

KABB, WOAI

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
New Business Development Sales Manager	1-7, 10-12, 18-21, 23-25, 27-28, 30-33, 35-36, 38-42, 44-45, 47-54, 56-59, 63-91	24
General Assignment Reporter	1-2, 4-6, 9-10, 19-24, 27, 29, 31-33, 36, 38-40, 44-45, 47-54, 57-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	54
News Producer	1-2, 4-6, 9-10, 19-24, 27, 29, 31-33, 36, 38-41, 44-45, 47-54, 57-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	68
Facilities Maintenance Associate	1-4, 6-7, 9-12, 16, 18-24, 27-33, 35-38, 41-42, 44-45, 47-54, 58-59, 63-73, 75-78, 80-92	24
News Photographer	1-7, 9-15, 18-25, 27-33, 35-42, 44-54, 57-59, 61, 63-92	15
News Photographer	1-7, 9-15, 18-25, 27-33, 35-42, 44-54, 57-59, 61, 63-92	61
Sports Multimedia Journalist	1-2, 4, 6, 8-10, 19-25, 27, 29, 31-34, 36-38, 41, 44-45, 47-54, 58-59, 62, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	83
Sales Account Executive	1-2, 4, 6, 9-10, 14, 16-17, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 58-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	17
Sales Account Executive	1-2, 4, 6, 9-10, 14, 16-17, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 58-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	24
Sales Account Executive	1-2, 4, 6, 9-10, 14, 16-17, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 58-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	16
Sales Account Executive	1-2, 4, 6, 9-10, 14, 16-17, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 58-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	14

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Sales Account Executive	1-2, 4, 6, 9-10, 14, 16-17, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 58-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	24
Sales Account Executive	1-2, 4, 6, 9-10, 14, 16-17, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 58-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	16
Promotions Producer	1-2, 4, 6, 9-10, 14, 19-25, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 58-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	68
Director of Sales	1-2, 4, 6, 9-10, 19-25, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 57-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	54
Promotions Producer	1-2, 4, 6, 9-10, 19-24, 26-27, 29, 31-33, 36-38, 41, 44-45, 47-54, 57-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	26
News Photographer	1-2, 4, 6, 9-10, 14, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 57-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	14
News 4 Topical Promotions Producer	1-2, 4, 6, 9-10, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 57-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	54
News Producer	1-2, 4, 6, 9-10, 19-25, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 57-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	54
News Assignment Editor/Digital Content Producer	1-2, 4, 6, 9-10, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 58-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	71
Associate Producer	1-2, 4, 6, 9-10, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 57-59, 61, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	61

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Local Sales Assistant	1-2, 4, 6, 9-10, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 57-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	54
News Photographer	1-2, 4, 6, 9-10, 14, 17, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 57, 59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	14
Master Control Operator	1-2, 4, 6, 9-10, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 57-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	24
Sales Account Executive	1-2, 4, 6, 9-10, 14, 19-24, 27, 29, 31-33, 36-38, 41, 43-45, 47-54, 57-61, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	24
Sales Account Executive	1-2, 4, 6, 9-10, 14, 19-24, 27, 29, 31-33, 36-38, 41, 43-45, 47-54, 57-61, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	19
Sales Account Executive	1-2, 4, 6, 9-10, 14, 19-24, 27, 29, 31-33, 36-38, 41, 43-45, 47-54, 57-61, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	60
Digital Media Specialist	1-2, 4, 6, 9-10, 14, 19-24, 26-27, 29, 31-33, 36-38, 41, 44-45, 47-54, 57-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	26
SASO Traffic Manager	1-2, 4, 6, 9-10, 19-25, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 57-59, 65-66, 68, 70-73, 75-76, 78, 80-83, 85-87, 89, 91-92	24
Janitor/Housekeeper	1-2, 4, 6, 9-10, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 57-59, 65-66, 68, 70, 72-73, 75-76, 78, 80-83, 85-87, 89, 91-92	24
News Producer	1-2, 6, 9-10, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-54, 57-59, 61, 65-66, 68, 70, 72-73, 75-76, 78, 80-83, 85-87, 89, 91-92	68

