

**KVAL / KCBY / KPIC**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Producer (11221)	2-9, 13-17, 19-26, 28-59, 61	25
News/Sports Photographer (11370)	2-10, 12, 14-17, 19-26, 28-59, 61	12
Sports Director (11369)	2-10, 14-15, 17, 19-26, 28-59, 61	45
Master Control Operator (11381)	2-8, 14-15, 17, 19-33, 35-45, 47-59, 61	25
Multimedia Journalist (11418)	1-9, 14-15, 17, 19-59, 61	25
Digital Sales Coordinator (11434)	2-6, 8, 10, 14-17, 19-33, 35-45, 47-59, 61	16
Multimedia Journalist (11586)	1-6, 8-9, 14-17, 19-59, 61	53
News Producer (11601)	2-6, 8-9, 14-17, 19-26, 28-59, 61	16
Sports Reporter / Anchor (12037)	1-6, 8-9, 14-17, 19-26, 28-59, 61	1
Master Control Operator (12038)	2-6, 8, 14-17, 19-26, 28-33, 35-45, 47- 59, 61	16
News Anchor / Reporter (12190)	2-6, 8-9, 14-15, 17, 19-26, 28-59, 61	25
Morning News Anchor/Reporter (12576)	2-6, 8-10, 14-15, 17, 19-26, 28-59, 61	45
Marketing Consultant (12596)	2-6, 8, 14-15, 17, 19-26, 28-33, 35-45, 47-59, 61	25
Commercial Production Coordinator (12685)	2-6, 8-9, 11, 14-15, 17, 19-59, 61	11
News Production Manager	2-6, 8-9, 12, 14-15, 17, 19-26, 28-46, 48-59, 61	12
Chief Meteorologist	2-6, 8-9, 11, 14-15, 17-46, 48-59, 61	11
Digital Sales Manager	2-6, 8, 12, 14-15, 17, 19-26, 28-33, 35- 45, 48-59, 61	12
Newscast Director	2-6, 8, 10, 14-15, 17, 19-26, 28-33, 35- 45, 48-59, 61	45
Sports Producer	2-6, 8, 14-15, 17, 19-26, 28-33, 35-45, 48-59, 61	45
News Producer	2-6, 8-9, 14-15, 17, 19-46, 48-59, 61	27
Local Sales Assistant	2-6, 8, 11, 14-15, 17, 19-33, 35-45, 48- 59, 61	11
News Assignment Editor	2-6, 8-9, 11, 14-15, 17, 19-26, 28-46, 48-59, 61	11
Sports Photographer	2-6, 8-10, 14-15, 17, 19-26, 28-46, 48- 59, 61	55
News Producer	2-6, 8-9, 11, 14-17, 19-26, 28-46, 48- 59, 61	11

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multimedia Journalist	2-6, 8-9, 14-15, 17, 19-26, 28-46, 48-61	25

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	3
2	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Url : <a href="http://www.readioschool.com">http://www.readioschool.com</a> Email : <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> Michelle McConnell	N	0
3	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Mike Wong	Y	0
4	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : <a href="mailto:career_development@csumb.edu">career_development@csumb.edu</a> Career Advisor	N	0
5	California State University - Chico Journalism Dept. Tehama Hall 207 Chico, California 95929 Email : <a href="mailto:gbleske@csuchico.edu">gbleske@csuchico.edu</a> Glen Bleske	N	0
6	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
7	Central Washington- Employer Recruitment 400 E University Way Ellensburg, Washington 98926 Url : <a href="http://www.cwu.edu/~career/cms/">http://www.cwu.edu/~career/cms/</a> Email : <a href="mailto:paquette@cwu.edu">paquette@cwu.edu</a> Career Advisor	N	0
8	City University - Career Planning & Placement 1190 Ne First St. Bellevue, Washington 98005 Url : <a href="http://www.cityu.edu/">http://www.cityu.edu/</a> Email : <a href="mailto:alumni@cityu.edu">alumni@cityu.edu</a> Kristine Kero	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
9	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
10	Current Employee	N	10
11	Current Employee - Transfer/Promotion	N	5
12	Current Employee/Internal Promotion	N	3
13	Diversity Search 805 SW Broadway Suite 2250 Portland, Oregon 97205 Phone : (503) 221-7779 Url : <a href="http://www.diversitysearch.com">www.diversitysearch.com</a> Email : <a href="mailto:sales@DiversitySearch.com">sales@DiversitySearch.com</a> Fax : (503) 221-7780 Director of Placement	N	0
14	Eastern Washington University 104 RTV Building Cheney, Washington 99004 Url : <a href="http://www.ewu.edu/cale/programs/film.xml">http://www.ewu.edu/cale/programs/film.xml</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Pam Bumpas	N	0
15	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : <a href="http://www.edcc.edu/">http://www.edcc.edu/</a> Email : <a href="mailto:careeractioncenter@edcc.edu">careeractioncenter@edcc.edu</a> Career Advisor	N	0
16	Employee Referral	N	12
17	Employment Security Department Worksource 306 Division St Yakima, Washington 98902 Email : <a href="mailto:ccauthron@esd.wa.gov">ccauthron@esd.wa.gov</a> Carol Cauthron	N	0
18	Facebook post	N	1

