

KABB/WOAI

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
Marketing Consultant	1, 3-5, 7-9, 11-12, 17-20, 22-26, 28-29, 31-32, 34-36, 38-39, 41-51, 53, 55, 57-66, 69-77, 79-96	62
Facilities Maintenance Associate	1, 3-5, 7, 11-12, 23-26, 28-29, 31, 34, 36, 38-39, 42, 44-45, 48-51, 53, 55, 57-59, 61-66, 69-71, 74, 76-77, 79, 81, 84, 86-92, 94, 96	23
News Photojournalist	1, 3-5, 7-8, 11-12, 16-18, 22-29, 31-32, 34-36, 38-39, 41-51, 53, 55-59, 61-65, 68-76, 78, 77, 79-96	78
Copy Coordinator	1, 3-5, 7, 11-12, 23-26, 28-29, 31, 34, 36, 38-39, 42, 44-45, 48-51, 53, 55-59, 61-65, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	29
Automotive Sales / Marketing Consultant	1, 3-5, 7, 11-12, 23-26, 28-29, 31, 34, 38-39, 42, 44-45, 48-51, 53, 55, 58-59, 61-65, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	38
Promotions/Creative Services Producer	1, 3-5, 7, 11-12, 14, 18, 23-29, 31, 34, 38-39, 42, 44-45, 48-51, 53, 55-56, 58-59, 61-66, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	7
Promotions/Creative Services Producer	1, 3-5, 7, 11-12, 14, 18, 23-29, 31, 34, 38-39, 42, 44-45, 48-51, 53, 55-56, 58-59, 61-66, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	66
Producer (Lifestyle Shows)	1, 3-5, 7, 10-12, 16, 23-29, 31, 34, 38-40, 42, 44-45, 48-51, 53, 55-56, 58-59, 61-65, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	16
News Producer	1, 3-5, 7, 10-12, 14-16, 23-29, 31, 34, 38-40, 42, 45, 48-51, 53, 55-56, 58-59, 61-65, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	15
News Producer	1, 3-5, 7, 10-12, 14-16, 23-29, 31, 34, 38-40, 42, 45, 48-51, 53, 55-56, 58-59, 61-65, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	16

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News Producer	1, 3-5, 7, 10-12, 14-16, 23-29, 31, 34, 38-40, 42, 45, 48-51, 53, 55-56, 58-59, 61-65, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	15
Broadcast Engineer	1, 3-5, 7, 11-12, 14, 18, 23-29, 31, 34, 38-39, 42, 45, 48-51, 53, 55-56, 58-59, 61-65, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	18
Sales / Marketing Consultant	1, 3-5, 7, 11-12, 18, 23-29, 31, 33-34, 37-39, 42, 45, 48-51, 53-56, 58-59, 61-66, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	66
Sales / Marketing Consultant	1, 3-5, 7, 11-12, 18, 23-29, 31, 33-34, 37-39, 42, 45, 48-51, 53-56, 58-59, 61-66, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	18
Sales / Marketing Consultant	1, 3-5, 7, 11-12, 18, 23-29, 31, 33-34, 37-39, 42, 45, 48-51, 53-56, 58-59, 61-66, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	29
Sales / Marketing Consultant	1, 3-5, 7, 11-12, 18, 23-29, 31, 33-34, 37-39, 42, 45, 48-51, 53-56, 58-59, 61-66, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	18
Receptionist / News Assistant	1, 3-5, 7, 11-12, 23-31, 34, 38-39, 42, 45, 48-51, 53, 55-56, 58-59, 61-65, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	30
Director	1, 3-5, 7, 10-12, 14, 18, 23-29, 31, 34, 38-40, 42, 45, 48-51, 53, 55-56, 58-59, 61-65, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	29
News Anchor	1-5, 7, 10-12, 14, 18, 23-29, 31, 34, 38-40, 42, 45, 49-51, 53, 55, 58-59, 61-64, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	18
Morning Traffic Reporter	1, 3-5, 7, 10-15, 23-29, 31, 34, 38-40, 42, 45, 48-51, 53, 55, 58-59, 61-64, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	15

