

KEYE
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 Assignment Editor	1-9, 11, 13, 16-23, 25, 27, 29-32, 34-37, 39-41, 43-48, 50-53	11
Executive Producer	3-6, 8, 10, 15, 17-20, 23, 25, 27, 29-31, 36-37, 40-41, 43-44, 46, 48, 50-53	23
Assignment Manager	3-6, 8, 10-11, 13, 15, 17-20, 23, 25, 27, 29-31, 36-37, 40-41, 43-44, 46, 48, 50-53	11
Telemundo Multimedia Journalist	3-8, 15, 17-20, 23, 25, 27, 29-31, 36-41, 43-44, 46, 48, 50, 52-53	23
Telemundo News Producer	3-6, 8, 11, 15, 17-20, 25, 27, 29-31, 36-37, 40-41, 43-44, 46, 48, 50-53	11
Marketing Associate	3-6, 8, 13, 15, 17-20, 24-25, 27, 29-31, 36-38, 40-41, 43-44, 46, 48, 50-53	38
Multimedia Journalist (MMJ)	3-8, 10-11, 14-15, 17-20, 25, 27, 29-31, 36-41, 43-44, 46, 48, 50-53	11
Multimedia Journalist (MMJ)	3-8, 10-11, 14-15, 17-20, 25, 27, 29-31, 36-41, 43-44, 46, 48, 50-53	38
Digital Content Producer	3-6, 8, 13-15, 17-20, 23, 25, 27, 29-31, 36-37, 40-41, 43-44, 46, 48, 50-53	13
Engineering Technician	3-6, 8, 14-15, 17-20, 23, 25, 27, 29-31, 36-37, 40-41, 43-44, 46, 48, 50-53	23
Marketing Consultant	3-6, 8, 10, 12-15, 17-21, 25-31, 33, 36-37, 40-44, 46, 48-53	13

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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	Amarillo Chamber of Commerce 1000 S Polk St Amarillo, Texas 79101 Phone : 806-373-7800 Denise Rayford Manual Posting	Y	0
2	Amarillo College 2201 S Washington St Amarillo, Texas 79109 Phone : 8063715147 Mitch Parker Manual Posting	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	Austin Area Urban League 8011 Cameron Rd Ste 100 Austin, Texas 78754 Phone : 512-478-7176 Url : http://aaul.org Email : darnise_bowens@aaul.org Darnise Bowens	N	0
5	Austin Community College 5930 Middle Fiskville Road Austin, Texas 78752 Phone : 512-223-7015 Email : ebreedlo@austincc.edu Fax : 1-512-223-7899 Erica Breedlove	N	0
6	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	N	0

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7	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	Columbia Journalism Graduate School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-4422 Email : as1698@columbia.edu Anusha Shrivastava	Y	0
9	Concordia Career Center 11400 Concordia University Drive Austin, Texas 78726 Phone : 512-486-1119 Career Center Manual Posting	N	0
10	Current Employee	N	4
11	Current Employee/Internal Promotion	N	4
12	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
13	Employee Referral	N	7
14	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
15	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0

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16	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Sinclair SilkRoad Source	N	0
17	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
18	Hispanic Chamber of Commerce 2800 South IH-35 Suite 260 Austin, Texas 78704 Phone : 512-476-7502 Url : www.gahcc.org Email : mlugo@gahcc.org Mary Lou Lugo	N	0
19	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
20	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
21	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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22	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
23	Indeed.com - Not Directly Contacted by SEU	N	7
24	Internet Ad-not directly contacted by SEU	N	1
25	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgvtv.com Broadbean Source	Y	0
26	Jackson State University 1400 John R Lynch St Jackson, Mississippi 39217 Url : www.jsums.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
27	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
28	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
29	KEYE TV 10700 Metric Blvd Austin, Texas 78758 Phone : 512-832-7594 Url : http://www.keyetv.com Email : kjwelch@sbgvtv.com Kelly Welch	N	1

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30	<p>Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager</p>	N	6
31	<p>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</p>	Y	0
32	<p>Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone</p>	N	0
33	<p>Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center</p>	N	0
34	<p>Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Sinclair SilkRoad Source</p>	N	0
35	<p>SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Sinclair SilkRoad Source</p>	N	0
36	<p>Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page</p>	N	2

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37	Southwestern University 1001 E. University Avenue Georgetown, Texas 78626 Phone : 512-863-1346 Email : career.services@southwestern.edu Career Center	N	0
38	Station Website	N	4
39	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
40	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Email : sbgresumes@sbgstv.com Fax : 1-903-886-5010 Keith McFarland	N	0
41	Texas Association of Broadcasters 502 East 11th Street Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Craig Bean Manual Posting	N	0
42	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
43	Texas Tech PO Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : sbgresumes@sbgstv.com Toni Burse	N	0

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44	Texas Workforce Commission 101 E 15th St Austin, Texas 78778 Phone : 512-597-7266 Email : robert.doherty@wfscapitalarea.com Fax : 1-512-719-9016 Tom Hughes	N	0
45	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
46	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
47	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
48	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	2
49	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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50	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
51	University of Texas 1 University Station Austin, Texas 78712 Phone : 512-338-0839 Url : https://accessut.utexas.edu/login.cfm Email : careerengagement@austin.utexas.edu Career Services	N	0
52	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
53	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:			38

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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 Manager News Talent Manager Employment Specialist Director News Training
2	Ongoing Event	Participation in scholarship programs	Amy Villarreal serves as a member of the Headliners Foundation's Board of Governors since. The Headliners Foundation of Texas is a 501(c) 3 non-profit organization whose mission is to promote excellence in Texas journalism Amy currently serves on the Foundation's Academic Excellence Committee, which distributes need-based and merit-based scholarships to student journalists from colleges and universities across the state.	1	Vice President & General Manager

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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	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
6	3/3/2021	Participation in Job Fairs	Kelly Grannan participated in Huston-Tillotson University Virtual Career Fair. She discussed opportunities with KEYE and Sinclair in addition to the rewards of a career in broadcasting.	1	Human Resource Coordinator