

KABB, WOAI

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
Investigative Reporter	1, 3-4, 7-9, 11-12, 14, 16-17, 19, 21-23, 26, 31, 33-35, 40-41, 43, 45-47, 49-51, 53-55, 57, 60-61, 63, 65-69, 72	12
Anchor	1-10, 14-17, 19, 21-23, 25-31, 33-35, 37, 39-41, 43, 45-46, 48-49, 51, 53-57, 59-61, 63-69, 72-73	2
Anchor	1-10, 14-17, 19, 21-23, 25-31, 33-35, 37, 39-41, 43, 45-46, 48-49, 51, 53-57, 59-61, 63-69, 72-73	2
Photographer	1, 3-10, 14-17, 19-23, 25-31, 33-36, 39-41, 43-46, 48-49, 51, 53-57, 61, 63, 65-70, 72	20
Photographer	1, 3-10, 14-17, 19-23, 25-31, 33-36, 39-41, 43-46, 48-49, 51, 53-57, 61, 63, 65-70, 72	19
Studio Floor Crew Chief	19	19
Editor	19	19
Reporter	1, 3-10, 14, 16-17, 21-23, 25-29, 31, 33-36, 39-41, 43-46, 48-49, 51, 53-57, 61, 63, 65-70, 72	65
Research Director	1, 3-10, 12, 14, 16-17, 21-23, 25-31, 33-36, 39-41, 43-46, 48-49, 51, 53-57, 61, 63, 65-70, 72	12
Account Executive	1, 3-10, 12-14, 16-18, 21-23, 25-26, 28-31, 33-36, 38-49, 51, 53-58, 61-63, 65-72	12
Account Executive	1, 3-10, 12-14, 16-18, 21-23, 25-26, 28-31, 33-36, 38-49, 51, 53-58, 61-63, 65-72	12
Account Executive	1, 3-10, 12-14, 16-18, 21-23, 25-26, 28-31, 33-36, 38-49, 51, 53-58, 61-63, 65-72	12
Account Executive	1, 3-10, 12-14, 16-18, 21-23, 25-26, 28-31, 33-36, 38-49, 51, 53-58, 61-63, 65-72	47
Account Executive	1, 3-10, 12-14, 16-18, 21-23, 25-26, 28-31, 33-36, 38-49, 51, 53-58, 61-63, 65-72	18

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Account Executive	1, 3-10, 12-14, 16-18, 21-23, 25-26, 28-31, 33-36, 38-49, 51, 53-58, 61-63, 65-72	18
Editor	19	19
Lifestyle Producer/Photographer	1, 3-10, 12, 14, 16-19, 21-23, 25-31, 33-36, 39-41, 43-49, 51, 53-55, 57, 61, 63, 65-70, 72	18
Chief Meteorologist	19	19
Director of Sales Promotions	1, 3-10, 14, 16-19, 21-23, 25-31, 33-36, 39-41, 43-49, 51, 53-57, 61, 63, 65-70, 72	19
Digital Content Producer	1, 3-10, 12, 14, 16-18, 21, 23, 25-36, 39-41, 43-46, 48-49, 51, 53-55, 57, 61, 63, 65-70, 72	18
Digital Content Producer	1, 3-10, 12, 14, 16-18, 21, 23, 25-36, 39-41, 43-46, 48-49, 51, 53-55, 57, 61, 63, 65-70, 72	32
Multi-Media Journalist	1, 3-10, 12, 14, 16-17, 19, 21, 23, 25-29, 31, 33-36, 39-41, 43-49, 51, 53-58, 61, 63, 65-72	47
Multi-Media Journalist	1, 3-10, 12, 14, 16-17, 19, 21, 23, 25-29, 31, 33-36, 39-41, 43-49, 51, 53-58, 61, 63, 65-72	19
General Assignment Reporter	1-10, 12, 14, 16-17, 21, 23-31, 33-36, 39-41, 43-46, 48-49, 51, 53-55, 57, 61, 63, 65-70, 72	2
General Assignment Reporter	1-10, 12, 14, 16-17, 21, 23-31, 33-36, 39-41, 43-46, 48-49, 51, 53-55, 57, 61, 63, 65-70, 72	24
Meteorologist	1-10, 14, 16-17, 21, 23, 25-31, 33-36, 39-41, 43-46, 48-49, 51, 53-55, 57, 61, 63, 65-70, 72	2
Associate Producer	1, 3-10, 16-17, 21, 23, 25-31, 33-35, 40-41, 43-47, 49, 51, 53-55, 57-58, 61, 63, 65-70, 72	47
News Anchor / Reporter (Weekends)	1-10, 12-14, 16-19, 21, 23, 25-31, 33-36, 38-49, 51, 53-58, 61-63, 65-72	47
News Anchor / Reporter (Weekends)	1-10, 12-14, 16-19, 21, 23, 25-31, 33-36, 38-49, 51, 53-58, 61-63, 65-72	19

