

KFDM
EEO PUBLIC FILE REPORT
April 1, 2015 - March 31, 2016

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
Technical Director	2-7, 9-13, 15-20, 23-25, 27-37, 39, 41-42, 44, 46-48, 50-52, 54-67, 69-70, 72, 74, 76-77	11
Technical Director	2-7, 9-13, 15-20, 23-25, 27-37, 39, 41-42, 44, 46-48, 50-52, 54-67, 69-70, 72, 74, 76-77	19
Account Executive	2, 4-7, 9-13, 15-20, 23-25, 27-39, 41-42, 44, 46-48, 50-52, 54-67, 69-70, 72, 74, 76-77	38
Master Control Operator	2-7, 9-10, 12-13, 15-20, 23-25, 28-37, 39, 42, 44, 46-52, 54-67, 69-70, 72, 74, 76-77	49
Master Control Operator	2-7, 9-10, 12-13, 15-20, 23-25, 28-37, 39, 42, 44, 46-52, 54-67, 69-70, 72, 74, 76-77	49
IT Manager	2, 4-7, 9-13, 16-21, 23-25, 28-37, 39, 42, 44, 46-48, 50-52, 54-63, 66-67, 69-70, 72, 74, 76-77	47
News Producer	2, 5-7, 9, 12-13, 15-20, 23-25, 28-37, 39, 42, 44, 46-52, 54-67, 69-70, 72, 74, 76-77	47
Executive Producer	2, 5-7, 9, 11-13, 15-20, 23-25, 28-37, 39, 42, 44, 46-48, 50-52, 54-67, 69-70, 72, 74, 76-77	11
News Producer	2, 5-6, 8-10, 12-13, 15-20, 22-25, 28-37, 39-40, 42, 44, 46-52, 54-70, 72, 74, 76-77	22
News Anchor	1, 4-6, 8-10, 12-13, 15-20, 23-25, 28-37, 39-40, 42, 44, 46-48, 51-52, 54-70, 72, 74, 76-77	69
Evening News Anchor	1, 4-6, 8-10, 13, 15-20, 23-25, 28-37, 39-40, 42, 44, 46-48, 51-52, 54-70, 72, 74, 76-77	69
News Photographer	2, 4-6, 8-9, 11-13, 15-19, 23-26, 28, 30-37, 39-40, 42, 44, 46-48, 51-52, 54-70, 72, 74, 76-77	11
News Photographer	2, 4-6, 8-9, 11-13, 15-19, 23-26, 28, 30-37, 39-40, 42, 44, 46-48, 51-52, 54-70, 72, 74, 76-77	47

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News Photographer	2, 4-6, 8-9, 11-13, 15-19, 23-26, 28, 30-37, 39-40, 42, 44, 46-48, 51-52, 54-70, 72, 74, 76-77	47
Sales Account Executive	5, 8, 11, 13, 15-17, 19-20, 23, 25-26, 28, 31-33, 35-36, 38-40, 44, 46-47, 50, 55, 58, 61-63, 65, 67-69, 72, 77	38
Sales Account Executive	5, 8, 11, 13, 15-17, 19-20, 23, 25-26, 28, 31-33, 35-36, 38-40, 44, 46-47, 50, 55, 58, 61-63, 65, 67-69, 72, 77	11
Local Sales Manager	5, 8, 13, 15-17, 19-21, 23, 25-26, 28, 31-33, 35-36, 39-40, 44, 46-47, 50, 55, 58, 61-63, 65, 67-69, 72, 77	21
Local/Digital Sales Assistant	5, 8, 11, 13, 15-17, 19-20, 23, 25-26, 28, 31-33, 35-36, 39-40, 44, 46-47, 50, 55, 58, 61-63, 65, 67-69, 72, 77	11
Sales Account Executive	5, 8, 11, 13, 15-17, 19-20, 23, 25-26, 28, 31-33, 35-36, 38-40, 44, 46-47, 50, 55, 58, 61-63, 65, 67-69, 72, 77	19
Director of Engineering	5, 8, 13, 15-17, 19-21, 23, 25-26, 28, 31-33, 35-36, 39-40, 44, 46-47, 50, 55, 58, 61-63, 65, 67-69, 72, 77	21
News Producer	2, 4-5, 8-10, 12-20, 23-26, 28, 30-37, 39-40, 42-48, 51-52, 54-70, 72, 74-77	19
General Assignments Reporter	2, 4, 8-10, 12-14, 16, 18-20, 23-26, 28, 30-37, 39-40, 42-48, 51-52, 54-60, 62, 64, 66-70, 72, 74-77	69
News Producer	5-8, 13-17, 19-20, 23, 25-26, 28, 31-33, 35-36, 39-40, 43-47, 50, 53, 55, 58, 61-63, 65, 67-69, 71-73, 75, 77	71
News Photographer	5-8, 11, 13-17, 19, 23, 25-26, 28, 31-33, 35-36, 39-40, 43-47, 53, 55, 58, 61-63, 65, 67-69, 71-73, 75, 77	19
News Photographer	5-8, 11, 13-17, 19, 23, 25-26, 28, 31-33, 35-36, 39-40, 43-47, 53, 55, 58, 61-63, 65, 67-69, 71-73, 75, 77	11
Local Sales Assistant	5-6, 8, 13-17, 19-20, 23, 25-26, 28, 31-33, 35-36, 38-40, 43-47, 50, 53, 55, 58, 61-63, 65, 67-69, 71-73, 75, 77	38
Broadcast Engineer	5-6, 8, 11, 13-16, 19-20, 23, 25-26, 28, 31-33, 35-36, 39-40, 43-47, 50, 53, 55, 58, 61-63, 65, 67-69, 71-73, 75, 77	11

