

**KEYE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 31, 2024**

**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
Broadcast Graphic Designer/Producer	1-3, 5-6, 12-13, 15-20, 22-23, 25-31, 33, 35-36, 38-49, 51-52	29
Telemundo News Producer	1-3, 5-6, 12-13, 15-20, 22, 25-31, 33, 35-36, 38-49, 51-52	29
Multimedia Journalist	1-3, 5-7, 12-13, 15-23, 25-31, 33, 35-37, 39-49, 51-52	28
Multimedia Journalist	1-3, 5-7, 12-13, 15-23, 25-31, 33, 35-37, 39-49, 51-52	23
News Producer	1-3, 5-6, 8-9, 12-13, 15-20, 22-23, 25-31, 33, 35-36, 39-49, 51-52	8
News Producer	1-3, 5-6, 8-9, 12-13, 15-20, 22-23, 25-31, 33, 35-36, 39-49, 51-52	23
News Producer	1-3, 5-6, 8-9, 12-13, 15-20, 22-23, 25-31, 33, 35-36, 39-49, 51-52	28
Promotions Writer/Producer/Content Creator	1-3, 5-7, 9, 12-13, 15-23, 25-31, 33, 35-37, 39-49, 51-52	29
Receptionist - Business Office Assistant	1-3, 5-6, 12-13, 15-20, 22-31, 33, 35-36, 39-49, 51-52	24
Marketing Consultant	1-6, 9, 12-20, 22-31, 33-36, 39-52	14
Marketing Consultant	1-6, 9, 12-20, 22-31, 33-36, 39-52	29
Marketing Consultant	1-6, 9, 12-20, 22-31, 33-36, 39-52	23
Marketing Consultant	1-6, 9, 12-20, 22-31, 33-36, 39-52	50
Marketing Associate	1-3, 5-6, 10, 12-13, 15-20, 22-23, 25-31, 33-36, 39-49, 51-52	10
Marketing Associate	1-3, 5-6, 10, 12-13, 15-20, 22-23, 25-31, 33-36, 39-49, 51-52	29
Digital Sales Coordinator	1-3, 5-6, 12-13, 15-20, 22, 25-36, 39-52	50
Telemundo MMJ	1-3, 5-6, 8, 12-13, 15-22, 25-37, 39-49, 51-52	29
Assistant Chief Engineer	1-3, 5-6, 12-13, 15-20, 22-23, 25-36, 39-52	35
News Photographer	1-3, 5-6, 12-13, 15-23, 25-37, 39-49, 51-52	23
Assignment Editor	1-3, 5-6, 12-20, 22, 25-36, 39-49, 51-52	29
Lifestyle Show Producer	1-3, 5-6, 9, 12-20, 22-23, 25-36, 39-49, 51-52	35
Marketing Associate	1-3, 5-6, 9, 12-20, 22-36, 39-49, 51-52	14

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Receptionist - Business Office Assistant	1-3, 5-6, 12-13, 15-20, 22, 25-36, 39-49, 51-52	29
News Producer	1-3, 5-6, 9, 11-13, 15-20, 22, 25-36, 39-49, 51-52	11
Master Control Operator	1-3, 5-6, 12-13, 15-20, 22-23, 25-36, 39-49, 51-52	29
Master Control Operator	1-3, 5-6, 12-13, 15-20, 22-23, 25-36, 39-49, 51-52	23
IT Engineer	1-3, 5-6, 12-13, 15-20, 22-23, 25-36, 39-49, 51-52	29
AM News Editor	1-3, 5-6, 12-13, 15-20, 22, 25-36, 39-49, 51-52	5
General Assignment Reporter	1-3, 5-6, 9, 11-13, 15-22, 25-37, 39-49, 51-52	11
General Assignment Reporter	1-3, 5-6, 9, 11-13, 15-22, 25-37, 39-49, 51-52	29
News Photographer	1-3, 5-6, 12-13, 15-20, 22, 25-36, 39-46, 48-49, 51-52	35

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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
1	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
2	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:kbordell@asu.edu">kbordell@asu.edu</a> Karen Bordeleau	Y	0
3	Austin Community College 5930 Middle Fiskville Road Austin, Texas 78752 Phone : 512-223-7015 Email : <a href="mailto:ebreedlo@austincc.edu">ebreedlo@austincc.edu</a> Fax : 1-512-223-7899 Erica Breedlove	N	0
4	Career Fair	N	1
5	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Aaron Brumfield	N	3
6	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Services	N	0
7	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
8	Corporate Recruiter	N	2
9	Current Employee	N	10