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Digital Sales Manager	1-2, 4, 6, 9-10, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-55, 57-59, 65-66, 68, 70, 72-73, 75-76, 78, 80-83, 85-87, 89, 91-92	32
Senior Promotions Producer	1-2, 4, 6, 9-10, 19-25, 27, 29, 31-33, 36-38, 41, 44-45, 47-55, 57-59, 65-66, 68, 70, 72-73, 75-76, 78, 80-83, 85-87, 89, 91-92	6
Front Desk Receptionist	1-2, 4, 6, 9-10, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-55, 57-59, 65-66, 68, 70, 72-73, 75-76, 78, 80-83, 85-87, 89, 91-92	24
Multimedia Journalist	1-2, 4, 6, 9-10, 19-24, 27, 29, 31-33, 36-38, 41, 44-45, 47-55, 57-59, 65-66, 68, 70, 72-73, 75-76, 78, 80-83, 85-87, 89, 91-92	83

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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 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	American Broadcasting School 712 North Watson Arlington, Texas 76001 Phone : 817-695-2474 Url : http://radioschool.com Email : michelle@radioschool.com Michelle Oconnell	N	0
3	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
4	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
5	Baltimore Urban League 512 Orchard Street Baltimore, Maryland 21201 Mr. Len Cornish Manual Posting	N	0
6	Career Builder 1101 15th St, NW Ste 1200 Washington, District of Columbia 20005 Phone : 0000000000 Email : sbgresumes@sbgstv.com Andrew Hamburger	N	1
7	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	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	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	1
9	Columbia Journalism School Graduate School 207 Journalism, MC 3801 New York, New York 10027 Url : http://www.journalism.columbia.edu Email : as1698@columbia.edu Anusha Shrivastave	Y	0
10	Concordia Texas University 3400 IH 35 North Austin, Texas 78705 Phone : 512-313-5041 Url : www.concordia.edu Email : Randa.Scott@concordia.edu Randa Scott	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	9
15	Facebook post	N	1
16	Former Employee	N	3
17	Former Employee Referral	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
18	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
19	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	1
20	Goodwill Industries 406 West Commerce San Antonio, Texas 78207 Phone : 210-924-8581 Fax : 1-210-924-3011 Lupe Young	N	0
21	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
22	Howard University School of Communications 525 Bryant St, NW Room 107 Washington, District of Columbia 20059 Url : http://communications.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
23	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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24	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	20
25	Internal Candidate	N	11
26	Internal Transfer/Promotion	N	2
27	Ithaca College 953 Danby Rd Ithaca, New York 14850 Phone : 888-888-8888 Email : eloise@ithaca.edu Eloise Green	Y	0
28	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
29	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
30	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
31	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	LinkedIn Corporate Solutions 2029 Stierlin Ct Mountainview, California 94043 Phone : 0000000000 Danielle Anderson Manual Posting	N	5
33	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
34	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
35	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
36	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
37	National Association of Broadcasters 1771 N Street, N W Washington, District of Columbia 20036 Phone : 2024293928 Url : http://www.nab.org/default.asp Email : nab@nab.org Fax : 1-202-775-2983 Nate Mann	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	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
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	1
44	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Url : http://sola.nsu.edu/mcjr Email : pcbriggs@nsu.edu Paula Briggs	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	Northwest Vista College Career Center 3535 North Ellison Drive San Antonio, Texas 78251 Phone : (210) 486-4138 Email : nlc-jobs@alamo.edu Fax : 1-210-486-9209 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 : 1-801-697-6657 Todd Nelson	N	0
47	Our Lady of the Lake 411 W 24th Street San Antonio, Texas 78207 Phone : 210-431-3971 Url : http://www.ollusa.edu Email : ccdt@ollusa.edu Andres Jaime	N	0
48	Palo Alto Community College 1400 W. Villaret San Antonio, Texas 78224 Phone : 210-486-3123 Url : http://www.alamo.edu Nora Esparza Manual Posting	N	0
49	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	0
50	San Antonio College 1300 San Pedro Ave San Antonio, Texas 78212 Phone : 210-486-1500 Url : http://www.alamo.edu/sac Cassandra Segura Manual Posting	N	0

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51	San Antonio Hispanic Chamber of Commerce 200E Grayson #203 San Antonio, Texas 78215 Phone : 210- 208-8226 Url : http://www.sahcc.org Email : briannad@sahcc.org Brianna D	N	0
52	Schreiner University 2100 Memorial Blvd Kerrville, Texas 78028 Phone : 830-792-7281 Url : http://www.schreiner.edu Email : cimartinez@schreiner.edu Cristina Martinez	N	0
53	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	0
54	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	12
55	Southern Methodist University PO Box 75100 Dallas, Texas 75275 SMU Heigi Career Center Manual Posting	N	0
56	Spots N Dots 1635 Old Hwy 41 NW Kennesaw, Georgia Emily McCay Manual Posting	N	0

