

KABB, WOAI
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Promotions Manager	1, 3-5, 8-9, 18-21, 23-24, 26, 28, 31, 33-35, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-58, 60, 62-63, 68-69, 72, 74-77, 79-80, 82, 84-90, 92, 94-95	26
Director	1, 4-5, 8-9, 14, 18-21, 23-24, 26, 28, 31, 33-35, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-60, 62-63, 68-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	26
Marketing Consultant	1, 3-5, 8-9, 11, 14, 18-21, 23-24, 31, 33-35, 38, 40-41, 44-49, 51, 53-55, 57-60, 62-64, 68-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	34
Marketing Consultant	1, 3-5, 8-9, 11, 14, 18-21, 23-24, 31, 33-35, 38, 40-41, 44-49, 51, 53-55, 57-60, 62-64, 68-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	14
Marketing Consultant	1, 3-5, 8-9, 11, 14, 18-21, 23-24, 31, 33-35, 38, 40-41, 44-49, 51, 53-55, 57-60, 62-64, 68-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	24
Marketing Consultant	1, 3-5, 8-9, 11, 14, 18-21, 23-24, 31, 33-35, 38, 40-41, 44-49, 51, 53-55, 57-60, 62-64, 68-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	24
Multimedia Journalist	1, 3-5, 8-9, 18-21, 23-24, 31, 33-35, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-60, 62-64, 68-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	64
News Photojournalist	1, 3-5, 8-9, 18-21, 23-24, 31, 33-35, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-60, 62-63, 68-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	58
News Photojournalist	1, 3-5, 8-9, 18-21, 23-24, 31, 33-35, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-60, 62-63, 68-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	87
New Business Development Sales Manager	1, 3-5, 8-9, 14, 18-21, 23-24, 28, 31, 33-35, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-60, 62-63, 67-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	14

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Assistant Business Manager	1, 3-5, 8-9, 18-21, 23-24, 31, 33-35, 38, 40-41, 44-46, 48-51, 53-55, 57-60, 62-63, 67-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	50
Director of Sales	1, 3-5, 8-9, 18-21, 23-24, 26, 28, 31, 33-35, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-63, 67-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	26
News Assignment Editor/Digital Content Producer	1, 3-5, 8-9, 16, 18-21, 23-24, 28, 31, 33-35, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-63, 67-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	16
News Anchor	1, 3-5, 7-9, 18-21, 23-24, 26, 28, 31, 33-36, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-58, 60, 62-63, 65, 67-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	26
News Producer	1, 3-5, 8-9, 18-21, 23-24, 26-28, 31, 33-35, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-58, 60, 62-63, 67-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	27
General Assignment Reporter	1, 3-5, 7-9, 18-21, 23-24, 26, 28, 31, 33-36, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-58, 60, 62-63, 65, 67-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	87
Master Control Operator	1, 3-5, 8-9, 15, 18-21, 23-24, 28, 31, 33-35, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-58, 60, 62-63, 67-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	24
Broadcast Engineer	1, 3-5, 8-9, 18-21, 23-24, 26, 28, 31, 34-35, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-58, 60, 62-63, 67-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	87
Multimedia Journalist	1, 3-5, 7-9, 14, 18-21, 23-24, 26, 28, 31, 33-36, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-58, 60, 62-65, 67-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	14
Local Sales Manager	1, 3-6, 8-9, 12, 14, 17-21, 23-24, 26, 28-29, 31-35, 37-46, 48-49, 51, 53-55, 57-58, 60, 62-64, 67-74, 76-95	14

