

**KFDM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 - March 31, 2018**

**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
Master Control Operator	1-2, 4-5, 9-11, 13-15, 17-25, 27-31, 33-44, 46-53	36
News Production Assistant	1-4, 9-11, 13-15, 17-31, 33-35, 37-44, 46-53	35
News Anchor	1-6, 9-11, 13-15, 17-25, 27-31, 33-35, 37-53	6
Assistant Chief Engineer	1-2, 4, 6, 8-11, 13-15, 17-25, 27-31, 33-44, 46-53	6
Graphic Designer	1-2, 4, 9-11, 13-15, 17-25, 27-31, 33-44, 46-54	36
Master Control Operator	1-2, 4, 9-11, 13-15, 18-25, 27-31, 33-35, 37-44, 46-53	14
News Photographer	1-4, 9-11, 13-15, 17-25, 27-31, 33-35, 37-44, 46-53	24
Multimedia Journalist	1-4, 8-11, 13-25, 28-31, 33-35, 37-39, 41-44, 46, 48-53	14
News Anchor / Reporter (Weekends)	1-5, 7, 9-11, 13-15, 17-25, 27-31, 33-35, 37-44, 46, 48-53	7
General Assignment Reporter	1-5, 9-11, 13-15, 17-25, 27-31, 33-44, 46, 48-53	24
Local Sales Manager	1-2, 4-5, 9-11, 13-15, 17-25, 27-31, 33-46, 48-53	5
Marketing Consultant	1, 4-5, 9-11, 13-15, 17-25, 27, 29, 31, 33-36, 38-39, 44-46, 48, 50, 53	5
Morning News Reporter	1, 3-5, 9-11, 13-15, 17-25, 27-31, 33-35, 37-46, 48-50, 53	5
News Photographer	1, 3-5, 9-11, 13-15, 17-25, 27-31, 33-35, 37-46, 48-50, 53, 55	5
News Producer	1, 3-4, 9-11, 13-15, 17-25, 27-35, 37-46, 48-49, 52-53, 55	39
Marketing Consultant	1, 4-5, 9-15, 17-25, 27-31, 33-35, 37-39, 41-46, 48-49, 52-55	54

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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	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.cafreerbuilder.com">http://www.cafreerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrew Hamburger	N	0
2	Central Senior High 88 Royal Purple Dr. Beaumont, Texas 77701 Phone : 409-981-7100 Fax : 1-409-617-5396 Career Services	N	0
3	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Email : <a href="mailto:info@michaelsmedia.com">info@michaelsmedia.com</a> Michael Billie	N	0
4	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-2980 Email : <a href="mailto:gb2219@columbia.edu">gb2219@columbia.edu</a> Gina Boubion	Y	0
5	Current Employee	N	9
6	Current Employee - Transfer/Promotion	N	2
7	Employee Promotion	N	1
8	Employee Referral	N	2
9	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0

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10	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 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 Alicia Lawrence	N	0
11	Howard University 525 Bryant St., NW Room 107 Washington, District of Columbia 20059 Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	Y	0
12	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Phone : 207-973-1064 Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	Y	0
13	Idaho State 921 S. 8th St. Pocatello, Idaho 83209 Phone : 208-282-2518 Email : <a href="mailto:careers@isu.edu">careers@isu.edu</a> Ray Ludwig	N	0
14	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	13
15	Institute of Prod. & Recording 312 Washington N. Minneapolis, Minnesota 55401 Phone : 612-244-2800 Email : <a href="mailto:dwelter@ipr.edu">dwelter@ipr.edu</a> n/a n/a	N	0
16	Internet Ad-not directly contacted by SEU	N	1

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17	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : sbgresumes@sbgvtv.com Sharon Pickeral	Y	0
18	Jasper Workforce Center 799 W. Gibson #300 Jasper, Texas 75951 Phone : 409-384-9032 Email : yhafford@detwork.org Yolanda Hafford	N	0
19	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgvtv.com Broadbean Source	N	3
20	Lamar Inst of Technology P.O. Box 11127 Beaumont, Texas 77710 Phone : 409-880-8375 Email : dindy.robinson@lamar.edu Dindy Robinson	N	0
21	Lamar St College P.A. 1500 Procter Pt. Arthur, Texas 77640 Phone : 409-984-6304 Email : guillsr@lamarpa.edu Sheila Guillot	N	0
22	Lamar State College-Orange 410 W. Front Ave Orange, Texas 77630 Phone : 409-832-3931 Email : humanresources@lsco.edu Sherrie Willoughy	N	0

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23	Lamar University - Communications Dept P O Box 10009 Beaumont, Texas 77710 Phone : 281-593-9683 Email : gswilliams@lamar.edu Gordon Williams	N	0
24	Linkedin 2029 Steirlin Ct Mountain View, California Url : www.linkedin.com Email : sbgresumes@sbgstv.com Todd Soffian	N	4
25	LSU 1401 N. Foster Dr. Baton Rouge, Louisiana 70803 Phone : 225-578-8833 Email : slipscl@lsu.edu Sharyon Lipscomb	N	0
26	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	1
27	NAACP 2002 Wheeler Houston, Texas 77004 Phone : 713-526-3389 Fax : 1-713-630-2699 Carol Galloway	N	0
28	Ntl. Assoc. of Hispanic Jrl. 1000 Natl. Press Bldg 529 14th St. NW Washington, District of Columbia 20045 Phone : 202-662-7145 Fax : 1-202-662-7144 Martina Hillendo	N	0

