

# KDBC, KFOX

## EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

### I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	1-2, 5-7, 9, 12-15, 18, 21, 23, 25-28, 33-37, 39-41, 44-48, 50-51, 55, 57, 59-67, 70-71, 73	41
Multimedia Journalist	1-2, 5-7, 9, 12-15, 18, 21, 23, 25-28, 33-37, 39-41, 44-48, 50-51, 55, 57, 59-67, 70-71, 73	37
Multimedia Journalist	1-2, 5-7, 9, 12-15, 18, 21, 23, 25-28, 33-37, 39-41, 44-48, 50-51, 55, 57, 59-67, 70-71, 73	60
Weekend News Producer/Associate Producer	1-2, 5-7, 12-15, 18, 20-21, 23, 25-28, 33-36, 38-41, 44-48, 51, 55, 57, 59-67, 70-71	20
Sales Account Executive	1-3, 5, 7, 9, 12-15, 18-19, 21, 23, 25-27, 33-36, 39-41, 44-46, 48, 51, 55, 57, 59-67, 70-73	3
Sales Account Executive	1-3, 5, 7, 9, 12-15, 18-19, 21, 23, 25-27, 33-36, 39-41, 44-46, 48, 51, 55, 57, 59-67, 70-73	18
Sales Account Executive	1-3, 5, 7, 9, 12-15, 18-19, 21, 23, 25-27, 33-36, 39-41, 44-46, 48, 51, 55, 57, 59-67, 70-73	72
Associate Producer	1-2, 5-7, 12-15, 18, 23, 25-28, 33-36, 39-41, 43-48, 51, 55, 57, 59-67, 70-71, 73	18
KFOX14 Morning News Reporter	1-2, 5-7, 12-15, 18, 23, 25-28, 33-36, 39-41, 44-48, 51, 55, 57, 59-67, 70-71, 73	41
Weekend News Anchor / Multimedia Journalist	1-2, 5-7, 9, 12-15, 18-19, 23, 25-28, 33-36, 39-41, 44-48, 51, 55, 57, 59-67, 70-71, 73	9
Morning News Producer	1-2, 5-7, 12-15, 18, 23, 25-28, 33-36, 38-41, 44-48, 51, 55, 57, 59-67, 70-71, 73	38
Morning News Producer	1-2, 5-7, 12-15, 18, 23, 25-28, 33-36, 38-41, 44-48, 51, 55, 57, 59-67, 70-71, 73	26
Master Control Operator	1-2, 5, 7, 9, 12-15, 18, 20, 23, 25-27, 33-36, 39-41, 44-46, 48, 51, 55, 57, 59-67, 70-71, 73	20
Master Control Operator	1-2, 5, 7, 9, 12-15, 18, 20, 23, 25-27, 33-36, 39-41, 44-46, 48, 51, 55, 57, 59-67, 70-71, 73	9

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Master Control Operator	1-2, 5, 7, 9, 12-15, 18, 20, 23, 25-27, 33-36, 39-41, 44-46, 48, 51, 55, 57, 59-67, 70-71, 73	18
CBS4 Evening News Producer	1-2, 5-7, 9, 12-15, 18, 20, 23, 25-28, 33-36, 39-41, 44-48, 51, 55, 57, 59-67, 70-71, 73	20
News Photographer	1-2, 5-7, 9, 12-15, 18, 20, 23, 25-28, 33-36, 39-41, 44-48, 51, 55, 57, 59-67, 70-71, 73	20
Weekend Meteorologist	1-2, 5-7, 9-10, 12-15, 17-18, 23, 25-28, 31, 33-36, 39-41, 44-48, 50-51, 53, 55, 57-66, 70-71, 73-74	9
Local Sales Assistant	1-2, 5, 7, 9, 12-15, 18, 23, 25-27, 33-36, 39-41, 44-46, 48, 51, 55, 57-66, 70-71, 73	9
KFOX Weekend Producer/Associate Producer	1-2, 5-7, 12-15, 18, 23, 25-28, 33-36, 39-41, 43-48, 51, 55, 57-60, 62-66, 70-71, 73	23
Las Cruces Bureau Photographer	1-2, 4-5, 7-9, 11-15, 17-18, 22-27, 29-36, 39-42, 44-46, 48-50, 52-60, 62-66, 68-73	72
Associate Producer	1-2, 5-7, 12-15, 18, 20, 23, 25-28, 33-36, 39-41, 44-48, 51, 55, 57-60, 62-66, 70-71, 73-74	20
General Manager	1-2, 5-7, 12-15, 18, 20, 23, 25-28, 33-36, 39-41, 44-48, 51, 55, 57-60, 62-66, 70-71, 73-74	20
Director of Sales	1-2, 5, 7, 12-15, 18-20, 23, 25-27, 33-36, 39-41, 44-46, 48, 51, 55, 57-60, 62-66, 70-71, 73-74	20
News Promotions Topical Producer	1-2, 5-7, 12-15, 18, 20, 23, 25-28, 33-36, 39-41, 43-48, 55, 57-60, 62-66, 70-71, 73-74	20
News Video Editor	1-2, 5-7, 12-15, 18, 20, 23, 25-28, 33-36, 39-41, 44-48, 51, 55, 57-60, 62-66, 70-74	20
Local Sales Manager	1-2, 5, 7, 12-16, 18, 20, 23, 25-27, 33-36, 39-41, 44-46, 48, 51, 55, 57-60, 62-66, 70-71, 74	20

