

**KIMA / KUNW-CA / KEPR / KVVK**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Weekend News Anchor /MMJ	1-10, 14-16, 18-23, 25-33, 35-51, 53, 55-58	14
Sales / Marketing Consultant	1-5, 7-9, 15-23, 25-29, 31-32, 35-40, 42, 44-51, 53, 55-58	17
Morning News Producer	1-11, 15-23, 25-33, 35-51, 53-58	17
Social Media Journalist / Producer	1-5, 7-9, 15-16, 18-23, 25-29, 31-32, 35-40, 42, 44-51, 53-58	23
Sports Anchor / Multimedia Journalist (Weekends)	1-10, 12, 15-23, 25-33, 35-58	47
News Producer	1-10, 15-16, 18-23, 25-33, 35-52, 54-58	40
Multimedia Journalist	1-5, 7-9, 11, 14-16, 18-23, 25-29, 31-32, 35-40, 42, 44-52, 54-58	14
Multimedia Journalist	1-5, 7-9, 11, 14-16, 18-23, 25-29, 31-32, 35-40, 42, 44-52, 54-58	40
Multimedia Journalist	1-11, 15-52, 54-58	40
Multimedia Journalist	1-11, 15-52, 54-58	17
News Producer	2-10, 13, 15-16, 18-23, 25-33, 35-52, 54-58	13
News Producer	2-10, 15-16, 18-23, 25-52, 54-58	23
Weather Anchor / Reporter (Weekends)	2-12, 15-16, 18-23, 25-52, 54-58	11
Multimedia Journalist	2-5, 7-9, 15-23, 25-29, 31-32, 34-40, 42, 44-52, 54-58	57
Multimedia Journalist	2-5, 7-9, 15-23, 25-29, 31-32, 34-40, 42, 44-52, 54-58	17

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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>
1	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
2	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
3	Art Institute of Seattle 2323 Elliott Ave Seattle, Washington 33316 Url : <a href="http://www.aai.edu">http://www.aai.edu</a> Email : <a href="mailto:aisjobs@aai.edu">aisjobs@aai.edu</a> Career Center	Y	0
4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> Ken Witkoe	N	0
5	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
6	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	1
7	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

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8	Central Washington University- Film and Video Studies 400 E University Way Ellensburg, Washington 98926 Url : <a href="http://www.cwu.edu/~career/cms/">http://www.cwu.edu/~career/cms/</a> Email : reddoutT@cwu.edu Terri Reddout	N	0
9	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 : alumni@cityu.edu Kristine Kero	N	0
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : bille@michaelsmedia.com Michael Bille	N	0
11	Corporate Recruiter	N	5
12	Current Employee	N	2
13	Current Employee - Transfer/Promotion	N	1
14	Current Employee/Internal Promotion	N	2
15	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 : sbgresumes@sbgtv.com Pam Bumpas	N	0
16	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : <a href="http://www.edcc.edu/">http://www.edcc.edu/</a> Email : careeractioncenter@edcc.edu Career Advisor	N	0
17	Employee Referral	N	10
18	Employment Security Department Worksource 919 SW Grady Way Ste 125 Renton, Washington 98057 Email : bcastilla@hotmail.com Benjamin Castilla	N	0

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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	1
20	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
21	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
22	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
23	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	8
24	Internet Ad-not directly contacted by SEU	N	1
25	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

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26	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	0
27	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
28	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	3
29	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
30	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
31	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : <a href="http://www.mhcc.edu/">http://www.mhcc.edu/</a> Email : <a href="mailto:mhcareer@mhcc.edu">mhcareer@mhcc.edu</a> Career Advisor	N	0
32	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Career Advisor	N	0

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33	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : info@nljja.org Career Advisor	N	0
34	Oregon Association of Broadcasters 9020 SW Washington Square Road Ste 140 Portland, Oregon 97223 Phone : na Url : <a href="https://www.theoab.org/careers/post-job/">https://www.theoab.org/careers/post-job/</a> na na Manual Posting	N	0
35	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0
36	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : sbgresumes@sbgstv.com Career Advisor	N	0
37	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
38	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgstv.com Career Advisor	N	0
39	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0

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40	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@sbg.net">employment@sbg.net</a> Sharon Pickeral	N	15
41	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
42	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
43	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
44	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@sbg.net">sbgresumes@sbg.net</a> Broadbean Source	N	0
45	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@sbg.net">sbgresumes@sbg.net</a> Andrea Siegle	N	0
46	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@sbg.net">sbgresumes@sbg.net</a> Sinclair SilkRoad Source	N	0

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47	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	1
48	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Advisor	N	0
49	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Advisor	N	0
50	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
51	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
52	Washington State Association of Broadcasters PO Box 11341 Tacoma, Washington 98411 Phone : (360) 705-0774 Url : <a href="https://wsab.org/">https://wsab.org/</a> Email : <a href="mailto:kshipman@wsab.org">kshipman@wsab.org</a> Keith Shipman	N	0
53	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Email : <a href="mailto:pbouwer@wvs.org">pbouwer@wvs.org</a> Career Advisor	N	0
54	Washington Worksource 306 Division St Yakima, Washington 98902 Fax : 1-509-573-4558 Carol Cauthron	N	0



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55	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
56	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
57	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : sbgresumes@sbgtn.com Career Advisor	Y	1
58	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>51</b>

**KIMA / KUNW-CA / KEPR / KVVK****EEO PUBLIC FILE REPORT****October 1, 2018 - September 30, 2019****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	11/7/2018	Participation in other activities designed by the station employment unit	TRITECH Tour - Station tour developed as outreach to educational institutions. The tour is conducted to discuss each department and how it relates to the TV broadcast industry as well as which educational paths to take to have a career in the TV broadcast industry.	1	Senior Commercial Producer
2	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 Education Association on April 9th, 2019, in coordination with the April 2019 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 with for relevant positions, including current and future job inquiries when applicable	2	Corporate Employment Coordinator Station HR Coordinator
3	4/16/2019	Participation in events or programs sponsored by educational institutions	Weather Anchor Mike McCabe participated in educational outreach at Sunset View School. Outreach included discussion of educational opportunities to gain a career in weather forecasting and broadcast meteorology.	1	Weather Anchor
4	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 Director, News Training and Development News Talent Manager

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5	9/9/2019	Participation in events or programs sponsored by educational institutions	Weather Anchor Mike McCabe participated in educational outreach at Sunset View School. Outreach included discussion of educational opportunities to gain a career in weather forecasting and broadcast meteorology.	1	Weather Anchor
6	9/12/2019	Participation in other activities designed by the station employment unit	Station tour developed as outreach to educational institutions. The tour is conducted to discuss each department and how it relates to the TV broadcast industry as well as which educational paths to take to have a career in the TV broadcast industry.	1	Weather Anchor