

KTXS / KTXE - LD
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

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
Marketing Associate	1-9, 13-18, 20-22, 24, 27-36, 38-53	15
Marketing Consultant	1-9, 13-22, 24, 27-36, 38-53	15
Marketing Consultant	1-9, 13-22, 24, 27-36, 38-53	15
National Sales Assistant	1-9, 13-14, 16-22, 24-25, 27-36, 38-53	25
Marketing Consultant- San Angelo, TX	1-9, 13-14, 16-22, 24, 26-36, 38-53	26
Digital Sales Manager	1-9, 12-14, 16-22, 24, 27-36, 38-41, 43-53	31
Multimedia Journalist (MMJ)	1-11, 13-24, 27-41, 43-53	15
Multimedia Journalist (MMJ)	1-11, 13-24, 27-41, 43-53	36

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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	Abilene Christian University University of North Texas, University of Oklahoma University of Missouri Abilene, Texas Url : http://www.acu.edu Email : Kenneth.Pybus@acu.edu Kenneth Pybus	N	0
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
3	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : kbordell@asu.edu Karen Bordeleau	Y	0
5	Baylor University One Bear Place Waco, Texas 76798 Url : http://www.baylor.edu Email : sbgresumes@sbgstv.com Career Center	N	0
6	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
8	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
9	Cisco Junior College - Abilene Educational Center 717 Industrial Blvd Abilene, Texas 79602 Phone : 325-794-4400 Url : http://www.cisco.edu Email : sherry.burchell@cisco.edu Sherry Burchell	N	0
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Corporate Recruiter	N	1
12	Current Employee	N	1
13	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
14	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
15	Employee Referral	N	4

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16	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
17	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
18	Hardin Simmons University 2200 Hickory St Abilene, Texas 79601 Url : http://www.hsutx.com Email : sbgresumes@sbgstv.com Career Center	N	0
19	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
20	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
21	Howard Payne University 1000 Fisk St Brownwood, Texas 76801 Phone : 325-649-8020 Url : http://www.hputx.edu/ Tammy Arreola Manual Posting	N	0
22	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0

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23	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
24	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
25	Indeed.com - Not Directly Contacted by SEU	N	1
26	Internet Ad-not directly contacted by SEU	N	1
27	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
28	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
29	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
30	KTXS-TV 4420 N Clack Abilene, Texas 79601 Phone : (325) 232-8309 Url : http://www.ktxs.com/ktxs/jobs Email : alphillips@sbgstv.com Alle Phillips	N	0

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31	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	1
32	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk Prong 2 Ended Date: 11/21/2022	N	0
33	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
34	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
35	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
36	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page	N	2

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37	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
38	Texas A&M University 400 Bizzell St College Station, Texas 77843 Url : http://www.tamu.edu/ Job Listings Manual Posting	N	0
39	Texas Association of Broadcasters 502 E 11th Ste 200 Austin, Texas 78701 Url : http://www.tab.org/job-bank Email : jobs@tab.org Anna Romero	N	0
40	Texas Christian University 2800 S University Dr Fort Worth, Texas 76129 Url : http://www.careers.tcu.edu Email : sbgresumes@sbgstv.com Job Listings	N	0
41	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
42	Texas State Technical College 3801 Campus Drive Waco, Texas 76705 Phone : 254.559.7720 Url : http://www.tstc.edu/ Email : sbgresumes@sbgstv.com Patricia Reid	N	0

