

KDBC, KFOX

EEO PUBLIC FILE REPORT

April 1, 2016 - March 31, 2017

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
News Producer	3, 5-6, 11-15, 19-20, 22-33, 37-38, 40-45, 48-53, 55	44
Regional National Sales Assistant	4-5, 11-15, 19-20, 22-23, 25-26, 29-32, 38, 40-45, 48-53, 55	15
Master Control Operator	3, 5, 9, 11-15, 19-20, 22-23, 25-32, 38, 40-45, 48-53, 55	9
Master Control Operator	3, 5, 9, 11-15, 19-20, 22-23, 25-32, 38, 40-45, 48-53, 55	15
Senior Promotions Producer	3, 5, 11-15, 19-20, 22-23, 25-32, 38, 40-45, 48-53, 55	15
Sales Account Executive/ Entry Level	1, 3, 5, 9-15, 19-20, 22-23, 25-32, 38, 40-45, 48-55	9
Sales Account Executive/ Entry Level	1, 3, 5, 9-15, 19-20, 22-23, 25-32, 38, 40-45, 48-55	9
Sales Account Executive/ Entry Level	1, 3, 5, 9-15, 19-20, 22-23, 25-32, 38, 40-45, 48-55	1
Sales Account Executive/ Entry Level	1, 3, 5, 9-15, 19-20, 22-23, 25-32, 38, 40-45, 48-55	9
Copy Coordinator	3, 5, 11-15, 17, 19-20, 22-23, 25, 27-32, 38, 40-45, 48-53, 55	17
Associate Producer	3, 5-6, 11-15, 18-20, 22-25, 27-32, 37-38, 40-45, 48-53, 55	18
KFOX 9pm Producer	2-3, 5-7, 9, 11-15, 19-20, 22-25, 27-38, 40-53, 55	33
KFOX 5PM News Producer	3, 5-6, 9, 11-15, 19-25, 27-33, 37-38, 40-45, 48-53, 55	33
Graphic Designer/Producer	3, 5, 11-15, 19-23, 25, 27-32, 38, 40-45, 48-53, 55	32
Weekend Sports Anchor/Multimedia Journalist	3, 5-6, 8, 11-15, 19-20, 22-25, 27-32, 37-38, 40-45, 48-53, 55	44
KFOX14 Morning News Producer	3, 5-6, 11-15, 19-20, 22-25, 27-32, 37-38, 40-45, 48-53, 55	15
Multimedia Journalist	3, 5-6, 11-15, 17, 19-25, 27-32, 37-38, 40-45, 48-53, 55	17
Multimedia Journalist	3, 5-6, 11-15, 17, 19-25, 27-32, 37-38, 40-45, 48-53, 55	17
Weekend Meteorologist/Multimedia Journalist	3, 5-6, 11-16, 19-25, 27-32, 37-38, 40-45, 48-53, 55	32
Newscast Director	3-6, 11-15, 19-25, 27-32, 37-38, 40-45, 48-53, 55	32
Master Control Operator	3, 5, 11-15, 19-23, 25, 27-32, 38, 40-45, 48-53, 55	5

KDBC, KFOX
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017

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
Chief Photographer	3, 5-6, 9, 11-15, 19-25, 27-32, 37-38, 40-45, 48-53, 55	9
Traffic Reporter/MMJ	3, 5-6, 11-15, 19-25, 27-33, 37-38, 40- 45, 48-53, 55	33
News Photographer	3, 5-6, 9, 11-15, 19-25, 27-32, 37-38, 40-45, 48-53, 55	9
Broadcast Maintenance Technician	3, 5, 11-15, 17, 19-23, 25, 27-32, 38, 40 -45, 48-53, 55	17
Multimedia Journalist	2-3, 5-7, 9, 11-15, 19-25, 27-32, 34-53, 55	32
Executive Producer	2-3, 5-7, 9, 11-15, 19-25, 27-32, 34-38, 40-53, 55	9

KDBC, KFOX
EEO PUBLIC FILE REPORT

April 1, 2016 - March 31, 2017

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	Agency Referral	N	1
2	Arizona State University POB 871312, Student Services Bldg. #329 Tempe, Arizona Phone : 480-965-5112 Url : http://career.asu.edu Email : careerservices@asu.edu Fax : 1-480-965-2120 Career Services	N	0
3	Boston University-Dept. of Journalism 640 Commonwealth Ave. Boston, Massachusetts 02215 Phone : 617-353-1086 Email : jodept@bu.edu Fax : 1-617-353-1086 Career Service	N	0
4	Bulletin Board	N	2
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	5
6	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
7	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7260 Fax : 1-573-875-7209 Bruce Strickland	N	0
8	Corporate Recruiter	N	1
9	Employee Referral	N	13
10	Former Employee	N	1

