

KVII KVIH
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

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 Anchor	2-6, 9, 11, 14, 17, 19-26, 28-63	23
Multimedia Journalist (MMJ)	2-6, 14-15, 17, 19-22, 24-26, 28-39, 41, 43-55, 57-59, 61-63	37
Multimedia Journalist (MMJ)	2-6, 14-15, 17, 19-22, 24-26, 28-39, 41, 43-55, 57-59, 61-63	37
Marketing Consultant	2-5, 10, 12, 14, 17, 19-22, 24-26, 28- 32, 34-42, 44-58, 61-63	10
Multimedia Journalist (MMJ)	2-6, 12, 14-15, 17, 19-22, 24, 26, 28- 39, 41, 43-59, 61-63	29
Multimedia Journalist (MMJ)	2-6, 12, 14-15, 17, 19-22, 24, 26, 28- 39, 41, 43-59, 61-63	15
Chief Meteorologist	2-6, 8, 12, 14, 17, 19-22, 24-26, 28-39, 43-49, 51-59, 61-63	8
Weekend Meteorologist Reporter	2-6, 8, 12, 14, 17, 19-22, 24, 26, 28-35, 37-38, 41, 43-45, 47-55, 58-59, 61-63	37
Master Control Supervisor	2-5, 9, 12-14, 17-26, 28-32, 34-39, 41, 44-59, 61-63	23
News Producer	2-5, 14-26, 28-32, 34-38, 41, 44-45, 47- 55, 57-58, 60-63	15
Marketing Consultant	1-5, 7, 11-12, 14, 16-22, 24-32, 34-38, 41, 44-45, 47-59, 61-63	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Amarillo Chamber of Commerce 1000 S Polk St Amarillo , Texas 79105 Phone : 806-342-2000 Url : www.amarillo-chamber.org Penni Bentley Manual Posting	N	0
2	Amarillo Hispanic Chamber of Commerce 5725 West Amarillo Blvd Amarillo , Texas 79106 Phone : . Email : info@amarillohcc.org Fax : 1-806-322-2459 Vanessa Deanda	N	0
3	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
4	Bill J. Priest Institute for Economic Development 1402 Corinth St. Dallas, Texas 75215 Phone : 214.860.5800 Url : www.dcccd.edu Email : mhenderson@dcccd.edu Fax : 1-214-860-5747 Mike Henderson	N	0
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	N	0
6	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0

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7	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Leslie Brunson Manual Posting	N	0
8	Corporate Recruiter	N	2
9	Current Employee	N	3
10	Current Employee - Transfer/Promotion	N	1
11	Current Employee/Internal Promotion	N	2
12	Dallas Concilio 4800 Harry Hines Blvd Dallas, Texas 75229 Phone : 214.818.0481 Fax : 1-214-818-0485 Susanna Felix-Diaz	N	0
13	Dallas Urban League 4315 Lancaster Rd Dallas, Texas 75216 Phone : 214.915.4600 Email : yyoung@ulgdnctx.com Fax : 1-214-915-4601 Yvonne Young	N	0
14	Eastern New Mexico University 1500 S Ave K Portales, New Mexico 88130 Email : orlando.ortega@enmu.edu Orlando Ortego	Y	0
15	Employee Referral	N	4
16	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0

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17	Ft. Worth Metropolitan Black Chamber of Commerce 1150 South Freeway Suite 211 Fort Worth, Texas 76104 Phone : 817.871.6538 Email : bbolden@fwmbcc.org Fax : 1-817-332-6438 Barbara Bolden	N	0
18	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
19	Greater Dallas Asian American Chamber of Commerce 11171 Harry Hines Blvd. Suite 115 Dallas, Texas 75229 Phone : 972.241.8250 Url : www.gdaacc.com Email : jobpostings@gdaacc.com Fax : 1-972-241-8270 Chott Vanasuti	N	0
20	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Prong 2 Ended Date: 12/31/2020	N	0
21	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
22	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
23	Indeed.com - Not Directly Contacted by SEU	N	4

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24	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
25	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
26	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
27	Kilgore College 1100 Broadway Kilgore, Texas 75458 Phone : (903) 983-8678 Url : www.kilgore.edu Email : CareerServices@kilgore.edu Fax : 1-903-988-7544 Manny Almanza	N	0
28	Lamar University P.O. Box 10012 Center for Career and Professional Development Beaumont, Texas 77710 Phone : 409-880-8879 Email : jlrobbins1@lamar.edu Fax : 1-409-880-8881 Jocelyn Robbins	N	0
29	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	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
30	Lubbock Job Spot PO Box 3757 Lubbock, Texas 79452 Phone : 806-748-2424 Email : sgonzales@ramarcom.com Fax : 1-806-748-9374 Susie Gonzales	N	0
31	Lubbock Job Spot PO Box 3757 Lubbock, Texas 79452 Phone : 806-748-9310 Email : jstout@ramarcom.com Fax : 1-806-748-9374 Traci Thorne	N	0
32	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
33	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
34	Park University Fort Bliss Campus Center 639 Merritt Fort Bliss, Texas 79916 Phone : 915-562-8450 Email : ftbl@park.edu Fax : 1-915-562-9044 Robert Theus	N	0
35	Paul Quinn College 3837 Simpson Stuart Rd. Dallas, Texas 75241 Phone : 214.302.3523 Email : OPCD@pqc.edu Fax : 1-214-302-3539 Office of Professional Development	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
36	Senior Citizens Center P.O. Box 1433 Victoria, Texas 77901 Phone : 361-576-2189 Fax : 1-361-578-8111 Yvonne Smith	N	0
37	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.com Career Page	N	7
38	SMU Hegi Family Career Development Center PO Box 750256 Dallas, Texas 75275 Phone : 214.768.2436 Email : recruit@smu.edu Fax : 1-214-768-4292 Pam Jordan	N	0
39	South Texas Vo Tech P.O. Box 623 Weslaco, Texas 78596 Phone : 956-969-1564 Fax : 1-956-969-1887 Nelda Gonzalez	N	0
40	St Edwards University 3001 S. Congress Career Resources Center Austin, Texas 78704 Phone : NA Fax : 1-512-448-8549 Kathy Amber	N	0
41	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
42	Station Website	N	2