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Multimedia Journalist	1, 3-5, 8-9, 14, 18-21, 23-24, 26, 28, 31, 33-35, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-58, 60, 62-63, 67-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	14
Multimedia Journalist	1, 3-5, 8-9, 14, 18-21, 23-24, 26, 28, 31, 33-35, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-58, 60, 62-63, 67-69, 72, 74, 76-77, 79-80, 82, 84-90, 92, 94-95	26
Marketing Consultant	1, 3-6, 8-9, 12, 14, 16-21, 23-24, 28-35, 37-46, 48-49, 51, 53-58, 60, 62-64, 67-74, 76-95	16
Marketing Consultant	1, 3-6, 8-9, 12, 14, 16-21, 23-24, 28-35, 37-46, 48-49, 51, 53-58, 60, 62-64, 67-74, 76-95	24
Marketing Consultant	1, 3-6, 8-9, 12, 14, 16-21, 23-24, 28-35, 37-46, 48-49, 51, 53-58, 60, 62-64, 67-74, 76-95	14
Marketing Consultant	1, 3-6, 8-9, 12, 14, 16-21, 23-24, 28-35, 37-46, 48-49, 51, 53-58, 60, 62-64, 67-74, 76-95	64
News Photojournalist	1, 3-6, 8-9, 12, 14, 17-24, 26, 28-29, 31-35, 37-46, 48-49, 51-55, 57-58, 60, 62-63, 66-74, 76-95	24
News Photojournalist	1, 3-6, 8-9, 12, 14, 17-24, 26, 28-29, 31-35, 37-46, 48-49, 51-55, 57-58, 60, 62-63, 66-74, 76-95	58
News Photojournalist	1, 3-6, 8-9, 12, 14, 17-24, 26, 28-29, 31-35, 37-46, 48-49, 51-55, 57-58, 60, 62-63, 66-74, 76-95	26
News Photojournalist	1, 3-6, 8-9, 12, 14, 17-24, 26, 28-29, 31-35, 37-46, 48-49, 51-55, 57-58, 60, 62-63, 66-74, 76-95	14
Lifestyle Photographer/Editor	1, 3-5, 8-9, 14, 18-21, 23-24, 28, 31, 33-35, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-58, 60, 62-63, 67-69, 72, 74, 76-77, 79-80, 82-90, 92, 94-95	24
Advertising Support Operations/Traffic Manager	1, 3-6, 8-10, 14, 18-21, 23-24, 26, 28, 31, 33-35, 38, 40-42, 44-46, 48-49, 51, 53-55, 57-58, 60, 62-63, 67-69, 71-72, 74, 76-77, 79-95	26

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Meteorologist	1-3, 5, 7-9, 18-21, 23-24, 28-29, 31, 34-38, 40-42, 45-46, 48-49, 51, 53-55, 57-58, 60, 63, 65, 67-72, 74, 77, 79-80, 82-90, 92-95	2
General Assignment Reporter	1, 3-9, 12, 17-21, 23-24, 26, 28-29, 31-46, 48-49, 51, 53-55, 57-58, 60, 62-63, 65, 67-74, 76-95	26
News Producer	1, 3-5, 7-9, 18-21, 23-24, 26, 28, 31, 33-36, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-58, 60, 62-63, 65, 67-69, 72, 74, 76-77, 79-80, 82-90, 92, 94-96	26
Inventory Specialist	1, 3-5, 8-9, 18-21, 23-24, 26, 28, 31, 34-35, 38, 40-41, 44-46, 48-49, 51, 53-55, 57-58, 60, 62-63, 67-69, 72, 74, 76-77, 79-80, 82-90, 92, 94-96	26
Associate Producer	1, 3-5, 8-9, 18-21, 23-24, 26, 28, 31, 33-35, 38, 40-41, 44-46, 48-49, 51-55, 57-58, 60, 62-63, 67-69, 72, 74, 76-77, 79-80, 82-90, 92, 94-96	58
Investigative/Data Producer	1, 3-5, 7-9, 18-21, 23-24, 26, 28, 31, 33-36, 38, 40-41, 44-46, 48-49, 51-55, 57-58, 60, 62-63, 65, 67-69, 72, 74, 76-77, 79-80, 82-90, 92, 94-96	26
Chief Meteorologist	1-5, 7-9, 14, 18-21, 23-24, 26, 28, 31, 34-36, 38, 40-41, 44-46, 48-49, 51-52, 54-55, 57-58, 60, 62-63, 65, 67-69, 72, 74, 76-77, 79-80, 82-90, 92, 94-96	14
Promotions/Creative Services Producer	1, 3-5, 8-9, 13-14, 18-26, 28, 31, 34-35, 38, 40-41, 44-46, 48-49, 51-52, 54-55, 57-58, 60, 62-63, 67-69, 72, 74, 76-77, 79-80, 82-90, 92, 94-96	25
General Assignment Reporter	1-5, 7-9, 18-24, 28, 31, 34-36, 38, 40-41, 44-46, 48-49, 51-52, 54-55, 57-58, 60, 62-63, 65, 67-69, 72, 74, 76-77, 79-80, 82-90, 92, 94-96	87

