

# KDBC, KFOX

## 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
LAS CRUCES BUREAU REPORTER	2, 6, 19-20, 29, 31, 43, 45-46, 59	43
Social Media Anchor	2, 6, 9, 19-20, 22, 29, 43, 59, 70	9
Sales Executive	2, 6, 14, 19-20, 29-30, 43, 51, 59, 64, 70	14
Morning News Reporter/MMJ	2, 6, 19-20, 23, 29-30, 43, 51, 59, 64, 68, 70	43
News Director	9	9
Producer	2-3, 5-7, 11-12, 14, 16, 20-21, 23-24, 26-27, 29-30, 32-33, 39, 43-45, 47-56, 59-60, 64, 66-68, 70	14
Master Control Operator	2-3, 5-6, 11, 14-16, 20-21, 23-24, 26- 27, 29-30, 32-33, 39, 43-44, 47-56, 59- 60, 64-68, 70	43
Master Control Operator	2-3, 5-6, 11, 14-16, 20-21, 23-24, 26- 27, 29-30, 32-33, 39, 43-44, 47-56, 59- 60, 64-68, 70	15
Sales Executive	2-3, 5-6, 11-12, 14, 16, 20-21, 23-27, 29-30, 32-33, 39, 43-44, 47-56, 59-60, 64, 66-68, 70	14
Sales Executive	2-3, 5-6, 11-12, 14, 16, 20-21, 23-27, 29-30, 32-33, 39, 43-44, 47-56, 59-60, 64, 66-68, 70	14
Sales Executive	2-3, 5-6, 11-12, 14, 16, 20-21, 23-27, 29-30, 32-33, 39, 43-44, 47-56, 59-60, 64, 66-68, 70	14
Sales Executive	2-3, 5-6, 11-12, 14, 16, 20-21, 23-27, 29-30, 32-33, 39, 43-44, 47-56, 59-60, 64, 66-68, 70	25
Local Sales Manager	2-3, 5-6, 9, 11, 16, 20-21, 23-24, 26-27, 29-30, 32-33, 39, 43-44, 47-54, 56, 59- 60, 64, 66-68, 70	9
Weekend Sports Anchor/MMJ	1-6, 11, 13, 16-17, 20-21, 23-24, 26-27, 29-30, 32-33, 35-37, 39, 43-45, 47-54, 56, 59-60, 62-64, 66-68, 70	45
Multimedia Journalist	1-6, 8, 11, 13, 16-17, 20-21, 23-24, 26- 30, 32-33, 35, 37, 39, 43-44, 47-54, 56, 59-64, 66-68, 70	8
Multimedia Journalist	1-6, 8, 11, 13, 16-17, 20-21, 23-24, 26- 30, 32-33, 35, 37, 39, 43-44, 47-54, 56, 59-64, 66-68, 70	59

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Web Producer	1-6, 9, 11, 13, 16-17, 20-21, 23-24, 26-30, 32-35, 37, 39, 43-44, 47-54, 56, 59-64, 66-68, 70	9
Sports Director	1-2, 4-6, 11, 13-14, 16-17, 20-21, 23-24, 27, 29-30, 33, 35, 37, 39, 43, 47-53, 56, 59-60, 62-64, 68, 70	14
News Photographer	1-6, 9, 13, 16-17, 20-21, 23-24, 26-30, 32, 35, 37, 43-44, 49-54, 59-64, 66-68, 70	9
Associate Producer	1-6, 10-11, 13, 16-17, 20-24, 26-30, 32-33, 35, 37, 39-40, 43-44, 47-54, 56, 59-64, 66-68, 70	40
Assignment Editor	1-4, 6, 9, 11, 13, 16-17, 20-21, 23-24, 26-30, 32-33, 35, 37, 39, 43-44, 47-54, 56, 59-60, 62-64, 66-68, 70	9
News Anchor/Weathercaster	1-4, 6, 11, 13-14, 16-17, 20-21, 23-24, 26-27, 29-30, 32-33, 35, 37, 39, 43-44, 47-54, 56, 59-60, 62-64, 66-68, 70	14
Weekend Weathercaster / MMJ	2-3, 5-6, 11, 14, 16, 20-21, 23-24, 26-27, 29-30, 32-33, 39, 43-44, 47-54, 56, 59-60, 64, 66-68, 70	14
Weekend Producer/Associate Producer	1-6, 11, 13, 16-17, 20-21, 23-24, 26-27, 29-30, 32-37, 39, 43-44, 47-54, 56, 59-60, 62-64, 66-68, 70	59
Director	1-6, 9, 11, 13, 16-17, 20-21, 23-24, 26-27, 29-30, 32-37, 39, 43-45, 47-54, 56, 59-60, 62-64, 66-68, 70	9
Executive Producer	1-6, 11-14, 16-17, 20-21, 23-24, 26-27, 29-30, 32-37, 39, 43-44, 47-54, 56, 59-60, 62-64, 66-68, 70	6
Chief Engineer	1-6, 11, 13-14, 17, 20-21, 23-24, 26-30, 32-37, 39, 43-44, 47-54, 56, 58-64, 66-68, 70	14
News Anchor MMJ(Weekends)	1-6, 11, 13, 16-17, 20-21, 23-24, 26-27, 29-30, 32-37, 39, 43-44, 46-54, 56, 59-60, 62-64, 66-68, 70	46
Morning News Producer	1-2, 4, 6, 9, 13, 17, 20, 23, 29-30, 34-37, 43, 45, 51, 59, 62-64, 68, 70	45
Morning News Producer	1-2, 4, 6, 9, 13, 17, 20, 23, 29-30, 34-37, 43, 45, 51, 59, 62-64, 68, 70	9
Topical Writer/Producer	1-7, 11, 13-14, 17, 20-24, 26-27, 29-30, 32-37, 39, 43-44, 47-54, 56, 59-60, 62-64, 66-68, 70	14

