

KBOI, KYUU
EEO PUBLIC FILE REPORT
June 1, 2015 - May 31, 2016

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
Assignment Editor/Social Media Producer	1, 5-8, 10-11, 14, 18-19, 21-23, 25, 28-30, 33-35, 37-38, 40-49, 51-52, 54-56, 58-67	60
Sales Account Executive	1, 5-8, 10-11, 18-23, 25-30, 33-35, 37-38, 40-49, 51, 54-56, 59-67	20
Multimedia Journalist	1, 5-6, 8, 10-11, 18-19, 21-23, 25, 27-30, 33-35, 37-38, 40-49, 51, 54-56, 59-67	49
Promotions Director	1, 5-6, 8, 10-11, 13, 18-19, 21-23, 25, 28-30, 33-36, 38, 40-49, 51-52, 54-56, 58-67	52
Morning News Producer	1-8, 10-13, 18-19, 21-26, 28-30, 32-49, 51-67	52
Morning News Producer	1-8, 10-13, 18-19, 21-26, 28-30, 32-49, 51-67	52
Project Specialist	7, 20-21, 28, 32, 37, 46, 48-49, 58	20
Multi-media Journalist	1, 5-6, 10-11, 13, 15, 18-19, 21-23, 25, 28-30, 33-49, 51-56, 58-67	15
Local Sales Assistant	1, 5-6, 10-11, 13, 18-19, 21-23, 25, 28-30, 33-38, 40-49, 51-52, 54-56, 58-67	52
Chief Engineer	1, 5-6, 10-11, 13, 18-22, 25, 28-30, 33-38, 40-52, 54-56, 58-67	20
Broadcast Engineer	1, 5-6, 10-11, 13, 15, 18-19, 21-22, 25, 28-30, 33-38, 40-52, 54-56, 58-67	52
News Anchor/Reporter (Weekends)	1-7, 10-13, 15, 17-19, 21-22, 24-25, 27-30, 32-49, 51, 53-67	17
Promotions Producer	1-7, 10-13, 15, 18-19, 21-22, 24-30, 32-38, 40-49, 51, 54-67	48
News Editor/ Photographer	1-7, 10-13, 18-22, 24-30, 32-49, 51, 53-57, 59-67	7
Receptionist/ Accounting Assistant	1-7, 10-13, 18-19, 21-22, 24-25, 27-38, 40-49, 51, 54-67	49
Sales Account Executive	1-7, 9-13, 16, 18-25, 27-30, 32-38, 40-49, 51, 54-67	20
Sales Account Executive	1-7, 9-13, 16, 18-25, 27-30, 32-38, 40-49, 51, 54-67	16

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	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 Washington 2323 Elliott Ave Seattle, Washington 98121 Url : http://www.aai.edu Email : sbgresumes@sbgstv.com Career Center	N	0
3	Boise State University 1910 University Dr Boise, Idaho 83725 Phone : . Url : www.boisestate.edu Email : sbgresumes@sbgstv.com Career Center	N	1
4	Brigham Young University - Idaho 525 S Center St Rexburg, Idaho 83460 Phone : . Url : www.byui.edu Email : sbgresumes@sbgstv.com Career Center	N	0
5	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Center	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	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
9	Central Washington- Employer Recruitment 400 E University Way Ellensburg, Washington 98926 Phone : 509-963-1921. Url : http://www.cwu.edu/~career/cms/ Email : career@cwu.edu Fax : 1-509-963-1921 Career Center	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	College of Southern Idaho 315 Falls Ave Twin Falls, Idaho 83301 Phone : . Url : www.csi.edu Email : sbgresumes@sbgstv.com Career Center	N	0
13	Community Council of Idaho 315 Happy Day Blvd Caldwell, Idaho 83607 Phone : . Url : www.communitycouncilofidaho.org Email : kgonzalez@ccimail.org Korene Gonzalez	N	0

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14	Craigslist Boise Craigslist Boise, Idaho Phone : 208 489-12-12 Url : http://boise.craigslist.org Edith Madura Manual Posting	N	0
15	Current Employee	N	5
16	Current Employee - Transfer/Promotion	N	1
17	Current Employee/Internal Promotion	N	1
18	Eastern Washington University 104 RTV Building Cheney, Washington 99004 Url : http://www.ewu.edu/cale/programs/film.xml Email : pamela.bumpas@mail.ewu.edu Pam Bumpas	N	0
19	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : http://www.edcc.edu/ Email : careeractioncenter@edcc.edu Career Center	N	0
20	Employee Referral	N	7
21	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
22	Green River Community College 12401 SE 320th Street Auburn, Washington 98092 Url : http://www.greenriver.edu/ Email : jcrobinson@greenriver.edu Julius "Caesar" Robinson	N	0

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23	Heritage University 3240 Fort Road Toppenish, Washington 98948 Phone : 509 865.8528 Url : http://www.heritage.edu/ Email : Maceda_L@heritage.edu Lizbeth Maceda	N	0
24	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
25	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : **station did not begin using B1 until 10/7/13 Email : cdudley@howard.edu Carol Dudley	Y	0
26	Idaho Department of Labor 317 W Main St Boise, Idaho 83735 Phone : 208 332-3570 Url : http://labor.idaho.gov Email : sbgresumes@sbgstv.com Job Postings	N	0
27	Idaho State University Museum Building, Room 418 Pocatello, Idaho 83209 Phone : . Email : sbgresumes@sbgstv.com Career Center	N	0
28	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	14

