

KEYE
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	2, 4-6, 8-9, 11, 13, 16-17, 20-25, 27-34, 36-37, 39, 41-47, 49-53, 55-56	42
News Producer	2, 4-6, 8-9, 11, 13, 16-17, 20-25, 27-34, 36-37, 39, 41-47, 49-53, 55-56	27
Multimedia Journalist (MMJ)	2, 4-6, 8-12, 14, 16-18, 20-25, 28-34, 36-37, 39-47, 49-53, 55-56	37
Multimedia Journalist (MMJ)	2, 4-6, 8-12, 14, 16-18, 20-25, 28-34, 36-37, 39-47, 49-53, 55-56	14
Telemundo Multimedia Journalist	1-2, 4-6, 8-11, 16-17, 20-25, 27-34, 36-37, 39-47, 49-56	32
News Producer	2, 4-6, 8-9, 11, 13, 16-17, 20-26, 28-34, 36-39, 41-47, 49-50, 52-53, 55-56	37
Master Control Operator	2, 4-6, 8-9, 11, 16-17, 20-25, 28-34, 36-39, 41-47, 49-50, 52-53, 55-56	37
Receptionist/Accounting Assistant	2, 4-6, 8-9, 11, 16-17, 20-26, 28-34, 36-39, 41-47, 49-50, 52-53, 55-56	31
Digital Executive Producer	2, 4-6, 8-9, 11-13, 15-17, 20-26, 28-34, 36-37, 39, 41-47, 49-50, 52-53, 55-56	15
Master Control Operator	2-9, 11, 16-26, 28-37, 39, 41-49, 52-53, 55-56	26
Master Control Operator	2-9, 11, 16-26, 28-37, 39, 41-49, 52-53, 55-56	18
Marketing Associate	2-9, 11, 16-17, 20-26, 28-37, 39, 41-50, 52-53, 55-56	31
Marketing Consultant	2-9, 11, 16-17, 20-25, 28-37, 39, 41-50, 52-53, 55-56	37
Copy Coordinator	2-9, 11, 13, 16-18, 20-25, 28-37, 39, 41-50, 52-53, 55-56	31
Marketing Consultant	2-9, 11, 16-17, 20-25, 27-37, 39, 41-50, 52-53, 55-56	45
Digital Sales Manager	2-9, 11, 13, 16-17, 20-22, 24-25, 27-37, 39, 41-50, 52-53, 55-56	27
Master Control Operator	2-9, 11, 16-17, 20-26, 28-37, 39, 41-50, 52-56	37
Lifestyle Show Photographer	2-11, 13, 15-18, 20-25, 28-37, 39-50, 52-53, 55-56	15
News Assignment Editor	2-11, 13, 16-18, 20-25, 28-37, 39-50, 52-53, 55-56	32
General Assignment Reporter	2-4, 6-10, 13, 15-18, 20-25, 28-37, 39-50, 52-53, 55-56	15

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General Assignment Reporter	2-4, 6-10, 13, 15-18, 20-25, 28-37, 39-50, 52-53, 55-56	15
News Assignment Editor	2-4, 6-10, 16-18, 20-26, 28-37, 39-50, 52-53, 55-56	26
Multimedia Journalist	2-4, 6-9, 16-17, 20-25, 28-37, 39, 41-50, 52-53, 55-56	32
Multimedia Journalist	2-4, 6-9, 16-17, 20-25, 28-37, 39, 41-50, 52-53, 55-56	37
Master Control Supervisor	2-4, 6-9, 13, 16-18, 20-25, 28-37, 39, 41-50, 52-53, 55-56	18
Executive Producer	2-4, 6-10, 13, 15-17, 20-25, 28-37, 39-50, 52-53, 55-56	15
News Editor	2-4, 6-10, 13, 16-17, 20-26, 28-37, 39-50, 52-53, 55-56	31
Meteorologist	2-4, 6-10, 13-14, 16-18, 20-25, 27-37, 39-50, 52-53, 55-56	14
Technical Director	2-4, 6-9, 16-17, 20-25, 27-37, 39, 41-50, 52-56	54

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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	Agency Referral	N	1
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	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
4	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
5	Austin Area Urban League 8011 Cameron Rd Ste 100 Austin, Texas 78754 Phone : 512-478-7176 Url : http://aaul.org Email : charelesa_russel@aaul.org Charelesa Russel	N	0
6	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
7	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	2
9	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.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 Graduate School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-4422 Email : as1698@columbia.edu Anusha Shrivastava Prong 2 Ended Date: 9/7/2021	N	0
12	Corporate Recruiter	N	2
13	Current Employee	N	18
14	Current Employee - Transfer/Promotion	N	2
15	Current Employee/Internal Promotion	N	5
16	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0

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17	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
18	Employee Referral	N	10
19	Facebook post	N	1
20	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
21	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
22	Hire A Hero PO Box 6808 Morongo, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
23	Hispanic Chamber of Commerce 2800 South IH-35 Suite 260 Austin, Texas 78704 Phone : 512-476-7502 Url : www.gahcc.org Email : lfavila@gahcc.org Linda Favila	N	0
24	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0

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25	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
26	Indeed.com - Not Directly Contacted by SEU	N	15
27	Internet Ad-not directly contacted by SEU	N	6
28	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
29	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
30	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
31	KEYE TV 10700 Metric Blvd Austin, Texas 78758 Phone : 512-835-0042 Url : http://www.keyetv.com Email : sbgresumes@sbgstv.com Lisa Hagle	N	8
32	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	20

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33	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
34	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
35	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
36	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
37	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page	N	20
38	South Carolina State University 300 College Ave North East Orangeburg, South Carolina 29117 Url : www.scsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
39	Southwestern University 1001 E. University Avenue Georgetown, Texas 78626 Phone : 512-863-1346 Email : career.services@southwestern.edu Career Center	N	0

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40	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	1
41	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
42	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	1
43	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
44	Texas Tech PO Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : sbgresumes@sbgstv.com Toni Burse	N	0
45	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	2

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46	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
47	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	2
48	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
49	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
50	University of Texas 1 University Station Austin, Texas 78712 Phone : 512-338-0839 Url : https://accessut.utexas.edu/login.cfm Email : ccsmain@austin.utexas.edu Career Services	N	3
51	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	N	0
52	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com 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	3
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			122

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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	4/14/2021	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. Our Corporate Employment Coordinator then sat in a breakout room where students asked questions about Sinclair and potential career opportunities. 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
2	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	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. 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.	3	Employment Specialist Employment Specialist Employment Coordinator
4	Ongoing Event	Participation in scholarship programs	Amy Villarreal serves as a member of the Headliners Foundation Board of Governors. Their mission is to promote excellence in Texas journalism.	1	Vice President & General Manager
5	8/16/2021	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

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6	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 Specialist
7	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