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Investigative Executive Producer	1, 3-10, 12, 14, 16-17, 19, 21, 23, 25-31, 33-36, 39-41, 43-46, 48-49, 51, 53-58, 61, 63, 65-70, 72	12
Promotion Producer	1, 3-10, 14, 16-17, 19, 21, 23, 25-31, 33-36, 39-41, 43-49, 51, 53-58, 61, 63, 65-70, 72	19
Promotion Producer: AM News and Lifestyle Programm	1, 3-5, 8-10, 14, 16-17, 19-21, 23, 25-26, 28-31, 33-36, 39-41, 43-46, 48-49, 51, 53-58, 61, 63, 65-70	20
Promotion Producer: News Topical	1, 3-5, 8-10, 13-14, 16-19, 21, 23, 25-26, 28-31, 33-36, 38-46, 48-49, 51, 53-58, 61-63, 65-71	19
News Producer	1, 3-5, 8-10, 13-14, 16-19, 21, 23, 25-26, 28-31, 33-36, 38-46, 48-49, 51-58, 61-63, 65-71	19
Photographer	1, 3-5, 8-9, 12-14, 16-19, 21, 23, 25-26, 28-31, 33-36, 38-46, 48-49, 51, 53-58, 61-63, 65-71	12
News Editor	1, 3-5, 8-9, 13-14, 16-19, 21, 23, 25-26, 28-29, 31, 33-36, 38-46, 48-49, 51, 53-58, 61-63, 65-71	19
Promotions Producer	1, 3-4, 8-10, 13-14, 16-21, 23, 25-26, 28, 31, 33-35, 38, 40-46, 49, 51, 53-58, 61-63, 65-71	20
News Anchor	1, 3-5, 8-10, 13-14, 16-21, 23, 25-26, 28-29, 31, 33-35, 38, 40-46, 49, 51, 53, 55-58, 61-63, 65-71	20
Digital Support Specialist	1, 3-5, 8-10, 12-14, 16-18, 21, 23, 25-26, 28-29, 31, 33-36, 38-46, 48-49, 51, 53-58, 61-63, 65-71	12
Photographer	1, 3-5, 8-10, 12-14, 16-18, 21, 23, 25-26, 28-29, 31, 33-36, 38-49, 51, 53-58, 61-63, 65-71	47

