

# KVIH, KVII-TV

## 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
Sales Account Executive	1, 3, 5-8, 10-11, 13-15, 18-23, 26-35, 37-45, 47-50, 52-59, 61, 63-67, 69-93	28
Sales Account Executive	1, 3, 5-8, 10-11, 13-15, 18-23, 26-35, 37-45, 47-50, 52-59, 61, 63-67, 69-93	18
News Photographer	1, 3-8, 11-15, 20-23, 27-38, 40-46, 50, 52-62, 65, 69-71, 73-76, 78-80, 82-93	34
News Photographer	1, 3-8, 11-15, 20-23, 27-38, 40-46, 50, 52-62, 65, 69-71, 73-76, 78-80, 82-93	4
Multimedia Journalist	1-3, 5-8, 11-15, 20-23, 27-38, 40-46, 50, 52-62, 65, 69-71, 73-76, 78-80, 82-93	34
Multimedia Journalist	1-3, 5-8, 11-15, 20-23, 27-38, 40-46, 50, 52-62, 65, 69-71, 73-76, 78-80, 82-93	37
Multimedia Journalist	1-3, 5-8, 11-15, 20-23, 27-38, 40-46, 50, 52-62, 65, 69-71, 73-76, 78-80, 82-93	56
Chief Engineer	1, 3, 5-8, 11, 13-15, 18, 20-23, 27-38, 40-45, 50, 52-61, 65, 69-71, 73-76, 78-80, 82-92	18
News Producer	1, 3-9, 11-16, 20-24, 27-38, 40-46, 50, 52-62, 65, 69-71, 73-76, 78-80, 82-92	34
News Producer	1, 3-9, 11-16, 20-24, 27-38, 40-46, 50, 52-62, 65, 69-71, 73-76, 78-80, 82-92	24
IT Engineer	1, 3-8, 11, 13-15, 17-18, 20, 22-23, 27-38, 40-45, 50, 52-61, 65, 69-71, 73-76, 78-80, 82-92	18
News Assignment Editor	1, 3-6, 8, 11-15, 20, 22-23, 27-38, 40-46, 50, 52-62, 65, 68-71, 73-76, 78-80, 82-92	34
Master Control Operator	1, 3-6, 8, 11, 13-15, 20, 22-23, 25, 27-38, 40-45, 50, 52-61, 65, 68-71, 73-76, 78-80, 82-92	25
Creative Services Producer	1, 3-6, 8, 11, 13-15, 20, 22-23, 27-38, 40-45, 50, 52-61, 65, 68-71, 73-76, 78-80, 82-92	34
Creative Services Producer	1, 3-6, 8, 11, 13-15, 20, 22-23, 27-38, 40-45, 50, 52-61, 65, 68-71, 73-76, 78-80, 82-92	34
Local Sales Assistant	1, 3-6, 8, 11, 14-15, 17-18, 20, 22-23, 27-35, 37-38, 40-45, 50, 52-61, 65, 68-71, 73-76, 78-80, 82-92	18

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

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Creative Services Director	1, 3-6, 8, 11, 14-15, 20, 22-23, 27-38, 40-45, 50, 52-61, 65, 68-71, 73-76, 78- 80, 82-92	80
Copy Coordinator	1, 3-6, 8, 11, 14-15, 17, 20, 22-24, 27- 38, 40-45, 50-61, 65, 68-71, 73-76, 78- 80, 82-92	24
Newscast Producer	1, 3-6, 8, 11-12, 14-15, 20, 22-23, 27- 38, 40-46, 50, 52-62, 65, 68-71, 73-76, 78-80, 82-92	34
Newscast Director	1, 3-6, 8, 11-12, 14-15, 17, 20, 22-23, 27-38, 40-46, 50, 52-62, 65, 68-71, 73- 76, 78-80, 82-92	17
Newscast Director	1, 3-6, 8, 11-12, 14-15, 17, 20, 22-23, 27-38, 40-46, 50, 52-62, 65, 68-71, 73- 76, 78-80, 82-92	34
News Director	1, 3-6, 8, 11-12, 14-15, 17, 20, 23, 27- 38, 40-46, 50, 52-62, 65, 68-71, 73-76, 78-80, 82-92	17
Master Control Operator	1, 3-6, 8, 11, 13-15, 17, 20-21, 23, 27- 38, 40-45, 50, 52-61, 65, 68-71, 73-76, 78-80, 82-92	34

