

KVII / KVIH
EEO PUBLIC FILE REPORT
April 1, 2024 - March 31, 2025

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
Digital Sales Coordinator	1-6, 8-10, 12-22, 24, 26-49, 51-71	16
Newscast Director	1-6, 8-10, 12-22, 24-49, 51-71	33
Multimedia Journalist	1-10, 12-71	45
Multimedia Journalist	1-10, 12-71	7
Marketing Consultant	1-6, 8-10, 12-22, 24, 26-49, 51-71	16
Marketing Consultant	1-6, 8-10, 12-22, 24, 26-49, 51-71	33
Sales & Marketing Consultant	1-6, 8-10, 12-22, 24-49, 51-71	16
Sales & Marketing Consultant	1-6, 8-10, 12-22, 24-49, 51-71	25
IT Engineer	1-6, 8-15, 17-22, 24, 26-29, 31-45, 48, 51, 53-58, 60-61, 64-71	11

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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	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
2	Amarillo Chamber of Commerce 1000 S Polk St Amarillo , Texas 79105 Phone : 806-373-7800 Url : www.amarillo-chamber.org Penni Bentley Manual Posting	N	0
3	Amarillo Hispanic Chamber of Commerce 5725 West Amarillo Blvd Amarillo , Texas 79106 Phone : . Email : staff@amarillohcc.com Fax : 1-806-322-2459 Vanessa Deanda	N	0
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : Erin.Mae.Murphy@asu.edu Erin Murphy	Y	0
5	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
6	Canyon Chamber of Commerce 1518 5th Ave Canyon, Texas 79015 Phone : 806-655-7815 Url : www.chambercanyon.org Emma Irlbeck Manual Posting	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
7	Career Fair	N	1
8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
9	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
10	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : sbgresumes@sbgstv.com Leslie Brunson	N	0
11	Current Employee/Internal Promotion	N	1
12	Dallas Concilio 4800 Harry Hines Blvd Dallas, Texas 75229 Phone : 214.818.0481 Fax : 1-214-818-0485 Susanna Felix-Diaz	N	0
13	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
14	Eastern New Mexico University 1500 S Ave K Portales, New Mexico 88130 Email : orlando.ortega@enmu.edu Orlando Ortego	Y	0

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15	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
16	Employee Referral	N	5
17	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
18	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
19	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
20	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
21	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0

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22	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
23	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
24	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
25	Indeed.com - Not Directly Contacted by SEU	N	5
26	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
27	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-703-4890 x2901 Email : DDelint@Jarvis.edu Fax : 1-903-769-5394 Danielle Delint	N	0
28	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	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
29	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
30	Kilgore College 1100 Broadway Kilgore, Texas 75458 Phone : (903) 983-8678 Url : www.kilgore.edu Kyla Sather Manual Posting	N	0
31	KVII Station 1 Broadcast Center Amarillo, Texas 79101 Phone : 8066540605 Url : https://abc7amarillo.com/ Email : sbgresumes@sbgstv.com Teresa Morris	N	0
32	Lamar University P.O. Box 10012 Center for Career and Professional Development Beaumont, Texas 77710 Phone : 409-880-8878 Email : aepumphrey@lamar.edu Amy Dillow	N	0
33	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	2
34	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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35	Mississippi State University 75 B. S. Hood Rd Mississippi State, Mississippi Email : sbgresumes@sbgstv.com n/a n/a	N	0
36	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
37	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
38	North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
39	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
40	Oklahoma Christian University 2501 E Memorial Rd Edmond, Oklahoma 73013 Phone : 405-425-5961 Email : sbgresumes@sbgstv.com Susan Hoover	N	0
41	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

