

KVAL, KCBY, KPIC
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	2-12, 15, 17-20, 25-26, 29, 32, 35, 37, 40-52, 54, 56-62, 65-69, 71-75	48
Local Sales Assistant	2-11, 15, 17-20, 25-26, 29, 31, 35, 37, 40-43, 45-47, 49-52, 54, 56-57, 60-62, 65-69, 71-74	19
General Assignment Reporter	2-12, 15, 17-18, 20, 25-27, 29, 35, 37, 40-47, 50-52, 54, 56-62, 65-69, 71-73	56
Chief Meteorologist (1726)	2-12, 15, 17-18, 20, 25-27, 29, 32, 35, 37, 40-47, 50-52, 54, 56-57, 59-62, 65-69, 71-73	65
Multimedia Journalist / 1814	2-12, 17-18, 20, 25-27, 29, 33, 35, 37, 40-47, 50-52, 54, 56-57, 59-62, 65-69, 71-73	33
News Anchor / 1821	2-12, 17-20, 25-27, 29, 32, 35, 37, 40-47, 50-52, 54, 56-62, 65-69, 71-73	58
Web/News Producer / 1903	2-12, 14, 17-20, 25-27, 29, 35, 37, 40-47, 50-52, 54, 56-62, 65-69, 71-73	19
News Anchor (2091)	1-12, 15, 17-18, 20, 25-27, 29, 31, 35, 37, 40-47, 50-52, 54, 56-57, 59-62, 65-69, 71-73	65
News Anchor (2091)	1-12, 15, 17-18, 20, 25-27, 29, 31, 35, 37, 40-47, 50-52, 54, 56-57, 59-62, 65-69, 71-73	31
Editor (2132)	2-12, 15, 17-20, 25-27, 29, 35, 37, 40-47, 50-52, 54, 56-57, 59-62, 65-69, 71-73	19
Director (2246)	2-12, 15, 17-18, 20, 25-27, 29, 32-33, 35, 37, 40-47, 50-52, 54, 56-62, 65-73	33
News Producer (2260)	2-9, 11, 17-18, 20, 24-27, 29, 31, 35, 37, 40-43, 45-47, 50-57, 60-62, 64-73	7
Master Control Operator (2356)	2-9, 11, 15, 17-18, 20, 22, 24-27, 29, 31, 35, 37, 40-43, 45-47, 50-57, 60-62, 64-73	22
Anchor/Reporter (2491)	2-9, 11-12, 15, 17-20, 24, 26, 29, 31-33, 35, 37, 40-47, 50-57, 59-62, 64-73	33
Production Assistant (2527)	2-9, 11, 15, 17-18, 20, 24, 26, 29, 31, 35, 37, 40-43, 45-47, 50-58, 60-62, 64-73	58
Multi-Media Journalist (2585)	2-9, 11-12, 15, 17-18, 20, 24, 26, 29, 31, 35, 37, 40-47, 50-62, 64-73	65