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2016 - March 31, 2017**

**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	Abilene Christian University ACU Box 27914 Abilene, Texas 79699 Phone : 325-674-6540 Email : careers@acu.edu Human Resources	N	0
2	Agency Referral	N	1
3	Amarillo Chamber of Commerce 1000 S Polk St Amarillo , Texas 79105 Phone : 806-342-2000 Url : www.amarillo-chamber.org Penni Bentley Manual Posting	N	0
4	Amarillo College 1314 S Polk St Amarillo, Texas 79101 Phone : . Email : employmentservices@actx.edu Career Center	N	1
5	Amarillo Hispanic Chamber of Commerce 5725 West Amarillo Blvd Amarillo , Texas 79106 Phone : . Email : info@amarillohcc.org Fax : 1-806-322-2459 Vanessa Deanda	N	0
6	American Broadcasting School 712 N. Watson Rd. Suite 200 Arlington, Texas 76011 Phone : 817.695.2474 Url : www.radioschool.com Email : michelle@radioschool.com Fax : 1-817-695-2838 Michelle McConnell	N	0
7	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 1-972-241-8270 Margie Padilla	N	0

**KVIH, KVII-TV**  
**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
8	Bill J. Priest Institute for Economic Development 1402 Corinth St. Dallas, Texas 75215 Phone : 214.860.5800 Url : www.dcccd.edu Email : mhenderson@dcccd.edu Fax : 1-214-860-5747 Mike Henderson	N	0
9	Bulletin Board	N	1
10	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
11	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	2
12	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
13	Computer Career Center 6101 Montana El Paso, Texas 79925 Phone : 915-779-8031 Email : pstevens@computercareercenters.com Fax : 1-915-779-8097 Patricia Stevens	N	0
14	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

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2016 - March 31, 2017**

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15	Connecticut School of Broadcasting 9600 Great Hills Trail Ste #200 E Austin, Texas 78759 Phone : 512-340-1420 Email : csbaustin@gocsb.com Randy Ahrens	N	0
16	Cronkite Sch of JRN/TEL P.O. Box 871305 Tempe Tempe, Arizona Phone : 480- 965-4539 Email : candice.anderson@asu.edu Fax : 1-480-965-7041 Candace Anderson	N	1
17	Current Employee	N	8
18	Current Employee/Internal Promotion	N	4
19	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
20	Dallas Concilio 4800 Harry Hines Blvd Dallas, Texas 75229 Phone : 214.818.0481 Fax : 1-214-818-0485 Susanna Felix-Diaz	N	0
21	Dallas Urban League 4315 Lancaster Rd Dallas, Texas 75216 Phone : 214.915.4600 Email : yyoung@ulgdntx.com Fax : 1-214-915-4601 Yvonne Young	N	0
22	DARS 5121 69th Ste A-6 Lubbock, Texas 79424 Phone : 806-798-7083 Email : dars.inquiries@dars.state.tx.us Fax : 1-806-794-1816 Terri Contreras	N	0

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2016 - March 31, 2017**

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23	Eastern New Mexico University 1500 S Ave K Portales, New Mexico 88130 Email : orlando.ortega@enmu.edu Orlando Ortego	Y	0
24	Employee Referral	N	2
25	Employment Agency	N	1
26	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
27	Ft. Worth Metropolitan Black Chamber of Commerce 1150 South Freeway Suite 211 Fort Worth, Texas 76104 Phone : 817.871.6538 Email : bbolden@fwmbcc.org Fax : 1-817-332-6438 Barbara Bolden	N	0
28	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	1
29	Greater Dallas Asian American Chamber of Commerce 11171 Harry Hines Blvd. Suite 115 Dallas, Texas 75229 Phone : 972.241.8250 Url : <a href="http://www.gdaacc.com">www.gdaacc.com</a> Email : <a href="mailto:jobpostings@gdaacc.com">jobpostings@gdaacc.com</a> Fax : 1-972-241-8270 Chott Vanasuti	N	0
30	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 : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**

April 1, 2016 - March 31, 2017

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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31	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
32	Huston-Tillotson College 900 Chicon Austin, Texas 78702 Phone : 512-505-3046 Email : <a href="mailto:cgd@htu.edu">cgd@htu.edu</a> EEO Officer	N	0
33	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
34	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	24
35	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:eloise@ithaca.edu">eloise@ithaca.edu</a> Eloise Green	Y	0
36	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
37	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	1