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General Assignment Reporter	1-5, 7, 10-12, 14, 23-29, 31, 34, 38-40, 42, 45, 49-51, 53, 55-56, 58-59, 61-64, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	2
Local Sales Manager	1, 3-5, 7, 11-12, 14, 16, 23-29, 31, 34, 38-39, 42, 45, 48-51, 53, 55-56, 58-59, 61-64, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	16
Digital Marketing Consultant	1, 3-5, 7, 11-12, 18, 23, 25-31, 34, 38-39, 42, 45, 48-51, 53, 55-56, 58-59, 61-64, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	18
Broadcast Engineering Technician	1, 3-5, 7, 9, 11-12, 16, 18, 23, 25-29, 31, 34, 38-39, 42, 45, 49-51, 55-56, 58-59, 61-64, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	16
Digital Content Producer	1, 3-5, 7, 11-12, 18, 21, 23, 25-29, 31, 34, 38-39, 42, 45, 48-51, 55-56, 58-59, 61-64, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	18
Assistant Business Manager	1, 3-5, 7, 9, 11-12, 23-29, 31, 34, 37-39, 42, 44-45, 48-51, 55-56, 58-59, 61-64, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	29
Creative Services Producer	1, 3-5, 7, 11-12, 14, 23-29, 31, 34, 37-39, 42, 44-45, 48-51, 55-56, 58-59, 61-64, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	29
Sports Anchor/Multimedia Journalist	1, 3-5, 9, 11-12, 14, 18, 23-29, 31, 34, 37, 39, 42, 44-45, 48-51, 55-56, 58-59, 61-64, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	62
Multimedia Journalist	1, 3-5, 9-12, 15, 23, 25-29, 31, 34, 37, 39-40, 42, 44-45, 48-51, 55-56, 58-59, 61-64, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	15
News Photographer	1, 3-5, 9-12, 16, 23, 25-31, 34, 37, 39-40, 42, 44-45, 48-51, 55-56, 58-59, 61-64, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	37

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News Photographer	1, 3-5, 9-12, 16, 23, 25-31, 34, 37, 39-40, 42, 44-45, 48-51, 55-56, 58-59, 61-64, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	16
News Video Editor	1, 3-5, 9-12, 14, 18, 23, 25-29, 31, 34, 37, 39-40, 42, 44-45, 48-51, 55-56, 58-59, 61-64, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	18
Digital Sales Manager	1, 3-5, 9, 11-12, 14, 18, 23-29, 31, 34, 37, 39, 42, 44-45, 48-51, 55-56, 58-59, 61-64, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	18
Graphic Designer	1, 3-5, 9, 11-12, 14, 23-29, 31, 34, 37, 39, 42, 45, 48-51, 55-56, 58-59, 61-64, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	29
Local Sales Assistant	1, 3-5, 9, 11-12, 23-29, 31, 34, 37, 39, 42, 45, 48-51, 55-56, 58-59, 61-64, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	62
General Assignment Reporter	1, 3-5, 9-12, 16, 23-29, 31, 34, 37, 39-40, 42, 45, 49-51, 55-56, 58-59, 61-64, 66-67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	16
Associate News Producer	1, 3-5, 9-12, 23-29, 31, 34, 37, 39-40, 42, 45, 48-51, 55-56, 58-59, 61-64, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	62
Newscast Director	1, 3-5, 9-12, 23-29, 31, 34, 37, 39-40, 42, 45, 48-51, 55-56, 58-59, 61-64, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	62
Sales Director	1, 3-5, 9, 11-12, 18, 23-31, 34, 37, 39, 42, 45, 48-51, 55, 58-59, 61-64, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	18
News Assignment Editor	1, 3-6, 9-12, 18, 23-29, 31, 34, 37, 39-40, 42, 45, 48-51, 55-56, 58-59, 61-64, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	18

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Promotions Producer	1, 3-5, 9-12, 18, 23-29, 31, 34, 37, 39-40, 42, 45, 48-51, 55-56, 58-59, 61-64, 67, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	62
Production Assistant	1, 3-5, 9, 11-12, 23-29, 31, 34, 37, 39, 42, 45, 48-51, 55-56, 58-59, 61-64, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	62
Digital Content Producer	1, 3-5, 9, 11-12, 16, 23-29, 31, 34, 37, 39, 42, 45, 48-51, 55-56, 58-59, 61-64, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	16
Broadcast Engineering Technician	1, 3-5, 9, 11-12, 16, 23-29, 31, 34, 37, 39, 42, 45, 48-52, 55-56, 58-59, 61-64, 69-71, 74, 76-77, 79, 81-82, 84-92, 94, 96-97	16