KVAL, KCBY, KPIC
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer (2584)	2-9, 11-12, 15, 17-18, 20, 24, 26, 29, 31, 35, 37, 40-47, 50-57, 59-62, 64-73	56
Sales Account Executive (2616)	2-9, 11, 15, 17-20, 24, 26, 29, 31, 34-35, 37, 40-43, 45-47, 50-57, 60-62, 64-73	34
Local Sales Manager (2731)	2-9, 11, 15, 17-18, 20, 24, 26, 29, 31, 33, 35-37, 40-43, 45-47, 50-57, 60-62, 64-73	33
Sports Reporter/Anchor (2728)	2-9, 11-12, 15, 17-20, 24, 26, 29, 31-32, 35, 37, 40-47, 50-57, 59-62, 64-73	19
News Anchor/Reporter-Weekends (2729)	2-9, 11-12, 15, 17-18, 20, 22, 24, 26, 29, 31, 35, 37, 40-47, 50-57, 59-62, 64-73	22
News Anchor/Reporter (2745)	2-9, 11-12, 15, 17-20, 24, 26, 29, 31, 35, 37, 40-47, 50-57, 59-62, 64-73	56
Digital Sales Manager (2808)	2, 4-5, 7-9, 11, 15, 17-18, 20, 24, 26, 29, 31-32, 35-37, 39-43, 45-47, 50-57, 60-62, 64-73	31
Account Executive (3108)	2, 4-5, 7-9, 11, 16-20, 24, 26, 28-29, 31, 35, 37, 39-43, 45-47, 50-58, 60-73	19
Morning Weather Anchor/Reporter (3107)	2, 4-5, 7-9, 11, 16-18, 20, 24, 26, 28-29, 31, 33, 35, 37, 39-43, 45-47, 50-57, 60-73	33
News Photojournalist (3151)	2, 4-5, 7-9, 11-12, 16-18, 20, 24, 26, 28-29, 31-33, 35, 37, 39-47, 50-57, 59-73	33
Meteorologist (3172)	2, 4-5, 7-9, 11-12, 16-20, 24, 26, 28-29, 31, 33, 35, 37, 39-47, 50-73	65
Meteorologist (3172)	2, 4-5, 7-9, 11-12, 16-20, 24, 26, 28-29, 31, 33, 35, 37, 39-47, 50-73	33
Multimedia Journalist (3265)	2, 4-5, 7-9, 11-12, 15, 17-20, 24, 26, 28-29, 31, 35, 37, 39-47, 50-73	56
Executive Producer (3405)	2, 4-5, 7-9, 11-12, 15, 17-20, 24, 26, 28-29, 31, 35, 37, 39-47, 50-57, 59-73	19
Receptionist (3411)	2, 4-5, 7-9, 11, 15, 17-20, 24, 26, 28-29, 31, 35, 37, 39-43, 45-47, 50-57, 60-73	31
News Anchor (3589)	2-5, 7-9, 11-12, 15, 17-18, 20, 24, 26, 28-31, 33, 35, 37-47, 50-57, 59-73	33
Nat'l Sales Assistant/Local Sales Assistant (3651)	2-5, 7-9, 11, 15, 17-18, 20, 24, 26, 28-32, 35, 37-43, 45-47, 50-57, 60-73	31

KVAL, KCBY, KPIC
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist (3673)	2-5, 7-9, 11-13, 15, 17-18, 20, 24, 26, 28-31, 35, 37-48, 50-57, 59-73	48
News Producer (3674)	2-5, 7-9, 11-12, 15, 17-20, 24, 26, 28-31, 35, 37-47, 50-57, 59-73	19
Account Executive (3721)	2, 4-5, 8-9, 11, 18-20, 24, 26, 29, 31, 33, 35, 37, 39-43, 45-47, 50-51, 53, 55-57, 60-62, 64-66, 68-73	19
Account Executive (3721)	2, 4-5, 8-9, 11, 18-20, 24, 26, 29, 31, 33, 35, 37, 39-43, 45-47, 50-51, 53, 55-57, 60-62, 64-66, 68-73	33
Lifestyle Show Host/Producer (3412)	2-5, 7-9, 11-12, 15, 17-20, 24, 26, 28-31, 35, 37-47, 50-56, 59-73	42
Sports Producer (3804)	2-5, 7-9, 11-12, 15, 17-20, 24, 26, 28-31, 35, 37-47, 50-56, 59-73	19
Sports Director (3842)	2-5, 7-9, 11-12, 15, 17-20, 24, 26, 28-33, 35, 37-47, 50-56, 59-61, 63-73	33
Sports Anchor/Reporter (3841)	2-5, 7-9, 11-12, 15, 17-18, 20, 23-24, 26, 28-31, 35, 37-47, 50-56, 59-73	23
Production Coordinator/Producer/Director (3869)	2-5, 7-9, 11, 15, 17-20, 24, 26, 28-32, 35, 37-43, 45-47, 50-56, 60-73	19
News Producer (3955)	2-5, 7-9, 11-12, 15, 17-18, 20, 24, 26, 28-31, 33, 35, 37-47, 50-73	33
Station/Sales Manager (3957)	2-5, 7-9, 11-12, 15, 17-20, 24, 26, 28-32, 35, 37-48, 50-57, 59-73	48
Account Executive (4000)	2-5, 7-9, 11, 15, 17-18, 20, 24, 26, 28-31, 35, 37-43, 45-47, 50-57, 60-73	31
News Editor (4155)	2-5, 7-9, 11-12, 15, 17-18, 20-21, 24, 26, 28-31, 33, 35-47, 50-57, 59-73	33
Sports Reporter/Anchor (4201)	2-5, 7-9, 11-13, 15, 17-18, 20, 24, 28-31, 35, 37-47, 50-57, 59-73	13

