

KEYE
EEO PUBLIC FILE REPORT
April 1, 2014 - March 31, 2015

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
Account Executive	1-4, 6-7, 12-15, 19, 21-23, 26, 28, 30, 33-35, 37-38	26
Anchor	1-2, 4-7, 12-15, 17, 19, 21-24, 26, 28- 30, 33-35, 37-38	29
News Editor	1-2, 4, 6-7, 12-16, 19, 21-23, 26-28, 30, 33-35, 37-38	30
Photographer	1-2, 4-8, 13-16, 19, 21-24, 26, 28, 30, 33-35, 37-38	8
Graphic Designer	1-2, 4, 6-7, 13-17, 19, 21-23, 26, 28, 30, 33-35, 37-38	21
Digital Content Manager	1-2, 4-7, 13-15, 17, 19, 21-24, 26, 28, 30, 33-35, 37-38	17
Regional Digital Sales Manager	17	17
Account Executive	1-2, 4, 6-8, 13-15, 19, 21-23, 26, 28, 30, 33-35, 37-39	8
Digital Sales Manager	1-2, 4, 6-7, 13-15, 17, 19, 21-23, 26, 28, 30, 33-35, 37-38	4
Photographer	1-2, 4, 6-7, 13-16, 19, 21-23, 26, 28, 30, 33-35, 37-39	39
Lifestyle Show Photographer	1-2, 4, 6-7, 13-15, 17, 19, 21-23, 26, 28, 30, 33-35, 37-38	21
Executive Producer	1-2, 4-7, 10, 13-15, 17-19, 21-24, 26, 28, 30, 33-35, 37-39	18
Lifestyle Show Executive Producer	1-2, 4, 6-8, 13-15, 17, 19, 21-23, 26, 28, 30, 33-35, 37-38	21
Lifestyle Show Producer	1-2, 4, 6-7, 13-15, 17, 19, 21-23, 26, 28, 30, 33-35, 37-38	33
Investigative Producer/Photographer	1-2, 4-7, 13-15, 17, 19, 21-24, 26, 28, 30, 33-35, 37-39	33
Lifestyle Show Host	1-2, 4, 6-7, 13-15, 17, 19, 21-24, 26, 28 -30, 33-35, 37-39	39
News Producer	1-2, 4, 6-8, 13-15, 19, 21-23, 26, 28, 30, 33-35, 37-38	26
News Editor	1-2, 4, 6-8, 13-17, 19, 21-23, 26, 28, 30, 33-35, 37-38	21
Technical Director	1-2, 4, 6-7, 11, 13-16, 19, 21-23, 26, 28, 30, 33-35, 37-38	16
MultiMedia Journalist	1-2, 4-7, 13-15, 17, 19, 21-24, 26, 28- 30, 33-35, 37-39	39
Local Sales Assistant	1-2, 4, 6-8, 13-15, 17, 19, 21-23, 26, 28, 30, 33-35, 37-38	17

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Account Executive	1-2, 4, 6-8, 13-16, 19, 21-23, 26, 28, 30, 33-35, 37-39	26
News Director	1-2, 4-8, 13-15, 19, 21-24, 26, 28, 30, 33-35, 37-38	8
Assignment Editor	1-2, 4-7, 13-15, 17, 19, 21-24, 26, 28, 30, 33-35, 37-38	17
MultiMedia Journalist/Reporter	1-2, 4-7, 13-15, 17, 19, 21-24, 26, 28-30, 33-35, 37-38	17
MultiMedia Journalist/Reporter	1-2, 4-7, 13-15, 17, 19, 21-24, 26, 28-30, 33-35, 37-38	26
Audio Operator	1-2, 4, 6-7, 13-15, 17-19, 21-23, 26, 28, 30, 33-35, 37-38	18
Production Assistant	1-2, 4, 6-7, 13-17, 19, 21-23, 26, 28, 30, 33-35, 37-39	17
Production Assistant	1-2, 4, 6-8, 13-16, 19, 21-23, 26, 28, 30, 33-35, 37-39	26
Production Assistant	1-2, 4, 6-8, 13-16, 19, 21-23, 26, 28, 30, 33-35, 37-39	21
Production Assistant	1-2, 4, 6-8, 13-16, 19, 21-23, 26, 28, 30, 33-35, 37-39	8
Production Assistant	1-2, 4, 6-8, 13-16, 19, 21-23, 26, 28, 30, 33-35, 37-39	26
Sports Multimedia Journalist/Anchor	1-2, 4-7, 13-16, 19, 21-24, 26, 28-30, 33-35, 37-38	16
Chief Engineer	1-2, 4, 6-8, 13-15, 19, 21-23, 26, 28, 30, 33-35, 37-38	8
Commercial Producer	1-2, 4, 6-7, 13-17, 19, 21-23, 26, 28, 30, 33-35, 37-38	17
Executive Producer	1-2, 4-7, 13-15, 17, 19, 21-24, 26, 28, 30, 33-35, 37-39	21
Master Control Operator	1-2, 4, 6-7, 11, 13-16, 19-23, 26, 28, 30, 33-38	21
Master Control Operator	1-2, 4, 6-7, 11, 13-16, 19-23, 26, 28, 30, 33-38	30
Lifestyle Show Photographer	1-2, 4, 6-7, 11, 13-16, 19, 21-23, 25-28, 30, 32-38	16
Production Assistant	9	9
Photographer	1-2, 4-7, 11, 13-17, 19, 21-28, 30, 32-38	17

