

KEPR, KIMA, KUNW, KVVK
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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
Multimedia Journalist	1, 3-4, 9, 13, 15, 17-19, 21-23, 25-29, 31-35, 37, 39-40, 44-45, 47-48, 51, 53, 55, 57-59	13
News Director	1-4, 7, 9-10, 15, 17-19, 21-23, 25-35, 37, 39-45, 47-48, 51, 53, 55, 57-59	22
General Assignment Reporter	1-4, 7, 9-10, 13, 15, 17-18, 21-23, 26- 35, 37, 39-41, 43-45, 47-48, 51, 53-55, 57-59	13
Multimedia Journalist	1, 3-11, 14-15, 17-24, 26-41, 43-59	11
News Producer	1, 3-4, 6-10, 14-15, 17-24, 26-41, 43-59	4
Multimedia Journalist	1, 3-4, 6-11, 14-15, 17-24, 26-41, 43-59	24
Weeknight Sports Anchor	1, 3-4, 6-7, 9-10, 14-24, 26-41, 43-51, 53-59	16
News Anchor/Multimedia Journalist-Weekends	1-4, 6-7, 9-10, 12, 14-15, 17-24, 26-41, 43-51, 53-59	40
Morning News Producer	1-4, 6-7, 9-10, 14-24, 26-41, 43-51, 53- 59	22

**KEPR, KIMA, KUNW, KVVK
EEO PUBLIC FILE REPORT**

October 1, 2015 - September 30, 2016

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	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Url : http://www.readioschool.com Email : michelle@radioschool.com Michelle McConnell	N	0
2	Art Institute of Seattle 2323 Elliott Ave Seattle, Washington 33316 Url : http://www.aii.edu Email : aisjobs@aii.edu Career Center	Y	0
3	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Advisor	N	0
4	California State University - Chico Journalism Dept. Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske	N	1
5	Career Fair	N	2
6	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
7	Central Washington University- Film and Video Studies 400 E University Way Ellensburg, Washington 98926 Url : http://www.cwu.edu/~career/cms/ Email : redoutT@cwu.edu Terri Reddout	N	0
8	Central Washington- Employer Recruitment 400 E University Way Ellensburg, Washington 98926 Url : http://www.cwu.edu/~career/cms/ Career Advisor Manual Posting	N	0

KEPR, KIMA, KUNW, KVVK**EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****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
9	City University - Career Planning & Placement 1190 Ne First St. Bellevue, Washington 98005 Url : http://www.cityu.edu/ Email : alumni@cityu.edu Kristine Kero	N	0
10	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Consultant Referral	N	2
12	Current Employee	N	1
13	Current Employee - Transfer/Promotion	N	2
14	Eastern Washington University 104 RTV Building Cheney, Washington 99004 Url : http://www.ewu.edu/cale/programs/film.xml Email : sbgresumes@sbgstv.com Pam Bumpas	N	0
15	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : http://www.edcc.edu/ Email : careeractioncenter@edcc.edu Career Advisor	N	0
16	Employee Referral	N	2
17	Employment Security Department Worksource 919 SW Grady Way Ste 125 Renton, Washington 98057 Email : bcastilla@hotmail.com Benjamin Castilla	N	0
18	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

**KEPR, KIMA, KUNW, KVVK
EEO PUBLIC FILE REPORT**

October 1, 2015 - September 30, 2016

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
19	Heritage University 3240 Fort Road Toppenish, Washington 98948 Phone : 509-865-8528 Url : http://www.heritage.edu/ Email : Maceda_L@heritage.edu Lizabeth Macenda Assistant-Student Affairs	N	0
20	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
21	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
22	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	2
23	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : eloise@ithaca.edu Eloise Green	Y	0
24	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	2

**KEPR, KIMA, KUNW, KVVK
EEO PUBLIC FILE REPORT**

October 1, 2015 - September 30, 2016

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
25	Kern County Hispanic Chamber of Commerce 231 H Street Bakersfield, California 93304 Url : http://www.lwtc.ctc.edu/ Email : cimperial@kchcc.org Beth Carter	N	0
26	Lake Washington Technical College 11605 132nd Ave NE Kirkland, Washington 98034 Url : http://www.lwtc.ctc.edu/ Fax : 1-425-739-8199 Career Advisor	N	0
27	Lane Community College Career & Employment Services 4000 East 30th Ave Eugene, Oregon 97405 Url : http://www.lanec.edu Email : studentjobs@lanec.edu Teresa Hughes	N	0
28	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	0
29	Media Match 8112 ½ West 3rd St Los Angeles, California 90048 Phone : 555-555-5555 Email : info@media-match.com Tammy Romaniuk	Y	0
30	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
31	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhccareer@mhcc.edu Career Advisor	N	0

