

**KTXS / KTXE-LD / KTES-LD**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2021 - March 31, 2022**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Producer	1-6, 8, 10, 16, 18-24, 27-28, 30, 32-33, 35, 37, 39-47, 49-51, 55-56	32
Digital Content Producer	1-2, 4-5, 8-10, 14-15, 17-23, 25-30, 32-34, 36-37, 39-47, 49-53, 55-56	37
Marketing Consultant	1-2, 4-5, 8-10, 14-15, 18-23, 25-30, 32-34, 36-37, 39-47, 49-56	54
News Producer	1-2, 4-5, 8-10, 12, 14-16, 18-23, 25, 27-30, 32-34, 36-37, 39-47, 49-53, 55-56	16
News Director	1-2, 4-5, 8-10, 14-16, 18-23, 25, 27-30, 32-34, 36-37, 39-47, 49-53, 55-56	16
Master Control Operator	1-2, 4-5, 8-10, 14-16, 18-23, 25-30, 32-34, 36-37, 39-47, 49-50, 52-53, 55-56	26
News Anchor	1-2, 4-5, 8-10, 13-15, 18-23, 25, 27-30, 32-34, 36-37, 39-47, 49-50, 52-53, 55-56	32
General Assignment Reporter	1-2, 4-5, 8-11, 14-15, 18-23, 25, 27-30, 32-34, 36-47, 49-50, 52-53, 55-56	37
Multimedia Journalist (MMJ)	1-11, 14-16, 18-23, 25, 27-30, 32-50, 52-53, 55-56	7
Weekend News Anchor/Reporter	1-6, 8-10, 12, 14-15, 18-23, 25, 27-30, 32-37, 39-50, 52-53, 55-56	12
Marketing Consultant	1-6, 8-10, 14-15, 18-23, 25-30, 32-37, 39-50, 52-56	54
Marketing Consultant	1-6, 8-10, 14-15, 18-23, 25-30, 32-37, 39-50, 52-56	37
Marketing Consultant	1-6, 8-10, 14-15, 18-23, 25-30, 32-37, 39-50, 52-56	26
Weekend News Anchor/Reporter	1-6, 8-11, 14-15, 18-23, 25-30, 32-50, 52-53, 55-56	32
Multimedia Journalist	1-6, 8-11, 14-16, 18-23, 25, 27-30, 32-50, 52-53, 55-56	30
Multimedia Journalist	1-6, 8-11, 14-16, 18-23, 25, 27-30, 32-50, 52-53, 55-56	16
Newscast Producer	1-6, 8-11, 14-16, 18-23, 25, 27-30, 32-50, 52-53, 55-56	16
Master Control Operator	1-6, 8-10, 14-15, 18-23, 25-37, 39-50, 52-53, 55-56	26
Human Resource Manager	1-6, 8-10, 14-15, 18-23, 25-30, 32-37, 39-50, 52-53, 55-56	26

**KTXS / KTXE-LD / KTES-LD****EEO PUBLIC FILE REPORT****April 1, 2021 - March 31, 2022****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	Abilene Christian University University of North Texas, University of Oklahoma University of Missouri Abilene, Texas Url : <a href="http://www.acu.edu">http://www.acu.edu</a> Email : <a href="mailto:Kenneth.Pybus@acu.edu">Kenneth.Pybus@acu.edu</a> Kenneth Pybus	N	0
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : <a href="http://www.aamu.edu">www.aamu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
3	Albany State University 504 College Dt Albany, Georgia 31705 Url : <a href="http://www.asurams.edu">www.asurams.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Planning	N	0
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Mike Wong	Y	0
5	Baylor University One Bear Place Waco, Texas 76798 Url : <a href="http://www.baylor.edu">http://www.baylor.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
6	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : <a href="http://www.benedict.edu">www.benedict.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
7	Career Fair	N	1

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8	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> Aaron Brumfield	N	0
9	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : <a href="http://www.cheyney.edu">www.cheyney.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Services	N	0
10	Cisco Junior College - Abilene Educational Center 717 Industrial Blvd Abilene, Texas 79602 Phone : 325-794-4400 Url : <a href="http://www.cisco.edu">http://www.cisco.edu</a> Email : <a href="mailto:sherry.burchell@cisco.edu">sherry.burchell@cisco.edu</a> Sherry Burchell	N	0
11	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 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
12	Corporate Recruiter	N	2
13	Current Employee	N	1
14	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : <a href="http://www.diversityjobs.com">www.diversityjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Rob Steward	N	0
15	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : <a href="http://www.ecsu.edu">www.ecsu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
16	Employee Referral	N	8
17	Facebook post	N	1

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18	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
19	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
20	Hardin Simmons University 2200 Hickory St Abilene, Texas 79601 Url : http://www.hsutx.com Email : sbgresumes@sbgstv.com Career Center	N	0
21	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
22	Howard Payne University 1000 Fisk St Brownwood, Texas 76801 Phone : 325-649-8020 Url : http://www.hputx.edu/ Tammy Arreola Manual Posting	N	0
23	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
24	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0

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25	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : <a href="http://www.htu.edu">www.htu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
26	Indeed.com - Not Directly Contacted by SEU	N	9
27	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
28	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
29	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : <a href="http://www.kysu.edu">www.kysu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
30	KTXS-TV 4420 N Clack Abilene, Texas 79601 Phone : (325) 232-8309 Url : <a href="http://www.ktxs.com/ktxs/jobs">http://www.ktxs.com/ktxs/jobs</a> Email : <a href="mailto:alphillips@sbgstv.com">alphillips@sbgstv.com</a> Alle Phillips	N	3
31	Linked In	N	1
32	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Account Manager	N	4

