

KABB / WOAI EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

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
News Producer	1, 5-6, 8, 11-12, 14-16, 20, 23-24, 26, 28-29, 31, 34-36, 38-39, 42, 44-46, 48-50, 52-58, 60-61, 64-67, 71-73, 75-80, 82, 84, 86, 88, 93	16
News Producer	2-9, 12, 18-22, 26-27, 30, 34-35, 37-45, 47-49, 51, 58-59, 62, 64-65, 67-74, 76-77, 79-83, 85-87, 89-90, 93-94	38
News Producer	2-9, 12, 18-22, 26-27, 30, 34-35, 37-45, 47-49, 51, 58-59, 62, 64-65, 67-74, 76-77, 79-83, 85-87, 89-90, 93-94	38
Digital Content Producer	2-9, 12-13, 18-22, 26-27, 30, 34-35, 37-45, 47-49, 51, 58-59, 62, 64-65, 67-74, 76-77, 79-83, 85-87, 89-90, 93-94	20
Local Sales Assistant	2-9, 12, 18-19, 21-22, 25-27, 30, 32, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-74, 76-77, 79-83, 85-87, 89-90, 93-94	38
Promotions Producer	2-9, 12, 18-19, 21-22, 25-27, 30, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-74, 76-77, 79-83, 85-87, 89-90, 93-94	58
Master Control Operator	2-9, 12, 18-19, 21-22, 25-27, 30, 32, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-74, 76-77, 79-83, 85-87, 89-90, 93-94	32
News Production Assistant	2-9, 12, 18-19, 21-22, 25-27, 30, 32-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-83, 85-87, 89-90, 93-94	58
Lifestyle Segment Producer	2-9, 12, 14, 18-22, 25-27, 30, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-83, 85-87, 89-91, 93-94	20
Photographer	2-9, 12, 18-19, 21-22, 25-27, 30, 32, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-83, 85-87, 89-90, 93-94	32
Photographer	2-9, 12, 18-19, 21-22, 25-27, 30, 32, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-83, 85-87, 89-90, 93-94	38

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Photographer	2-9, 12, 18-19, 21-22, 25-27, 30, 32, 34 -45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-83, 85-87, 89-90, 93- 94	38
Photographer	2-9, 12, 18-19, 21-22, 25-27, 30, 32, 34 -45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-83, 85-87, 89-90, 93- 94	36
Photographer	2-9, 12, 18-19, 21-22, 25-27, 30, 32, 34 -45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-83, 85-87, 89-90, 93- 94	58
Local Sales Manager	2-9, 12, 18-19, 21-22, 25-27, 30, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72- 74, 76-77, 79-83, 85-87, 89-90, 93-94	38
News Producer	2-9, 12, 14-16, 18-19, 21-22, 25-27, 30, 33-45, 47-49, 51, 58-59, 62, 64-65, 67- 70, 72-74, 76-77, 79-83, 85-87, 89-90, 93-94	16
News Producer	2-9, 12, 14-16, 18-19, 21-22, 25-27, 30, 33-45, 47-49, 51, 58-59, 62, 64-65, 67- 70, 72-74, 76-77, 79-83, 85-87, 89-90, 93-94	58
News Producer	2-9, 12, 14-16, 18-19, 21-22, 25-27, 30, 33-45, 47-49, 51, 58-59, 62, 64-65, 67- 70, 72-74, 76-77, 79-83, 85-87, 89-90, 93-94	15
Newscast Director	2-9, 12, 18-22, 25-27, 30, 33-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76- 77, 79-83, 85-87, 89-90, 93-94	20
Newscast Director	2-9, 12, 18-22, 25-27, 30, 33-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76- 77, 79-83, 85-87, 89-90, 93-94	38
Digital Sales Manager	2-9, 12, 14, 18-22, 25-27, 30, 34-45, 47 -49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-83, 85-87, 89-90, 93-94	20
Digital Content Producer	2-9, 12, 16, 18-19, 21-22, 25-27, 30, 34 -45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-91, 93- 94	16