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Senior Promotions Producer	1-6, 11, 13, 16-17, 20-21, 23-24, 26-27, 29-30, 32-37, 39, 43-44, 47-54, 56, 59-60, 62-64, 66-68, 70	6
Director	1-4, 6, 11, 13, 16-17, 20-21, 23-24, 26-27, 29-30, 32-37, 39, 43-45, 47-54, 56, 59-60, 62-64, 66-68, 70	45
Sales Assistant	1-4, 6, 11, 13-14, 16-17, 20-21, 23-24, 26-27, 29-30, 32-37, 39, 43-44, 47-54, 56, 59-60, 62-64, 66-68, 70	14
Broadcast Engineer	1-4, 6, 11, 13, 16-17, 20, 22-23, 26-27, 29-30, 32-35, 37, 39, 43, 47-51, 56, 59-60, 62-64, 67-68, 70	22
News Editor/News Photographer	1-6, 11, 13-14, 16-17, 20-21, 23-24, 26-27, 29-30, 32-37, 39, 43-44, 47-54, 56, 59-60, 62-64, 66-68, 70	14
Master Control Operator	1-6, 11, 13, 16-17, 20-21, 23-24, 26-27, 29-30, 32-37, 39, 43-45, 47-54, 56, 59-60, 62-64, 66-68, 70	45
News Photographer/Graphic Artist	1-6, 9, 11-13, 16-17, 20-21, 23-24, 27, 29-30, 32-37, 39, 43-44, 47-54, 56, 59-60, 62-64, 66-68, 70	9
Master Control Operator	1-6, 11-14, 16-17, 20-21, 23-24, 27, 29-30, 32-37, 39, 43-44, 47-54, 56, 59-60, 62-64, 66-68, 70	14
Master Control Operator	1-6, 11-14, 16-17, 20-21, 23-24, 27, 29-30, 32-37, 39, 43-44, 47-54, 56, 59-60, 62-64, 66-68, 70	14
Master Control Operator	1-6, 11-14, 16-17, 20-21, 23-24, 27, 29-30, 32-37, 39, 43-44, 47-54, 56, 59-60, 62-64, 66-68, 70	14
Digital Sales Manager	1-6, 11, 13-14, 16-17, 20-21, 23-24, 27, 29-30, 32-37, 39, 43-44, 47-54, 56, 59-60, 62-64, 66-68, 70	14
Creative Services Producer	1-6, 11, 13, 16-17, 20-21, 23-24, 27, 29-30, 32-37, 39, 43-45, 47-54, 56, 59-60, 62-64, 66-68, 70	45
News Editor/News Photographer	2-6, 11-13, 16-18, 20-24, 27, 29-30, 32-37, 39, 41-44, 47-54, 56-57, 59-60, 62-64, 66-70	22
Associate Producer	2-6, 11-14, 16-18, 20-24, 27, 29-30, 32-37, 39, 41-44, 47-54, 56-57, 59-60, 62-64, 66-70	59

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News Photographer - Las Cruces	2-6, 11-14, 16-18, 20-24, 27, 29-30, 32-37, 39, 41-44, 47-54, 56-57, 59-60, 62-64, 66-70	14
Information Technology Junior Engineer	2-6, 11-13, 16-18, 20-24, 27, 29-30, 32-37, 39, 41-44, 47-52, 54, 56-57, 59, 62-64, 67-70	42
Morning News Anchor - Social Media	2, 4-6, 11-14, 16-18, 20-24, 27, 29-30, 32-37, 41-44, 47-52, 54, 56-57, 59, 62-64, 67-70	14
News Editor/Photographer	3-4, 6, 11-12, 16-18, 20-24, 27, 29-30, 32-39, 41-44, 47-54, 56-57, 59-60, 62-64, 66-70	6