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Interactive Content Producer	5-6, 8, 13-17, 19-20, 23, 25-26, 28, 31-33, 35-36, 39-40, 43-47, 49-50, 53, 55, 58, 61-63, 65, 67-69, 71-73, 75, 77	47

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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	2
2	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 972-241-8270 Lisa Vongthackdy	N	0
3	Calvary Baptist 2120 Renaud Beaumont, Texas 77703 Phone : 409-833-7686 Fax : 1-409-835-7171 Oveal Walker	N	0
4	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.cafreerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	4
6	Central Senior High 88 Royal Purple Dr. Beaumont, Texas 77701 Phone : 409-981-7100 Fax : 1-409-617-5396 Career Services	N	0
7	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Email : info@michaelsmedia.com Michael Billie	N	0
8	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-2980 Email : gb2219@columbia.edu Gina Boubion	Y	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
9	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
10	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 214-421-5510 Reginal Gates	N	0
11	Employee Referral	N	14
12	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
13	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
14	Golden Triangle Minority 2155 Stillwater Dr. Beaumont, Texas 77705 Phone : 409729-9737 Fax : 1-409-722-5402 Career Services	N	0
15	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Howard University 525 Bryant St., NW Room 107 Washington, District of Columbia 20059 Email : cdudley@howard.edu Carol Dudley	Y	0
17	Idaho State 921 S. 8th St. Pocatello, Idaho 83209 Phone : 208-282-2518 Email : sbgresumes@sbgtv.com Ray Ludwig	N	0
18	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
19	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgtv.com Sinclair SilkRoad Source	N	23
20	Institute of Prod. & Recording 312 Washington N. Minneapolis, Minnesota 55401 Phone : 612-375-1900 Email : nkreuzer@ipr.edu Norbert Kreuzer	N	0
21	Internal Candidate	N	3
22	Internet Ad-not directly contacted by SEU	N	1
23	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : eloise@ithaca.edu Eloise Green	Y	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	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
25	Jasper Workforce Center 799 W. Gibson #300 Jasper, Texas 75951 Phone : 409-384-9032 Email : yhafford@detwork.org Yolanda Hafford	N	0
26	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	3
27	Julia C. Hester House, Inc. 2020 Solo Street Houston, Texas 77020 Phone : 713-672-2573 Fax : 713-672-4129 Martha Bravo	N	0
28	Lamar Inst of Technology P.O. Box 11127 Beaumont, Texas 77710 Phone : 409-880-8375 Email : dindy.robinson@lamar.edu Dindy Robinson	N	0
29	Lamar St College P.A. 1500 Procter Pt. Arthur, Texas 77640 Phone : 409-983-4921 Email : mcgeelm@lamarpa.edu Linda McGee	N	0
30	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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31	Lamar University - Communications Dept P O Box 10009 Beaumont, Texas 77710 Phone : 281-593-9683 Email : gswilliams@lamar.edu Gordon Williams	N	0
32	Linkedin 2029 Steirlin Ct Mountain View, California Url : www.linkedin.com Todd Soffian Manual Posting	N	0
33	LSU 1401 N. Foster Dr. Baton Rouge, Louisiana 70803 Phone : 225-578-8833 Email : slipscl@lsu.edu Sharyon Lipscomb	N	0
34	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
35	NAACP 2002 Wheeler Houston, Texas 77004 Phone : 713-526-3389 Fax : 1-713-630-2699 Carol Galloway	N	0
36	Native American Journalist 395 W. Lindsey St. Norman, Oklahoma 73019 Phone : 405-325-9008 Fax : 1-405-325-6945 Career Services	N	0
37	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0