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Photographer	1-2, 4-7, 11, 13-17, 19, 21-28, 30, 32-38	26
Photographer	1-2, 4-7, 11, 13-17, 19, 21-28, 30, 32-38	21
Reporter	1-2, 4-7, 11, 13-17, 19, 21-30, 32-38	17
News Producer	1-2, 4, 6-7, 11, 13-17, 19, 21-23, 25-28, 30, 32-39	26
News Producer	1-2, 4, 6-7, 11, 13-17, 19, 21-23, 25-28, 30, 32-39	30
News Producer	1-2, 4, 6-7, 11, 13-17, 19, 21-23, 25-28, 30, 32-39	39
Sales Assistant	1-2, 4, 6-7, 11, 13-16, 19, 21-23, 25-28, 30, 32-39	30
Anchor/Reporter	1-2, 4-7, 11, 13-17, 19, 21-30, 32-38	17
Anchor/Reporter	1-2, 4-7, 11, 13-17, 19, 21-30, 32-38	17
Production Assistant	1-2, 4, 6-7, 11, 13-16, 19-23, 25-28, 30-38	31
News Editor	1-2, 4, 6-8, 11, 13-17, 19, 21-23, 25-28, 30, 32-38	8
Copy Coordinator	1-2, 4, 6-7, 11, 13-16, 19, 21-23, 25-28, 30, 32-39	39
Master Control Operator	1-2, 4, 6-8, 11, 13-17, 19, 21-23, 25-28, 30, 32-39	8
Photographer	1-2, 4-8, 11, 13-16, 19, 21-28, 30, 32-38	8

KEYE
EEO PUBLIC FILE REPORT
April 1, 2014 - March 31, 2015

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	Austin Area Urban League 8011 Cameron Rd Ste 100 Austin, Texas 78754 Phone : 512-478-7176 Url : www.aaul.org Email : Stephon_Lightener@aaul.org Stephon Lightener	N	0
2	Austin Community College 5930 Middle Fiskville Road Austin, Texas 78752 Phone : 512-223-2002 Email : aharmon@austincc.edu Adelaide Harmon	N	0
3	Career Fair	N	1
4	Careerbuilder 1101 15th St, NW Ste 1200 Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	18
5	Collective Talent Austin, Texas Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
6	Columbia Journalism Graduate School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-4422 Email : as1698@columbia.edu Anusha Shrivastava	Y	0
7	Concordia Career Center 11400 Concordia University Drive Austin, Texas 78726 Phone : 512-486-1119 Email : careerservices@concordia.edu Career Center	N	0
8	Employee Referral	N	16
9	Exigent Circumstances	N	1
10	Facebook post	N	1

KEYE
EEO PUBLIC FILE REPORT

April 1, 2014 - March 31, 2015

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11	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	2
12	Hero 2 Hired 2400 Army Pentagon Washington, District of Columbia 20310 Url : www.h2h.jobs Crystal Arcilla Manual Posting	N	0
13	Hispanic Chamber of Commerce 2800 South IH-35 Suite 260 Austin, Texas 78704 Phone : 512-476-7502 Url : www.gahcc.org Email : mlugo@gahcc.org Mary Lou Lugo	N	0
14	Howard University School of Communication 525 Bryant Street NW Room 107 Washington, District of Columbia 20059 Phone : 202/806-5806 Url : http://www.howard.edu Email : Cdudley@Howard.edu Fax : 1-202-986-2911 Carol Dudley	Y	0
15	Huston - Tillotson University 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3041 Email : cgd@htu.edu Paul Leverington	N	0
16	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	35
17	Internal Candidate	N	64

