

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 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
Inventory Specialist	2-3, 5-10, 14-16, 20, 22, 24-25, 28-32, 34-36, 38-41, 43, 45-47, 49-51, 54-58, 60-64	47
Inventory Specialist	2-3, 5-10, 14-16, 20, 22, 24-25, 28-32, 34-36, 38-41, 43, 45-47, 49-51, 54-58, 60-64	47
Executive Producer	2-3, 5-11, 13-16, 20, 22, 24-25, 28-36, 39-41, 43, 45-51, 54-58, 61-64	48
General Assignment Reporter	1-3, 5-15, 20, 22, 24-25, 28-37, 39-41, 43, 45-51, 54-58, 61-64	1
Photojournalist	2-3, 5-11, 14-16, 20, 22, 24-25, 28-36, 39-41, 43, 45-46, 48-51, 54-58, 61-64	16
Digital Content Producer	2-3, 5-11, 14-16, 20, 22-25, 28-36, 39- 41, 43, 45-51, 54-58, 61-64	16
News Producer	2-3, 5-11, 14-15, 20, 22, 24-25, 28, 30- 36, 39-41, 43, 45-46, 48-51, 54-58, 61- 64	54
Ignite Operator	16	16
Credit Specialist	2-3, 5-10, 14-15, 20, 22, 24-25, 28-32, 34-36, 39-41, 43-46, 49-51, 54-58, 61- 64	44
Administrative Assistant	17	17
Human Resources / Business Office Coordinator	7, 23	23
Ignite Operator	47	47
News Director	2, 5-10, 12, 14-16, 19-20, 22-25, 28-32, 34-36, 39-46, 49-51, 53-59, 61-64	16
News Producer	2, 5-12, 14-15, 19-20, 22-25, 28-36, 39- 46, 48-51, 53-59, 61-64	12
Chief Engineer	2, 5-10, 14-16, 19-20, 22-25, 28-32, 34- 36, 39-46, 49-51, 53-59, 61-64	16
Broadcast Engineer	2, 5-10, 14-15, 18-20, 22-25, 28-32, 34- 36, 39-47, 49-51, 53-59, 61-64	47
General Assignment Reporter	2, 5-12, 14-15, 19-20, 22-25, 28-36, 39- 46, 48-51, 53-59, 61-64	12
Account Receivable Specialist	2, 5-10, 14-15, 19-25, 28-32, 34-36, 39- 46, 49-59, 61-64	23
Credit Specialist	2, 5-10, 14-15, 19-25, 28-32, 34-36, 39- 46, 49-59, 61-64	23
Social Media Producer	2-3, 5-10, 12, 14-16, 19-25, 27-32, 34- 36, 39-46, 49-64	16

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

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Production Editor	2, 5-6, 8-10, 12, 14-15, 19-20, 22-25, 28-32, 34-36, 39-46, 49-51, 53-59, 61-64	12
Administrative Coordinator	2, 4-10, 14-15, 19-20, 22-25, 28-32, 34-36, 39-45, 49-51, 53-59, 61-64	45
General Assignment Reporter	2, 5-6, 8-10, 12-15, 19-20, 22-25, 28-32, 34-36, 39-45, 49-51, 53-59, 61-64	12
Assistant News Director	2, 5-6, 8-10, 12, 14-16, 19-20, 22-25, 28-32, 34-36, 39-45, 49-51, 53-59, 61-64	16
Assignment Desk Coordinator	2, 5-6, 8-10, 12, 14-15, 19-20, 22-25, 27-32, 34-36, 39-45, 49-51, 53-59, 61-64	12
News Writer	2, 5-6, 8-10, 14-15, 19-20, 22-25, 27-32, 34-36, 39-45, 49-51, 53-59, 61-64	45
News Writer	2, 5-6, 8-10, 14-15, 19-20, 22-25, 27-32, 34-36, 39-45, 49-51, 53-59, 61-64	45
Credit Specialist	2, 5-6, 8-10, 14-16, 19-20, 22-26, 28-32, 34-36, 39-45, 49-51, 53-59, 61-64	16
Inventory Specialist	2, 5-6, 8-10, 14-16, 19-20, 22-25, 28-32, 34-36, 39-46, 49-51, 53-59, 61-64	16
News Editor	2, 5-6, 8-10, 12, 14-15, 19, 22-25, 28-32, 34-36, 39-46, 49-51, 53-59, 61-64	12