KDBC, KFOX
EEO PUBLIC FILE REPORT

April 1, 2016 - March 31, 2017

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
11	George Washington University, Journalism Department 805 21st Street, NW #400 Washington, District of Columbia Phone : (202) 994-5349 Url : http://www.gwu.edu/ Email : smpa@gwu.edu Fax : 1-202-994-5806 Samara Sit	N	0
12	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
13	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
14	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
15	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	21
16	Internal Candidate	N	1
17	Internal Hire	N	4
18	Internship Program	N	1

KDBC, KFOX
EEO PUBLIC FILE REPORT

April 1, 2016 - March 31, 2017

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
19	Iowa Asian Alliance 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Phone : 999-999-9999 Eloise Glenn	N	0
20	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
21	Lehigh University, Center for Journalism Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-4454 Email : jack.lule@lehigh.edu Fax : 1-610-758-6198 Jack Lule	N	0
22	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	2
23	Media Match 8112 1/2 West 3rd St. Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
24	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
25	New Mexico State University P.O. Box 30001 Las Cruces, New Mexico 88003 Phone : 575-646-7566 Email : mbaum46@nmsu.edu Menerva Bauman	N	0

KDBC, KFOX
EEO PUBLIC FILE REPORT

April 1, 2016 - March 31, 2017

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
26	Northeastern State University 705 North Grand Tahlequah, Oklahoma 74464 Phone : 918-456-5511 Email : placement@nsuok.edu Fax : 1-918-458-2114 Gayle Anderson	N	0
27	Northwestern University 2840 Sheridan Road Evanston, Illinois 60201 Phone : 847-491-3707 Email : sbgresumes@sbgstv.com Fax : 1-847-467-7778 Lonnie Dunlap	N	0
28	Northwestern University, Medill School of Journalism 1845 Sheridan Road Fisk Hall, Room #106 Evanston, Illinois 60208 Phone : 847-491-2049 Email : sbgresumes@sbgstv.com Loraine Hasebe	N	0
29	NY Institute of Technology - EFAP c/o New York Institute of Technology 1855 Broadway, Room 304 New York, New York 10023 Phone : 212-261-1707 Email : efap@nyit.edu Fax : 1-212-261-1717 Gabriela Menier	N	0
30	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
31	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	0

KDBC, KFOX
EEO PUBLIC FILE REPORT

April 1, 2016 - March 31, 2017

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
32	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Sharon Pickeral	N	18
33	Station Website	N	4
34	Syracuse University Suite 344 Syracuse, New York Phone : 315-443-1941 Url : www.syr.edu/career Email : belichti@syr.edu Bridget Lichtinger	N	0
35	Syracuse University 215 University Place Syracuse, New York Phone : 315-443-9173 Email : cmbersan@syr.edu Fax : 1-315-443-4949 Camille Donabella	N	0
36	Syracuse University, Career Services 235 Schine Student Center, 303 University Place Syracuse, New York 13244 Phone : 315-443-3616 Email : careers@syr.edu Mike Cahill	N	0
37	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
38	Texas A&M 401 Joe Routt Blvd College Station, Texas 77843 Email : sbgresumes@sbgvtv.com Career Center	N	0

KDBC, KFOX
EEO PUBLIC FILE REPORT

April 1, 2016 - March 31, 2017

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
39	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	2
40	Texas Association of Broadcasters 502 E 11th St. #200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Job Listings	N	0
41	Texas Tech University 2500 Broadway Lubbock, Texas 79409 Email : sbgresumes@sbgstv.com Career Center	N	0
42	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
43	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
44	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	3

KDBC, KFOX
EEO PUBLIC FILE REPORT

April 1, 2016 - March 31, 2017

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
45	University of California Santa Barbara Career Services Bldg Room 599 Santa Barbara, California 93106 Phone : 805-893-4412 Email : Emily.White@sa.ucsb.edu Fax : 1-805-893-8023 Emily White	N	0
46	University of Missouri 100 Corporate Lake Dr. Columbia, Missouri 65211 Phone : 573-882-6898 Url : missouri.edu Email : recruiting@missouri.edu Fax : 1-573-884-1198 Sonda Rippetto	N	0
47	University of Missouri 76 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : mujourcareerservices@missouri.edu Barabara Willis	N	0
48	University of N Texas 1155 Union Cir Denton, Texas 76203 Email : sbgresumes@sbgstv.com Career Center	N	0
49	University of Southern California/Annenberg 3502 Watt Way Los Angeles, California 90819 Phone : 213-740-3912 Email : meganh@usc.edu Megan Hutaff	N	0
50	University of Texas - El Paso (UTEP) 500 West University Union West 103 El Paso, Texas 79902 Phone : 915-747-5640 Email : Gakers@utep.edu Grace Akers	N	0
51	University of Texas El Paso 500 W. University Ave El Paso, Texas 79968 Email : sbgresumes@sbgstv.com Career Center	N	0

KDBC, KFOX
EEO PUBLIC FILE REPORT

April 1, 2016 - March 31, 2017

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
52	US Army Wounded Warrior Program Vicki Mullen AW2 Advocate 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
53	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 480.965.5011 Email : mike.wong@asu.edu Fax : 1-480-965-7041 Mike Wong	Y	0
54	Word of Mouth Referral	N	1
55	Work in Texas - Upper Rio Grand 300 E Main st El Paso, Texas 79904 Phone : 915-887-2331 Fax : 1-915-533-1236 Sergio Diaz	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			80