KVAL, KCBY, KPIC
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	0
3	Art Institute of Seattle 2323 Elliott Ave Seattle, Washington 98121 Url : http://www.aai.edu Email : sbgresumes@sbgstv.com Career Advisor	N	0
4	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Advisor	N	0
5	California State University - Chico Journalism Dept. Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske	N	0
6	CalJobs / 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
7	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	9
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

KVAL, KCBY, KPIC
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
9	Central Washington- Employer Recruitment 400 E University Way Ellensburg, Washington 98926 Url : http://www.cwu.edu/~career/cms/ Email : paquette@cwu.edu Career Advisor	N	0
10	Centro Latino Americano 944 West 5th Ave Eugene, Oregon 97402 Url : http://www.centrolatinoamericano.org/ Email : ccnmainfo@ccnma.org Roxanne Franco	N	0
11	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
12	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
13	Current Employee	N	2
14	Current Employee/Internal Promotion	N	1
15	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
16	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

KVAL, KCBY, KPIC
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
17	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
18	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : http://www.edcc.edu/ Email : careeractioncenter@edcc.edu Career Advisor	N	0
19	Employee Referral	N	22
20	Employment Security Department Worksource 306 Division St Yakima, Washington 98902 Email : ccaauthron@esd.wa.gov Carol Cauthron	N	0
21	Facebook post	N	1
22	Former Employee	N	2
23	Former Employee Referral	N	1
24	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
25	Green River Community College 12401 SE 320th Street Auburn, Washington 98092 Url : http://www.greenriver.edu/ Email : kbrasch@greenriver.edu Career Advisor	N	0
26	Heritage University 3240 Fort Road Toppenish, Washington 98948 Url : http://www.heritage.edu/ Email : sanchez_i@heritage.edu Career Advisor	N	0

KVAL, KCBY, KPIC
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
27	Hero 2 Hired 2400 Army Pentagon Washington, District of Columbia 20310 Url : http://www.h2h.jobs Crystal Arcilla Manual Posting	N	0
28	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
29	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
30	Idaho State University Museum Buliding, Room 418 Pocatello, Idaho 83209 Email : sbgresumes@sbgstv.com Career Center	N	0
31	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	18
32	Internal Candidate	N	15
33	Internal Hire	N	12
34	Internal Transfer/Promotion	N	1
35	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
36	Internet Ad-not directly contacted by SEU	N	3

KVAL, KCBY, KPIC
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
37	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : eloise@ithaca.edu Eloise Green	Y	0
38	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
39	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
40	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
41	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
42	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	2
43	Media Match 8112 ½ West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0

KVAL, KCBY, KPIC
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
44	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
45	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhccareer@mhcc.edu Career Advisor	N	0
46	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
47	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
48	Non-Employee Referral	N	5
49	NW Asian Weekly & Seattle Chinese Post 412 Maynard Ave S Seattle, Washington 98104 Email : info@nwasianweekly.com Carol Vu	N	0
50	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Email : shannon@theoab.org Shannon Johnson	N	1
51	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0

KVAL, KCBY, KPIC
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
52	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : sbgresumes@sbgtv.com Career Advisor	N	0
53	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgtv.com Sinclair SilkRoad Source	N	0
54	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgtv.com Career Advisor	N	0
55	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgtv.com Sinclair SilkRoad Source	N	0
56	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgtv.com Sharon Pickeral	N	22
57	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : klane@sccd.ctc.edu Career Advisor	N	0
58	Station Website	N	12
59	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0

KVAL, KCBY, KPIC
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
60	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, Washington 98121 Email : schaabd@aai.edu Career Advisor	N	0
61	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Advisor	N	0
62	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
63	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
64	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
65	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	21
66	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	N	0