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57	St Phillips College 1801 Martin Luther King Drive San Antonio, Texas 78203 Phone : 210-485-0200 Url : https://www.alamo.edu/sac/ Email : employment@alamo.edu Fax : 1-210-486-2393 Lidia Ortega	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
59	St. Mary's University 1 Camino Santa Maria Box 17 San Antonio, Texas 78228 Phone : 210-436-3102 Url : http://www.stmarytx.edu Email : careerservices@stmarytx.edu Lauren McLeaird	N	0
60	Station On-Air Advertisement	N	1
61	Station Website	N	5
62	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com 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	0

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65	Texas A&M University 209 Koldrus Student Service Building 1233 TAMU College Station, Texas Url : http://careercenter.tamu.edu Email : sbgresumes@sbgstv.com Career Services	N	0
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-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
68	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 Fax : 1-512-322-0522 Craig Bean	N	8
69	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
70	Texas Lutheran University 1000 West Court Street Seguin, Texas 78155 Phone : 830- 372-8178 Url : http://www.careers.tlu.edu Email : kwatts@tlu.edu Kimberly Watts Hoggart	N	0

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71	Texas State University 601 University Drive San Marcos, Texas Phone : 512-245-2645 Url : http://www.careerservices.txstate.edu Email : careerservices@txstate.edu Karen Julian	N	1
72	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
73	Texas Tech Univeristy Mass Communication PO Box 43082 Lubbock, Texas 79409-3082 Phone : 8067422210 Email : janelle.zamora@ttu.edu Janelle Zamora	N	0
74	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
75	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : sbgresumes@sbgstv.com David Kraus	N	0
76	Texas Veterans Commission 4615 Walzem #100 San Antonio, Texas 78218 Phone : 210-551-8452 Url : http://www.tvc.state.tx.us Email : Jose.Sanchez@tvc.texas.gov Jose Sanchez	N	0

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77	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
78	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
79	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
80	The University of Texas at Austin One University Station A1000 Austin, Texas 78712 Phone : 512-471-1845 Url : http://www.journalism.utexas.edu Email : sbgresumes@sbgstv.com Glenn Frankel	N	0
81	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
82	Trinity University One Trinity Place #215 San Antonio, Texas 78212 Phone : 210-999-8321 Url : http://www.trinity.edu/career Email : careerservices@trinity.edu Samantha Jones	N	0

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83	TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	3
84	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
85	University of North Texas PO BOx 310589 Denton, Texas 76203 Phone : 940-565-2537 Email : sbgresumes@sbgvtv.com Fax : 1-940-369-7838 Alan Albarran	N	0
86	University of Texas at San Antonio San Antonio, Texas Phone : 210-458-4588 Url : http://www.utsa.edu/careercenter Email : victoria.tesillo@utsa.edu Vickie Tesillo	N	0
87	University of Texas San Antonio One UTSA Circle San Antonio, Texas 78249 Phone : 210-458-4588 Url : http://www.utsa.edu/careercenter Email : careerservices@utsa.edu Victoria Tesillo	N	0
88	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

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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
89	University of the Incarnate Word 4301 Broadway San Antonio, Texas 78209 Phone : 210-832-5622 Url : http://www.uiw.edu.careers Email : careers@uiwtx.edu Tony Almendarez	N	0
90	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
91	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
92	Walter Cronkite School of Journalism 555 N Central Ave Suite 302 Phoenix, Arizona 85004 Url : NEWS ONLY Email : mike.wong@asu.edu Michael Wong	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			87