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43	Texas State University 601 University Dr San Marcos, Texas 78666 Url : http://www.txstate.edu Email : sbgresumes@sbgstv.com Career Center	N	0
44	Texas Work Force Center 500 Chestnut St #1100 Abilene, Texas 79602 Phone : 325-795-4243 Url : http://www.workintexas.com Email : Chris.Matthews@Workforcesystem.org Fax : 1-325-795-4381 Chris Matthews	N	1
45	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
46	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
47	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
48	University of Oklahoma 600 Parrington Oval Norman, Oklahoma 73019 Url : http://www.ou.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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49	University of Texas - San Antonio 1 utsa circle San Antonio, Texas 78249 Url : http://www.utsa.edu Email : sbgresumes@sbgstv.com Career Center	N	0
50	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
51	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
52	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
53	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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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	5/23/2022	Provision of training to management	The Director of Talent Acquisition for the Company spoke on a panel at the Media Finance Focus conference in Tampa, FL. The topic was “Lessons in Leadership: How to Survive the Great Resignation”. She and two others on the panel spoke about how to attract and keep a diverse staff through a period of high turnover. As broadcasters we are required certain outreach initiatives to maintain licenses and now these steps are even more essential in attracting prospective employees. Topics discussed were marketing and utilizing broad outreach to diversify your candidate pool, compensation/ benefits, job postings, selling their opportunities, and learning about new changes to talent acquisition tricks.	2	Director, Talent Acquisition Regional Controller
2	7/19/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist and the Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed, and collected resumes as well as candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	Sr. Employment Specialist Employment Coordinator

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3	7/21/2022	Participation in Job Fairs	Job Fair by Workforce Solutions of West Central Texas. Employees in attendance were General Manager - David Caldwell, General Sales Manager - Cristal Murillo, and HR Manager - Shahala Leatherwood. This was an opportunity to meet with individuals that are seeking employment. Entry-level employment- specific skilled positions in all areas of careers/trades. Over 75 employers and 200+ job seekers - Provided open positions for Amarillo TX KVII Station and Abilene TX KTXS Station in all broadcast areas.	3	General Manager Sales Manager HR Manager
4	8/3/2022	Participation in Job Fairs	Sinclair's SVP of News, News Recruiter, several News Managers and News employees represented all Sinclair News stations at the 2022 NABJ convention/career expo. They met with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who met with Sinclair during the career fair were followed up with and interviews were set up where applicable.	3	News Recruiter Group News Director SVP of News
5	8/3/2022	Participation in events sponsored by organizations representing the community	In Aug 2022, KTXS Chief Engineer Adam McKinney attended the TAB conference in Austin. There, Adam took part in workshops, meetings, and hands-on training with new equipment. The meetings were held over 2 days, Aug 3-4, 2022. These events also included discussion of employment within the Broadcast Industry, as well as in Abilene at KTXS/KTXE in San Angelo.	1	Chief Engineer

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6	10/17/2022	Participation in Job Fairs	HR Rep, along with a AM News Anchor Johnny Atkinson - On Air Talent, and Newscast Director David Duenes (WTAMU Alumni), represented Sinclair Broadcast Group, along with Amarillo ABC7 / KVII at West Texas A&M University. KVII was invited to attend West Texas A&M University all Career Fair to meet with Students. Representatives had a table set up with promotional items to draw students to ABC7 and what Sinclair Broadcast Group had to offer for future employees, along with all opportunities within the SBG umbrella. All candidates that showed interest in open positions were shown how to apply through ABC7Amarillo.com career website, as well as how to access the SBG Career page. Business cards were handed out for direct communication with HR for gathering resumes to share with Hiring Managers for ALL open positions.	4	News Director HR Manager News Anchor II Chief Meteorologist
7	11/10/2022	Participation in Job Fairs	Brandi Proctor, Sinclair's News Recruiter, represented all of Sinclair Broadcast Group at a Virtual Career Fair with Penn State University. She met with students one on one, and discussed their interest in Sinclair Broadcast Group, and the potential opportunities we offer in the television industry. She discussed the different avenues and careers in the broadcast industry, and how to meet your career goals. She connected with the students on LinkedIn, and provided her contact information, as well as directed them to our Careers Page to check out all of our open opportunities.	1	News Recruiter

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8	11/15/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist represented all of Sinclair Broadcast Group at a Career Discussion with Elizabeth City State University. The topic of discussion was Professional Development, and Career Opportunities. She met virtually with a class and discussed career opportunities within Sinclair, and competencies for career readiness with the company. She also provided information on how to apply, and how to search our openings on our Careers Page. All students were given contact information, and a presentation with an overview of Sinclair.	1	Sr. Employment Specialist