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**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	Arizona State University Cronkite Alumni - Walter Cronkite School of Journalism and Mass Comm. Stauffer Hall A 231, P.O. Box 871305 Tempe, Arizona Phone : 480.965.5011 Email : mike.wong@asu.edu Fax : 1-480-965-7041 Mike Wong	N	0
2	Art Institute of Pittsburgh Online division El Paso , Texas Url : <a href="http://www.aii.edu">http://www.aii.edu</a> Email : sbgresumes@sbgstv.com Career Center	N	0
3	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 972-241-8270 Lisa Vongthackdy	N	0
4	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
5	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
6	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : sbgresumes@sbgstv.com Andrew Hamburger	N	8
7	Current Employee	N	3
8	Current Employee - Transfer/Promotion	N	1
9	Current Employee/Internal Promotion	N	9

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Current Intern SBG	N	1
11	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
12	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 214-421-5510 Reginal Gates	N	0
13	EFAP New York 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
14	Employee Referral	N	26
15	Former Employee Referral	N	1
16	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
17	George Washington University, Journalism Department 805 21st Street, NW #400 Washington, District of Columbia Phone : (202) 994-5349 Url : <a href="http://www.gwu.edu/">http://www.gwu.edu/</a> Email : smpa@gwu.edu Fax : 1-202-994-5806 Samara Sit	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
18	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
19	Hero 2 Hired 2400 Army Pentagin Washington, District of Columbia 20310 Url : <a href="http://www.h2h.jobs">http://www.h2h.jobs</a> Crystal Arcilla Manual Posting	N	0
20	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
21	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
22	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	8
23	Iowa Asian Alliance 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Email : <a href="mailto:eloise@ithaca.edu">eloise@ithaca.edu</a> Eloise Glenn	Y	0
24	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0

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<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>
25	Job Fair University of Texas - El Paso	N	1
26	Julia C. Hester House, Inc. 2020 Solo Street Houston, Texas 77020 Phone : 713-672-2573 Fax : 713-672-4129 Martha Bravo	N	0
27	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
28	Lehigh University, Center for Journalism Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-6198 Email : jack.lule@lehigh.edu Fax : 1-610-758-4454 Jack Lule	N	0
29	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Danielle Anderson Manual Posting	N	1
30	Media Match 8112 1/2 West 3rd St. Los Angeles, California 90048 Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
31	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0



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<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>
32	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
33	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0
34	New Mexico State University P.O. Box 30001 Las Cruces, New Mexico 88003 Phone : 575-646-7566 Email : mbauma46@nmsu.edu Menerva Bauman	N	0
35	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
36	Northwestern University 2840 Sheridan Road Evanston, Illinois 60201 Phone : 847-491-3707 Email : mba@mbaweb.org Fax : 1-847-467-7778 Lonnie Dunlap	N	0
37	Northwestern University, Medill School of Journalism 1845 Sheridan Road Fisk Hall, Room #106 Evanston, Illinois 60208 Phone : 847-491-2049 Email : medillcareerservices@northwestern.edu Lorraine Hasebe	N	0

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38	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
39	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : (801) 697-6657 Todd Nelson	N	0
40	Other Source SBG News Producer Academy	N	1
41	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
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	1
43	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	10

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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. 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
45	Station Website	N	8
46	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:hedding@talentedynamics.com">hedding@talentedynamics.com</a> Christina Hedding	N	1
47	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
48	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
49	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
50	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">www.tab.org</a> Email : <a href="mailto:craig@tab.org">craig@tab.org</a> Fax : 1-512-322-0522 Craig Bean	N	0

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51	Texas Assocoation of Broadcasters 502 E 11th St. #200 Austin, Texas 78701 Phone : 512-322-9944 Email : Craig@tab.org Craig Beem	N	0
52	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
53	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
54	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
55	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
56	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Fax : 216-642-9232 Gary James	N	0
57	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0

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58	Trade Website SBE.org	N	1
59	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	7
60	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
61	University of California Davis One Shield Avenue Davis, California 95616 Phone : 530-752-6659 Job Coordinator	N	0
62	University of California Santa Barbara Career Services Bldg Room 599 Santa Barbara, California 93106 Phone : 805-893-4412 Email : <a href="mailto:Emily.White@sa.ucsb.edu">Emily.White@sa.ucsb.edu</a> Fax : 1-805-893-8023 Emily White	N	0
63	University of Southern California/Annenberg 3502 Watt Way Los Angeles, California 90819 Phone : 213-740-3912 Email : <a href="mailto:meganh@usc.edu">meganh@usc.edu</a> Megan Hutaff	N	0
64	University of Texas - El Paso (UTEP) 500 West University Union West 103 El Paso, Texas 79902 Phone : 915-747-5640 Email : <a href="mailto:Gakers@utep.edu">Gakers@utep.edu</a> Grace Akers	N	0

