

**KTXS, KTXE-LD, KTES-LD**  
**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
Senior Producer	1, 11, 15-17, 21-22, 25, 31-33, 38-41	17
Reporter	1, 3, 9, 21, 25, 31-33, 38-40	32
Outside Sales Consultant-AE-San Angelo	1, 6, 11, 15, 21-22, 31, 34, 38-41	15
Administrative Sales Assistant-National	1, 6, 11, 15, 21, 31, 34, 39, 41	15
Outside Sales Consultant-AE-Abilene	9-10, 15, 21, 26	26
Outside Sales Consultant-AE-Abilene	9-10, 15, 21, 26	21
Producer	1, 3, 21, 25, 31-33, 38-41	21
Administrative Sales Assistant-National	1, 9, 11, 15, 18, 21, 35	18
Digital News Producer	1, 3-5, 7, 9-13, 15, 19-24, 27-42	15
News Anchor	1-5, 7, 10-13, 15-16, 19-24, 27-32, 34-42	16
IT Engineer	1, 3-5, 10-13, 15, 19-23, 27-29, 31-42	15
Digital Sales Manager	1, 3-5, 8, 10-15, 19-23, 27-29, 31-42	29

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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	Abilene Christian University University of North Texas, University of Oklahoma University of Missouri Abilene, Texas Url : <a href="http://www.acu.edu">http://www.acu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Job Listings	N	0
2	Agency Referral	N	1
3	Arizona State University / Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Url : <a href="http://www.asu.edu">http://www.asu.edu</a> Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Mike Wong	Y	0
4	Baylor University One Bear Place Waco, Texas 76798 Url : <a href="http://www.baylor.edu">http://www.baylor.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Cole Rowley	N	0
6	Cisco Junior College - Abilene Educational Center 717 Industrial Blvd Abilene, Texas 79602 Phone : 325-794-4400 Url : <a href="http://www.cisco.edu">http://www.cisco.edu</a> Job Listings Manual Posting	N	0

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7	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
8	Dyess Air Force Base Abilene, Texas Phone : 325-696-5999 Email : <a href="mailto:Jennifer.reyes.2@us.af.mil">Jennifer.reyes.2@us.af.mil</a> Jennifer Reyes	N	0
9	Employee Referral	N	6
10	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	1
11	Hardin Simmons University 2200 Hickory St Abilene, Texas 79601 Url : <a href="http://www.hsutx.com">http://www.hsutx.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
12	Hire A Hero PO Box 6808 Morango, California 94705 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	Y	0
13	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

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14	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Phone : 207-973-1064 Email : verrillr@husson.edu Rodney Verrill	Y	0
15	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	13
16	Internal Candidate	N	2
17	Internal Hire	N	1
18	Internal Transfer/Promotion	N	1
19	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : eloise@ithaca.edu Eloise Green	Y	0
20	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean source	N	0
21	KTXS-TV 4420 N Clack Abilene, Texas 79601 Url : http://www.ktxs.com/ktxs/jobs Email : alphillips@sbgstv.com Doug Myers	N	8

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22	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Todd Soffian	N	1
23	Media Match 8112 1/2 West 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
24	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
25	NAHJ Dallas PO Box 224731 Dallas, Texas 75222 Url : <a href="http://www.dfwhispanic.org/submit-job/">http://www.dfwhispanic.org/submit-job/</a> Job Listings Manual Posting	N	0
26	On Air Recruitment Ad	N	1
27	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
28	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	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>
29	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgi.net">employment@sbgi.net</a> Sharon Pickeral	N	1
30	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
31	Texas A&M University 400 Bizzell St College Station, Texas 77843 Url : <a href="http://www.tamu.edu/">http://www.tamu.edu/</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Job Listings	N	0
32	Texas Association of Broadcasters 502 E 11th Ste 200 Austin, Texas 78701 Url : <a href="http://www.tab.org/job-bank">http://www.tab.org/job-bank</a> Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Job Listings	N	1
33	Texas Christian University 2800 S University Dr Fort Worth, Texas 76129 Url : <a href="http://www.careers.tcu.edu">http://www.careers.tcu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Job Listings	N	0
34	Texas State University 601 University Dr San Marcos, Texas 78666 Url : <a href="http://www.txstate.edu">http://www.txstate.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	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>
35	Texas Work Force Center 500 Chestnut St #1100 Abilene, Texas 79602 Phone : 325-795-4200 Url : <a href="http://www.workintexas.com">http://www.workintexas.com</a> Email : <a href="mailto:Aura.Almendarez@workforcesystem.org">Aura.Almendarez@workforcesystem.org</a> Fax : 1-325-795-4381 Aura Almendarez	N	0
36	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrea Siegle	N	0
37	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
38	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	3
39	University of Oklahoma 600 Parrington Oval Norman, Oklahoma 73019 Url : <a href="http://www.ou.edu">http://www.ou.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
40	University of Texas Austin, Texas 78712 Url : <a href="https://www.utexas.edu/">https://www.utexas.edu/</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Job Listings	N	0