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42	Paul Quinn College 3837 Simpson Stuart Rd. Dallas, Texas 75241 Phone : 214.302.3523 Email : OPCD@pqc.edu Fax : 1-214-302-3539 Office of Professional Development	N	0
43	Penn State University State College, Pennsylvania Email : sbgresumes@sbgstv.com n/a n/a	N	0
44	Senior Citizens Center P.O. Box 1433 Victoria, Texas 77901 Phone : 361-576-2189 Fax : 1-361-578-8111 Yvonne Smith	N	0
45	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page	N	3
46	South Texas Vo Tech P.O. Box 623 Weslaco, Texas 78596 Phone : 956-969-1564 Fax : 1-956-969-1887 Nelda Gonzalez	N	0
47	Southern Methodist University PO Box 750256 Dallas, Texas 75275 Phone : 214.768.2436 Pam Jordan Manual Posting	N	0
48	St Edwards University 3001 S. Congress Career Resources Center Austin, Texas 78704 Phone : NA Email : sbgresumes@sbgstv.com Kathy Amber	N	0

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49	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Roger Young Manual Posting	N	0
50	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : dunn@talentedynamics.com Julie Pumphrey	N	0
51	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 Anna Romero	N	0
52	Texas Christian University 2800 S University Dr Ft. Worth, Texas 76129 Phone : 817-257-2222 Career Center Manual Posting	N	0
53	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
54	Texas Tech University Career Center PO Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Email : careercenter@ttu.edu Fax : 1-806-742-2474 David Krauss	N	0

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55	Texas Workforce Commission - Amarillo 3120 Eddy Street Amarillo, Texas 79106 Phone : 806-350-1606 Email : PFlores@wspanhandle.com Fax : 1-806-371-3106 Phillip Flores	N	0
56	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
57	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
58	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
59	University of Incarnate Word 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 EEO Officer Manual Posting	N	0
60	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

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61	University of Texas at Austin Career Placement Services College of Communication Austin, Texas 78712 Phone : NA Url : http://communication.utexas.edu/ccs/cs-reg.html Email : sbgresumes@sbgstv.com Career Center	N	0
62	University of Texas San Antonio 6900 North Loop 1604 San Antonio, Texas 78249 Phone : 210-458-4589 Career Services Manual Posting	N	0
63	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Briane Carter Manual Posting	N	0
64	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
65	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
66	Wayland Baptist University 2002 W Loop #289 Lubbock, Texas 79407 Phone : 806-785-9285 Email : cooperj@wbu.edu Fax : 1-806-742-9556 Judy Cooper	N	0

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67	West Texas A&M University 2501 4th Ave Canyon, Texas 79016 Email : sbgresumes@sbgstv.com Karl Kimsey	N	0
68	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
69	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
70	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
71	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/17/2024	Provision of training to management	Human Resources Manager, Teresa Morris, hosted a Training on Credibility and Professionalism training. This training focused on the qualities of being credible and professional and how it would build relationships with employees. Tips were shared on how to improve credibility and professionalism. The training was interactive as examples were shared and discussed. Our GM, MC Supervisor, and News Director attended.	3	GM MC Supervisor News Director
2	5/6/2024	Participation in events or programs sponsored by educational institutions	Travis Middle School came to tour the station. 30 kids and 4 adults attended the tour. The News Director, GM, HR and a reporter welcomed the students. The students brought their own camera and recorded 4 sessions in our studio, including the weather. Then the students toured the stations operations room, control room and news room. Then the students sat through the 11:00 midday show. The student who did the weather segment has a goal of being a meteorologist, he was able to use the green screen to forecast the weather. There were 6 students who played the role of anchor sitting behind the desk, used the teleprompter to report. and three different camera persons, as well.	4	GM News Director Reporter HR Manager

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	3/6/2025	Participation in scholarship programs	In keeping with promoting diversity in the Broadcast industry as well as promoting broadcasting careers as a whole, KVII has publicly shared information on their website regarding the 2025 Sinclair Diversity Scholarship. This scholarship opportunity is offered to college students from diverse backgrounds who are a current college sophomore or junior at an accredited four-year undergraduate college or university in the United States and are pursuing a career in broadcasting, digital or social media, or marketing. By promoting this at the local KVII station level, it will bring visibility to this scholarship at local colleges who may have interested and eligible students.	1	HR Manager