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

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	Agency Referral	N	1
2	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Url : http://www.readioschool.com Email : michelle@radioschool.com Michelle McConnell	N	1
3	Art Institute of Seattle 2323 Elliott Ave Seattle, Washington 98121 Url : http://www.aii.edu Email : sbgresumes@sbgstv.com Career Advisor	N	0
4	Broadcast 1 Source Website	N	1
5	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Advisor	N	0
6	California State University - Chico Journalism Department - Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske	N	0
7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	3
8	Central Washington University- Film and Video Studies 400 E University Way Ellensburg, Washington 98926 Url : http://www.cwu.edu/~career/cms/ Email : fordanr@cwu.edu Michelle Ogden	N	0

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Centro Latino Americano 944 West 5th Ave Eugene, Oregon 97402 Url : http://www.centrolatinoamericano.org/ Email : ccnmainfo@ccnma.org Roxanne Franco	N	0
10	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
11	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
12	Current Employee	N	14
13	Diversity Search 805 SW Broadway Suite 2250 Portland, Oregon 97205 Phone : (503) 221-7779 Url : www.diversitysearch.com Email : sales@DiversitySearch.com Fax : (503) 221-7780 Director of Placement	N	0
14	Eastern Washington University 104 RTV Building Cheney, Washington 99004 Url : http://www.ewu.edu/cale/programs/film.xml Email : sbgresumes@sbgvtv.com Pam Bumpas	N	1
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	16
17	Employment Agency	N	1

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

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18	Former Employee Referral	N	1
19	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
20	Heritage University 3240 Fort Road Toppenish, Washington 98948 Url : http://www.heritage.edu/ Email : sanchez_i@heritage.edu Career Advisor	N	0
21	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgvtv.com Broadbean Source Alicia Lawrence	N	0
22	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
23	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	9
24	International Women's Media Foundation 1625 K Street NW Ste 1275 Washington, District of Columbia 20006 Url : http://www.iwmf.org/ Email : info@iwmf.org Career Advisor	N	0

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : eloise@ithaca.edu Eloise Green	Y	0
26	Job posting on internet	N	1
27	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgvtv.com Broadbean Source	N	2
28	Kern County Career Services Center 1600 E Belle Terrace Bakersfield, California 93304 Url : http://www.careerservicescenter.com/ Email : cimperial@kchcc.org Career Advisor	N	0
29	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
30	Lane Community College Career & Employment Services 4000 East 30th Ave Eugene, Oregon 97405 Url : http://www.lanecc.edu Email : studentjobs@lanecc.edu Teresa Hughes	N	0
31	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	0
32	Media Match 8112 ½ West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
34	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhccareer@mhcc.edu Career Advisor	N	0
35	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
36	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
37	Non-Employee Referral	N	1
38	NW Asian Weekly & Seattle Chinese Post 412 Maynard Ave S Seattle, Washington 98104 Email : info@nwasianweekly.com Carol Vu	N	0
39	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Email : shannon@theoab.org Shannon Johnson	N	1
40	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : careerconnect@pdx.edu Career Advisor	N	0
42	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
43	Seattle University - Albers Placement Center 900 Broadway, Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgvtv.com Career Advisor	N	0
44	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	2
45	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Sharon Pickeral	N	14
46	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : klane@sccd.ctc.edu Career Advisor	N	0
47	Station Website	N	8
48	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	1

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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49	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, Washington 98121 Email : schaabd@aai.edu Career Advisor	N	0
50	The Evergreen State College - 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Advisor	N	0
51	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
52	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
53	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
54	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	8
55	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	N	0

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

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56	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : sbgresumes@sbgvtv.com Career Advisor	N	0
57	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
58	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
59	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Url : News Only Email : mike.wong@asu.edu Michael K. Wong	Y	0
60	Washington State University 226 Murrow Center Pullman, Washington 99164 Url : www.wsu.edu Email : sbgresumes@sbgvtv.com Career Advisor	N	0
61	Washington Vocational Services 22316 70th Ave W, Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Career Advisor	N	0
62	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
63	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

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
64	Worksource- Employment Security Department 306 Division St Yakima, Washington 98902 Email : ccauthron@esd.wa.gov Carol Cauthron	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			86

