

**KVII / KVIH**  
**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
Newscast Director	1-15, 17-22, 24-36, 38, 40, 42-44, 46-47, 49-50, 53-74, 76-77	26
Newscast Director	1-15, 17-22, 24-36, 38, 40, 42-44, 46-47, 49-50, 53-74, 76-77	15
Market Sales Manager	1-14, 17-22, 24-25, 27-34, 36, 38, 40, 42-44, 46-51, 53-55, 57-61, 63-74, 76-77	34
Meteorologist	1-14, 16-34, 36, 38, 40-44, 46-52, 54-55, 57-61, 63-74, 76-77	26
Marketing Consultant	1-14, 17-22, 24-34, 36, 38-44, 46-51, 54-55, 57-61, 63-74, 76-77	26
Marketing Consultant	1-2, 4-14, 17-22, 24-34, 36, 38-44, 46-51, 54-55, 57-61, 63-74, 76-77	26
Master Control Supervisor	1-2, 4-14, 17-22, 24-25, 27-34, 36-51, 54-55, 57-61, 63-77	75
Morning News Anchor	1-2, 4-14, 17-34, 36-52, 54-55, 57-61, 63-74, 76-77	26

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
2	Amarillo Chamber of Commerce 1000 S Polk St Amarillo , Texas 79105 Phone : 806-342-2000 Url : www.amarillo-chamber.org Penni Bentley Manual Posting	N	0
3	Amarillo College 1314 S Polk St Amarillo, Texas 79101 Phone : . Career Center Manual Posting	N	0
4	Amarillo Hispanic Chamber of Commerce 5725 West Amarillo Blvd Amarillo , Texas 79106 Phone : . Email : info@amarillohcc.org Fax : 1-806-322-2459 Vanessa Deanda	N	0
5	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : kbordell@asu.edu Karen Bordeleau	Y	0
6	Bill J. Priest Institute for Economic Development 1402 Corinth St. Dallas, Texas 75215 Phone : 214.860.5800 Url : www.dcccd.edu Email : mhenderson@dcccd.edu Fax : 1-214-860-5747 Mike Henderson	N	0

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7	Canyon Chamber of Commerce 1518 5th Ave Canyon, Texas 79015 Phone : 806-655-7815 Url : www.champercanyon.org Emma Irlbeck Manual Posting	N	0
8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
9	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
10	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : sbgresumes@sbgstv.com Leslie Brunson	N	0
11	Dallas Concilio 4800 Harry Hines Blvd Dallas, Texas 75229 Phone : 214.818.0481 Fax : 1-214-818-0485 Susanna Felix-Diaz	N	0
12	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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13	Eastern New Mexico University 1500 S Ave K Portales, New Mexico 88130 Email : orlando.ortega@enmu.edu Orlando Ortego	Y	0
14	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
15	Employee Referral	N	1
16	Facebook - Not Directly Contacted by SEU	N	2
17	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgvtv.com Career Center	N	0
18	Ft. Worth Metropolitan Black Chamber of Commerce 1150 South Freeway Suite 211 Fort Worth, Texas 76104 Phone : 817.871.6538 Email : bbolden@fwmbcc.org Fax : 1-817-332-6438 Barbara Bolden	N	0
19	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgvtv.com R. Brandt	N	0
20	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgvtv.com William Moss	N	0

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21	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
22	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Carol Dudley	Y	0
23	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	N	0
24	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : <a href="http://www.htu.edu">www.htu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
25	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 EEO Officer Manual Posting	N	0
26	Indeed.com - Not Directly Contacted by SEU	N	5
27	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0

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28	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-703-4890 x2901 Email : DDelint@Jarvis.edu Fax : 1-903-769-5394 Danielle Delint	N	0
29	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : sbgresumes@sbgstv.com Broadbean Source	N	0
30	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : <a href="http://www.kysu.edu">www.kysu.edu</a> Email : sbgresumes@sbgstv.com Career Center	N	0
31	Kilgore College 1100 Broadway Kilgore, Texas 75458 Phone : (903) 983-8678 Url : <a href="http://www.kilgore.edu">www.kilgore.edu</a> Kyla Sather Manual Posting	N	0
32	KVII Station 1 Broadcast Center Amarillo, Texas 79101 Phone : 8066540605 Url : <a href="https://abc7amarillo.com/">https://abc7amarillo.com/</a> Email : sbgresumes@sbgstv.com Teresa Morris	N	0
33	Lamar University P.O. Box 10012 Center for Career and Professional Development Beaumont, Texas 77710 Phone : 409-880-8878 Email : aepumphrey@lamar.edu Amy Dillow	N	0