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10	Current Employee - Transfer/Promotion	N	1
11	Current Employee/Internal Promotion	N	2
12	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
13	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
14	Employee Referral	N	8
15	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
16	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : <a href="http://www.gijobs.com">www.gijobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> R. Brandt	N	0
17	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : <a href="http://www.hbcuconnect.com">www.hbcuconnect.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> William Moss	N	0
18	Hire A Hero PO Box 6808 Morango, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	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
19	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
20	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
21	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
22	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
23	Indeed.com - Not Directly Contacted by SEU	N	21
24	Internet Ad-not directly contacted by SEU	N	4
25	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
26	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	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
27	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
28	KEYE TV 10700 Metric Blvd Austin, Texas 78758 Phone : 512-835-0042 Url : <a href="http://www.keyetv.com">http://www.keyetv.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Lisa Hagle	N	4
29	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	61
30	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
31	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
32	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> n/a n/a	N	0
33	North Carolina A&T State 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

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34	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
35	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Email : employment@sbgstv.com Career Page	N	18
36	Southwestern University 1001 E. University Avenue Georgetown, Texas 78626 Phone : 512-863-1346 Email : career.services@southwestern.edu Career Center	N	0
37	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
38	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
39	Texas Association of Broadcasters 502 East 11th Street Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Craig Bean Manual Posting	N	0

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40	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
41	Texas Tech PO Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : <a href="mailto:careercenter@ttu.edu">careercenter@ttu.edu</a> Toni Burse	N	0
42	Texas Workforce Commission 101 E 15th St Austin, Texas 78778 Phone : 512-597-7266 Email : <a href="mailto:robert.doherty@wfscapitalarea.com">robert.doherty@wfscapitalarea.com</a> Fax : 1-512-719-9016 Tom Hughes	N	0
43	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  Prong 2 Ended Date: 12/31/2023	N	0
44	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	0
45	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



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46	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
47	University of Texas 1 University Station Austin, Texas 78712 Phone : 512-338-0839 Url : <a href="https://accessut.utexas.edu/login.cfm">https://accessut.utexas.edu/login.cfm</a> Career Services Manual Posting	N	0
48	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : <a href="http://www.wvstateu.edu">www.wvstateu.edu</a> Email : sbgresumes@sbgstv.com Career Center	N	0
49	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
50	Word of Mouth Referral	N	3
51	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
52	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : <a href="http://www.xula.edu">www.xula.edu</a> Email : sbgresumes@sbgstv.com Career Center	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>138</b>

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**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	Establishment of training programs for station personnel	<p>Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is a 3-part series of trainings that people managers will complete.</p> <p>The station had 3 managers complete Part 2 which is focused on communication and team interaction as well as applying skills learned in Part 1.</p>	3	Director Chief Photographer Creative Services Director
2	Ongoing Event	Establishment of training programs for station personnel	<p>Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is a 3-part series of trainings that people managers will complete.</p> <p>The station had 2 managers complete Part 3 which is focused on personalized support on upskilling leadership skills to make a positive impact.</p>	2	Director Creative Services Director

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3	Ongoing Event	Establishment of training programs for station personnel	<p>Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is a 3-part series of trainings that people managers will complete.</p> <p>The station had 14 managers complete Part 1 which is focused on embodying servant leadership and the importance of building a strong culture within their teams.</p>	14	Digital Sales Manager Director of Engineering Assignment Desk Manager Asst News Director

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4	6/6/2023	Establishment of an intern program designed to assist members of the community	<p>Program Goal: The goal of our internship program is to recruit candidates from local colleges and technical schools and prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> <li>• Develop links with colleges, universities and technical schools to promote the Station Employment Unit as a prospective employer.</li> <li>• Create symbiotic relationship between interns and Station Employment Unit.</li> <li>• Provide interns with opportunities to translate classroom theories into industry applications. Interns will have the opportunities to develop practical skills that will improve their chances for success in the broadcast industry.</li> </ul> <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> <li>• Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, application should be communication majors, although other majors will be considered.</li> <li>• The applicant must be at least 18 years of age.</li> <li>• The applicants must be in good academic standing as defined by his or her academic institution.</li> </ul> <p>In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.</p>	2	News Director Assignment Desk Manager

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5	10/12/2023	Participation in Job Fairs	Hispanic-Serving Institutions Virtual Career Expo Thu Oct 12 The Hispanic-Serving Institution (HSI) Career Collaborative is a partnership between 14 of the leading HSIs in the country with at least 51% Hispanic student populations. This event will provide a virtual platform for employers and students to interact throughout the day. 2 KEYE Hiring Managers, Robert Cartwright & Lisa King attended and discussed employment opportunities at KEYE TV.	2	News Director Local Sales Manager
6	10/19/2023	Participation in events or programs sponsored by educational institutions	Creative Services Director conducted a tour of our studio to students at the request of Glenn High School Graphics Department. Students spent time in each department that contributes to the on-air product and learned what it takes to put a program on the air. In addition, job opportunities in broadcast were discussed with the students.	2	Creative Services Director Promotions Producer