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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	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	Agency Referral	N	5
3	American Broadcasting School 712 North Watson Arlington, Texas 76001 Phone : 817-695-2474 Url : http://radioschool.com Email : michelle@radioschool.com Michelle Oconnell	N	0
4	Association for Education in Journalism and Mass Communications 234 Outlet Pointe Blvd. Suite A Columbia, South Carolina 29210-5667 Phone : 803-798-0271 Fax : 1-803-772-3509 Jennifer McGill	N	0
5	Baltimore Urban League 512 Orchard Street Baltimore, Maryland 21201 Mr. Len Cornish Manual Posting	N	0
6	Baylor University Career Services One Bear Place Waco , Texas 76798 Phone : 254-710-8968 Email : hireabear@baylor.edu Career Services	N	0
7	Baylor University Journalism Dept One Bear Place PO box 97036 Waco, Texas 76798 Phone : 254-710-3261 Email : Kevin_Tankersley@baylor.edu Kevin Tankersley	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Career Builder 1101 15th St, NW Ste 1200 Washington, District of Columbia 20005 Phone : 0000000000 Email : sbgresumes@sbgstv.com Andrew Hamburger	N	2
9	Columbia Journalism School Graduate School 207 Journalism, MC 3801 New York, New York 10027 Url : http://www.journalism.columbia.edu Email : as1698@columbia.edu Anusha Shrivastave	Y	0
10	Concordia Texas University 3400 IH 35 North Austin, Texas 78705 Phone : 512-313-5041 Url : www.concordia.edu Email : Randa.Scott@concordia.edu Randa Scott	N	0
11	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	N	0
12	Employee Referral	N	15
13	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
14	Goodwill Industries 406 West Commerce San Antonio, Texas 78207 Phone : 210-924-8581 Fax : 1-210-924-3011 Lupe Young	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Hero 2 Hired 2400 Army Pentagon Washington, District of Columbia 20310 Url : http://www.h2h.jobs Crystal Arcilla Manual Posting	N	0
16	Howard University School of Communications 525 Bryant St, NW Room 107 Washington, District of Columbia 20059 Url : http://communications.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
17	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
18	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	6
19	Internal Candidate	N	45
20	Internal Transfer/Promotion	N	4
21	Ithaca College 953 Danby Rd Ithaca, New York 14850 Phone : 888-888-8888 Email : eloise@ithaca.edu Eloise Green	Y	0
22	League of United Latin American Citizens 2923 S. Presa Street San Antonio, Texas 78228 Phone : 210-403-9001 Fax : 1-210-403-9002 Irene De Hoyos	Y	0

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23	LinkedIn Corporate Solutions 2029 Stierlin Ct Mountainview, California 94043 Phone : 0000000000 Danielle Anderson Manual Posting	N	0
24	Local Newspaper	N	1
25	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
26	NAACP-San Antonio 2803 E Commerce San Antonio, Texas 78203 Phone : 210-224-7636 Url : http://www.naacp-sanantonio.org Email : satxnaacpjobbank@gmail.com Oliver Hill	N	0
27	National Association of Broadcasters 1771 N Street, N W Washington, District of Columbia 20036 Phone : (202) 429-5498 Fax : 1-202-429-3930 Nate Mann	N	0
28	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Url : http://www.nhmc.org Email : info@nhmc.org Alejandra Valenquela	N	0
29	National Organization for Women Action Center 1100 H Street NW 3rd Floor Washington, District of Columbia 20005 Unknown Unknown Manual Posting	N	0
30	National Urban League Black Executive Exchange Program 120 Wall Street Floor 7 New York, New York 10005-3902 Unknown Unknown Manual Posting	N	0

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31	National Veteran's Outreach 611 North Flores San Antonio, Texas 78205 Phone : 210-354-4892 ext 231 Url : www.agif-nvop.org Email : cgarza@nvop-sa.org Fax : 1-210-562-4838 Casimiro Garza	N	0
32	Non-Employee Referral	N	1
33	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Url : http://sola.nsu.edu/mcjr Email : pcbriiggs@nsu.edu Paula Briggs	N	0
34	Northwest Vista College Career Center 3535 North Ellison Drive San Antonio, Texas 78251 Phone : (210) 486-4138 Email : mgarcia1193@alamo.edu Margaret Garcia	N	0
35	Our Lady of the Lake 411 W 24th Street San Antonio, Texas 78207 Phone : 210-431-3971 Url : http://www.ollusa.edu Email : career@ollusa.edu Rhonda Boyles	N	0
36	Palo Alto Community College 1400 W. Villaret San Antonio, Texas 78224 Phone : 210-486-3123 Url : http://www.alamo.edu Nora Esparza Manual Posting	N	0
37	RBR-TVBR PO Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 Url : rbr.com April McLynn Manual Posting	N	0