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Regional Sales Assistant	2-9, 12, 18-19, 21-22, 25-27, 30, 32, 34 -45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-90, 93- 94	32
Regional Sales Assistant	2-9, 12, 18-19, 21-22, 25-27, 30, 32, 34 -45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-90, 93- 94	38
Regional Sales Assistant	2-9, 12, 18-19, 21-22, 25-27, 30, 32, 34 -45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-90, 93- 94	38
Special Projects Producer	2-9, 12, 14, 18-19, 21-22, 25-27, 30, 33 -45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-90, 93- 94	33
Marketing Consultant	2-9, 12, 18-19, 21-22, 25-27, 30, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72- 74, 76-77, 79-82, 85-87, 89-90, 93-94	38
Marketing Consultant	2-9, 12, 18-19, 21-22, 25-27, 30, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72- 74, 76-77, 79-82, 85-87, 89-90, 93-94	38
Marketing Consultant	2-9, 12, 18-19, 21-22, 25-27, 30, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72- 74, 76-77, 79-82, 85-87, 89-90, 93-94	58
Marketing Consultant	2-9, 12, 18-19, 21-22, 25-27, 30, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72- 74, 76-77, 79-82, 85-87, 89-90, 93-94	58
Marketing Consultant	2-9, 12, 18-19, 21-22, 25-27, 30, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72- 74, 76-77, 79-82, 85-87, 89-90, 93-94	58
Local Sales Assistant	2-9, 12, 18-19, 21-22, 25-27, 30, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72- 74, 76-77, 79-82, 85-87, 89-90, 93-94	58
Local Sales Assistant	2-9, 12, 18-19, 21-22, 25-27, 30, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72- 74, 76-77, 79-82, 85-87, 89-90, 93-94	58

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Assignment Editor	2-3, 5-6, 8-9, 12, 18-19, 21-22, 25-27, 30, 32, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-90, 93-94	36
General Assignment Reporter	2-3, 5-6, 8-9, 12, 14, 18-19, 21-22, 25-27, 30, 34-45, 47-49, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-90, 92-94	36
News Photographer	2-3, 5-6, 8-9, 12, 18-19, 21-22, 25-27, 30, 34-42, 44-45, 47-48, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-90, 93-94	58
Associate News Producer	2-3, 5-6, 8-9, 12, 18-19, 21-22, 25-27, 30, 34-42, 44-45, 47-48, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-90, 93-94	58
Multimedia Journalist (MMJ)	2-3, 5-6, 8-10, 12, 18-19, 21-22, 25-27, 29-30, 32, 34-42, 44-45, 47-48, 51, 58-59, 62-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-90, 93-94	32
Master Control Operator	2-3, 5-6, 8-9, 12, 14-15, 18-19, 21-22, 25-27, 30, 32, 34-42, 44, 47-48, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-90, 93-94	15
Production Assistant	2-3, 5-6, 8-9, 12, 18-19, 21-22, 25-27, 30, 32, 34-42, 44, 47-48, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-90, 93-94	58
Newscast Producer	2-3, 5-6, 8-10, 12, 15, 17-19, 21-22, 25-27, 29-30, 34-42, 44, 47-48, 51, 58-59, 62-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-90, 93-94	15
Newscast Producer	2-3, 5-6, 8-10, 12, 15, 17-19, 21-22, 25-27, 29-30, 34-42, 44, 47-48, 51, 58-59, 62-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-90, 93-94	15
Newscast Producer	2-3, 5-6, 8-10, 12, 15, 17-19, 21-22, 25-27, 29-30, 34-42, 44, 47-48, 51, 58-59, 62-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-90, 93-94	38

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Regional Sales Assistant	2-3, 5-6, 8-9, 12, 18-19, 21-22, 25-27, 30, 34-38, 40-42, 44, 47-48, 51, 58-59, 62, 64-65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-90, 93-94	58
Marketing Consultant	2-3, 5-6, 8-9, 12, 18-22, 25-27, 30, 34- 38, 40-42, 44, 47-48, 51, 58-59, 62, 64- 65, 67-70, 72-74, 76-77, 79-82, 85-87, 89-91, 93-94	91

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
3	Alamo Colleges 1819 N Main Ave San Antonio, Texas n/a n/a Manual Posting	N	0
4	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
5	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : kbordell@asu.edu Karen Bordeleau	Y	0
6	Association for Education in Journalism and Mass Communications 234 Outlet Pointe Blvd. Suite A Columbia, South Carolina 29210-5667 Phone : 803-798-0271 Email : aejmchq@aol.com Fax : 1-803-772-3509 Jennifer McGill	N	0

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7	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	N	0
9	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
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 : as1698@columbia.edu Anusha Shrivastave	N	0
12	Concordia Texas University 3400 IH 35 North Austin, Texas 78705 Phone : 512-313-5041 Url : www.concordia.edu Email : sbgresumes@sbgvtv.com Randa Scott	N	0
13	Corporate Recruiter	N	1
14	Current Employee	N	9
15	Current Employee - Transfer/Promotion	N	5

