	Station Website	N	8
61	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentdynamics.com">http://www.talentdynamics.com</a> Email : <a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a> Christina Hedding	N	1
62	Talent Dynamics 600 E Colinas Blvd Irving, Texas 75039 Email : <a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a> Christina Hedding	N	0
63	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
64	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	2
65	Texas A&M University 209 Koldrus Student Service Building 1233 TAMU College Station, Texas Url : <a href="http://careercenter.tamu.edu">http://careercenter.tamu.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Services	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
66	Texas A&M University Corpus Christi Career Services – UC304 6300 Ocean Drive Corpus Christi, Texas 78412 Phone : 361-825-2628 Email : Kelly.Quintanilla@tamucc.edu Kelly Quintanilla	N	0
67	Texas A&M University Corpus Christi Career Services – UC304 6300 Ocean Drive Corpus Christi, Texas 78412 Phone : 361-825-2628 Email : Kelly.Quintanilla@tamucc.edu Kelly Quintanilla	N	0
68	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
69	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : craig@tab.org Fax : 1-512-322-0522 Craig Bean	N	0
70	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : craig@tab.org Fax : 1-512-322-0522 Craig Bean	N	2
71	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0

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

<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>
72	Texas Lutheran University 1000 West Court Street Seguin, Texas 78155 Phone : 830- 372-8178 Url : <a href="http://www.careers.tlu.edu">http://www.careers.tlu.edu</a> Email : <a href="mailto:kwatts@tlu.edu">kwatts@tlu.edu</a> Kimberly Watts Hoggart	N	0
73	Texas State University 601 University Drive San Marcos, Texas Phone : 512-245-2645 Url : <a href="http://www.careerservices.txstate.edu">http://www.careerservices.txstate.edu</a> Email : <a href="mailto:careerservices@txstate.edu">careerservices@txstate.edu</a> Karen Julian	N	0
74	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
75	Texas Tech Univeristy Mass Communication PO Box 43082 Lubbock, Texas 79409-3082 Phone : 806-834-0348 Email : <a href="mailto:Cameron.Skoczlas@ttu.edu">Cameron.Skoczlas@ttu.edu</a> Cameron Skoczlas	N	0
76	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
77	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> David Kraus	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
78	Texas Veterans Commission 4615 Walzem #100 San Antonio, Texas 78218 Phone : 210-551-8452 Url : <a href="http://www.tvc.state.tx.us">http://www.tvc.state.tx.us</a> Email : <a href="mailto:Jose.Sanchez@tvc.texas.gov">Jose.Sanchez@tvc.texas.gov</a> Jose Sanchez	N	0
79	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
80	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
81	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
82	The University of Texas at Austin One University Station A1000 Austin, Texas 78712 Phone : 512-471-1845 Url : <a href="http://www.journalism.utexas.edu">http://www.journalism.utexas.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Glenn Frankel	N	0
83	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	2

