

KFOX/KDBC
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
KFOX Sports Anchor/Multimedia Journalist	1-5, 8, 10, 13-16, 18, 21-32, 34-50, 52-53	8
News Operations Manager	1-5, 10, 13-16, 18, 21-32, 34-51, 53	32
Morning News Producer	1-5, 9, 13-18, 21-32, 34-50, 53	9
Digital Sales Manager	1-3, 5, 9-10, 13-18, 21-24, 26-32, 34-36, 38-50, 53	9
Master Control Operator	1-3, 5, 10, 13-18, 21-24, 26-32, 34-36, 38-50, 53	10
Master Control Operator	1-3, 5, 10, 13-18, 21-24, 26-32, 34-36, 38-50, 53	10
Master Control Operator	1-3, 5, 10, 13-18, 21-24, 26-32, 34-36, 38-50, 53	18
Digital Content Producer	1-5, 13-18, 21-32, 34-50, 53	32
Las Cruces Bureau Photographer	1-5, 9, 13-18, 21-32, 34-50, 53	9
News Photographer/Graphic Artist	1-5, 13-19, 21-32, 34-50, 53	32
Weekend Meteorologist / Multimedia Journalist	1-6, 13-18, 21-50, 53	33
Master Control Operator	1-3, 5, 8, 13-18, 21-24, 26-32, 34-36, 38-50, 53	32
Master Control Operator	1-3, 5, 8, 13-18, 21-24, 26-32, 34-36, 38-50, 53	8
Master Control Operator	1-3, 5, 8, 13-18, 21-24, 26-32, 34-36, 38-50, 53	18
Commercial Producer	1-3, 5, 13-18, 21-24, 26-32, 34-36, 38-50, 53	32
Multimedia Journalist	1-5, 8, 10-19, 21-32, 34-50, 53	19
Multimedia Journalist	1-5, 8, 10-19, 21-32, 34-50, 53	32
Multimedia Journalist	1-5, 8, 10-19, 21-32, 34-50, 53	8
Multimedia Journalist	1-5, 8, 10-19, 21-32, 34-50, 53	10
Newscast Director	1-5, 10, 13-18, 21-32, 34-50, 53	32
News Anchor / Producer	1-4, 8, 13-18, 21-32, 34-50, 53	8
News Assignment Editor	1-4, 10, 13-18, 21-32, 34-50, 53	10
Regional National Sales Assistant	1-3, 13-18, 21-24, 26-32, 34-36, 38-50, 53	18
Photographer / Editor	1-4, 13-18, 20-32, 34-50, 53	32
Lifestyle Correspondent / Producer	1-4, 9, 13-18, 20-32, 34-50, 53	9
Assistant Chief Engineer	1-4, 9-10, 13-18, 20-32, 34-50, 53	9
Morning News Producer	1-4, 7, 9, 13-18, 20-32, 34-50, 53	9

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Copy Coordinator	1-3, 5, 10, 13-18, 20-24, 26-32, 34-36, 38-50, 53	18
Broadcast Engineer	1-3, 5, 10, 13-18, 20-24, 26-32, 34-36, 38-50, 53	10
Meteorologist	1-5, 13-18, 20-32, 34-50, 53	32
CBS4 Anchor	1-5, 10, 13-18, 20-32, 34-50, 53	10
Morning News Anchor / Noon Reporter	1-5, 13-18, 20-32, 34-50, 53	18
News Photographer	1-5, 9, 13-18, 20-32, 34-50, 53	9
Traffic Reporter / Multimedia Journalist	1-5, 9, 13-18, 20-28, 30-32, 34-50, 53	9
Digital Content Producer	1-5, 8, 13-32, 34-50, 53	8
CBS4 Senior Promotions Producer	1-5, 7, 13-18, 20-32, 34-50, 53	18
Local Sales Assistant	1-3, 5, 10, 13-18, 20-24, 26-27, 29-32, 34-36, 38-50, 53	10
Associate Producer	1-5, 9, 13-18, 20-27, 29-32, 34-50, 53	9
Las Cruces Bureau News Photographer	1-5, 10, 13-18, 20-27, 29-32, 34-50, 53	10
News Photographer	1-5, 9-10, 13-18, 20-27, 29-32, 34-50, 53	9
Weekend News Producer/Associate Producer	1-5, 9-10, 13-18, 20-27, 29-32, 34, 36- 50, 53	9