KDBC, KFOX
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/13/2016	Participation in events or programs sponsored by educational institutions	On April 13, 2016 the El Paso County Day School toured the KFOX/KDBC station. Our on news talent talked to the students about careers in broadcasting, and what was needed to pursue a career in the broadcast field.	2	Multi Media Journalist Producer Creative Services
2	4/20/2016	Participation in Job Fairs	Participation in a job fair hosted by NAB Education Foundation in Las Vegas, NV April 20, 2016. All locations and open positions were discussed with interested candidates. They talked to candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	4	Regional HR Manager HR Director of Digital Content Business Manager
3	4/27/2016	Participation in events or programs sponsored by educational institutions	Dr. Sue Shook Elementary station toured the KFOX/KDBC station, and was able to learn about media job opportunities. We have a disabled employee that talked to these children about jobs in media, and they they can do anything.	2	Executive Producer- Creative Services Producer Creative Services
4	4/29/2016	Participation in scholarship programs	<p>The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 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.</p> <p>The Fund complements Sinclair's existing widespread internship program as well as Sinclair's long-standing relationships with numerous colleges, including historically black colleges and universities in markets where Sinclair has stations. This Fund is another way for Sinclair to invest in the future of broadcast television, by ensuring that students dedicated to careers in broadcasting can complete their educations.</p>	2	News Director Director of Digital Content

KDBC, KFOX
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	5/18/2016	Participation in events or programs sponsored by educational institutions	On May 18, 2016 the Sambrano Elementary School toured the KFOX/KDBC station to learn about career opportunities in media broadcasting.	1	Executive Producer-Creative Services
6	5/19/2016	Participation in events or programs sponsored by educational institutions	On May 19, 2016 the Gloria Barrigan Tour was given by Lonnie Valencia, and Joshua Padilla. Students were able to talk to the on-air talent, and were told about careers in in broadcasting.	2	Executive Producer-Creative Services Producer Creative Services
7	8/3/2016	Participation in Job Fairs	The Corporate Employment Manager, News Talent, and Director of Training Development, along with several station News Managers represented Sinclair News stations at the career expo for the NABJ/NAHJ combined journalist convention/career expo in Washington DC August 3-5, 2016. They met potential candidates and reviewed resumes and tapes for current and future job openings across the country.	3	Employment Manager
8	8/23/2016	Participation in Job Fairs	Set-up computers at the Southwest University Job Fair in downtown El Paso. We had our websites on line with a listing of of our open positions. We talked to interested candidates about Sinclair Broadcast Group, and the job opportunities across the country including El Paso. We our an equal opportunity employer, and FCC compliant.	6	News Director Local Sales Manager HR-Business Manager Creatvie Services Director

KDBC, KFOX
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	10/12/2016	Establishment of training programs for station personnel	Regional HR visit with new manager/training October 11-12, 2016 Sinclair Broadcast Group and its station 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. Further in keeping with this commitment to equal 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. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.	17	Production Supervisor Chief Photographer Executive Producer Executive Producer
10	11/17/2016	Participation in events or programs sponsored by educational institutions	John Purvis was a speaker at Tornillo Elementary School. John discussed his career in News Production/Anchor, and the skills, and education required. John talked about the importance of education, and what is needed for a career in Broadcasting.	1	News Anchor

KDBC, KFOX
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	1/3/2017	Participation in events or programs sponsored by educational institutions	Internship Mentoring Program with Italia Solis, a local college student interested in pursuing a future in television. Erika Bryan spent one day with Italia discussing what is needed to pursue a career in the broadcasting business.	1	News Anchor
12	2/16/2017	Participation in events or programs sponsored by educational institutions	Erika Bryan attended Read Across America held at Codey Elementary School on February 16, 2017. Read to kindergartners, and spoke to them about the importance of reading, and how reading relates to news. Talked about pursuing education, and pursuing jobs in the broadcast business.	1	News Anchor
13	3/1/2017	Participation in events or programs sponsored by educational institutions	John Purvis attended Read Across America at Del Valle Elementary School. John talked about how reading, and writing is a important foundation for a career in the Broadcasting. John talked about the importance of education, and what is required to become a Reporter/Anchor.	1	News Anchor
14	3/13/2017	Participation in events or programs sponsored by educational institutions	Erika Bryan delivered a 20 minute inspirational speech at the Father Yermo High School Honor Student Induction. Erika talked about the importance of education, and career opportunities in the Broadcasting business.	1	News Anchor
15	3/13/2017	Participation in events or programs sponsored by educational institutions	Erika Bryan was the Mater of Ceremonies speaker at the Socorro Independent School for the Reading/Literacy competition event. Erika talked to students about the importance of education, reading, and career opportunities in the News broadcasting business.	1	News Anchor