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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	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	Agency Referral	N	3
3	American Broadcasting School 712 North Watson Arlington, Texas 76001 Phone : 817-695-2474 Url : http://radioschool.com Email : michelle@radioschool.com Michelle Oconnell	N	0
4	Association for Education in Journalism and Mass Communications 234 Outlet Pointe Blvd. Suite A Columbia, South Carolina 29210-5667 Phone : 803-798-0271 Fax : 1-803-772-3509 Jennifer McGill	N	0
5	Career Builder 1101 15th St, NW Ste 1200 Washington, District of Columbia 20005 Phone : 0000000000 Email : sbgresumes@sbgstv.com Andrew Hamburger	N	2
6	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
7	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

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8	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	Y	0
9	Concordia Texas University 3400 IH 35 North Austin, Texas 78705 Phone : 512-313-5041 Url : www.concordia.edu Email : Randa.Scott@concordia.edu Randa Scott	N	0
10	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	N	0
11	Current Employee	N	1
12	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginal Gates	N	0
13	Did not indicate (Source Unknown)	N	1
14	Employee Referral	N	14
15	Former Employee	N	1
16	Former Employee Referral	N	2
17	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	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
18	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
19	Goodwill Industries 406 West Commerce San Antonio, Texas 78207 Phone : 210-924-8581 Fax : 1-210-924-3011 Lupe Young	N	0
20	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
21	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
22	Husson University 1 College Circle New England School of Communication Bangor, Maine 04401 Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	Y	0
23	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	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
24	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	23
25	Indeed.com	N	1
26	Internal Candidate	N	35
27	Internal Transfer/Promotion	N	1
28	Ithaca College 953 Danby Rd Ithaca, New York 14850 Phone : 888-888-8888 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
29	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
30	Job Board	N	1
31	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
32	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0

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33	League of United Latin American Citizens 2923 S. Presa Street San Antonio, Texas 78228 Phone : 210-403-9001 Fax : 1-210-403-9002 Irene De Hoyos	Y	0
34	Linkedin Corporate Solutions 2029 Stierlin Ct Mountainview, California 94043 Email : sbgresumes@sbgvtv.com Danielle Anderson	N	3
35	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
36	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
37	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
38	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
40	National Association of Broadcasters 1771 N Street, N W Washington, District of Columbia 20036 Phone : 2024293928 Url : http://www.nab.org/default.asp Email : nab@nab.org Fax : 1-202-775-2983 Nate Mann	N	0
41	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Url : http://www.nhmc.org Email : info@nhmc.org Alejandra Valenquela	N	0
42	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	N	0
43	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
44	National Veteran's Outreach 611 North Flores San Antonio, Texas 78205 Phone : 210-223-4088 Url : www.agif-nvop.org Email : dcruz@nvop.org Fax : 1-210-223-4970 Casimirio 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
45	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Url : http://sola.nsu.edu/mcjr Email : pcbriggs@nsu.edu Paula Briggs	N	0
46	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
47	Other Source	N	1
48	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
49	Palo Alto Community College 1400 W. Villaret San Antonio, Texas 78224 Phone : 210-486-3123 Url : http://www.alamo.edu Nora Esparza Manual Posting	N	0
50	Re-hire	N	1
51	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0

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52	San Antonio Chamber of Commerce 602 E Commerce San Antonio, Texas Phone : 210-229-2103 Email : communications@sachamber.org April Alcorta	N	0
53	San Antonio College 1300 San Pedro Ave San Antonio, Texas 78212 Phone : 210-486-1500 Url : http://www.alamo.edu/sac Cassandra Segura Manual Posting	N	0
54	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
55	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
56	Self Referral	N	1
57	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgvtv.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.sbg.net Email : employment@sbg.net Sharon Pickeral	N	10
59	Southern Methodist University PO Box 75100 Dallas, Texas 75275 SMU Heigi Career Center Manual Posting	N	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. Edwards University 3001 South Congress San Antonio, Texas 78074 Career Services Manual Posting	N	0
62	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
63	St. Mary's University 1 Camino Santa Maria Box 17 San Antonio, Texas 78228 Phone : 210-436-3102 Url : http://www.stmarytx.edu Email : careerservices@stmarytx.edu Lauren McLeaird	N	0
64	Station Website	N	5