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19	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	0
20	Green River Community College 12401 SE 320th Street Auburn, Washington 98092 Url : <a href="http://www.greenriver.edu/">http://www.greenriver.edu/</a> Career Advisor Manual Posting	N	0
21	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
22	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	Y	0
23	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	Y	0
24	Idaho State University Museum Buliding, Room 418 Pocatello, Idaho 83209 Phone : . Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0

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25	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	20
26	International Women's Media Foundation 1625 K Street NW Ste 1275 Washington, District of Columbia 20006 Url : <a href="http://www.iwmf.org/">http://www.iwmf.org/</a> Email : <a href="mailto:info@iwmf.org">info@iwmf.org</a> Career Advisor	N	0
27	Internet Ad-not directly contacted by SEU	N	8
28	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:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
29	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	2
30	Lane Community College Career & Employment Services 4000 East 30th Ave Eugene, Oregon 97405 Url : <a href="http://www.lanecc.edu">http://www.lanecc.edu</a> Email : <a href="mailto:studentjobs@lanecc.edu">studentjobs@lanecc.edu</a> Teresa Hughes	N	0
31	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> Laura Rehn	N	4

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32	LULAC of Lane County 1222 E. 13th Ave. M40-298 Eugene, Oregon 97403 Phone : 541 337-6294 Url : Lulaclanecounty.org Email : info@lulaclanecounty.org Juan Carlo Valle	Y	0
33	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
34	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
35	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhcareer@mhcc.edu Career Advisor	N	0
36	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
37	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
38	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Email : theoab@theoab.org Keith Shipman	N	0

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39	Oregon State University 1500 SW Jefferson St Corvallis, Oregon 97331 Url : <a href="http://www.oregonstate.edu">www.oregonstate.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
40	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : <a href="mailto:herberam@plu.edu">herberam@plu.edu</a> Career Advisor	N	0
41	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Advisor	N	0
42	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
43	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Advisor	N	0
44	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
45	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@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	20

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46	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
47	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, Washington 98121 Phone : 206.239.2293 Email : <a href="mailto:tapierce@aia.edu">tapierce@aia.edu</a> Tari Pierce	N	0
48	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Email : <a href="mailto:careerdevelopment@evergreen.edu">careerdevelopment@evergreen.edu</a> Career Advisor	N	0
49	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : <a href="mailto:info@imagen.org">info@imagen.org</a> Career Advisor	N	0
50	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
51	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
52	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

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53	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	5
54	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : <a href="mailto:gmosley@uidaho.edu">gmosley@uidaho.edu</a> Career Advisor	N	0
55	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Advisor	N	1
56	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
57	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : <a href="mailto:dale@utahbroadcasters.com">dale@utahbroadcasters.com</a> Career Advisor	N	0
58	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : <a href="mailto:wwietp@msn.com">wwietp@msn.com</a> Career Advisor	N	0
59	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : <a href="mailto:careerservices@whitworth.edu">careerservices@whitworth.edu</a> Career Advisor	N	0
60	Word of Mouth Referral	N	1