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38	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
39	San Antonio College 1300 San Pedro Ave San Antonio, Texas 78212 Phone : 210-486-0141 Url : http://www.alamo.edu/sac Rachel Velasquez Manual Posting	N	0
40	San Antonio Hispanic Chamber of Commerce 200E Grayson #203 San Antonio, Texas 78215 Phone : 210- 208-8226 Url : http://www.sahcc.org Email : briannad@sahcc.org Brianna D	N	0
41	Schreiner University 2100 Memorial Blvd Kerrville, Texas 78028 Phone : 830-792-7281 Url : http://www.schreiner.edu Email : cmartinez@schreiner.edu Cristina Martinez	N	0
42	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
43	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	St Phillips College 1801 Martin Luther King Drive San Antonio, Texas 78203 Phone : 210-220-1500 Email : lortega@accd.edu Fax : 1-210-486-2393 Lidia Ortega	N	0
45	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
46	St. Mary's University 1 Camino Santa Maria Box 17 San Antonio, Texas 78228 Phone : 210-436-3102 Url : http://www.stmarytx.edu Email : lsandoval12@stmarytx.edu L Sandoval	N	0
47	Station Website	N	11
48	Texas A&M University 209 Koldrus Student Service Building 1233 TAMU College Station, Texas Url : http://careercenter.tamu.edu Email : sbgresumes@sbgstv.com Career Services	N	0
49	Texas A&M University Corpus Christi Career Services – UC304 6300 Ocean Drive Corpus Christi, Texas 78412 Phone : 361-825-2628 Email : Kelly.Quintanilla@tamucc.edu Kelly Quintanilla	N	0
50	Texas A&M University San Antonio One University Way San Antonio, Texas 78229 Phone : 210-784-1000 Url : http://www.tamusa.net Email : bennett.grey@tamusa.tamus.edu Bennette Grey	N	0

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51	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : craig@tab.org Fax : 1-512-322-0522 Craig Bean	N	0
52	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : craig@tab.org Fax : 1-512-322-0522 Craig Bean	N	1
53	Texas Lutheran University 1000 West Court Street Seguin, Texas 78155 Phone : 830- 372-8178 Url : http://www.careers.tlu.edu Email : kwatts@tlu.edu Kimberly Watts Hoggart	N	0
54	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
55	Texas State University 601 University Drive San Marcos, Texas Phone : 512-245-2645 Url : http://www.careerservices.txstate Email : careerservices@txstate.edu Karen Julian	N	0
56	Texas Tech Univeristy Mass Communication PO Box 43082 Lubbock, Texas 79409-3082 Phone : 806-834-0348 Email : aleesa.ross@ttu.edu Aleesa Ross	N	0

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57	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
58	Texas Veterans Commission 4615 Walzem #100 San Antonio, Texas 78218 Phone : 210-551-8452 Url : http://www.tvc.state.tx.us Email : Jose.Sanchez@tvc.texas.gov Jose Sanchez	N	0
59	Texas Workforce Center 1499 Hillcrest Dr. San Antonio, Texas 78228 Phone : 210-582-1540 Richard Montez Manual Posting	N	0
60	Texas Workforce Commission 1499 Hillcrest Dr San Antonio, Texas 78228 Email : Richard.Montez@serjobssa.org Richard Montez	N	0
61	The University of Texas at Austin One University Station A1000 Austin, Texas 78712 Phone : 512-471-1845 Url : http://www.journalism.utexas.edu Email : sbgresumes@sbgstv.com Glenn Frankel	N	0
62	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

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63	Trinity University One Trinity Place #215 San Antonio, Texas 78212 Phone : 210-999-8321 Url : http://www.trinity.edu/career Email : careerservices@trinity.edu Samantha Jones	N	0
64	Trinity University 715 Stadium Dr. San Antonio, Texas 78212 Director Career Services Unknown Manual Posting	N	0
65	TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	2
66	University of North Texas PO BOx 310589 Denton, Texas 76203 Phone : 940-565-2537 Email : rtvf@unt.edu Fax : 1-940-369-7838 Alan Albarran	N	0
67	University of Texas at San Antonio San Antonio, Texas Phone : 210-458-4588 Url : http://www.utsa.edu/careercenter Email : victoria.tesillo@utsa.edu Vickie Tesillo	N	0
68	University of Texas San Antonio One UTSA Circle San Antonio, Texas 78249 Phone : 210-458-4588 Url : http://www.utsa.edu/careercenter Email : careerservices@utsa.edu Victoria Tesillo	N	0