KEPR, KIMA, KUNW, KVVK**EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****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
32	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
33	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : info@nljja.org Career Advisor	N	0
34	Oregon Association of Broadcasters 9020 SW Washington Square Road Ste 140 Portland, Oregon 97223 Email : shannon@theoab.org Shannon Johnson	N	0
35	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0
36	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : sbgresumes@sbgstv.com Career Advisor	N	0
37	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
38	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgstv.com Career Advisor	N	0

KEPR, KIMA, KUNW, KVVK**EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****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
39	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
40	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	Y	5
41	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : klane@sccd.ctc.edu Career Advisor	N	0
42	Station Website	N	1
43	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
44	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Advisor	N	0
45	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
46	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0

KEPR, KIMA, KUNW, KVVK**EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****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
47	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
48	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	4
49	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : sbgresumes@sbgstv.com Career Advisor	N	0
50	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : sbgresumes@sbgstv.com Career Advisor	N	0
51	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
52	USC - Annenberg -School for Communications & Journalism 3502 Watt Way Los Angeles, California 90089 Career Advisor Manual Posting	N	0
53	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0

**KEPR, KIMA, KUNW, KVVK
EEO PUBLIC FILE REPORT**

October 1, 2015 - September 30, 2016

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
54	Walter Cronkite School of Journalism and Mass Communication 555 N. Central Ave. Phoenix, Arizona 85004 Phone : 602.496.7430 Url : http://cronkite.asu.edu/ Email : mike.wong@asu.edu Mike Wong	N	0
55	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Career Advisor	N	0
56	Washington Worksource 306 Division St Yakima, Washington 98902 Email : sbgresumes@sbgstv.com Carol Cauthron	N	0
57	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
58	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
59	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : sbgresumes@sbgstv.com Career Advisor	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

KEPR, KIMA, KUNW, KVVK**EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/6/2016	Participation in Job Fairs	Michael Seal and Susan Taylor represented at this year's Seattle Pacific University Career Fair, which was held on the SPU campus on April 6, 2016. They met with 50+ potential candidates and reviewed resumes. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen. A list of current job vacancies at various stations in different markets (Portland, Lewiston, Yakima and Pasco) was made available to interested candidates. Eligible students were encouraged to apply.	2	Human Resources Manager Human Resources Assistant

**KEPR, KIMA, KUNW, KVVK
EEO PUBLIC FILE REPORT**

October 1, 2015 - September 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	4/11/2016	Provision of training to management	<p>Sinclair Broadcast Group (SBG) and its stations are 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 or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment for all employees. All newly hired employees take 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.</p> <p>Newly hired Managers and Supervisors also take 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 as well as bi-annually as a refresher course. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.</p>	2	News Director HR Contact

**KEPR, KIMA, KUNW, KVVK
EEO PUBLIC FILE REPORT**

October 1, 2015 - September 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	4/12/2016	Participation in Job Fairs	Jane, Britt, and Rob represented Sinclair West Coast region stations at the University of Oregon Careers in Communication, Sales, and Marketing event hosted by the Lundquist School of Business and the School of Journalism and Communication on April 12, 2016. All West Coast locations and open positions were discussed with interested candidates. Open positions within the West Coast stations were available for students to view. Jane, Britt & Rob talked with candidates about openings and careers in broadcasting. Eligible students were encouraged to apply.	3	KMTR Local Sales Manager KVAL Local Sales Manager KVAL Executive Producer
4	4/19/2016	Participation in Job Fairs	KIMA represented Sinclair Broadcast Group's Eastern Washington stations at this year's Yakima Chamber Bizcon, which was held at the Yakima Convention Center in Yakima, WA on April 19, 2016. Bizcon visitors were presented with various career opportunities in communications, journalism, marketing and business. Visitors received job descriptions of current vacancies.	1	Station Manager
5	4/20/2016	Participation in Job Fairs	Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	4	Regional HR Manager Human Resources Business Manager Director of Digital Content & Solutions

**KEPR, KIMA, KUNW, KVVK
EEO PUBLIC FILE REPORT**

October 1, 2015 - September 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	4/21/2016	Participation in Job Fairs	Michael Seal, Susan Taylor, and Patty Dean represented at this year's Seattle University Spring Job and Internship Fair, which was held on the SU campus on April 21, 2016. They met with 25+ potential candidates and reviewed resumes. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen. A list of current job vacancies at various stations in different markets (Portland, Lewiston, Yakima and Pasco) was made available to interested candidates. Eligible students were encouraged to apply.	3	Human Resources Manager Human Resources Assistant National Sales Manager
7	5/26/2016	Participation in events sponsored by community groups	KEPR conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to Girl Scout troop.	3	Senior Commerical Producer Anchor/Producer Weather Anchor
8	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.	3	Corp. Employment Manger News Manager Director of News Training & Developement