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38	Non-Employee Referral	N	4
39	Ntl. Assoc. of Hispanic Jrl. 1000 Natl. Press Bldg 529 14th St. NW Washington, District of Columbia 20045 Phone : 202-662-7145 Fax : 1-202-662-7144 Martina Hillendo	N	0
40	Ohio Center for Broadcasting 530 South State Street Chicago, Illinois 60605 Phone : 216-455-5337 Email : dclark@beonair.com Don Clark	N	0
41	Ohio Center for Broadcasting 9885 Rockside Rd. #160 Valley View, Ohio 44125 Email : james.g@beonair.com Gary James	N	0
42	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : (801) 697-6657 Todd Nelson	N	0
43	Orange Workforce Center 320 Green Ave. Orange, Texas 77630 Phone : 409-882-0302 Fax : 1-409-883-4966 Career Services	N	0
44	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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45	San Antonio College 133 San Pedro San Antonio, Texas 78212 Phone : 210-486-0772 Email : sac-joblink@alamo.edu Fax : 1-210-486-0879 George Hernandez	N	0
46	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	1
47	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	18
48	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
49	Station Website	N	5
50	Taylor Career Center 233 North St. Beaumont, Texas 77702 Phone : 409-617-5740 Fax : 1-409-617-5759 Miranda Swiderski	N	0
51	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	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
52	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
53	Texas A&M University 401 Joe Routt Blvd College Station, Texas 77843 Phone : . Email : sbgresumes@sbgstv.com Career Center	N	0
54	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
55	Texas Assoc. of Broadcasters 502 E. 11th st. #200 Austin, Texas 78701 Phone : 512-322-9944 Mary Strickland Manual Posting	N	1
56	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : craig@tab.org Fax : 1-512-322-0522 Craig Bean	N	0
57	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0

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58	Texas Southern University 3100 Cleburne St. Houston, Texas 77004 Phone : 713-313-7011 Fax : 1-713-313-7851 Human Resource	N	0
59	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
60	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
61	Texas Tech University P.O. Box 43082 Lubbock, Texas 79409 Phone : 806-742-3385 Email : sbgresumes@sbgstv.com Fax : 1-806-742-1085 Leighanna Price	N	0
62	Texas Workforce Center 304 Pearl St. Beaumont, Texas 77701 Phone : 409-839-8045 ext. 3505 Email : davidmcclesky@twc.state.tx.us Fax : 1-409-832-4769 David McClesky	N	1
63	Texas Workforce Commission 3803 N. Twin City HWY Pt. Arthur, Texas 77642 Phone : 409-962-1236 Email : sbgresumes@sbgstv.com Fax : 1-409-962-3742 Career Services	N	0

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64	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
65	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
66	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Fax : 216-642-9232 Gary James	N	0
67	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
68	Tusculum College 60 Shiloh Road Greenville, Tennessee 37743 Phone : 423-636-7447 Email : rlay@tusculum.edu Robin Lay	N	0
69	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	5

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70	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
71	University of North Texas 1155 Union Circle Denton , Texas 76203 Email : sbgresumes@sbgstv.com Career Center	N	1
72	University of Texas 1 University Station Austin, Texas 78712 Phone : 512-471-9421 Email : g.sylvie@mail.utexas.edu George Sylvie	N	0
73	University of Texas - El Paso (UTEP) 500 W University Ave El Paso, Texas 79968 Email : sbgresumes@sbgstv.com Career Center	N	0
74	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
75	University of TexasPan Am. 1201 W. University Dr. Edinburgh, Texas 78539 Phone : 956-665-2243 Email : career_place@utpa.edu Fax : 1-956-381-2244 Celia Castaneda	N	0
76	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