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16	Current Employee/Internal Promotion	N	5
17	Current Intern	N	1
18	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
19	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
20	Employee Referral	N	8
21	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
22	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
23	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Sinclair SilkRoad Source	N	0
24	Goodwill Industries 406 West Commerce San Antonio, Texas 78207 Phone : 210-382-9027 Email : MReznicek@goodwillsa.org Fax : 1-210-924-3011 Michaela Reznicek	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
25	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
26	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
27	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
28	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
29	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
30	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
31	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Sinclair SilkRoad Source	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
32	Indeed.com - Not Directly Contacted by SEU	N	15
33	Internet Ad-not directly contacted by SEU	N	4
34	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
35	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
36	KABB-TV Website 4335 NW Loop San Antonio, Texas Email : sbgresumes@sbgstv.com Dena Bedri	N	10
37	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
38	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	29
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 Prong 2 Ended Date: 11/21/2022	N	0

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40	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
41	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgvtv.com Career Center	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 Hispanic Journalists 1000 National Press Building 529 14th St., NW Washington, District of Columbia 20045 Phone : 202-662-7145 Fax : 1-202-662-7144 Michelle Vignoli	N	0
44	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Url : http://www.nhmc.org Email : info@nhmc.org Alejandra Valenquela	N	0
45	National Veteran's Outreach 611 North Flores San Antonio, Texas 78205 Phone : 210-223-4088 Url : www.agif-nvop.org Email : vetjobs@tvc.state.tx.us Casimiro Garza	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
46	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Url : http://sola.nsu.edu/mcjr Paula Briggs Manual Posting	N	0
47	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
48	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
49	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
50	Palo Alto College Palo Alto Drive San Antonio, Texas Arianna Lay Manual Posting	N	0
51	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0

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52	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Sinclair SilkRoad Source	N	0
53	San Antonio Chamber of Commerce 602 E Commerce San Antonio, Texas Phone : 210-229-2103 Email : communications@sachamber.org April Alcorta	N	0
54	San Antonio College 1819 N Main San Antonio, Tennessee Phone : 210-377-4716 Dena Bedri Manual Posting	N	0
55	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
56	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
57	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Sinclair SilkRoad Source	N	0

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58	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Career Page	N	36
59	St Edwards University 3001 S Congress Avenue Austin, Texas Andrew Harper Manual Posting	Y	0
60	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
61	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
62	Stephen F Austin State University 1936 north Street Nagadoches, Texas Email : sbgresumes@sbgvtv.com Madeline Kirk	N	0
63	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
64	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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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 Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Anna Romero Manual Posting	N	0
68	Texas Lutheran University 1000 West Court Street Seguin, Texas 78155 Phone : 830- 372-8178 Url : http://www.careers.tlu.edu Handshake nn/ Manual Posting	N	0
69	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
70	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Email : sbgresumes@sbgstv.com Lisa Vallejo	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
71	Texas Tech Univeristy Mass Communication PO Box 43082 Lubbock, Texas 79409-3082 Phone : (806)834-1348 Email : corey.clem@ttu.edu Cory Clem	N	0
72	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : sbgresumes@sbgstv.com David Kraus	N	0
73	Texas Veterans Commission 4615 Walzem #100 San Antonio, Texas 78218 Phone : 210-822-7640 Url : http://www.tvc.state.tx.us Bryan Rauch Manual Posting	N	0
74	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
75	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
76	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
77	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
78	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Sinclair SilkRoad Source	N	0
79	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
80	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
81	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
82	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

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
83	University of St Thomas Houston 3800 Montrose Blvd Houston, Texas Email : sbgresumes@sbgvtv.com Brianna Buckener	N	0
84	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
85	University of Texas Austin 300 W Dean Keeton Austin, Tennessee Email : sbgresumes@sbgvtv.com Noma Gaier	N	0
86	University of Texas San Antonio One UTSA Circle San Antonio, Texas 78249 Phone : 210-458-4588 Url : http://www.utsa.edu/careercenter Email : sbgresumes@sbgvtv.com Victoria Tesillo	N	0
87	University of the Incarnate Word 4301 Broadway San Antonio, Texas 78209 Phone : 210-832-5622 Url : http://www.uiw.edu.careers Tony Almendarez Manual Posting	N	0
88	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	N	0
89	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
90	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
91	Word of Mouth Referral	N	3
92	Work In Texas 101 E 15th Street Austin, Texas n/a n/a Manual Posting	N	0
93	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
94	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			126