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	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 Contact	N	0
30	Ithaca College 953 Danby Rd Ithaca, New York 14850 Url : *station did not begin using B1 until 10/7/13 Email : eloise@ithaca.edu Eloise Green	Y	0
31	Job Board	N	1
32	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
33	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
34	Lake Washington Technical College 11605 132nd Ave NE Kirkland, Washington 98034 Url : http://www.lwtc.ctc.edu/ Fax : 1-425-739-8199 Career Center	N	0
35	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	LDS Employment Resource Center 10740 Fairview Ave Ste 200 Boise, Idaho 83713 Phone : . Email : WEL-EC-Boise@ldschurch.org Employment Resources	N	0
37	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	0
38	Media Match 8112 ½ West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
39	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
40	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhccareer@mhcc.edu Career Center	N	0
41	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Job Postings	N	0
42	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : info@nlga.org Job Postings	N	0

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43	Oregon Association of Broadcasters 9020 SW Washington Square Road Portland, Oregon 97223 Email : shannon@theoab.org Shannon Johnson	N	0
44	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Center	N	0
45	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : careerconnect@pdx.edu Career Center	N	0
46	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
47	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : pc-asbe@seattleu.edu Career Center	N	0
48	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	2
49	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	5

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50	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Scott Jones Manual Posting	N	3
51	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : klane@sccd.ctc.edu Career Center	N	0
52	Station Website	N	11
53	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
54	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, Washington 98121 Email : schaabd@aia.edu Career Center	N	0
55	The Evergreen State College - 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Development	N	0
56	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Center	N	0
57	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

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58	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
59	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	3
60	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Center	N	2
61	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : jobs@uoregon.edu Career Center	N	0
62	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
63	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Job Postings	N	0
64	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Job Postings	N	0
65	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Center	N	0

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66	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Center	N	0
67	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : mmarcelo@wsu.edu Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			58

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/17/2015	Provision of training to management	Dale Carnegie Leadership Training for all managers. Leadership Training for Managers is designed for leaders in the areas of planning, delegation, accountability, time management, performance appraisals and other tools and skills of management. You will see growth in the ability to build a creative culture, delegate and hold people accountable more effectively, plan for measurable results and move toward corporate goals and objectives. It's about the people side of the business, the people side of leading and managing. What's the difference between a leader and a manager? As Dale Carnegie said, "people support a world they help create" and our training emphasizes this very statement.	8	General Manager Promotions Manager Chief Engineer News Director
2	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 Boise, ID 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	Business Manager
3	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	9/1/2015	Participation in events sponsored by community groups	Anchor Natalie Hurst met a mother and her son at the Western Idaho Fair. They expressed interest in news operations. She invited the family to visit and tour station where she showed them how to write news stories; assemble stories in the newscast and produce them. The family viewed the 5:30PM newscast after which the son practiced the weather on the chroma wall.	1	Anchor

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5	9/11/2015	Participation in events sponsored by community groups	<p>A senior English major at BSU shadowed our main anchor, Natalie Hurst from about 2pm - 6pm. The student hopes to become a reporter. The student sat in on afternoon news meeting, then sat with Natalie for two hours and learned how to write scripts, book emceeing events, edit scripts and help reporters with live shots. Student then watched our 4-5 pm newscast and finally met with Kendra Martinez, our News Director. Kendra asked questions about the classes student was taking at Boise State University. Student talked about several English and writing classes. Kendra asked what Journalism courses student was taking at BSU. Student was not taking any Journalism classes. Student wanted to be a television reporter because student liked talking to people. Student wanted to know what advice Kendra had for getting into the business. Kendra said the most important thing is to get an internship at a TV station. Kendra explained that most students do that in their junior or senior years of college. Many stations will help students put together a resume tape at the end of their internship. Kendra also asked what courses Boise State offered in journalism. Student didn't know. Kendra said student needed to take some journalism courses, even if that meant going to another school. If she didn't want to be on TV, Kendra told her she could look into producing as strong writers are very in-demand. However, news directors want to know the person has an understanding of reporting – things like fact-checking, ethical and legal issues. So again, the importance of journalism courses and internships was reiterated.</p>	2	News Director Main Anchor

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6	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	10/19/2015	Provision of training to management	<p>SBG, Inc. is 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, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment.</p> <p>Newly hired Managers and Supervisors also took 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. All other employees newly hired employees took 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. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.</p>	3	Production Manager Promotions Director Chief Engineer

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8	11/16/2015	Participation in events or programs sponsored by educational institutions	Deni Hawkins and Kelsey Anderson, KBOI reporter and morning news anchor spoke to Communications 273 class (Reporting & News Writing) at Boise State University. Gave background on themselves and then talked about importance of accurate, concise news writing. Took questions at end of presentation and left students with their email addresses if they should have future questions.	2	Reporter Morning News Anchor
9	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 Mgr KVAL Local Sales Mgr KVAL Executive Producer

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10	4/18/2016	Participation in scholarship programs	<p>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 financial assistance to complete their education. KBOI posted information about the Sinclair Broadcast Diversity Scholarship Fund on the station's website KBOI2.com</p> <p>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 educations.</p> <p>Sinclair is excited to have the opportunity to provide students with financial assistance and look forward to reviewing completed applications by the deadline of 11:59 ET on Friday, April 29.</p>	0	

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11	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 Dir Digital Content & Solutions