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/9/2015	Participation in events or programs sponsored by educational institutions	A tour of the KATU studios with Tiger Cub Scouts (First grade, age 7) troop 231 was given to 7 boys and the leader was Fifi Heurlin the tour includes visits to the green room, makeup room, AM Northwest studio, News studio, live booth and newsroom. Topics of discussion include what shows are filmed here at KATU, the difference between local programming and national programming, how anchors get ready for their day, times that anchors work, topics and guests featured on AM Northwest, different types of jobs available at the station, how a newscast is put together, what duties each job requires and how to get involved in broadcasting.	2	General Manager Operations Technician Group Leader
2	2/13/2015	Participation in events or programs sponsored by educational institutions	A tour of the KATU was given to Lincoln High School students Grades 11 & 12. Ms. Jennifer McGee was the teacher. We had 27 students who toured the studios the green room, makeup room, AM Northwest studio, News studio, live booth and newsroom. Topics of discussion include what shows are filmed here at KATU, the difference between local programming and national programming, how anchors get ready for their day, times that anchors work, topics and guests featured on AM Northwest, different types of jobs available at the station, how a newscast is put together, what duties each job requires and how to get involved in broadcasting.	2	General Manager Operations Technician Group Leader

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

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3	2/18/2015	Participation in events or programs sponsored by educational institutions	A tour of the KATU studios was given to a group of Boy Scouts, Troop 351 who was lead by Darrell Hawkins. There were 15 young men on this tour. The tour included visits to the green room, makeup room, AM Northwest studio, News studio, live booth and newsroom. Topics of discussion include what shows are filmed here at KATU, the difference between local programming and national programming, how anchors get ready for their day, times that anchors work, topics and guests featured on AM Northwest, different types of jobs available at the station, how a newscast is put together, what duties each job requires and how to get involved in broadcasting.	2	General Manager Operations Technician Group Leader
4	2/23/2015	Participation in events or programs sponsored by educational institutions	A tour of the KATU studios was given to Oregon City Day School which included 15 students from the 3rd grade. Mr. Harmony Sturdevant was the teacher of these students. The tour includes visits to the green room, makeup room, AM Northwest studio, News studio, live booth and newsroom. Topics of discussion include what shows are filmed here at KATU, the difference between local programming and national programming, how anchors get ready for their day, times that anchors work, topics and guests featured on AM Northwest, different types of jobs available at the station, how a newscast is put together, what duties each job requires and how to get involved in broadcasting.	2	General Manager Operations Technician Group Leader

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	2/25/2015	Participation in events or programs sponsored by educational institutions	A tour of the KATU studios was given to Hathaway Elementary School, grade 4 - we had 30 students and the teacher was Meggie Nice. The tour included the studios, green room, AM Northwest studio, News studio, live booth and newsroom. Topics of discussion include what shows are filmed here at KATU, the difference between local programing and national programming, how anchors get ready for their day, times that anchors work, topics and guests featured on AM Northwest, different types of jobs available at the station, how a newscast is put together, what duties each job requires and how to get involved in broadcasting.	2	General Manager Operations Technician Group Leader
6	3/17/2015	Participation in events or programs sponsored by educational institutions	A tour of the KATU studios was given to a homeschool group from Milwaukie, Oregon. This group included 27 students, ranging in age from 5 to 18 years old. The tour included visits to the green room, makeup room, AM Northwest studio, News studio, live booth and newsroom. Topics of discussion include what shows are filmed here at KATU, the difference between local programing and national programming, how anchors get ready for their day, times that anchors work, topics and guests featured on AM Northwest, different types of jobs available at the station, how a newscast is put together, what duties each job requires and how to get involved in broadcasting.	2	General Manager Operations Technician Group Leader

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

III. RECRUITMENT INITIATIVES

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7	4/9/2015	Participation in events or programs sponsored by educational institutions	A tour of KATU was given to 30 students from Rigler Elementary School's 3rd Grade. The teacher was Mr. Jamie brown. The tour included visits to the green room, makeup room, AM Northwest studio, News studio, live booth and newsroom. Topics of discussion include what shows are filmed here at KATU, the difference between local programing and national programming, how anchors get ready for their day, times that anchors work, topics and guests featured on AM Northwest, different types of jobs available at the station, how a newscast is put together, what duties each job requires and how to get involved in broadcasting.	3	General Manager Creative Service Manager Operations Technician Group Leader
8	4/13/2015	Participation in events or programs sponsored by educational institutions	A tour of the KATU studios was given to Mr. David Dittman's 4th grade class of students from Schirle Elementary School. The students toured the studios which included visits to the green room, makeup room, AM Northwest studio, News studio, live booth and newsroom. Topics of discussion include what shows are filmed here at KATU, the difference between local programing and national programming, how anchors get ready for their day, times that anchors work, topics and guests featured on AM Northwest, different types of jobs available at the station, how a newscast is put together, what duties each job requires and how to get involved in broadcasting.	2	General Manager Operations Technician Group Leader