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77	Walter Cronkite School of Journalism 555 N Central Ave. Suite 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Michael Wong	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			86

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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	4/4/2015	Participation in events or programs sponsored by educational institutions	A college student from Lamar University shadowed a photographer, reporter and anchor from our station for several weeks. The student was able to accompany these employees on assignments as well as monitor their activity in the news room and on air. This student gained first hand knowledge on what it takes to write and produce a newscast. This allowed the student to observe the daily operations throughout the news room.	4	Anchor/Reporter Photographer News Director Assignments Editor
2	4/9/2015	Participation in Job Fairs	On April 9, 2015, James Davis, the Local Sales Manager for KFDM and KBTX, along with Kerry Cooper, a station Meteorologist, participated in a job fair at Lamar State College in Orange, TX from 10:00 a.m. to 1:00 p.m. This career fair was designed to attract students to visit many of the booths and find out about internships or job openings. Many students who were planning to graduate in May or December of 2015 or looking for a field to major in attended. James and Kerry informed the attendees about the station, broadcast industry and any current job openings.	2	Local Sales Manager Meteorologist
3	7/22/2015	Provision of training to management	Sinclair Broadcast Group, INC conducted Leadership Human Resources Training for 2 days, July 22nd and 23rd. HR Contacts from all over the country were flown into Corporate to learn about how to be the best HR contact for the station; the Assistant Business Manager for KFDM and KBTX was in attendance for both days. We learned about FCC/EEO, Hiring, ADA, FLSA, EEOC and DOL Compliance, supporting the Company's open door policy, performing our job well, sharing accountability and partnering with other station management to accomplish our goals.	1	Assistant Business Manager

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4	8/3/2015	Provision of training to management	The department heads, managers and supervisors of KFDM/KBTV completed the 3 day Dale Carnegie Leadership Training. The classes lasted 8 hours each and were held on June 9, June 30, and August 3. Participants worked on skills for personal leadership/management, associate development, culture development, organizational/process management, and accountability/results management. Managers also learned: *how to create a vision- a common ground *develop strategies that make things happen *influence people to follow them *gain cooperation *lead a winning team, department or organization *empower others to deliver results	12	General Manager - KFDM Director of Sales Business Manager Assistant Business Manager
5	8/5/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Minneapolis, MN; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager Director, News Development News Talent Manager

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6	8/19/2015	Provision of training to management	<p>Sinclair Broadcast Group (SBG) and its stations are an equal opportunity employer. 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 will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other 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 offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment for all employees. All newly hired employees take web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment.</p> <p>Newly hired Managers and Supervisors also take web-based training courses titled "Sinclair Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment as well as bi-annually as a refresher course. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.</p>	1	Assistant Business Manager Buisness Manager

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7	8/25/2015	Participation in events or programs sponsored by educational institutions	Dana Melancon, one of our Meteorologists, spoke to a 1st grade class at Kountze Elementary school. He did one of the weather segments from the classroom and spoke to the kids about his experience as a meteorologist and answered questions from the students.	1	Meteorologist
8	9/5/2015	Participation in events or programs sponsored by educational institutions	Sean, Gina, and Tiffany participated in tailgating at the Lamar University football game. Lamar University has an outstanding broadcasting program and many university students participate in tailgating and attend the game. This was a great opportunity for us to reach out to students. A framed document was placed on the table that listed open positions and gave the website where applicants could apply.	3	Angor Creative Services Director Creative Services Manager
9	9/18/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the RTDNA, EIJ and National Association of Hispanic Journalists convention in Orlando, FL; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager Director, News Development News Talent Manager
10	2/5/2016	Participation in scholarship programs	KBTB is honored to participate in the Lamar University scholarship program that supports students. The scholarship went to a Junior at Lamar University pursuing a major in film and a minor in theater. The students ultimate goal is to produce and edit. This scholarship will give the student better opportunities and leave a significant impact.	1	Director of Sales

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	2/23/2016	Participation in Job Fairs	Mary, Sherri, Nigel, and Tiffany represented the KFDM and KBTX news stations at the Beaumont Enterprise Career Expo at the Beaumont Civic Center in Beaumont, TX; they met with 100+ potential candidates and reviewed resumes and candidates were given a list of open positions. They talked with candidates about openings.	4	Assistant Business Manager Creative Services Assistant Digital Sales Assistant Anchor