KEYE
EEO PUBLIC FILE REPORT

April 1, 2014 - March 31, 2015

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Internal Transfer/Promotion	N	2
19	Ithaca College Park School of Communications 953 Danby Rd Ithaca, New York 14850 Phone : 000-0000 Email : Eloise@ithaca.edu Eloise Green	Y	0
20	Job posting on internet American Broadcasting School	N	2
21	KEYE TV 10700 Metric Blvd Austin, Texas 78758 Phone : 512-490-2123 Url : http://www.keyetv.com Lisa Hagle Manual Posting	N	18
22	Linkedin Corporate Solutions 2029 Stierlin Ct Mountainview, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	3
23	Media Match 8112 1/2 West 3rd Street 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	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

KEYE
EEO PUBLIC FILE REPORT

April 1, 2014 - March 31, 2015

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	SBG Website 10706 Beaver Dam Rd Cockeysville, Maryland 21030 Phone : 410-568-1517 Url : www.sbgi.net Email : employment@sbgvtv.com Sharon Pickeral	N	30
27	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	1
28	Southwestern University 1001 E. University Avenue Georgetown, Texas 78626 Phone : 512-863-1346 Email : career.services@southwestern.edu Career Center	N	0
29	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	2
30	Texas Association of Broadcasters 502 East 11th Street Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Craig Bean Manual Posting	N	16
31	Texas Workforce Commission 101 E 15th St Austin, Texas 78778 Email : sbgresumes@sbgvtv.com Tom Hughes	N	1

KEYE
EEO PUBLIC FILE REPORT
April 1, 2014 - March 31, 2015

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32	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
33	Tvjobs.com P.O. Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	13
34	University of Texas 1 University Station Austin, Texas 78712 Phone : 512-338-0839 Url : https://accessut.utexas.edu/login.cfm Email : sbgresumes@sbgstv.com Career Services	N	1
35	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
36	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Michael K. Wong	Y	0
37	Women in Communications PO Box 50104 Austin, Texas 78763 Leslie Sopko Manual Posting	N	0
38	Women's Chamber of Commerce 515 Congress Ave Ste 2020 Austin, Texas 78701 Phone : 512-338-0839 Email : austin@womenschambertexas.com Job Bank	N	0
39	Word of Mouth Referral	N	15

KEYE
EEO PUBLIC FILE REPORT
April 1, 2014 - March 31, 2015

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			242

KEYE
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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	6/2/2014	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"> • Develop links with colleges, universities and technical schools to promote the Station Employment Unit as a prospective employer. • Create symbiotic relationship between interns and Station Employment Unit. • 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. <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> • Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, application should be communication majors, although other majors will be considered. • The applicant must be at least 18 years of age. • The applicants must be in good academic standing as defined by his or her academic institution. • The applicants must receive academic credit for their internship experience. He/She must be registered for college credit at his/her institutions during the quarter or semester in which the intern ship is performed. Interns are not paid. <p>In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.</p>	4	Internship Coordinator Executvie Producer Sports Anchor Assignment Desk Mgr	1.00

KEYE
EEO PUBLIC FILE REPORT
April 1, 2014 - March 31, 2015

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
			Program is active year round for the Summer, Fall and Spring semesters			
2	8/2/2014	Participation in Job Fairs	Sharon, Stan and Blaise represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Boston, MA; 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 Mgr News Talent Manager News Director-WOAI	0.25
3	8/8/2014	Participation in Job Fairs	Sharon and Stan represented ALL news stations for Sinclair at the career expo at the National Association of Hispanic Journalists convention in San Antonio, TX; they met with 100+ 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.	2	Corporate Employment Mgr News Talent Manager	0.25
4	8/15/2014	Participation in Job Fairs	Sharon and Stan represented ALL news stations for Sinclair at the career expo at the Asian American Journalist Association convention in Washington, DC; they met with 100+ 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.	2	Corporate Employment Mgr News Talent Manager	0.25
5	3/12/2015	Participation in events or programs sponsored by educational institutions	Jessica Von Schramm and Lisa Hagle participated in the Art Institute of Austin Winter internship fair. Spoke with students about careers in broadcasting and informed them of our internship program.	2	Office Manager/Human Resources Marketing Director	0.25
TOTAL POINTS OVER REPORTING PERIOD:						2.00