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

III. RECRUITMENT INITIATIVES

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9	5/6/2015	Participation in events or programs sponsored by educational institutions	A tour of the KATU Studios was provided to Hood View Jr. Academy third/fourth grade class which included 22 students. The teacher was Brian Hays. The tour included visits to the green room, makeup room, AM Northwest studio, News studio, live booth and newsroom. Topics of discussion include what shows are filmed here at KATU, the difference between local programming and national programming, how anchors get ready for their day, times that anchors work, topics and guests featured on AM Northwest, different types of jobs available at the station, how a newscast is put together, what duties each job requires and how to get involved in broadcasting.	3	General Manager Human Resources Operations.Technician Group Leader
10	5/8/2015	Participation in events or programs sponsored by educational institutions	A tour of KATU was given to Chapman Elementary school first grade class which included 30 students. The teacher's name was Lindsey Peebles. Given the number of students, we conducted two tours. The tours showed the students the studios which included visits to the green room, makeup room, AM Northwest studio, News studio, live booth and newsroom. Topics of discussion include what shows are filmed here at KATU, the difference between local programming and national programming, how anchors get ready for their day, times that anchors work, topics and guests featured on AM Northwest, different types of jobs available at the station, how a newscast is put together, what duties each job requires and how to get involved in broadcasting.	2	General Manager Creative Service Manager Operations.Technician Group Leader

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

III. RECRUITMENT INITIATIVES

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11	5/20/2015	Participation in events or programs sponsored by educational institutions	A tour of KATU was given to the Webelos of Troop 450 which included 26 young men, in grades 4 and 5 roughly 10 to 11 years old. They toured the studios includes visits to the green room, makeup room, AM Northwest studio, News studio, live booth and newsroom. Topics of discussion include what shows are filmed here at KATU, the difference between local programming and national programming, how anchors get ready for their day, times that anchors work, topics and guests featured on AM Northwest, different types of jobs available at the station, how a newscast is put together, what duties each job requires and how to get involved in broadcasting.	3	General Manager Human Resources Operations. Technician Group Leader
12	7/22/2015	Provision of training to management	Sinclair Broadcast Group, INC conducted Leadership Human Resources Training for 2 days, July 22nd and 23rd. HR Contacts from all over the country were flown into Corporate to learn about how to be the best HR contact for the station; the HR/ Business Manager for KATU was in attendance for both days. We learned about FCC/EEO, Hiring, ADA, FLSA, EEOC and DOL Compliance, supporting the Company's open door policy, performing our job well, sharing accountability and partnering with other station management to accomplish our goals.	1	Human Resources

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

III. RECRUITMENT INITIATIVES

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13	7/23/2015	Participation in events or programs sponsored by educational institutions	A tour of the KATU was given to Tiger Scouts Group 004 which included 15 young men in 1st grade, roughly age 7 years old. They toured the studios includes visits to the green room, makeup room, AM Northwest studio, News studio, live booth and newsroom. Topics of discussion include what shows are filmed here at KATU, the difference between local programing and national programming, how anchors get ready for their day, times that anchors work, topics and guests featured on AM Northwest, different types of jobs available at the station, how a newscast is put together, what duties each job requires and how to get involved in broadcasting.	3	General Manager Human Resouces Operations. Technician Group Leader
14	7/27/2015	Participation in events or programs sponsored by educational institutions	A tour of the KATU for St. Andrew Learning Center, 11 people toured the studios this included the green room, makeup room, AM Northwest studio, News studio, live booth and newsroom. Topics of discussion include what shows are filmed here at KATU, the difference between local programing and national programming, how anchors get ready for their day, times that anchors work, topics and guests featured on AM Northwest, different types of jobs available at the station, how a newscast is put together, what duties each job requires and how to get involved in broadcasting. The leader was Julie Going.	4	General Manager Human Resouces Operations. Technician Group Leader

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	8/5/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Minneapolis, MN; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager Director, News Development News Talent Manager
16	9/18/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the RTDNA, EIJ and National Association of Hispanic Journalists convention in Orlando, FL; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager Director, News Development News Talent Manager

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
17	9/29/2015	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>	4	