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33	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
34	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : <a href="http://www.miles.edu">www.miles.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
35	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : <a href="http://www.morgan.edu">www.morgan.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
36	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : <a href="http://www.ncat.edu">www.ncat.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
37	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Career Page	N	10
38	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:jpumphrey.td@gmail.com">jpumphrey.td@gmail.com</a> Julie Pumphrey	N	0
39	Texas A&M University 400 Bizzell St College Station, Texas 77843 Url : <a href="http://www.tamu.edu/">http://www.tamu.edu/</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Job Listings	N	0

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40	Texas Association of Broadcasters 502 E 11th Ste 200 Austin, Texas 78701 Url : <a href="http://www.tab.org/job-bank">http://www.tab.org/job-bank</a> Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Anna Romero	N	1
41	Texas Christian University 2800 S University Dr Fort Worth, Texas 76129 Url : <a href="http://www.careers.tcu.edu">http://www.careers.tcu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Job Listings	N	0
42	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : <a href="http://www.tsu.edu">www.tsu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
43	Texas State Technical College 3801 Campus Drive Waco, Texas 76705 Phone : 254.559.7720 Url : <a href="http://www.tstc.edu/">http://www.tstc.edu/</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Patricia Reid	N	0
44	Texas State University 601 University Dr San Marcos, Texas 78666 Url : <a href="http://www.txstate.edu">http://www.txstate.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
45	Texas Work Force Center 500 Chestnut St #1100 Abilene, Texas 79602 Phone : 325-795-4243 Url : <a href="http://www.workintexas.com">http://www.workintexas.com</a> Email : <a href="mailto:Chris.Matthews@Workforcesystem.org">Chris.Matthews@Workforcesystem.org</a> Fax : 1-325-795-4381 Chris Matthews	N	0

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46	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrea Siegle	N	0
47	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	1
48	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : <a href="http://www.uapb.edu">www.uapb.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
49	University of Oklahoma 600 Parrington Oval Norman, Oklahoma 73019 Url : <a href="http://www.ou.edu">http://www.ou.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
50	University of Texas - San Antonio 1 utsa circle San Antonio, Texas 78249 Url : <a href="http://www.utsa.edu">http://www.utsa.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
51	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	N	0
52	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : <a href="http://www.wvstateu.edu">www.wvstateu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0



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53	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
54	Word of Mouth Referral	N	2
55	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
56	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>44</b>

**KTXS / KTXE-LD / KTES-LD****EEO PUBLIC FILE REPORT****April 1, 2021 - March 31, 2022****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	Ongoing Event	Provision of training to management	<p>SBG, Inc. and its stations are Equal Opportunity Employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment. Newly hired managers and supervisors take web-based training courses titled "Business Ethics" and "Workplace Harassment Prevention for Manager Version 3.0" and all newly hired employees complete "Workplace Harassment Prevention for Employees" and "Business Ethics" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	10	Business Manager

## KTXS / KTXE-LD / KTES-LD

## EEO PUBLIC FILE REPORT

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## III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	4/14/2021	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at Hampton University as a Corporate Recruiter. Sinclair was invited to attend Hampton University's Scripps Howard School of Journalism and Communication Virtual Career Fair to meet with students and faculty. Our Corporate Employment Coordinator started the session by giving a 10-minute presentation about Sinclair and wrapped up by showing corporate and station employment opportunities at Sinclair.	1	Recruiting Coordinator
3	4/28/2021	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the G.I Jobs Virtual Career Expo. 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 veterans, and their families 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
4	5/4/2021	Participation in Job Fairs	The Corporate Employment Specialists 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 and candidate information for future job openings across the company. 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.	3	Employment Specialist Employment Specialist Recruiting Coordinator

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5	8/3/2021	Participation in events sponsored by organizations representing the community	In Aug 2021, KTXS Chief Engineer Adam Mckinney attended the TAB conference in Austin. There, Adam took part in workshops, meetings, and hands-on training with new equipment. The meetings were held over 2 days, Aug 2-3, 2021. These events also included discussion of employment within the Broadcast Industry, as well as in Abilene at KTXS/KTXE in San Angelo.	1	Chief Engineer
6	8/18/2021	Participation in Job Fairs	The 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.	3	News Talent Manager Employment Specialist Director, News Training
7	10/20/2021	Participation in Job Fairs	The Corporate Employment Specialist and 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 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 Coordinator

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8	11/2/2021	Participation in Job Fairs	The Corporate 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	Employment Specialist
9	2/17/2022	Participation in Job Fairs	Station Business Manager / HR Rep, along with a AM News Anchor Johnny Atkinson - On Air Talent, and Newscast Director David Duenes (WTAMU Alumni), represented Sinclair Broadcast Group, along with Amarillo ABC7 / KVII at West Texas A&M University. KVII was invited to attend West Texas A&M University all Career Fair to meet with Students. Representatives had a table set up with promotional items to draw students to ABC7 and what Sinclair Broadcast Group had to offer for future employees, along with all opportunities within the SBG umbrella. All candidates that showed interest in open positions were shown how to apply through ABC7Amarillo.com career website, as well as how to access the SBG Career page. Business cards were handed out for direct communication with HR for gathering resumes to share with Hiring Managers for ALL open positions.	5	Business Manager / HR Newscast Director News Anchor News Anchor