KVAL, KCBY, KPIC
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
67	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : sbgresumes@sbgstv.com Career Advisor	N	1
68	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
69	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
70	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Url : News Only Email : mike.wong@asu.edu Mike Wong	Y	0
71	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Career Advisor	N	0
72	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
73	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
74	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : galjohns@wsu.edu Career Advisor	N	0

KVAL, KCBY, KPIC
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
75	WWU - Career Services Center 516 High Street Bellingham, Washington 98225 Email : careers@wwu.edu Career Advisor	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			153

KVAL, KCBY, KPIC
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	2/24/2015	Participation in events or programs sponsored by educational institutions	Stephanie Domurat, KMTR Anchor, was invited to, and spoke to, a University of Oregon School of Journalism and Communications Public Relations class of 16 on February 24, 2015. Stephanie spoke about the journalism industry.	1	Anchor
2	2/25/2015	Participation in events or programs sponsored by educational institutions	Two Cottage Grove High School students, Brad Geisler and Kendrick Murphy job shadowed Tom Ward, KVAL Sports Director, on February 25, 2015. Tom gave them a tour of the station, answered questions about careers in broadcasting and allowed them to observe a newscast.	1	Sports Director
3	2/25/2015	Participation in events or programs sponsored by educational institutions	Tom Ward, KVAL Sports Director was asked to speak to a University of Oregon Journalism Class. He spoke to a class of 12 college students and prospective future journalists for about an hour and 15 minutes. Tom spoke about careers in broadcasting with an emphasis in Sports Reporting.	1	Sports Director
4	2/27/2015	Participation in events or programs sponsored by educational institutions	Chris Elliott, KVAL Creative Producer/Director was invited to speak at Lane Community College on 2/27/2015. Chris gave a presentation to 50-60 students in the Media Arts School on how to prepare and presented tips and options for resumes and online video/audio portfolios for jobs in Broadcast Production.	1	Creative Producer/Director

KVAL, KCBY, KPIC
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	3/18/2015	Co Sponsoring Job Fair	The Oregon Employer Council coordinated the 2015 Employer & Career Expo at the Douglas County Fairgrounds on March 18, 2015 from 9:30a to 3:30p with approximately 500 attendees. KPIC was a co-sponsor of the Expo providing advertising and promotion for the Expo. KPIC also maintained an Employer booth at the Expo from 9:30a - 3:30p talking to attendees about careers in broadcasting. Staff also gave out printed job openings for the Eugene Market and counceled attendees on how to apply for positions at Sinclair Broadcasting. Staff attendees at the event were Connie Williamson, Station Manager; Desiree Damewood, Account Executive; Eamon Driscoll, Production Manager and Anne Olson, HR Administrator.	4	Station Manager Account Executive Production Manager HR Administrator
6	4/7/2015	Participation in events sponsored by community groups	Ken Harvey requested and received of tour of KCBY on Aapril 7, 2015 conducted by Maureen O'Neil, Production Manager. Ken spoke with a reporter, Hannah Kintner, who answered numerous questions about reporting, viewed the various ediing software & equipment and discussed with Maureen how newscasts are filmed and careers in broadcasting.	2	Production Manager Reporter
7	4/27/2015	Participation in events or programs sponsored by educational institutions	Candace Campos, Chief Meteorologist and Caroline Martin, News Producer were asked to speak to the 3rd grade class at Bertha Holt Elementary School on April 27, 2015 as part of the classes assignment on natural diasters which they would be presenting in the form of a "newscast". Candace & Caroling provided background of how they cover the news and hw they research and prepare weathercasts. They presented an example of a recent tornado touchdown and explained the process from start to finish. Candace spoke about the science involved in weathercasting and Caroline spoke about writing and reading process involved in producing a newscast.	2	Chief Meteorologist News Producer