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69	University of the Incarnate Word 4301 Broadway San Antonio, Texas 78209 Phone : 210-832-5622 Url : http://www.uiw.edu.careers Email : careers@uiwtx.edu Tony Almendarez	N	1
70	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
71	Walter Cronkite School of Journalism 555 N Central Ave Suite 302 Phoenix, Arizona 85004 Url : NEWS ONLY Email : mike.wong@asu.edu Michael Wong	Y	0
72	WOAI TV 1031 Navarro San Antonio, Texas 78205 Phone : 210-226-4444 Url : http://woai.com Bob Gambert Manual Posting	N	0
73	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			95

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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	6/1/2014	Establishment of an intern program designed to assist members of the community	2014 Summer Internship Program (WOAI and KABB), 21 interns participated to assist with Lifestyle shows, Sports, AM and PM News Casts. They were provided with hands on experience of how to operate news equipment and gained first hand knowledge of how operations work behind the scenes. this unpaid internship allows the students to receive college credit for participating in this 12 week program.	4	Asst News Director (WOAI) Sr Executive Producer Executive Producer Asst News Director (KABB)	1.00
2	7/10/2014	Participation in events sponsored by community groups	Summer Camp Career Day - San Antonio Education Partnership. Gary attended as a guest speaker for college sophomores seeking a careers in the public sector. Requested Gary to speak about his experience as a reporter and his experience working in the public eye. Students inquired about possible internships the station may offer, Gary provided our contact number and website for those that were interested in seeking additional information.	1	MultiMedia Journalist	0.25
3	8/1/2014	Establishment of an intern program designed to assist members of the community	2014 Fall Internship Program. 16 interns participated in the Fall internship program. This college credit internship provides each intern with hands on and real life experience working in the broadcast industry. Interns were assigned to AM and PM Newscasts, as well as our Lifestyle Shows for both KABB and WOAI.	2	Assistant News Director Executive Producer - Lifestyle	1.00
4	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 Manager News Talent Manager Director of News WOAI/KABB	0.25

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5	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 Manager News Talent Manager	0.25
6	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 Manager News Talent Manager	0.25
7	10/9/2014	Participation in Job Fairs	Texas A&M University - San Antonio Fall Career Fair, Shawn Morris, New Business Sales Manager attended this career fair to share information about current open Sales and News positions. With over 30 employers present. Shawn had more inquiries regarding internships at the station. He provided the website where an online application could be completed as well as received resumes to forward to different hiring managers.	1	New Business Sales Manager	0.25
8	10/29/2014	Participation in Job Fairs	Mass Communication Fair - Texas State University, Providing information to potential candidates about a career in the broadcasting industry. Keith had copies of open job descriptions and provided the companies website where candidates could apply and search for job opportunities. He reviewed the resumes that he received and forwarded those given to him to the appropriate hiring manager.	1	Asst News Director KABB	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
9	11/20/2014	Participation in events sponsored by community groups	National Student Electronic Media Convention, CBI Seattle: On-Air Presence and Practice: The Sound and Skills for your On-Air Personality. One of our anchors was a speaker. Learn what it takes to create and maintain a winning radio on-air presence—from voice and program content, to creating a good overall presence for your station and in your community. Local media personalities and reporters will show you how they've been successful and offer advice on what you should be doing right now to create a winning presence that will get you that on-air job when you graduate.	1	Reporter	0.25
10	1/12/2015	Establishment of an intern program designed to assist members of the community	2015 Spring News/Sports Internship, jr/sr college students participated in a news internship to earn credit for real life experience working in broadcasting. Interns were introduced AM, PM, and Sports News, assisting with equipment operations and behind the scenes magic.	3	Assistant News Director Sports Director Executive Producer - Lifestyle	1.00
11	1/22/2015	Participation in events or programs sponsored by educational institutions	Albert visited Beacon Hill Elementary schools career day to discuss his experience in the broadcast industry and why he loves meteorology. Attendees were 4th-5th graders. Albert provided basic knowledge about meteorology and demonstrated using the chalk board how weather patters work.	1	Chief Meteorologist	0.25
12	2/16/2015	Participation in events sponsored by community groups	Station Tour - Boy Scouts of America, Den 4 - Pack 9 (Bears) 6 adults and 12 children (8-9 years old) were in attendance. Rick provided a guided tour to the scout group and helped the scouts understand what broadcasting is, showed them different equipment used to get things "on-air". Even allowed the scouts to be on set and get on the big screen like a real TV reporter.	2	Operations Manager Floor Manager	0.25