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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	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
2	Boston University-Dept. of Journalism 640 Commonwealth Ave. Boston, Massachusetts 02215 Phone : 617-353-1086 Email : jodept@bu.edu Fax : 1-617-353-1086 Career Service	N	0
3	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
4	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
5	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7425 Fax : 1-573-876-4462 Attn: Career Services	N	0
6	Corporate Recruiter	N	1
7	Current Employee	N	2
8	Current Employee - Transfer/Promotion	N	5
9	Current Employee/Internal Promotion	N	11
10	Employee Referral	N	25
11	Former Employee Referral	N	1
12	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
13	George Washington University, Journalism Department 805 21st Street, NW #400 Washington, District of Columbia Phone : (202) 994-5349 Url : http://www.gwu.edu/ Email : smpa@gwu.edu Fax : 1-202-994-5806 Samara Sit	N	0
14	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	0
15	Hire A Hero PO Box 6808 Morongo, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
16	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
17	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
18	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	28
19	Internet Ad-not directly contacted by SEU	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	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
21	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	2
22	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
23	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	1
24	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
25	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
26	New Mexico State University P.O. Box 30001 Las Cruces, New Mexico 88003 Phone : 575-646-7566 Email : mbaum46@nmsu.edu Menerva Bauman	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
27	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
28	Northwestern University, Medill School of Journalism 1845 Sheridan Road Fisk Hall, Room #106 Evanston, Illinois 60208 Phone : 847-491-2049 Email : sbgresumes@sbgstv.com Loraine Hasebe	N	0
29	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
30	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
31	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
32	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	26
33	Station Website	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
34	Syracuse University Suite 344 Syracuse, New York Phone : 315-443-1941 Url : www.syr.edu/career Email : belichti@syr.edu Bridget Lichtinger	N	0
35	Syracuse University 215 University Place Syracuse, New York Phone : 315-443-9173 Email : cmbersan@syr.edu Fax : 1-315-443-4949 Camille Donabella	N	0
36	Syracuse University, Career Services 235 Schine Student Center, 303 University Place Syracuse, New York 13244 Phone : 315-443-3616 Email : careers@syr.edu Mike Cahill	N	0
37	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
38	Texas A&M 401 Joe Routh Blvd College Station, Texas 77843 Email : sbgresumes@sbgstv.com Career Center	N	0
39	Texas Association of Broadcasters 502 E 11th St. #200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
40	Texas Tech University 2500 Broadway Lubbock, Texas 79409 Email : sbgresumes@sbgstv.com Career Center	N	0

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41	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
42	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
43	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
44	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	3
45	University of Missouri 100 Corporate Lake Dr. Columbia, Missouri 65211 Phone : 573-882-6898 Url : missouri.edu Email : recruiting@missouri.edu Fax : 1-573-884-1198 Sonda Rippeto	N	0
46	University of Missouri 76 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : career@missouri.edu Barabara Willis	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
47	University of N Texas 1155 Union Cir Denton, Texas 76203 Email : sbgresumes@sbgstv.com Career Center	N	0
48	University of Southern California/Annenberg 3502 Watt Way Los Angeles, California 90819 Phone : 213-740-3912 Email : meganh@usc.edu Megan Hutaff	N	0
49	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	1
50	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
51	Word of Mouth Referral	N	1
52	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
53	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:			112

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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	5/24/2018	Participation in events or programs sponsored by educational institutions	Shelton Dodson - KDBC Anchor and Amy Licerio - Multimedia Journalist talked to Hugely Elementary school during job fair. Spoke about the different jobs in broadcasting. Talked about the behind the camera jobs and how demanding but rewarding these jobs can be for anyone interested. Spoke about the education required for jobs in broadcasting. Students were participated in a Q & A session.	1	KDBC Anchor Multimedia journalist
2	6/25/2018	Participation in events or programs sponsored by educational institutions	Shelton Dodson and John Purvis - KFOX and KDBC Anchors went to Morehead Middle School for a job fair to talk about jobs in Broadcasting.	2	KDBC Anchor KFOX Anchor
3	8/3/2018	Co Sponsoring Job Fair	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 Manager Director - Training and Development News Talent Manager
4	8/30/2018	Participation in events or programs sponsored by educational institutions	Xavier Vazquez - Marketing Producer and Celeste Cazares - News Topical Producer Job fair for Fabens high school to promote jobs in Broadcasting for high school students.	2	Marketing Producer News Topical Producer
5	9/21/2018	Participation in events or programs sponsored by educational institutions	Claudia Tristan - Multimedia journalist spoke with photojournalism and journalism students about her job. Journalism students used it as a chance to practice interview skills. Talked about the education requirements for Journalist in broadcasting. Total of four classes.	1	Multimedia Journalist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	11/1/2018	Participation in events or programs sponsored by educational institutions	Station Tour for local high school students. Spoke about career opportunities in broadcasting. Talked about the education requirements for jobs in broadcasting. Students were allowed to walk through the station and see the different types of position necessary to run a station.	2	Chief Meteorologist Photographer Operations Manager Creative Services Director
7	11/13/2018	Participation in events or programs sponsored by educational institutions	New Mexico State University Broadcast Club - KFOX / KDBC talent were guest speakers as Alumni. Spoke about the different jobs in Broadcast and how their jobs are performed on a daily basis. Also; watched the university's broadcast and provide constructive feedback.	4	MultiMedia Reporter Weather anchor Photographer Assignment desk
8	11/19/2018	Participation in events or programs sponsored by educational institutions	Career Day at Thomas Manor Elementary - Spend 4 hours talking to different class about jobs in broadcast. and provided a tour of our Live Truck for any students that were interested. This was conducted by our KDBC / KFOX Multi Media Reporter Salina Madrid and our photographer Richard Zamora.	2	MultiMedia Reporter Photographer
9	1/31/2019	Participation in events or programs sponsored by educational institutions	Eastwood Heights Elementary School - Career Day Elementary School. Spoke to 5 classrooms of 3rd - 6th graders about the reasons people watch the news, importance of information, truth and journalism. Spoke about the qualifications to become a reporter and educational background required for journalist positions. Provided news clips and answered questions.	1	Chief Investigative Reporter