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65	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
66	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	1
67	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
68	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
69	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
70	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0

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71	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 Job Listings	N	0
72	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 Craig Bean	N	2
73	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
74	Texas Lutheran University 1000 West Court Street Seguin, Texas 78155 Phone : 830- 372-8178 Url : http://www.careers.tlu.edu Email : kwatts@tlu.edu Kimberly Watts Hoggart	N	0
75	Texas State University 601 University Drive San Marcos, Texas Phone : 512-245-2645 Url : http://www.careerservices.txstate.edu Email : careerservices@txstate.edu Karen Julian	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
76	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
77	Texas Tech Univeristy Mass Communication PO Box 43082 Lubbock, Texas 79409-3082 Phone : 8067422210 Email : janelle.zamora@ttu.edu Janelle Zamora	N	0
78	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
79	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : sbgresumes@sbgstv.com David Kraus	N	0
80	Texas Veterans Commission 4615 Walzem #100 San Antonio, Texas 78218 Phone : 210-822-7640 Url : http://www.tvc.state.tx.us Email : bryan.rauch@twc.state.tx.us Bryan Rauch	N	0
81	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

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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
82	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
83	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
84	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
85	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
86	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

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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
87	TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	5
88	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
89	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
90	University of Texas San Antonio One UTSA Circle San Antonio, Texas 78249 Phone : 210-458-4588 Url : http://www.utsa.edu/careercenter Email : careerservices@utsa.edu Victoria Tesillo	N	0
91	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
92	University of the Incarnate Word 4301 Broadway San Antonio, Texas 78209 Phone : 210-832-5622 Url : http://www.uiw.edu.careers Email : careers@uiwtx.edu Tony Almendarez	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
93	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
94	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
95	Walter Cronkite School of Journalism 555 N Central Ave Suite 302 Phoenix, Arizona 85004 Url : NEWS ONLY Email : mike.wong@asu.edu Michael Wong	Y	0
96	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			114