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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>
61	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>95</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	1/30/2019	Participation in events or programs sponsored by educational institutions	Lauren Lapka, KVAL Morning Anchor was invited to speak to the ninth grade class at Springfield High School for a Journalism Project. She was interviewed by 2 students in front of the class about her experience as a TV Anchor and the Journalism field as a whole.	1	Anchor/Reporter
2	2/16/2019	Sponsorship of events in the community designed to increase public awareness	__KVAL was the Media Sponsor the annual Oregon Asian Celebration Feb 17-18, 2018 which drew thousands of people to the 2 day cultural event. New this year, the celebration partnered with our local school STEM program. To that end, KVAL had staffed an interactive booth highlighting Broadcast Technology and Careers in Broadcasting with an interactive booth displaying Job Descriptions for the diverse positions at a TV station with staff available to discuss. We also had a high-tech News camera and photographer on site shooting the folks as they came up to our booth, playing out on a monitor. We also ran a "Day in the Life" video showing how a news show gets on the air from an Anchor, Meteorologist and Multimedia Journalist perspective with back of the house video from Master Control and News Production showing the technical side of our business. Lastly, we set up a News Desk with a teleprompter and monitor and had guests read a script and try out being a News Anchor	10	Sales Manager Digital Sales Manager Creative Services Director Meteorologist
3	3/14/2019	Participation in events or programs sponsored by educational institutions	North Bend High School student, Kayla Williams, shadowed Multimedia Journalist, Lauren Negrete at North Bend Medical Center to discuss broadcasting careers, journalism and to gain an inside look at a "Day in the Life" of a news reporter. Williams will report her experience to her high school teacher via an essay.	1	Multimedia Journalist

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4	3/19/2019	Participation in events or programs sponsored by educational institutions	A comprehensive tour was given of the KMTR facilities to a small group of kids (5-12 years) and their parents. Talked about various job opportunities and careers in broadcasting, the function of our local news and the importance of providing information and news content to Lane, Douglas and Coos Counties. The group was from TeachNW.	1	Promotion Manager
5	4/9/2019	Participation in Job Fairs	The corporate employment coordinator and local station HR coordinator represented all Sinclair locations at the job fair hosted by the Broadcast Educations Association on April 9, 2019 in coordination with the April NAB show in Las Vegas NV. They met with potential candidates and reviewed resumes, tapes, discussed current job vacancies and future job opportunities/possibilities at the locations across the country. All candidates who visited the booth are followed up for relevant positions including current and future job inquiries when applicable.	2	Coorporate employment coordinator Station HR Coordinator
6	4/27/2019	Participation in scholarship programs	The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need nancial assistance to complete their education. The Fund complements Sinclair's existing widespread internship program as well as Sinclair's long-standing relationships with numerous colleges, including historically black colleges and universities in markets where Sinclair has stations. This Fund is another way for Sinclair to invest in the future of broadcast television, by ensuring that students dedicated to careers in broadcasting can complete their education.	2	News Anchor Web Editor/Manager

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7	7/7/2019	Participation in events sponsored by community groups	KVAL was the media sponsor for STEAM night July 7 ,2019 at the Eugene emeralds which drew hundreds of families to both the baseball game and the STEAM event which started two hours prior to the game and continued during the game. The event partnered with our current STEAM program, local High School and Community College Students and other businesses set up interactive booths around the stadium. KVAL staffed an interactive booth highlighting broadcast technology and careers in broadcasting displaying job descriptions for the diverse positions at a TV station with staff available to discuss open positions and answer questions at our station in Oregon. We also set up a news desk with a teleprompter and monitor and guests read scripts and try out being a weather caster.	7	KVAL Sales Manager KVAL Promotions Director Creative Service Director Anchor/Reporter
8	8/7/2019	Participation in events or programs sponsored by educational institutions	Mike Turner and Dino Francois conducted a tour of KVAL with Students from the Jinju Korean Exchange Program. The group consisted of 11 high school students (American and Korean). The tour was a little over and hour and included a live viewing of KVAL's Noon Newscast. During the tour various jobs were discussed including news reporter, Producer, Photographer, Anchor, Meteorologist and Engineer. The group got to see the inner workings of a T.V. station from a news perspective and were able to ask questions of our staff regarding various job positions.	2	Promotions Manager KVAL Promotions Director Meteorologist Chief Engineer

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9	8/7/2019	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 convention/career expo in Miami, FL August 7 – 9th, 2019. 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	Employment Manager News Training and Development News Talent Manager