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34	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	2
35	Lubbock Christian University 5601 W 19th Lubbock, Texas 79407 Phone : 806-796-8500 Paula Maxey Manual Posting	N	0
36	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
37	Mississippi State University 75 B. S. Hood Rd Mississippi State, Mississippi Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> n/a n/a	N	0
38	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
39	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
40	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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41	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
42	Oklahoma Christian University 2501 E Memorial Rd Edmond, Oklahoma 73013 Phone : 405-425-5961 Email : sbgresumes@sbgvtv.com Susan Hoover	N	0
43	Park University Fort Bliss Campus Center 639 Merritt Fort Bliss, Texas 79916 Phone : 915-562-8450 Email : ftbl@park.edu Fax : 1-915-562-9044 Robert Theus	N	0
44	Paul Quinn College 3837 Simpson Stuart Rd. Dallas, Texas 75241 Phone : 214.302.3523 Email : OPCD@pqc.edu Fax : 1-214-302-3539 Office of Professional Development	N	0
45	Penn State University State College, Pennsylvania Email : sbgresumes@sbgvtv.com n/a n/a	N	0
46	Senior Citizens Center P.O. Box 1433 Victoria, Texas 77901 Phone : 361-576-2189 Fax : 1-361-578-8111 Yvonne Smith	N	0
47	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@sbgvtv.com Career Page	N	0



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48	SMU Hegi Family Career Development Center PO Box 750256 Dallas, Texas 75275 Phone : 214.768.2436 Pam Jordan Manual Posting	N	0
49	South Texas Vo Tech P.O. Box 623 Weslaco, Texas 78596 Phone : 956-969-1564 Fax : 1-956-969-1887 Nelda Gonzalez	N	0
50	St Edwards University 3001 S. Congress Career Resources Center Austin, Texas 78704 Phone : NA Email : sbgresumes@sbgvtv.com Kathy Amber	N	0
51	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Roger Young Manual Posting	N	0
52	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
53	Texas A&M University Department of Journalism College Station, Texas 77843 Phone : 409-845-4611 Career Center Manual Posting	N	0

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54	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 Anna Romero	N	0
55	Texas Christian University 2800 S University Dr Ft. Worth, Texas 76129 Phone : 817-257-2222 Career Center Manual Posting	N	0
56	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
57	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
58	Texas Tech University Career Center PO Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : careercenter@ttu.edu Fax : 1-806-742-2474 David Krauss	N	0
59	Texas Workforce Commission - Amarillo 3120 Eddy Street Amarillo, Texas 79106 Phone : 806-350-1606 Email : PFlores@wspanhandle.com Fax : 1-806-371-3106 Phillip Flores	N	0

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60	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
61	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
62	TSTC 1902 North Loop 499 Harlingen, Texas 78550 Phone : 956-364-4000 Email : <a href="mailto:ashley.salinas@tstc.edu">ashley.salinas@tstc.edu</a> Fax : 1-956-364-5107 Ashley Salinas	N	0
63	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
64	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
65	University of North Texas PO BOx 310589 Denton, Texas 76203 Phone : 940-565-2537 Email : <a href="mailto:rtvf@unt.edu">rtvf@unt.edu</a> Fax : 1-940-369-7838 Alan Albarran	N	0

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66	University of Texas at Austin Career Placement Services College of Communication Austin, Texas 78712 Phone : NA Url : <a href="http://communication.utexas.edu/ccs/cs-reg.html">http://communication.utexas.edu/ccs/cs-reg.html</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
67	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Briane Carter Manual Posting	N	0
68	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
69	UT Pan American 1201 W. University Drive Edinburg, Texas 78539 Phone : 956-381-2243 Email : <a href="mailto:career_place@panamedu.com">career_place@panamedu.com</a> Fax : 1-956-665-2244 Belinda Reyes	N	0
70	UTSA 6900 North Loop 1604 San Antonio, Texas 78249 Phone : 210-458-4589 Career Services Manual Posting	N	0
71	Wayland Baptist University 2002 W Loop #289 Lubbock, Texas 79407 Phone : 806-785-9285 Email : <a href="mailto:cooperj@wbu.edu">cooperj@wbu.edu</a> Fax : 1-806-742-9556 Judy Cooper	N	0