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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>
1	Arizona State University POB 871312, Student Services Bldg. #329 Tempe, Arizona Phone : 480-965-5112 Url : <a href="http://career.asu.edu">http://career.asu.edu</a> Email : <a href="mailto:careerservices@asu.edu">careerservices@asu.edu</a> Fax : 1-480-965-2120 Career Services	N	0
2	Boston University-Dept. of Journalism 640 Commonwealth Ave. Boston, Massachusetts 02215 Phone : 617-353-1086 Email : <a href="mailto:jodept@bu.edu">jodept@bu.edu</a> Fax : 1-617-353-1086 Career Service	N	0
3	Bulletin Board	N	1
4	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrew Hamburger	N	0
6	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0

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<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>
7	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7425 Fax : 1-573-876-4462 Attn: Career Services	N	0
8	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
9	Employee Referral	N	10
10	Facebook post	N	1
11	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
12	George Washington University, Journalism Department 805 21st Street, NW #400 Washington, District of Columbia Phone : (202) 994-5349 Url : <a href="http://www.gwu.edu/">http://www.gwu.edu/</a> Email : <a href="mailto:smpa@gwu.edu">smpa@gwu.edu</a> Fax : 1-202-994-5806 Samara Sit	N	0
13	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	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
14	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
15	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
16	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Url : <b>**NEWS ONLY**</b> Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	Y	0
17	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
18	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	11
19	Internal Candidate	N	3
20	Internal Transfer/Promotion	N	10
21	Iowa Asian Alliance 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Phone : 999-999-9999 Eloise Glenn	N	0

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<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>
22	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
23	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	3
24	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
25	Lehigh University, Center for Journalism Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-4454 Email : jack.lule@lehigh.edu Fax : 1-610-758-6198 Jack Lule	N	0
26	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : sbgresumes@sbgstv.com Danielle Anderson	N	2
27	Media Match 8112 1/2 West 3rd St. Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	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
28	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
29	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
30	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
31	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : <a href="mailto:bsalkin@nljja.org">bsalkin@nljja.org</a> Brian Salkin	N	0
32	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
33	New Mexico State University P.O. Box 30001 Las Cruces, New Mexico 88003 Phone : 575-646-7566 Email : <a href="mailto:mbaum46@nmsu.edu">mbaum46@nmsu.edu</a> Menerva Bauman	N	0

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34	Northwestern University 2840 Sheridan Road Evanston, Illinois 60201 Phone : 847-491-3707 Email : sbgresumes@sbgstv.com Fax : 1-847-467-7778 Lonnie Dunlap	N	0
35	Northwestern University, Medill School of Journalism 1845 Sheridan Road Fisk Hall, Room #106 Evanston, Illinois 60208 Phone : 847-491-2049 Email : sbgresumes@sbgstv.com Lorraine Hasebe	N	0
36	NY Institute of Technology - EFAP c/o New York Institute of Technology 1855 Broadway, Room 304 New York, New York 10023 Phone : 212-261-1707 Email : efap@nyit.edu Fax : 1-212-261-1717 Gabriela Menier	N	0
37	Other Source	N	1
38	Previous Employee	N	2
39	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
40	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0



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41	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@sbgiv.com">employment@sbgiv.com</a> Sharon Pickeral	N	14
42	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
43	Station Website	N	4
44	Syracuse University Suite 344 Syracuse, New York Phone : 315-443-1941 Url : <a href="http://www.syr.edu/career">www.syr.edu/career</a> Email : <a href="mailto:belichti@syr.edu">belichti@syr.edu</a> Bridget Lichtinger	N	0
45	Syracuse University 215 University Place Syracuse, New York Phone : 315-443-9173 Email : <a href="mailto:cmberson@syr.edu">cmberson@syr.edu</a> Fax : 1-315-443-4949 Camille Donabella	N	0
46	Syracuse University, Career Services 235 Schine Student Center, 303 University Place Syracuse, New York 13244 Phone : 315-443-3616 Email : <a href="mailto:careers@syr.edu">careers@syr.edu</a> Mike Cahill	N	0
47	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:hedding@talentedynamics.com">hedding@talentedynamics.com</a> Christina Hedding	N	1