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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	5/8/2017	Participation in events or programs sponsored by educational institutions	A group of 15 students from Three Rivers HS Journalism class visited the Station. During the tour, the students met with an alumni of the high School who is currently our Lifestyle Host, Kimberly Crawford Trevino. The students were able to chat with her and take pictures. The group was able to watch Lifestyle Hosts Shelly Miles and Claudia Garofalo record teases for the Living Show. The students were given a tour of the studios that included the Control Room and News Room and were given a brief informative session on the different careerpaths within the newsroom.	2	Lifestyle Host Producer
2	5/16/2017	Participation in events or programs sponsored by educational institutions	The Station hosted a group of 15 Students from JStem Academy. the students were able to visit the Studios, experience standing in front of the green wall. The students were given a tour of the premises to include the Control Room, News room and were also given a presentation by Selena Garza on the different careers in a News Station. These students also were able to watch a live taping of a Promo shoot and watch an anchor film a :15 tease.	1	producer
3	5/16/2017	Participation in events or programs sponsored by educational institutions	A group of 10 5th graders from Cibola Elementary visited the Station. The students were part of the KCUB morning News Class and did their own version of "news" at their school. During the visit, the students watched Anchors Shelly miles and Claudia Garafalo record teases for San Antonio Living. Selena Garza allowed the students to stand in front of the green wall and do a "mock" weather report. After a brief discussion regarding the different careers in Broadcasting, the students asked various questions regarding the education needed to work in Broadcasting, what the typical day was like for an anchor and so forth	1	Producer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	6/1/2017	Establishment of an intern program designed to assist members of the community	The station established an Internship program that offered jr/sr college students to participate in an internship within both the News and Lifestyle Departments to earn credit for real life experience while working in broadcasting. Interns were introduced to AM, PM, and Sports News and Lifestyle and learned about the different new equipment. They were given the opportunity to learn more about Broadcasting by getting a hands on experience.	3	Sr Executive Producer Sr. Executive Producer Assistant News Director
5	8/8/2017	Participation in events sponsored by community groups	The Sinclair Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers and other personnel represented Sinclair News at the career expo for the NABJ 2017 convention/career expo in New Orleans from August 8-11. They met potential candidates, reviewed resumes and tapes for current and future openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable	3	Sr. Employment Mgr News Talent Manager Director, News Training and Development
6	10/12/2017	Participation in events sponsored by community groups	Texas A&M Hosted a Fall Career Fair for its students. The university offers a variety of undergraduate and Graduate programs to include Communication degrees. Two representatives from the Station, Mandi Mendoza from News and Guillermo Reyes from Sales were there to represent WOAI and KABB. They were able to provide information about Sinclair as well as the station to students seeking employment and answer questions about open positions. Mandi and Guillermo provided flyers on our open positions and encouraged students to visit the Sinclair Careers website.	2	Assistant News Director New Business Development Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	11/18/2017	Participation in events sponsored by community groups	On November 18, Fox San Antonio supported the Access Ability fest that provided information for individuals of all abilities, including those with physical, developmental , sensory and mental health challenges with regards to benefits managment, community education, education, employment, legal matters, health and nutrition, Transportation, Supposrt services and other areas of Interest. The event was emeceed by Fox 29 anchor Jessica Headley.	1	Anchor
8	12/8/2017	Sponsorship of events in the community designed to increase public awareness	On September 1, 2017, Sinclair San Antonio (WOAI and KABB) participated in a Sinclair company wide effort "Sinclair Cares" along with the Salvation Army to help with the relief efforts of Hurricane Harvey. The Salvation Army was on site to accept donations and there was also a phone bank open as well. Staff from the Station were there to assist with the fundraising efforts.The effort was spearheaded by our News department and Promotions Coordinator	2	Assistant News Director Promotions Coordinator
9	12/14/2017	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	WOAI worked with the San Antonio Food bank from November 1-30 as part of the Food 4 SA campaign. The campaign is to gather as many food items to suppor the San Antoinio Food Bank. The SA food bank feeds about 58,000 individuals on a weekly basis. The campaign was spearheaded by Anchor Leslie Bohl and had support from our News Department, Lifestyle Shoes and Promotions. The campaign raised 2.4 million pounds of Food	5	Anchor Promotions Director Promotions coordinator Marketing Consultant

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	12/19/2017	Participation in events sponsored by community groups	Advantage Care Services is a mobile day habilitation group. Their group caters to special needs clients and gives them the opportunity to interact with different companies, organizations in the San Antonio area. The group of 7 adults were able to tour the station and learn about the different careers and career paths in Broadcasting. Selena was able to show the group the Newsroom and Master Control and explain the role of how things come together at the station.	1	Executive Producer News

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	1/31/2018	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 Preventing Harrassment in the Workplace-MGR Edition" and "Union Awareness "all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL employees including management were 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. This was completed by all managers and employees by January 31, 2018</p>	217	

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	2/16/2018	Participation in events or programs sponsored by educational institutions	Executive Producer Selena Garza attended a Career day at Colonies North Elementary School. The school had set up stations for each grade level and Selena spoke to 5 different grade levels. Selena took the storm tracker to show the students and they were able to discuss how it was used to track severe weather and the difference between severe and inconvenient weather. Selena talked about the different positions within a Station and how all the of positions worked together as a team to create news. She went into detail about how some of the jobs were more "creative" and involved writing, while other were more technical such as editing or shooting video. The students were also informed on what path to take in college should they be interested in a career in News.	1	Executive Producer
13	2/21/2018	Participation in scholarship programs	The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 and continues this year to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education.	8000	
14	2/27/2018	Participation in events or programs sponsored by educational institutions	Northwest Vista College held a career fair that was attended by about a dozen companies including Sinclair San Antonio (WOAI/KABB). The College has approximately 18,000 students enrolled and offers a variety of degrees including degrees in the digital media field and, communications. The Station's director of photography, Lalo Garcia attended and was able to represent the Station by providing information on open positions and directing interested students to our website. Lalo also was able to provide detail to those interested about the specific positions.	1	Director of Photography