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2016 - March 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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38	Kilgore College 1100 Broadway Kilgore, Texas 75458 Phone : (903) 983-8678 Url : www.kilgore.edu Email : CareerServices@kilgore.edu Kilgore college	N	0
39	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
40	Lamar University P.O. Box 10012 Center for Career and Professional Development Beaumont, Texas 77710 Phone : 409-880-8879 Email : jpowell2@lamar.edu Fax : 1-409-880-8881 Jenna Powell	N	0
41	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	0
42	Lubbock Christian University 5601 W 19th Lubbock, Texas 79407 Phone : 806-796-8500 Email : paula.maxey@lcu.edu Fax : 1-806-720-7295 Paula Maxey	N	0
43	Lubbock Job Spot PO Box 3757 Lubbock, Texas 79452 Phone : 806-748-2424 Email : sgonzales@ramarcom.com Fax : 1-806-748-9374 Susie Gonzales	N	0



**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2016 - March 31, 2017**

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44	Lubbock Job Spot PO Box 3757 Lubbock, Texas 79452 Phone : 806-748-9310 Email : jstout@ramarcom.com Fax : 1-806-748-9374 Traci Thorne	N	0
45	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
46	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
47	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
48	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : <a href="http://www.naja.com">www.naja.com</a> Fax : 612-729-9373 Referral Director	N	0
49	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : <a href="http://www.onairjobs.com/employers/">www.onairjobs.com/employers/</a> Email : <a href="mailto:todd@onairjobs.com">todd@onairjobs.com</a> Fax : 1-801-697-6657 Todd Nelson	N	0

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2016 - March 31, 2017**

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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>
50	Park University Fort Bliss Campus Center 639 Merritt Fort Bliss, Texas 79916 Phone : 915-562-8450 Email : ftbl@park.edu Fax : 1-915-562-9044 Robert Theus	N	0
51	Paul Quinn College 3837 Simpson Stuart Rd. Dallas, Texas 75241 Phone : 214.302.3523 Email : mbaines@pqc.edu Fax : 1-214-302-3539 Mary Baines	N	0
52	Ramar Communications PO Box 3757 Lubbock, Texas 79452 Phone : 806-748-9305 Email : dcampbell@ramarcom.com Fax : 1-806-748-9304 Donna Campbell	N	0
53	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
54	Senior Citizens Center P.O. Box 1433 Victoria, Texas 77901 Phone : 361-576-2189 Fax : 1-361-578-8111 Yvonne Smith	N	0
55	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	0

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2016 - March 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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56	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Email : <a href="mailto:employment@sbg.tv">employment@sbg.tv</a> Sharon Pickeral	N	7
57	SMU Hegi Family Career Development Center PO Box 750256 Dallas, Texas 75275 Phone : 214.768.2436 Email : <a href="mailto:recruit@smu.edu">recruit@smu.edu</a> Fax : 1-214-768-4292 Pam Jordan	N	0
58	South Plains College/Reese Center 528 Gilbert Lubbock, Texas 79416 Phone : 806-885-3048 Email : <a href="mailto:kbarker@southplainscollege.edu">kbarker@southplainscollege.edu</a> Kristi Barker	N	0
59	South Texas Vo Tech P.O. Box 623 Weslaco, Texas 78596 Phone : 956-969-1564 Fax : 1-956-969-1887 Nelda Gonzalez	N	0
60	St Edwards University 3001 S. Congress Career Resources Center Austin, Texas 78704 Phone : NA Fax : 1-512-448-8549 Kathy Amber	N	0
61	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
62	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	0

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2016 - March 31, 2017**

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63	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
64	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
65	Texas A & M University Department of Journalism College Station, Texas 77843 Phone : 409-845-4611 Email : sbgresumes@sbgstv.com Career Center	N	0
66	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
67	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	0
68	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 Fax : 1-512-322-0522 Craig Bean	N	0

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2016 - March 31, 2017**

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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>
69	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
70	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Phone : (512) 245-2652 Email : kjulian@txstate.edu Fax : 1-512-245-3993 Karen Julian	N	0
71	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
72	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
73	Texas Tech University Career Center PO Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : sbgresumes@sbgvtv.com Fax : 1-806-742-2474 David Krauss	N	0
74	Texas Workforce Commission Cameron County 2510 PECAN ST BLDG R Harlingen, Texas 78550 Phone : 956-548-6717 Fax : 1-956-548-6717 Frank Cazares	N	0

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2016 - March 31, 2017**

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75	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
76	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
77	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
78	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
79	TSTC 1902 North Loop 499 Harlingen, Texas 78550 Phone : 956-364-4000 Email : <a href="mailto:josie.saldivar@tstc.edu">josie.saldivar@tstc.edu</a> Fax : 1-956-364-5107 Josie Saldivar	N	0
80	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	2