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/8/2016	Participation in events or programs sponsored by educational institutions	WOAI Producer Selena Garza participated in Shepard Middle Schools Career on Wheels event. Second grade students from ten different elementary schools in the San Antonio Independent School district participated. Selena took the WOAI Stormtracker and explained to the students how it was used. She also talked about recent news stories to explain the different career opportunities the TV station offered and discussed her own position and what she was responsible for at the Station.	1	Producer
2	4/11/2016	Participation in events sponsored by community groups	Sea World Homeschool, consisting of 24 Kids and 5 Adult Chaperones toured the KABB/WOAI studios. The children ranged from elementary to High school grades as they are homeschooled. Questions were answered for the children on how TV equipment works and how a TV Studio is run. They were shown the newsroom and assignment desk where all the news phone calls come in.	1	Operations Supervisor
3	4/12/2016	Participation in Job Fairs	Our Lady of the Lake University held a Military/Careers Veterans Job Fair. It offered opportunities for employees to recruit students as well as Veteran's for Full Time, Part Time and internship positions. OLLU is private university with around 3,100 students that offers 33 majors including Mass Communication(to include DigitalFilm Production, Multimedia Journalism and PR). Javier Gomez, Production Manager attended on behalf of the Station to provide information on open positions and inform students and Veterans of the opportunities in Broadcasting and Journalism	1	Production manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	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	4	Regional HR Manager Human Resources Business Manager Dir of Digital Content and Solutions
5	5/20/2016	Participation in events sponsored by community groups	KABB Anchor Ryan Wolf participated in Hill Country Elementary's Career Day. He spoke to about 200 students from the 3rd, 4th and 5th grades about his career as an anchor. Ryan demonstrated live shots to the students and also shared stories about his experiences as a Journalist. The students were given an opportunity to ask questions as well.	1	Anchor
6	5/23/2016	Establishment of an intern program designed to assist members of the community	The station established an Internship program that offered jr/sr college students to participate in an internship within both the News and Lifestyle Departments to earn credit for real life experience while working in broadcasting. Interns were introduced to AM, PM, and Sports News and Lifestyle and learned about the different new equipment. They were given the opportunity to learn more about Broadcasting by getting a hands on experience.	3	Associate News Director Sr. Executive Producer Lifestyle Excutive Producer Investigative news

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	6/30/2016	Participation in events or programs sponsored by educational institutions	Reporter Camilla Rambalidi was able to have a aspiring reporter shadow for 3 days. She was able to sit through three editorial meetings and also was able to see how live shots were done. She was able to go out on the field with Camilla so she could see what it was to work with deadlines and how stories were shot. The individual was able to observe Camilla log interviews, learn how she wrote her stories and how she voices. she was also able to shadow Camilla's photographer as he edited one of Camilla's stories. She asked questions on how to make her writing stronger and make her live shots stand out	1	General Assignment Reporter
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 Manager represented all Sinclair News stations at the career expo for the NABJ/NAHJ combined journalist convention/carrer expo in Washington DC, August 3-5, 2016. They met potential candidates and reviewed resumes and tapes for current and future job openings accross the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable	1	News Director
9	9/9/2016	Participation in events sponsored by community groups	Approximately 10-15 Senior Citizens from Old People on the Town from Chapel Hill United Methodist Church visited the Station as one of their tours. They were able to see a newscast run, see how the studios are set up. News Director Blaise Labbe was able to speak to them about 20 minutes as a target focus group. They were able to ask questions and gave feedback on what they would and would not like to see on our Newscast .	2	Producer News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	9/14/2016	Participation in events sponsored by community groups	Five to seven students from the American Captioning Institute visited the studios guided by Selena Garza. The main purpose of their visit was to see a live newscast to help better understand the "language" of the meteorologists as it related to captioning. The students were able to ask questions of the meteorologists, to enable them to accurately caption. The students were able to understand how the station works and how it troubleshoots if captions were ever lost.	1	Producer
11	9/16/2016	Participation in events sponsored by community groups	A local Girl Scout troop of 11 girls between the ages 11-13 visited the Station as part of their MEDIA journey to work on their Silver Award Program. As part of their visit, the troop was given information by Selena Garza on how powerful the media is with real stories, introduced them to reporters Randy Beamer and Delaine Mathieu and encouraged them to explore a career in media. The girls discussed outreach and how responsible media works and how the media can positively influence the community. The information they gathered allowed them to provide material for a short film about how women can break stereotypes (ie in Broadcasting:	3	Producer Anchor Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	10/4/2016	Participation in events or programs sponsored by educational institutions	Fifteen students and 3 teachers from Bracketville High School visited our station to get an idea of what our TV studio looks like compared to what they have set up at their high school. They were given a tour of the studio, allowed to get in front of the green wall and do a "mock weather report". They were given a tour of the Control rooms, Master Control and the newsrooms. The students learned about the different careers and positions at a Station and the important part reporters, anchors, editors, photographers, producers, the assignment desk and Meterologists all play in creating a newscast. They were also able to watch a live taping of a promo shoot to see our anchor film a :15 tease.	1	Executive Producer
13	10/18/2016	Participation in events or programs sponsored by educational institutions	Two groups of students from SA Southside Homeschoolers visited the Station on 10/11 and 10/18. Each group consisted of 10-15 students in grades 5-10. The students were able to tour the studio and visit the Control Room and Newsroom. Selena was able to talk to the students about careers in Broadcasting and gave more detail on what the various staff members(Reporters, Anchors, Producers, Editors etc) individual roles were and also got to watch a live taping of a promotions shoot.	2	Executive Producer Floor Manager
14	10/25/2016	Participation in events sponsored by community groups	Reporter Elisa Amigo attended John Glenn's Elementary "Read with a Star. Local "celebrities" were invited to come in and read to students. The group of students consisted of Pre-K, Kindergarten and 1st grade students as well as parents. Elisa was also able to discuss what her job entailed and how reading was important and fun and that she had to read for her job on a daily basis.	1	Amigo