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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
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 : http://radioschool.com Email : michelle@radioschool.com Michelle Oconnell	N	0
4	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
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	Broadcast 1 Source Website	N	1
7	Career Builder 1101 15th St, NW Ste 1200 Washington, District of Columbia 20005 Phone : 0000000000 Email : sbgresumes@sbgstv.com Andrew Hamburger	N	1
8	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0

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9	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	3
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Columbia Journalism School Graduate School 207 Journalism, MC 3801 New York, New York 10027 Url : http://www.journalism.columbia.edu Email : asl698@columbia.edu Anusha Shrivastave	Y	0
12	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
13	Corporate Recruiter	N	1
14	Current Employee	N	23
15	Current Employee - Transfer/Promotion	N	4
16	Current Employee/Internal Promotion	N	9
17	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
18	Employee Referral	N	24
19	Former Employee	N	1
20	Former Employee Referral	N	1
21	Former Intern	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	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
23	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	3
24	Goodwill Industries 406 West Commerce San Antonio, Texas 78207 Phone : 210-924-8581 Fax : 1-210-924-3011 Lupe Young	N	0
25	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
26	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
27	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
28	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	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	42
30	Internet Ad-not directly contacted by SEU	N	4
31	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
32	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
33	Job Fair	N	3
34	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
35	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
36	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
37	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	3
38	LinkedIn Corporate Solutions 2029 Stierlin Ct Mountainview, California 94043 Email : sbgresumes@sbgstv.com Danielle Anderson	N	2
39	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
40	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
41	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
42	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
43	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	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
44	National Association of Broadcasters 1771 N Street, N W Washington, District of Columbia 20036 Phone : 2024293928 Url : http://www.nab.org/default.asp Nate Mann Manual Posting	N	0
45	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Url : http://www.nhmc.org Email : info@nhmc.org Alejandra Valenquela	N	0
46	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	N	0
47	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
48	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
49	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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50	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
51	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
52	Palo Alto College Palo Alto Drive San Antonio, Texas Arianna Lay Manual Posting	N	0
53	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
54	Previous Employee	N	1
55	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
56	San Antonio Chamber of Commerce 602 E Commerce San Antonio, Texas Phone : 210-229-2103 Email : communications@sachamber.org April Alcorta	N	0

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57	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
58	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
59	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
60	Self Referral	N	1
61	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
62	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	14

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63	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
64	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
65	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
66	Station Website	N	5
67	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
68	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	1
69	Texas A&M San Antonio One University Way San Antonio, Texas 78224 Email : clarissa.tejeda@tamusa.tamus.edu Fax : 1-210-784-1498 Clarissa Tejeda	N	0

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70	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
71	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
72	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
73	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 Anna Romero	N	0
74	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 Anna Romero	N	1
75	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")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
76	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
77	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
78	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
79	Texas Tech Univeristy Mass Communication PO Box 43082 Lubbock, Texas 79409-3082 Phone : 8067422210 Email : janelle.zamora@ttu.edu Janelle Zamora	N	0
80	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
81	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : sbgresumes@sbgstv.com David Kraus	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
82	Texas Veterans Commission 4615 Walzem #100 San Antonio, Texas 78218 Phone : 210-822-7640 Url : http://www.tvc.state.tx.us Email : bryan.rauch@twc.state.tx.us Bryan Rauch	N	0
83	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
84	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
85	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
86	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	1
87	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

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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
88	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
89	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
90	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
91	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
92	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
93	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
94	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
95	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
96	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
97	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:			153