KVAL, KCBY, KPIC
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
8	4/28/2015	Participation in Job Fairs	<p>KTVL represented Sinclair Broadcast Group's western region at this year's Southern Oregon University Career/Intern Fair, which was held on the SOU campus in Ashland, Oregon on April 28, 2015. Students were presented with various career opportunities in communications, journalism, marketing and business. Job opportunity locations included stations in the states of Oregon, Washington, Idaho, California, and Nevada. Students received job descriptions of current vacancies.</p> <p>Sheila Giorgetti, Human Resources, and Mike Gantenbein, Creative Services Director, explained various job functions, answered questions, and explained job aspects of current vacancies. A list of current job vacancies at various stations in five different states was made available to interested candidates. Eligible students were encouraged to apply.</p>	2	Human Resources Creative Services Director
9	5/5/2015	Participation in events sponsored by community groups	Caitlin Medearis Job Shadowed KVAL Multimedia Journalist, Lisa Nico for the day on 5/5/2015. Caitlin started her day with Producer Christina Kempster at the morning story meeting, followed Lisa as she went out on her interviews for the day and observed as Lisa created, wrote, edited and delivered her stories to air. Lisa introduced Caitlin to a number of jobs in broadcasting.	2	Multimedia Journalist Producer
10	5/12/2015	Participation in events or programs sponsored by educational institutions	Kate Houston, a University of Oregon student shadowed Morning show anchors Wesleigh Ogle & Al Peterson as well as Producer, Rick Lindfors, during the preparation for and during the Morning News on 5/12/2015. Staff answered questions about broadcasting careers and news processes.	3	Anchor Meteorologist Producer

KVAL, KCBY, KPIC
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
11	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 KVAL, KPIC, KCBY, KMTR, KTCW & KMCB, the Eugene Market, 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.	2	Business Manager HR Administrator
12	8/4/2015	Provision of training to management	Kris Seibel, KMTR Executive Producer attended the Magid Middle Managers Institute in Minneapolis, MN August 4-6, 2015. Kris learned new people management skills, branding focus and tips to make our stations as successful as possible. He was giving several scenarios and had to design and produce coverage of those scenarios. Work was critiqued by trainers. Kris reports that he uses what he learned everyday.	1	Executive Producer
13	8/14/2015	Participation in events or programs sponsored by educational institutions	Larry Johnson, News Director, met with Cameron Walker to discuss Cameron's interest in employment in broadcasting. They discussed the daily responsibilities and schedules of a Reporter and talked about Cameron's interest in weather reporting. Also discussed how to put together a resume reel.	1	News Director

KVAL, KCBY, KPIC
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
14	8/15/2015	Participation in Job Fairs	<p>Sharon Pickeral – Corporate Employment Manager, Stan Heist – Director, News Development, Kevin Olivas – News Talent Manager</p> <p>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.</p>	3	Corporate Employment Manager Director, News Development News Talent Manager
15	8/15/2015	Participation in events or programs sponsored by educational institutions	Candace Campos, Chief Meteorologist, was asked to participate in a school mentoring project for student Savannah Miller Berg. Savannah was required to complete, and did complete, 20 hours of work with her mentor, Candace. She did this by meeting and job shadowing Candace on 10/21/14, 11/13/14 & 1/30/15. Candace & Savannah put shows together, learning about Oregon weather and how to use the green screen and discussed the broadcast industry.	1	Chief Meteorologist
16	8/20/2015	Participation in events sponsored by community groups	Carley Gomez, KMTR Weather Anchor, spoke for about 20 minutes to a group of 12 business professionals about the station, the different jobs at the station and her background and how she got to be Weather Anchor. She spoke about weather and the green screen answering questions many had about how the monitors and graphics work. Discussed the new weather system and previewed KMTR's new branding.	2	Weather Anchor/Reporter Account Executive

KVAL, KCBY, KPIC
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	9/18/2015	Participation in Job Fairs	<p>Sharon Pickeral – Corporate Employment Manager, Stan Heist – Director, News Development, Kevin Olivas – News Talent Manager</p> <p>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.</p>	3	<p>Corporate Employment Manager</p> <p>Director, News Development</p> <p>News Talent Manager</p>

KVAL, KCBY, KPIC
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
18	9/18/2015	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	Local Sale Manager Executive Producer Station/Sales Manager Creative Services Coordinator