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29	Ohio Center for Broadcasting 530 South State Street Chicago, Illinois 60605 Phone : 216-455-5337 Email : dclark@beonair.com Don Clark	N	0
30	Orange Workforce Center 320 Green Ave. Orange, Texas 77630 Phone : 409-882-0302 Fax : 1-409-883-4966 Career Services	N	0
31	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
32	Recruiter	N	1
33	San Antonio College 133 San Pedro San Antonio, Texas 78212 Phone : 210-486-0772 Email : sac-joblink@alamo.edu Fax : 1-210-486-0879 George Hernandez	N	0
34	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	1
35	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : employment@sbgstv.com Sharon Pickeral	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Station Website	N	9
37	Taylor Career Center 233 North St. Beaumont, Texas 77702 Phone : 409-617-5740 Fax : 1-409-617-5759 Miranda Swiderski	N	0
38	Texas A&M University 401 Joe Routt Blvd College Station, Texas 77843 Phone : . Email : sbgresumes@sbgstv.com Career Center	N	0
39	Texas Assoc. of Broadcasters 502 E. 11th st. #200 Austin, Texas 78701 Phone : 512-322-0522 Url : <a href="https://www.tab.org/">https://www.tab.org/</a> Mary Strickland Manual Posting	N	6
40	Texas Southern University 3100 Cleburne St. Houston, Texas 77004 Phone : 713-313-7011 Email : henry_ma@tsu.edu Fax : 1-713-313-4347 Human Resource	N	0
41	Texas Tech University P.O. Box 43082 Lubbock, Texas 79409 Phone : 806-742-3385 Email : sbgresumes@sbgstv.com Fax : 1-806-742-1085 Leighanna Price	N	0

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42	Texas Workforce Center 304 Pearl St. Beaumont, Texas 77701 Phone : 409-839-8045 ext. 3505 Email : davidmcclesky@twc.state.tx.us Fax : 1-409-832-4769 David McClesky	N	0
43	Texas Workforce Commission 510 Park Beaumont, Texas 77701 Phone : 409-962-1236 Url : www.setworks.org Fax : 1-409-832-4769 Career Services	N	0
44	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
45	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	1
46	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
47	Tusculum College 60 Shiloh Road Greenville, Tennessee 37743 Phone : 423-636-7447 Email : rlay@tusculum.edu Robin Lay	N	0



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48	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	0
49	University of North Texas 1155 Union Circle Denton , Texas 76203 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
50	University of Texas 1 University Station Austin, Texas 78712 Phone : 512-471-9421 Email : <a href="mailto:g.sylvie@mail.utexas.edu">g.sylvie@mail.utexas.edu</a> George Sylvie	N	0
51	University of Texas - El Paso (UTEP) 500 W University Ave El Paso, Texas 79968 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
52	University of TexasPan Am. 1201 W. University Dr. Edinburgh, Texas 78539 Phone : 956-665-2243 Email : <a href="mailto:careercenter@utrgv.edu">careercenter@utrgv.edu</a> Fax : 1-956-381-2244 Celia Castaneda	N	0
53	Walter Cronkite School of Journalism 555 N Central Ave. Suite 302 Phoenix, Arizona 85004 Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Michael Wong	Y	0
54	Word of Mouth Referral	N	2

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55	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>61</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	4/3/2017	Participation in Job Fairs	Personnel participated in the Beaumont Civic Center job fair. Spoke with candidates about open positions at the station. Received resumes and went over potential career opportunities. The job fair was located at the Beaumont Civic Center in Beaumont, Texas from 2:00 pm-6:00 pm.	2	Creative Services Coordinator Assistant Business Manager
2	4/4/2017	Participation in events or programs sponsored by educational institutions	Tiffany Murphy (Anchor) visited the Vidor High School media, yearbook and newspaper classes and spoke to 15 kids per class. Tiffany spoke about how she got into the "business" and how we choose stories here at the Station. Tiffany also spoke about the different roles of the departments in the station along with how the roles play a part in other departments.	1	Anchor
3	4/9/2017	Participation in scholarship programs	Lamar University gave a scholarship to Tierra Billiot to help with her bachelors degree in broadcast journalism. KBTW provides the funds for the scholarship each year.	1	Director of Sales
4	4/12/2017	Participation in events or programs sponsored by educational institutions	Tiffany Murphy (Anchor) visited the Vidor High School media, yearbook and newspaper classes and spoke to 15 kids per class. Tiffany spoke about how she got into the "business" and how we choose stories here at the Station. Tiffany also spoke about the different roles of the departments in the station along with how the roles play a part in other departments.	1	Anchor
5	4/18/2017	Participation in events or programs sponsored by educational institutions	A group of 10 girls and 2 teachers from Legacy Christian Academy came to the station for a tour and watched the noon newscast. Tiffany discussed with them how we operate each day and discussed the different roles here at the station.	1	Anchor
6	8/9/2017	Participation in Job Fairs	Personnel participated in job fair at the career expo in New Orleans, LA for the NABJ 2017 journalism convention. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company.	3	Employment Manager News Talent Manager Director, News Training

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7	10/20/2017	Participation in events or programs sponsored by educational institutions	Freshman-Senior level students from Ozen High School toured the station. Went to each department and was given a brief description of what each department does. Answered questions that the students asked and was told about certain opportunities to come in the future.	1	Creative Services Director
8	2/1/2018	Participation in Job Fairs	Youth Solutions Southeast Texas is a career fair held for high school students we were invited to. We had a booth and explained to the kids about job opportunities in Broadcast Newsrooms. Students from all high schools in the Region V Education District attended. They expected over 2700 high school students to attend with over 115 exhibition booths.	3	Creative Services Director Creative Services Coordinator Commercial Producer
9	3/9/2018	Participation in events or programs sponsored by educational institutions	Darren Lehrmann spoke at the Nederland High School about the difference between Marketing and Advertising. Discussed how media consumption is changing and how digital spending is growing.	1	Director of Sales