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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
84	Trinity University One Trinity Place #215 San Antonio, Texas 78212 Phone : 210-999-8321 Url : <a href="http://www.trinity.edu/career">http://www.trinity.edu/career</a> Email : <a href="mailto:careerservices@trinity.edu">careerservices@trinity.edu</a> Samantha Jones	N	0
85	TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 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	4
86	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
87	University of North Texas PO BOx 310589 Denton, Texas 76203 Phone : 940-565-2537 Email : <a href="mailto:rtvf@unt.edu">rtvf@unt.edu</a> Fax : 1-940-369-7838 Alan Albarran	N	0
88	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
89	University of Texas at San Antonio San Antonio, Texas Phone : 210-458-4588 Url : <a href="http://www.utsa.edu/careercenter">http://www.utsa.edu/careercenter</a> Email : <a href="mailto:victoria.tesillo@utsa.edu">victoria.tesillo@utsa.edu</a> Vickie Tesillo	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
90	University of Texas San Antonio One UTSA Circle San Antonio, Texas 78249 Phone : 210-458-4588 Url : <a href="http://www.utsa.edu/careercenter">http://www.utsa.edu/careercenter</a> Email : <a href="mailto:careerservices@utsa.edu">careerservices@utsa.edu</a> Victoria Tesillo	N	0
91	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
92	University of the Incarnate Word 4301 Broadway San Antonio, Texas 78209 Phone : 210-832-5622 Url : <a href="http://www.uiw.edu/careers">http://www.uiw.edu/careers</a> Email : <a href="mailto:careers@uiwtx.edu">careers@uiwtx.edu</a> Tony Almendarez	N	0
93	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
94	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
95	Walter Cronkite School of Journalism 555 N Central Ave Suite 302 Phoenix, Arizona 85004 Url : NEWS ONLY Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Michael Wong	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>121</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	4/2/2015	Participation in events or programs sponsored by educational institutions	Career on Wheels is a specific event for 2nd grade students to take a closer look at their community by bringing awareness on different careers in San Antonio. The Storm Tracker Vehicle represented News4 San Antonio. Selena Garza discussed different positions at the news station such as: Photographers, Producers, Reporters, Directors, Graphic Artists, etc. Over 1,000 2nd grade students attended this event from South San Antonio Independent School District. The following schools attended: Athens Elementary, Hutchins Elementary, Kindred Elementary, Palo Alto Elementary, Price Elementary, Frank Madla Elementary, Neil Armstrong Elementary, Miguel Carrillo Elementary, Roy Benavidez Elementary	1	Producer
2	5/13/2015	Participation in events or programs sponsored by educational institutions	Ryan Wolf attended a career day at Wheatley Middle School. With 100 students present, which consisted of 6th-8th graders, Ryan spoke about his role as an Anchor with Fox news and the importance of education. Students asked a variety of questions ranging from salary expectations to fears in the field.	1	Anchor
3	7/16/2015	Participation in events or programs sponsored by educational institutions	Elisa Amigo spoke at Career Day at Wheatley Middle School. She had an audience of approx 60 students from grades 6th-8th. She spoke about what it was like to work in television, the importance of education, and also allowed the students to perform mock news reports and interviews.	1	Anchor
4	8/5/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Minneapolis, MN; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Employment Manager Director, News Development News Talent Manager

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5	8/24/2015	Establishment of an intern program designed to assist members of the community	2015 Fall News/ Investigative News internship, jr/sr college students participated in a news internship to earn credit for real life experience while working in broadcasting. Interns were introduced to AM, PM, and Sports News and learned about the different new equipment.	2	Assisstant News Director Executive Investigations Producer
6	9/18/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the RTDNA, EIJ and National Association of Hispanic Journalists convention in Orlando, FL; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Employment Manager Director, News Development News Talent Manager
7	10/21/2015	Provision of training to management	Sinclair Broadcast Group INC conducted Leadership Human Resources Training for 2 days: October 21st and 22nd. HR contacts from all over the country were flown into Corporate to learn about how to be the best HR contact for the station; the HR/Business Manager for San Antonio Television , LLC (KABB/WOAI) was in attendance for both days. We learned about FCC/EEo, Hiring, ADA,FLSA, EEOC and DOL Compliance, FMLA, supporting the Company's open door policy, performing our job well, sharing accountability and parterning with other station management to accomplish our goals. We all were able to share ideas during discussions and were able to take back ideas on things to implement at our stations	1	HR Manager

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8	10/27/2015	Participation in events or programs sponsored by educational institutions	The station attended a Career on Wheels event at Woodlawn Hills Elementary school and spoke to Elementary School students grades 4-5 about being an anchor/reporter. Students moved from station to station where they learned about careers, the importance of higher education and saying No to Drugs. Each presenter had 15 minutes with each class at each station.	1	Anchor/Reporter
9	10/28/2015	Participation in events or programs sponsored by educational institutions	Selena Garza spent 45 minutes talking about the different careers within a TV Station to 2nd graders at Kendell Elementary. She took the opportunity to tell interesting stories that Ooh and ahh little kids and how everyone plays a role in what you see in TV. She also stressed the importance of going to school and getting an education.	1	Producer
10	10/29/2015	Participation in events or programs sponsored by educational institutions	KABB/KMYS Meterologist Miichael Hernandez visited Ward Elementary for career day and shared career expertise. He used the Storm Tracker vehicle to demonstrate meterology and spoke to the students about his career. He showed students in grades 1-5 how the vehicle was used as a working weather station and showed them current weather at the time.	1	Meterologist

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11	10/31/2015	Provision of training to management	<p>SBG, Inc. and its stations are an equal opportunity employer. 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.</p> <p>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 which 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>	240	