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2016 - March 31, 2017**

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81	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
82	University of North Texas P.O. Box 13108 Denton, Texas 76203 Phone : 817-565-3222 Email : sbgresumes@sbgstv.com Career Center	N	0
83	University of North Texas PO BOx 310589 Denton, Texas 76203 Phone : 940-565-2537 Email : rtfv@unt.edu Fax : 1-940-369-7838 Alan Albarran	N	0
84	University of Texas at Austin Career Placement Services College of Communication Austin, Texas 78712 Phone : NA Url : <a href="http://communication.utexas.edu/ccs/cs-reg.html">http://communication.utexas.edu/ccs/cs-reg.html</a> Email : sbgresumes@sbgstv.com Career Center	N	0
85	University of Texas- El Paso Cotton Memorial Bldg. #202 El Paso, Texas 79968 Phone : 915-747-6286 (5219) Email : sbgresumes@sbgstv.com Career Center	N	0
86	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

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2016 - March 31, 2017**

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87	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
88	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
89	UT Pan American 1201 W. University Drive Edinburg, Texas 78539 Phone : 956-381-2243 Email : career_place@panamedu.com Fax : 1-956-665-2244 Belinda Reyes	N	0
90	UTEP - Career Services 500 W. University 103 Union West El Paso, Texas 79968-0626 Phone : 915-747-5730 Email : careers@utep.edu Fax : 1-915-747-5730 Betsy Castro-Duarte	N	0
91	UTSA 6900 North Loop 1604 San Antonio, Texas 78249 Phone : 210-458-4589 Email : career.services@utsa.edu Fax : 1-210-458-4589 Career Services	N	0
92	Wayland Baptist University 2002 W Loop #289 Lubbock, Texas 79407 Phone : 806-785-9285 Email : kbrooks@wbu.edu Fax : 1-806-742-9556 Barbara Pittman	N	0



**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2016 - March 31, 2017**

**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>
93	Work in Texas 1206 W 7th Ave Amarillo , Texas 79101 Phone : 806-372-5521 Email : sbgresumes@sbgstv.com Fax : 1-806-371-7342 Workforce Solutions	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>56</b>

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

**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	5/11/2016	Participation in Job Fairs	KVII participated in BusinessConnection, the area's largest business-to-business trade show with over 350 exhibitors. We used this opportunity as a marketing strategy, along with looking at various recruiting opportunities. This event is held in Amarillo, TX on a yearly basis. This trade show allows us to market potential clients and also lets other businesses and guests know how much KVII is involved in the community.	4	Business Manager Promotions Manager AE AE
2	7/12/2016	Participation in events sponsored by community groups	Leeann Kossey, Anchor, attended the Borger Rotary Club meeting and was the guest speaker. Leeann spoke about media and the day to day operations behind the scenes of a newscast. Leeann also conducted a Q&A session after her presentation.	1	Morning Anchor
3	8/3/2016	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all 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 company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	1	Sr. Employment Manager
4	9/1/2016	Participation in events or programs sponsored by educational institutions	Pro Internship - Moderated a panel of professional speaking to 200 Amarillo ISD student interns about professionalism, interview etiquette and planning for the future. Lisa, also did a presentation on resume etiquette asked the children numerous questions involving their career paths.	1	Anchor
5	9/25/2016	Participation in events sponsored by community groups	Station Tour for Gateway Elementary - Discuss weather with our Chief Meteorologists and watch the 11AM NewsCasts.	2	Chief Meteorologist Creative Services Director

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2016 - March 31, 2017**

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	<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>
6	10/4/2016	Provision of training to management	Dale Carnegie - All department heads for KVII participated in Management Training to better improve career path and overall station management.	7	General Manager
7	10/7/2016	Participation in events sponsored by community groups	Girl Scout Caddette Troop Station Tour - Girl Scout Troop trying to earn media badge. Participating in station tour and watched the 5:00 PM Newscasts. Children were able to ask questions and discuss how media works.	1	Creative Services Producer

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

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	<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>
8	12/12/2016	Provision of training to management	<p>SBG, Inc. and its stations are Equal Opportunity Employers. 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 are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, 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. Newly hired managers and supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	20	
9	2/14/2017	Participation in events or programs sponsored by educational institutions	<p>Leeann Kossey, Anchor, took time out her day as an News Anchor, to read to Paramount Elementary School. Answered questions about broadcasting careers and what its like to work in TV</p>	1	Anchor

**KVIH, KVII-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

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	<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>
10	3/20/2017	Participation in events sponsored by community groups	Cub Scout Pack 7 - Sleepy Hollow came in for a station tour and watched the 6P newscast. The group was allowed to ask questions, learn how a TV station operates. Cub Scouts also performed the Pledge of Allegiance for our morning show that we can randomly air.	1	Creative Services Director