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72	West Texas A&M University 2501 4th Ave Canyon, Texas 79016 Email : sbgresumes@sbgvtv.com Karl Kimsey	N	0
73	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
74	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
75	Word of Mouth Referral	N	1
76	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
77	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>11</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	6/28/2023	Provision of training to management	Training was provided to 6 managers at the station by the HR Manager on performance evaluations and position overviews. We discussed how to create these overviews, and talking points with their employees. This is a critical process in employee development, and their professional growth. Material and resources were provided to managers on this process, as well as information and guidance on avoiding discrimination, and how to properly conduct performance evaluations.	6	Business Manager Sales Manager News Director GM
2	7/19/2023	Provision of training to management	Communications training was provided to 6 managers at the station on how to properly deliver praise and expectations to employees, as well as coaching employees for growth and development. We discussed the 5 W's: Who, What, When Where, Why	6	GM News Director Sales Manager Chief Engineer
3	8/22/2023	Provision of training to management	Training was provided to 8 managers regarding interviewing. This was an interactive training with supervisors to better understand the interview process, and discuss techniques used in an interview. We discussed the type of questions to ask, as well as using the STAR approach for answers. This will help hiring managers sell their station to prospective employees.	7	Sales Manager News Director GM Chief Engineer
4	10/11/2023	Provision of training to management	Training was provided to 4 managers around work related issues such as properly completing I-9 forms, New Hire Recruitment, Worker's Compensation, HIPPA laws, and Employment Contracts. This was an interactive training with supervisors and Human Resources.	4	Sales Manager GM News Director Chief Engineer

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5	10/12/2023	Participation in Job Fairs	Our News Recruiter attended a virtual job fair through Handshake. Students were educated on how to find careers with Sinclair, how to connect on LinkedIn, and were given a behind the scenes look at the station. Team interviews were with Sinclair personnel, and there was an open Q&A regarding careers and the company. All students were given information on how to locate our positions, and how to get into the industry.	1	News Recruiter
6	1/10/2024	Provision of training to management	Training was provided to 7 managers at the station regarding accommodations and conflict resolution. This was an interactive training lead by human resources that discussed accommodations for employees, and methods of conflict resolution. We discussed 5 principles of conflict resolution: Avoiding, Defeating, Compromising, Accommodating, Collaborating.	7	GM Chief Engineer News Director Sales Manager
7	1/24/2024	Participation in events or programs sponsored by educational institutions	Chief Meteorologist, Corbin Voges, visited a Mother's Day out in Bushland Texas at a local preschool, on 01/23/2024 from 10:00 Am to 11:00 AM. We learned how to make a cloud in a bottle, charge balloons so they could stick to the wall and talked about electricity. We made a light bulb light up with static electricity and finished up the visit by taking a look inside the KA truck. The Meteorologist discussed how a career in Science can lead to Broadcasting Jobs, specifically a meteorologist.	38	Chief Meteorologist

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8	2/9/2024	Participation in scholarship programs	Scholarship posted on Local Website, 2024 Broadcast Diversity Scholarship. Having provided more than \$300,000 in tuition assistance since 2013, the annual scholarship program aims to invest in the future of the broadcast industry and help students from diverse backgrounds, who reflect Sinclair's audiences nationwide, complete their education and pursue careers in broadcast journalism, digital storytelling, and marketing.	1	
9	2/22/2024	Participation in Job Fairs	News Director, Jamie Burch, and HR Manager, Teresa Morris attended the Student Job Fair at WTAMU in Canyon, TX. They discussed career opportunities in broadcast and journalism, as well as discussing the types of positions within a news station. Information was provided on open opportunities within the company and how to apply.	2	News Director HR manager
10	2/29/2024	Participation in Job Fairs	Naya Dagdag, Teresa Morris, Chris Jesko, and Tomas Ordaz attended a job fair in Amarillo, TX at Amtech. They represented the Abilene and Amarillo News Stations educating high school students on opportunities in broadcast, and what it takes to work in broadcast and media. All aspects of the job at a news station was discussed, and the students were excited to learn that there were many different opportunities to work in a news station.	4	HR Manager Marketing Consultant Marketing Consultant Master Control Supervisor
11	3/13/2024	Provision of training to management	Training was provided to 5 managers on the use of restraint in the workplace, and how it will impacts employees and their growth. We discussed different questions to ask when in a situation and why restraint is important. By applying this simple yet effective questioning, leaders can better navigate the fine line between taking charge and allowing their team to flourish.	5	GM MC Supervisor News Director Chief Engineer



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12	3/20/2024	Participation in Job Fairs	News Director from Abilene and Amarillo, as well as the HR Manager went to Lubbock, TX to participate in the Texas Tech Job Fair. We talked to over 100 students, gave them information on job postings, how to apply and what was necessary for some jobs, to add to the application, such as a reel. The News Directors explained how to create a reel. The students were very excited about the opportunities as well as gaining a lot of information about Sinclair and the opportunities available.	3	News Director News Director HR Manager