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43	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
44	Texas A & M University Department of Journalism College Station, Texas 77843 Phone : 409-845-4611 Email : sbgresumes@sbgstv.com Career Center	N	0
45	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	0
46	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
47	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Phone : (512) 245-2652 Email : kjulian@txstate.edu Fax : 1-512-245-3993 Karen Julian	N	0
48	Texas Tech University Career Center PO Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : sbgresumes@sbgstv.com Fax : 1-806-742-2474 David Krauss	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
49	Texas Workforce Commission Cameron County 2510 PECAN ST BLDG R Harlingen, Texas 78550 Phone : 956-548-6717 Fax : 1-956-548-6717 Frank Cazares	N	0
50	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
51	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
52	TSTC 1902 North Loop 499 Harlingen, Texas 78550 Phone : 956-364-4000 Email : josie.saldivar@tstc.edu Fax : 1-956-364-5107 Josie Saldivar	N	0
53	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	3
54	University of North Texas PO BOx 310589 Denton, Texas 76203 Phone : 940-565-2537 Email : rtvf@unt.edu Fax : 1-940-369-7838 Alan Albarran	N	0

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55	University of Texas at Austin Career Placement Services College of Communication Austin, Texas 78712 Phone : NA Url : http://communication.utexas.edu/ccs/cs-reg.html Email : sbgresumes@sbgvtv.com Career Center	N	0
56	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
57	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
58	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
59	UT Pan American 1201 W. University Drive Edinburg, Texas 78539 Phone : 956-381-2243 Email : career_place@panamedu.com Fax : 1-956-665-2244 Belinda Reyes	N	0
60	UTEP - Career Services 500 W. University 103 Union West El Paso, Texas 79968-0626 Phone : 915-747-5730 Email : careers@utep.edu Fax : 1-915-747-5730 Betsy Castro-Duarte	N	0

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61	UTSA 6900 North Loop 1604 San Antonio, Texas 78249 Phone : 210-458-4589 Email : career.services@utsa.edu Fax : 1-210-458-4589 Career Services	N	0
62	Wayland Baptist University 2002 W Loop #289 Lubbock, Texas 79407 Phone : 806-785-9285 Email : kbrooks@wbu.edu Fax : 1-806-742-9556 Barbara Pittman	N	0
63	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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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	7/8/2020	Participation in Job Fairs	The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.	4	Sr Employment Mgr News Talent Mgr Employment Specialist Director News Training
2	9/21/2020	Provision of training to management	Corporate Employment Team assigns training for Management to ensure all EEO practices are met, along with training for An inspirational Leader, Business Ethics, Preventing Harassment, along with many others. New managers hired have 90 days to complete the training courses. This training is biannual.	1	Master Control Supervisor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	10/7/2020	Participation in events or programs sponsored by educational institutions	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at Towson University as a Corporate Recruiter. He was invited to sit on a Human Resources professional panel where he met virtually with Professor Flores' BUSX 460 class. Here he spoke about corporate and station employment opportunities within the Broadcast industry at Sinclair. He answered students questions about his experience working with Sinclair as well as his experience working in HR and within the Broadcast industry as a whole. Our Corporate Recruiter spoke with students currently enrolled at Towson University 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. Candidate information and resumes were also collected by our Corporate Recruiter via LinkedIn to further assist with potential placement.	1	Recruiting Coordinator
4	10/17/2020	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Media Sales Academy as a Corporate Recruiter. He met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. Our Corporate Recruiter spoke with students and alumni currently enrolled in NAB's Media Sales Academy 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.	1	Recruiting Coordinator

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5	10/26/2020	Provision of training to management	At Sinclair, we value and support diversity and inclusion at all levels. Diversity and inclusion have been fundamental from our very beginning and we take pride in being an equal opportunity employer. Over several decades, our local tv stations have built recruiting and outreach programs that encourage diversity in our workforce. Our activities are designed to ensure broad outreach to potential applicants by widely disseminating information concerning job vacancies, providing notification to community groups, attending diverse job fairs, participating in other various recruitment outreach activities and providing training to managers on equal employment opportunity and illegal discrimination. Diversity, inclusion, equal employment opportunity and strong anti-discrimination policies go hand-in-hand and efforts related to one area complement other areas.	6	VP General Manager News Director Chief Engineer Local Sales Manager
6	11/12/2020	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and 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	Employment Specialist Employment Specialist