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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	4/5/2022	Participation in events or programs sponsored by educational institutions	Our PM Anchor Jonathan Martinez spoke to elementary school children at Carlos Coon Elementary school. Jonathan gave them information on his background – where he went to school and what his major was, and told the students why he Wanted to get into broadcasting. Also talked about the cities he has worked in across the country. Specifically,Jonathan told them about what all goes into a newscast and how it takes an entire team. Also talked about the importance of the things they’re learning now that will help them in whatever profession they want to go into – things like writing well, listening and public speaking etc. They asked questions across the board – from Jonathan's favortie stories to cover, and if the job was dangerous, also got asked about craziest story and if he lived in a mansion. It was certainly a great group.	1	PM Anchor
2	4/7/2022	Participation in events or programs sponsored by educational institutions	Jonathan Martinez, who is our PM Anchor spoke to a group of 3rd and 5th graders at Perales Elementary shcool. He discussed journalism, and the different skills that go into Broadcasting. Jonathan discussed his background and gave a summary of what his job consisted of on a daily basis. The students asked a variety of questions asking Jonathan what he liked most about this job and why he became a journalist.	1	Anhchor
3	4/20/2022	Participation in Job Fairs	Sr. Executive Producer Amanda Emery and our Managing Editor Bryan Eckert attended a virtual job fair held by St. Mary's University. The job fair was held for current students and alumni and was for all majors. Amanda and Bryan spoke to interested students and disseminated information regarding the positions currently open at our station and KSCC.	2	Managing Ediro Sr. Executive Producer

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	5/23/2022	Provision of training to management	The Director of Talent Acquisition for the Company spoke on a panel at the Media Finance Focus conference in Tampa, FL. The topic was “Lessons in Leadership: How to Survive the Great Resignation”. She and two others on the panel spoke about how to attract and keep a diverse staff through a period of high turnover. As broadcasters we are required certain outreach initiatives to maintain licenses and now these steps are even more essential in attracting prospective employees. Topics discussed were marketing and utilizing broad outreach to diversify your candidate pool, compensation/ benefits, job postings, selling their opportunities, and learning about new changes to talent acquisition tricks.	2	Dr. of Talent Acquisition Regional Controller
5	7/19/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist and the Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed, and collected resumes as well as candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants	2	SR employment specialist Employment Coordinator

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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	8/3/2022	Participation in Job Fairs	Sinclair's SVP of News, News Recruiter, several News Managers and News employees represented all Sinclair News stations at the 2022 NABJ convention/career expo. They met with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who met with Sinclair during the career fair were followed up with and interviews were set up where applicable.	3	News Recruiter Group News Director SVP of News
7	9/1/2022	Establishment of an intern program designed to assist members of the community	Sinclair Broadcast group has initiated a paid News internship program which the station has participated in. The goal is to provide a unique learning experience for interns and build a talent pipeline from our local colleges, HBCU's and HSI's. The program provides students with a practical, best in class experience. Educate students about career opportunities within Sinclair, provide professional development that can be applied in multiple settings and position students for entry-level jobs within our industry	1	News Director
8	9/22/2022	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Chris Suchan visited Carnahan Elementary and visited 4th and 5th grade students about his job on TV. He discussed how he forecast the weather, his experience storm chasing over the last 10 years. He also gave presentations on how hurricanes, tornados and thunderstorms happen	1	Chief Meteorologist
9	10/20/2022	Participation in events or programs sponsored by educational institutions	Kristina DeLeon one of our Anchor/Reporters participated in a Career day held by University of the Incarnate Word. She worked with a group of middle school students who were attending the career day. Kristina spoke to the students about her role at the Station and her every day duties. She talked to the students about future career paths and encouraged them to go to college.	1	Anchor/Reporter

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	11/15/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist represented all of Sinclair Broadcast Group at a Career Discussion with Elizabeth City State University. The topic of discussion was Professional Development, and Career Opportunities. She met virtually with a class and discussed career opportunities within Sinclair, and competencies for career readiness with the company. She also provided information on how to apply, and how to search our openings on our Careers Page. All students were given contact information, and a presentation with an overview of Sinclair.	1	Sr. Employment Specialist
11	1/18/2023	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Chris Suchan visited a kindergarten class at Salado Elementary. Chris spoke to the students about science and different types of weather. He also answered the questions the children had. He presented a power point that included a virtual "tour" of our Station.	1	Chief Meteorologist
12	2/7/2023	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist Chris Suchan visited Lavernia primary school. He spoke to a group of 2nd grade students about his job on TV. He also talked to them about how he forecasted the weather and also how to stay safe in severe weather. Chris presented a power point to show them all sorts of weather.	1	Chief Meteorologist
13	2/15/2023	Participation in events or programs sponsored by educational institutions	Our chief meteorologist Chris Suchan visited Tuscany Heights Elementary School. He spoke to both 3rd grade students and 2nd grade students. Chris presented and spoke for one hour about his job on tv and how he predicted the weather. He also told the students about how certain weather forms and how to stay safe in bad weather.	1	Chief Meteorologist