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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
13	2/16/2015	Participation in events sponsored by community groups	Station Tour 02/16/2015 - Boy Scouts of America 4 children and 1 adult present. Rick provided the scouts a tour of the station and described how "news" was made. They received a tour of the news set and visited the news room and on-air personalities. He demonstrated how the news cameras worked to make things show on the "big screen". This tour was given to assist in fulfilling badge requirements for the scout group.	1	Operations Supervisor	0.25
14	2/17/2015	Participation in events sponsored by community groups	San Antonio Association of Hispanic Journalists, Hosted by Gary Cooper, VP of SAAHJ and current MMJ to raise awareness of careers in the broadcast industry for minorities. The meeting was held at KABB-TV location to provide first hand look at how a station operates and how there are many job opportunities available for different types of skill sets. 10+ members of SAAHJ were in attendance, discussion topics included Scholarships and Awards Gala, and scholarship programs.	1	Multi Media Journalist	0.25
15	2/18/2015	Participation in events sponsored by community groups	Writing for Public Relations - Texas A&M University, Gary Cooper attended a career day to provide information about his experience in broadcast journalism. He provided information about internship opportunities that the station had for college students to receive hands on/real life experience working in a newsroom. Approx 18 students in attendance.	1	Multi Media Journalist	0.25

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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
16	2/21/2015	Participation in events sponsored by community groups	2015 North East Educational Foundation Gala; David Chancellor emceed the 2015 Starlight Gala, sponsored by North East Independent School District. Chancellor, being an alumni of NEISD San Antonio spoke to over 100+ in attendance. He shared his success stories in broadcasting and how educational programs can help students achieve and succeed in their career paths. This was to assist in helping raise funds for educational enrichment programs.	1	Sports Anchor	0.25
17	2/26/2015	Participation in events or programs sponsored by educational institutions	UIW Career Services and Professional Development, Shawn Morris participated in this career day to bring awareness and answer questions about job opportunities in the broadcast industry. over. This job fair was open to 10,000+ students who attend University of Incarnate Word. Shawn reviewed resumes and offered candidates a copy of the job posting in which they were interested in. He provided them with the website in which to apply for these positions.	1	New Business Sales Manager	0.25
18	2/28/2015	Participation in events or programs sponsored by educational institutions	Albert was a guest speaker at Judson ISD 3rd Annual STEM Awareness Day. Presented information about Science, Technology, Engineering, and Mathematics related to meteorology. In a classroom setting for approx 2 hours Albert demonstrated tools utilized as a part of his weather forecasting and answered questions about why he chose this particular field of study. 7-10 people were in attendance at this event.	1	Chief Meteorologist	0.25
19	3/9/2015	Participation in events sponsored by community groups	Tiger Scout Troop Tour, 9 children and 5 adults attended this guided tour of the news station. Questions were answered for the children on how certain equipment works they were introduced to some on-air talent. They were shown the newsroom and assignment desk where all the news phone calls come in.	1	Operations Manager	0.25

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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
20	3/17/2015	Participation in events or programs sponsored by educational institutions	Career Interview provided to UTSA student Mark Jonse. Albert provided a tour of the station to the student as well as answered questions such as , what graduate programs he would recommend as a stepping stone to start a career in broadcast meteorology. Provided guidance on what steps he took to start his career and offered information about News Internships that the student could participate in to gain more exposure.	1	Chief Meteorologist	0.25
21	3/18/2015	Participation in events sponsored by community groups	Exxon Mobil Retirees Club, 15-20 attendees, Albert was their guest speaker at the quarterly luncheon held at Paesano's restaurant. He provided a brief biography about himself and answered questions in regards to what caught his interest in the field of meteorology and broadcasting.	1	Chief Meteorologist	0.25
TOTAL POINTS OVER REPORTING PERIOD:						7.50