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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	4/25/2018	Participation in events or programs sponsored by educational institutions	A group of 15 students from Fabra Elementary School in San Antonio visited the station to tour the facilities. The students along with a teacher and Principal were able to see the studios, did a mock weather report in front of the green wall. The students were taken to the Control room and given an explanation of how everyone played a critical role in presenting the news. The students were able to watch the live taping of a promotions shoot to see one of the anchors film a :15 tease as well	1	EP News
2	4/27/2018	Participation in events or programs sponsored by educational institutions	15 High School Students from Steele HS visited the station. The students are part of UIL Academics-Journalism and came to learn more about careers in Journalism. Selena was able to allow them to watch a live taping of the Midday Show at 11 am. They also were able to see the WOAI studios and gain an understanding of the positions at the Station. They were able to see an interview taped and how the AV systems work to put systems together as well.	1	Sr. EP
3	5/24/2018	Participation in events sponsored by community groups	Big Brother and Big Sisters of San Antonio hosted a Workplace Mentoring Luncheon. The event was focused on developing a mentoring program for the organization, namely to assist those in the program to help guide youth into the workplace. KABB Anchor Jessica Headley emceed the event and was spoke about the importance of mentoring and encouraging youth towards education and entering the workforce	1	Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	5/25/2018	Participation in events or programs sponsored by educational institutions	Sports Director for KABB participated at Career Day at MLK Academy. Chuck spoke to an audience of students in the auditorium about the importance of finding something you love to do and pursue it. He spoke to the students about the importance of reading, writing, speaking as it related to a job in broadcasting. Chuck spoke to the students for about 45 minutes and took questions regarding how his day starts, the hours he worked and who he has interviewed(sports wise). Chuck visited some kindergarten classes then visited the 6th grade classes where the students asked him more in depth questions about his career and education.	1	Sports Director
5	7/17/2018	Co Sponsoring Job Fair	WOAI/KABB Sinclair San Antonio Sponsored the NAACPP Diversity and Job Fair that was held on July 17th as part of the 109 thNational NAACP Convention that was held in San Antonio July 14-17 2018 Local professionals and students came to the fair to seek opportunities with Sinclair and other companies. The event was attended by News Director Mandi Mendoza and New Business Sales Manager Guillermo Reyes, who were able to meet with hundreds of applicants and provide them with information on the positions with the Station and the benefits of working for Sinclair. Our Director of Promotions Terry McFarlane was also there to provide additional information about the opportunities at the Station. There were also photographers and producers on hand As a result of the job fair, the Station did receive a multitude of applications on the career website.	6	News Director New Business Manager promotions Manager

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	7/30/2018	Participation in scholarship programs	The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 and continues this year 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.	8000	
7	8/1/2018	Establishment of an intern program designed to assist members of the community	The station established an Fall 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 are given the opportunity to learn more about Broadcasting by getting a hands on experience.	3	Sr. Executive Producer Sr. EP EP of Investigations
8	8/3/2018	Participation in Job Fairs	Description: 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 Mgr. News Talent Manager Director of T&D

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	9/19/2018	Participation in Job Fairs	University of Incarnate Word held it's Fall Job fair for students seeking Full time employment and internships. the University offers degree in Communication Arts(including Journalist, Media Production) and has about 6,300 students. Local Sales Manager Terry Hucks attended; however turnout was very low and he was only able to to meet with about 10 students to discuss the opportunities at our Station. Terry directed all interested parties to visit our website and also had flyers that listed our positions	1	Local Sales Manager
10	10/15/2018	Participation in scholarship programs	As part of a partnership with RTDNA (Radio Television Digital News Foundation) and RIAS Berlin the Station was able to host a German RIAS fellow, The purpose of the fellowship is for a German Journalist to share their experiences at an American News Station. Miriam Steimer for a period of 5 days to observe an American newsroom. Miriam spent time with the host reporter (Yami Virgin) and learned more about investigative journalism. Miriam has also accompanied the reporter on community events and interviews and shoots.	1	Investigative Reporter Regional News Director
11	11/30/2018	Participation in events or programs sponsored by educational institutions	Garcia Middle school held a career day to highlight to 6th-8th graders the various careers that were available. Anchor Ernie Zuniga and photographer Carlos Sanchez were there to discuss aspects of their different positions and also showed a video to the students highlighting a typical workday in the newsroom. Carlos was able to show them equipment as well. There were two sessions with approximately 100 students in each session. Ernie was able to interact with the students and answer questions about working as a Journalist	2	Anchor Photographer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	1/16/2019	Participation in events sponsored by community groups	Chief Meteorologist Chris Suchan visited Jerry Allen Elementary at the request of the School Librarian. Chris presented to the 5th grade class at the school. He provided a slideshow of pictures, videos of weather events, explained how he forecast the weather and the science behind meteorology. Chris was able to answer several questions posed by the students on what kind of education was needed to be a meteorologist and asked about extreme weather.	1	Chief Meteorologist
13	3/19/2019	Participation in scholarship programs	As part of a partnership with RTDNA (Radio Television Digital News Foundation) and RIAS Berlin the Station was able to host a German RIAS fellow. The purpose of the fellowship is for a German Journalist to share their experiences at an American News Station. Maria Nordleda for a period of 5 days to observe an American newsroom. Maria spent time with the host reporter (Yami Virgin) and learned more about investigative journalism. Maria has also accompanied the reporter on community events and interviews and shoots.	2	Regional News Director Investigative Reporter