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<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>
48	Texas A&M 401 Joe Rouff Blvd College Station, Texas 77843 Email : sbgresumes@sbgvtv.com Career Center	N	0
49	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
50	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 Job Listings	N	2
51	Texas Association of Broadcasters 502 E 11th St. #200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Job Listings	N	0
52	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
53	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0

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<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>
54	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
55	Texas Tech University 2500 Broadway Lubbock, Texas 79409 Email : sbgresumes@sbgstv.com Career Center	N	0
56	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
57	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 : sbgresumes@sbgstv.com Broadbean Source	N	0
58	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
59	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0

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60	Tvjobs.com PO Box 4116 Oceanside, California 92052 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	3
61	University of California Santa Barbara Career Services Bldg Room 599 Santa Barbara, California 93106 Phone : 805-893-4412 Email : <a href="mailto:Emily.White@sa.ucsb.edu">Emily.White@sa.ucsb.edu</a> Fax : 1-805-893-8023 Emily White	N	0
62	University of Missouri 100 Corporate Lake Dr. Columbia, Missouri 65211 Phone : 573-882-6898 Url : <a href="http://missouri.edu">missouri.edu</a> Email : <a href="mailto:recruiting@missouri.edu">recruiting@missouri.edu</a> Fax : 1-573-884-1198 Sonda Rippetto	N	0
63	University of Missouri 76 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : <a href="mailto:career@missouri.edu">career@missouri.edu</a> Barabara Willis	N	0
64	University of N Texas 1155 Union Cir Denton, Texas 76203 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
65	University of Southern California/Annenberg 3502 Watt Way Los Angeles, California 90819 Phone : 213-740-3912 Email : <a href="mailto:meganh@usc.edu">meganh@usc.edu</a> Megan Hutaff	N	0

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66	University of Texas - El Paso (UTEP) 500 West University Union West 103 El Paso, Texas 79902 Phone : 915-747-5640 Email : Gakers@utep.edu Grace Akers	N	0
67	University of Texas El Paso 500 W. University Ave El Paso, Texas 79968 Email : sbgresumes@sbgstv.com Career Center	N	0
68	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
69	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
70	US Army Wounded Warrior Program Vicki Mullen AW2 Advocate 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
71	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 480.965.5011 Email : mike.wong@asu.edu Fax : 1-480-965-7041 Mike Wong	Y	0
72	Word of Mouth Referral	N	3

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73	Work in Texas - Upper Rio Grand 300 E Main st El Paso, Texas 79904 Phone : 915-887-2026 Email : ricardo.vielma@borderplexjobs.com Ricardo Vielma	N	0
74	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>73</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	5/10/2017	Participation in events or programs sponsored by educational institutions	Station tour for Riverside High School to learn about media careers. Creative services talked to 23 juniors, and seniors about potential careers in broadcasting.	2	Creatvie Producer Creative Producer
2	5/12/2017	Participation in events or programs sponsored by educational institutions	Presa Elementary School was given a tour of the News station. Careers in media was discussed, and required school for a career in News, and Marketing.	2	Creatvie Producer Creative Producer
3	5/17/2017	Participation in events or programs sponsored by educational institutions	Del Valle High School's digital media program came to the station to learn about careers in local media. Del Valle was given a comprehensive tour with explanation of careers in news, and marketing. Discussion included what is required for a career in News, and Marketing.	2	Creatvie Producer Creative Producer
4	8/8/2017	Participation in Job Fairs	Corporate Sr. Employment Manager, News Talent Manager, and Director of Training and Development, along with several station News Managers, and other personnel represented Sinclair News Stations at the career expo for the NABJ 2017 Journalist Convention/career expo in New Orleans, LA, August 8-11, 2017.	10	Corp Sr. Employment Manager News Talent Manager Director, News Training and Development
5	10/19/2017	Participation in events or programs sponsored by educational institutions	Erika Castillo attended Career Day at Montwood Middle School on October 19, 2017. Erkia spoke to 6th graders about television journalism, and what is required to start a career in TV Broadcasting.	1	Anchor
6	2/22/2018	Participation in events or programs sponsored by educational institutions	On February 22, 2018 America High School was given a station tour. Discussions with students included journalism school, creative and technical aspects of Broadcasting. Discussions including career opportunities in The Broadcast field.	1	Creatvie Producer
7	2/23/2018	Participation in events or programs sponsored by educational institutions	Anchor Erika Castillo spoke to the Capistrano Elementary School on Job Fair Career Day. Erika talked about requirements, and education to pursue a career in Broadcasting.	1	Anchor