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41	University of Texas - San Antonio 1 utsa circle San Antonio, Texas 78249 Url : <a href="http://www.utsa.edu">http://www.utsa.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
42	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>40</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	4/4/2017	Establishment of training programs for station personnel	This is sales training for our Account Executives; each AE receives training and coaching all year long to help them succeed in their positions. It is held every Thursday morning throughout the year. This training ended when Bonten Media Group was official purchased by Sinclair Broadcast Group.	6	Account Executive Account Executive Account Executive Account Executive
2	4/13/2017	Participation in Job Fairs	The KTXS employment unit, consisting of Greg Steele (Assistant Engineer and IT) & Nikki Caudle (Operations Manager) traveled to Sweetwater to attend the TSTC Career Fair. KTXS gave these Technical students a glimpse of the types of jobs available to them in the field of television. KTXS was there to answer any additional questions they may have had.	2	Assist Chief Engineer & IT Operations Manager
3	5/23/2017	Establishment of training programs for station personnel	KTXS employed Audience Research and Development principle, Jim Willi as a news coach through December 31, 2018. He held one workshop in 2017. AR&D reviewed producers and talked about ways to improve them, conducted two workshops - best practices for social media, storytelling. Jim also reviewed market research results with the station in August.	4	News Anchor News Anchor Weekend Anchor Weekend Anchor
4	8/9/2017	Participation in events sponsored by community groups	In August of 2016, the KTXS team of David Caldwell (Creative Services Manager), Nikki Caudle (Production Manager), Maria Jeter (Programming Director), Bud Brown (General Manager), and Braid Blanks (News Anchor) attended the TAB conference in Austin. There, the team took part in workshops, meetings, and hands-on time with new equipment. The meetings were held over several days.	5	Chief Engineer Controller General Manager News Director
5	10/10/2017	Participation in Job Fairs	The KTXS employment unit, consisting of Roger Ingram (Promotion & Marketing Manager) & Jamie Burch (News Director) traveled to Lubbock to meet with students from the communications department, in the College of Media and Communications Job Fair.	2	Promotions & Marketing Director News Director

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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>
6	10/11/2017	Participation in Job Fairs	The KTXS employment unit, consisting of Roger Ingram (Promotion & Marketing Manager) & Nikki Caudle (Operations Manager) traveled to Denton to meet with students, and prospective hires from the communications department, in UNT Career Center Journalism, Media, Communication, and Design Internship & Career Fair. The Fair was held once in the Fall, and once in the Spring, and KTXS attended both events.	2	Promotions & Marketing Manager Operations Manager
7	11/15/2017	Participation in Job Fairs	In November of 2018, the KTXS team of Nikki Caudle (Production Manager), Nicole Green (Promotion Producer), Veronica Soto (News Anchor), and Mark Rowlett (Chief Meteorologist), attended the World of Work Expo, a career fair geared towards showing high school students what kinds of jobs are out there, and what is required to be hired to the job they desire. High school students from all over Abilene and the Big Country attended the event.	4	Operations Manager Promotion Producer News Anchor Chief Meteorologist

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8	12/11/2017	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>	66	

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9	2/20/2018	Sponsorship of events in the community designed to increase public awareness	In February of 2018, The entire KTXS anchor team, weather team, sales team, along with Roger Ingram (Promotion & Marketing Manager) and Nicole Green (Promotion Producer), attended the Abilene Farm and Ranch Wildlife Expo. This was a chance for the audience to meet our KTXS staff, ask questions, and find out about any job opportunities. While on site, our team demonstrated how we use green screen technology in the studio by utilizing a portable green screen setup.	13	Promotions & Marketing Manager Anchors; Meteorologists Sales Tam Promotions Producer
10	3/28/2018	Participation in events sponsored by community groups	In March of 2018, The entire KTXS anchor team, weather team, sales team, along with Roger Ingram (Promotion & Marketing Manager) and Nicole Green (Promotion Producer), attended the Abilene Business Expo. This was a chance for the audience to meet our KTXS staff, ask questions, and find out about any job opportunities	8	Promotions & Marketing Manager Promotion Producer Director of Sales Chief Meteorologist