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12	11/4/2015	Participation in events or programs sponsored by educational institutions	Cleto Rodriguez, morning anchor/reporter and comedian for WOAI attended the Baskins Career Day for 3-5th graders at Baskin Elementary in San Antonio. Cleto spent 30 minutes talking to 5th and 3rd graders about his career and his community engagement. Cleto spoke to the students about how he entered the news business through comedy and expressed his love of making people laugh as well as how he started in Comedy. He shared his experiences in news and how he started in News and how through his comedy he helps viewers start off the day right.	1	General Assignment reporter
13	2/15/2016	Participation in events or programs sponsored by educational institutions	A Clark High School student spent an afternoon shadowing Elisa Amigo on Monday February 15, 2016. The student is interested in pursuing a career in Journalism. She attended the afternoon editorial meeting with Elisa and went on a tour of the newsroom and studio. Elisa discussed the different aspects of TV News. The student was able to talk to meteorologists, reporters, editors, and producers to get a feel of what each job entailed. She was giving a rundown of what a typical day was like and each staff member she spoke with talked about the most rewarding and the most challenging aspects of the job. She was shown the video editing system that is used to compile stories and Elisa explained how rundowns are crafted to prepare for the newscast. Elisa demonstrated how soundbites and video were added to use in stories. Finally Elisa discussed the importance of staying up to date on current events, getting involved in the community and discussed tips for strong writing and powerful storytelling.	1	Anchor/Reporter



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14	2/18/2016	Participation in events or programs sponsored by educational institutions	Jocelyn Tovar participated in a career day at Rayburn Elementary. She had rotating classes from 8:30am-10:30 am in 15 minute intervals and spoke to approximately eight different classes with about 15 students each. Jocelyn spoke about her career as a Multi-media journalist and how that meant doing all the shooting, editing and writing for your stories in addition to being on air. Students were showed examples of stories including ones on anti-bullying campaign #MakeitStop, which some of them were aware of already. It was a positive experience for all the students.	1	Multimedia Journalist
15	2/19/2016	Participation in events or programs sponsored by educational institutions	Student had the chance to shadow anchor/reporter Erin Nichols. She was able to attend the afternoon editorial meeting so she could understand how the day begins in News. she was able to speak with reporter Michael Locklear as well. She then sat with Erin at her workstation where she was able to interview Erin and ask about her job and tasks. Erin showed student her previous work and gave advice on the steps that she needed to take in college to help advance in her career. The Student sat with the assignment desk managers Sandra Ibarra and David Elizondo at the desk and learned about their duties.	4	Reporter Assignment Desk Mgr. Assignment Desk Manager Reporter
16	2/25/2016	Participation in Job Fairs	Local Sales Managers Todd Schliwen and Pamela Simpson participated in a Career Fair held by Texas A&M University at San Antonio. Todd and Pam represented Sinclair Broadcast Group and San Antonio Television LLC d/b/a WOAI and KABB/KMYS . They provided interested students with a list of open positions with the Station and provided additional information about the company. The university has 4500 students and offers Bachelor's degrees in 21 different fields.	2	Local Sales Manager Local Sales Manager

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17	3/21/2016	Participation in scholarship programs	<p>The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education.</p> <p>The Fund complements Sinclair's existing widespread internship program as well as Sinclair's long-standing relationships with numerous colleges, including historically black colleges and universities in markets where Sinclair has stations. This Fund is another way for Sinclair to invest in the future of broadcast television, by ensuring that students dedicated to careers in broadcasting can complete their educations.</p>	1	
18	3/22/2016	Participation in Job Fairs	<p>Managers and Departments heads representing WOAI and KABB/KMYS attended a Career Expo held by TAB(Texas Broadcasting Association) at San Antonio College. The Career fair was held from 1-4 pm on the grounds of San Antonio college and was open to the public as well as students. The departments represented were News, Promotions and Operations. Attendees included Terry McFarlane, Director of Promotions, Richard Zamora, On Air Operations Supervisor, Keith McMahan, Associate News Director. Attendees were given information about open positions at the Station and background on Sinclair Broadcast group. Interested applicants were provided with open positions and information on how to apply.</p>	3	<p>Director of of Promotions  Associate News Director  On Air Operations Manager</p>