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65	University of Texas El Paso 500 W. University Ave El Paso, Texas 79968 Email : sbgresumes@sbgstv.com Career Center	N	1
66	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
67	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
68	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
69	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
70	Work Force Solutions Upper Rio Grand 300 E. Main Street El Paso, Texas 79901 Phone : 915-887-02043 Email : sbgresumes@sbgstv.com Rosa Rosas	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>89</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>	<b>Points</b>
1	5/9/2014	Participation in events or programs sponsored by educational institutions	Career Fair at Nolan Richardson Middle School discussing careers in broadcasting.	2	Programming Manager Photographer	0.25
2	5/23/2014	Participation in events or programs sponsored by educational institutions	San Elizario Elementary School does a morning news broadcast, and these children came to see their adult counterparts. Discussed steps to continue into a career in broadcasting.	3	Programming Manager Senior Promotions Producer News Anchor	0.25
3	7/16/2014	Participation in events or programs sponsored by educational institutions	UTEP Weather Summer Camp brought high school students to the station for a tour. Students toured the station of all departments, and discussed what they need to further their career in Broadcast business.	1	Chief Meteorologist	0.25
4	8/2/2014	Participation in Job Fairs	Participated in Job Fair - Career Expo at the National Association of Black Journalists in Boston, MA-Represented all stations-discussed job openings with 200+ candidates	3	Corporate News Talent Manager News director for WOAI	0.25
5	8/8/2014	Participation in Job Fairs	Participated in a job fair career expo at the National Association of Hispanic Journalists in San Antonio, TX-Met with 100+ candidates talked about openings and spoke to news directors.	2	Corporate Employment Manager News Talent Manager	0.25
6	8/15/2014	Participation in Job Fairs	Participated in a job fair career expo at the Asian American Journalist Association convention in Washington, DC - Met with 100+ candidates reviewed resumes and tapes.	2	Corporate Employment Manager News Talent Manager	0.25
7	10/30/2014	Participation in events or programs sponsored by educational institutions	Introduced entire 5th grade class of Escontrias Elementary School to the principles of news, and the necessary requirements of education needed to begin work in news. Discussed principles of news, and the necessary requirements of education needed to begin a career in News at the Escontrias Elementary School.	1	News Anchor	0.25
8	11/14/2014	Participation in events or programs sponsored by educational institutions	Spoke to 5th graders at Capistrano elementary School about education to become a journalist, and tv journalist.	1	News Anchor	0.25

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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>	<b>Points</b>
9	12/8/2014	Provision of training to management	<p>SBG, Inc. is 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, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment.</p> <p>Newly hired Managers and Supervisors also took web-based training courses titled "Sinclair/ /Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment. All other employees newly hired employees took 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.</p>	5		1.00



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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>	<b>Points</b>
10	1/23/2015	Participation in events or programs sponsored by educational institutions	Nolan Richardson Middle School presentation to 4 classes on weather, and education requirements for broadcast/meteorology.	1	Meteorologist	0.25
11	1/30/2015	Participation in events or programs sponsored by educational institutions	Sierra Middle School tour of station, and discussed future careers in broadcasting, and media	2	Director of Creative Services Promotions Executive Producer	0.25
12	3/5/2015	Participation in Job Fairs	On March 5, 2015, Shari Graham, the Regional Human Resources Manager, who has substantial responsibilities for hiring decisions, participated in a job fair at the Oklahoma State University Communications Networking Event from 1:30 p.m. to 3:30 p.m. This networking event was designed to attract students to visit many of the employers and find out about internships or job openings. Many students who were planning to graduate in May or December of 2015 or looking for a field to major in attended. Again, the Regional Human Resources Manager informed the attendees about the station, broadcast industry and any current job openings	1	Regional HR Manager	0.25
13	3/26/2015	Participation in Job Fairs	On March 26, 2015, Shari Graham, Regional HR Manager who has substantial responsibilities for hiring decisions, participated in a job fair at the Oklahoma Associations of Broadcasters Student Day Career Fair from 10:00 a.m. to 11:30 a.m. This career fair was designed to attract students to visit many of the booths and find out about internships or job openings. Many students who were planning to graduate in May or December of 2015 or looking for a field to major in attended. Again, the Regional HR Manager informed the attendees about the station, broadcast industry and any current job openings.	1	Regional HR Manager	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>4.00</b>