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	11/11/2016	Participation in events or programs sponsored by educational institutions	GAR Camilla Rambalidi attended a Career Fair at Bella Cameron Elementary. She spoke to 4 classrooms with about 15-20 students each, all in the 1st grade. Camilla talked about careers in television news and what you need to know to get into the business and learn in school. The students asked questions in regards to what it is like being in the field as a reporter and what kind of stories I covered. Camilla did a presentation that included some videos andan interactive activity for the kids to participate in	1	General Assigment Reorter

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	12/5/2016	Provision of training to management	<p>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>	100	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
17	12/15/2016	Participation in events or programs sponsored by educational institutions	A group of ten 5th graders and three teachers from Valley Hi Elementary from a Broadcasting Class at the school called WCTV Woodchuck Television visited the Station. The students were given a tour of the Control room and News Room and were able to stand in front of the green wall and conduct a mock weather report. Selena was able to discuss the various positions at Stations: AE, Photographer, Producers. the students were able to see how many cameras it takes to run a newscast. The students asked questions such as salary for each position, who styles Anchors' hair and how many hours employees typical work. The students took a group photo as well.	1	Executive Producer
18	1/24/2017	Participation in events or programs sponsored by educational institutions	Producer Carlos Hernandez was invited by the Texas Broadcasting group at Texas State University to their weekly meeting. The meetings usually include guest from the broadcast industry and target upperclassmen with a focus on Mass Communication-Electronic Media. Carlos spoke to about 15 students about internship opportunities we have at the Station, and also provided them with information regarding our Career Website and the type of positions we hire for. Carlos talked to the students about involvement with broadcast organizations, the importance of internships and networking in the broadcasting field. He also talked about what his typical work day consisted of.	1	Producer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
19	2/1/2017	Participation in events or programs sponsored by educational institutions	St Mary's University held a "Rattler Connect Job and Internship Fair" to allow student and alumni candidates to explore internships, entry-level and full time opportunities with different companies in the San Antonio Area. There are about 3800 students at the University . Carlos discussed opportunites in Sales, Broadcast and internships at the Station and was able to direct interested students to the SBG Career Website.	1	Producer-Lifestyle
20	2/9/2017	Participation in events or programs sponsored by educational institutions	NISD held it's first annual Tech and Carrier Expo on 2/9/2016,. Amanda Achterberg, Adam Barraza and Gerardo Garcia attended .We set up a table and displayed two field cameras and a laptop editor for a show and tell our equipment used to tell a story. In the 3 hours during the expo we visited with about 200 students and parents who were interested in photography and editing and were very interested in knowing more of what our two stations do. Amanda answered many questions concerning camera operations and how she enjoyed working under tight deadlines. Adam spoke specifically about editing stories and working camera in our helicopter. Most students were excited to find out that the TV industry is an option for tech jobs. I spoke with students and parents about what the age requirement is for employment and internships with our station. We received very positive reviews from the organizers and a few A/V high school teachers are interested in us visiting their classroom to speak with the students.	3	Chief Photographer Editor Photographer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
21	2/21/2017	Participation in events or programs sponsored by educational institutions	Hawthorne Elementary had a career day in which Anchor/Reporter Emily Baucum participated in. She spoke with approximately 25 fifth grade students about a career in Journalism. Emily spoke to students about her educational path and the steps she took in school to become a journalist. The students asked for her advice on getting through school and what they needed to do. Emily was also asked about the recent tornado outbreak in the area and how that affected the newsroom. Emily was able to show the students a recent feature story she reported for WOAI and the Lone Star Emmy she won in 2013 for excellence in broadcasting.	1	Reporter
22	2/23/2017	Participation in events or programs sponsored by educational institutions	News Production manager Javier Gomez participated in a Career Fair held by Texas A&M University at San Antonio. Javier represented Sinclair Broadcast Group and San Antonio Television LLC d/b/a WOAI and KABB/KMYS . He 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.	1	Manager of Production News

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23	3/22/2017	Establishment of a mentoring program	<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>	50	