

**KIMA, KUNW-CA, KEPR, KVVK**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2019 - September 30, 2020**

**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
Social Media Journalist / Producer	1-2, 4, 6-8, 12-13, 15, 17-21, 23-27, 29-30, 33-38, 40, 42-56	21
Multimedia Journalist	1-2, 4-9, 12-13, 15, 17-21, 23-24, 26-38, 40-56	38
Social Media Journalist/Producer	1-9, 12-13, 18-20, 23-24, 26-31, 33-34, 36, 38-41, 43, 45-50, 53-56	38
Sports Director/Anchor	1-2, 4-9, 11-13, 18-20, 23-24, 26-31, 33-34, 36, 38-41, 43, 45-50, 53-56	11
News Producer - Spanish Language	1-2, 4, 6-8, 10, 12-13, 18-20, 23-24, 26-27, 29-30, 33-34, 36, 38, 40, 43, 45-50, 53-56	10
News Producer	1-2, 4, 6-8, 12-14, 18-20, 22-24, 26-27, 29-30, 33-34, 36, 38, 40, 43, 45-50, 53-56	7
Multimedia Journalist (MMJ)	1-2, 4-9, 12-14, 16, 18-20, 23-24, 26-27, 29-31, 33-34, 36, 38-41, 43, 45-48, 50, 53-56	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
1	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
2	Art Institute of Seattle 2323 Elliott Ave Seattle, Washington 33316 Url : <a href="http://www.aii.edu">http://www.aii.edu</a> Email : aisjobs@aii.edu Career Center	Y	0
3	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	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	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : sbgresumes@sbgvtv.com Aaron Brumfield	N	0
7	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	1

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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
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 - Transfer/Promotion	N	1
11	Current Employee/Internal Promotion	N	1
12	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Pam Bumpas	N	0
13	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
14	Employee Referral	N	2
15	Employment Security Department Worksource 919 SW Grady Way Ste 125 Renton, Washington 98057 Email : <a href="mailto:bcastilla@hotmail.com">bcastilla@hotmail.com</a> Benjamin Castilla	N	0
16	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : <a href="http://www.gijobs.com">www.gijobs.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> R. Brandt	N	0

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17	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> Sinclair SilkRoad Source	N	0
18	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
19	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
20	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
21	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> Sinclair SilkRoad Source	N	2
22	Indeed.com - Not Directly Contacted by SEU	N	1
23	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
24	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

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25	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
26	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> Account Manager	N	1
27	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
28	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
29	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
30	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
31	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : <a href="mailto:info@nlgja.org">info@nlgja.org</a> Career Advisor	N	0

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32	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/na-na">https://www.theoab.org/careers/post-job/na na</a> Manual Posting	N	0
33	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
34	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Advisor	N	0
35	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> Sinclair SilkRoad Source	N	0
36	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
37	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> Sinclair SilkRoad Source	N	0
38	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	9

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39	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:jpumphrey.td@gmail.com">jpumphrey.td@gmail.com</a> Julie Pumphrey	N	0
40	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
41	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
42	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
43	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
44	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> Sinclair SilkRoad Source	N	0
45	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	0

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46	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : sbgresumes@sbgstv.com Career Advisor	N	0
47	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : sbgresumes@sbgstv.com Career Advisor	N	0
48	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
49	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
50	Washington State Association of Broadcasters PO Box 11341 Tacoma, Washington 98411 Phone : (360) 705-0774 Url : https://wsab.org/ Email : kshipman@wsab.org Keith Shipman	N	0
51	Washington Worksource 306 Division St Yakima, Washington 98902 Fax : 1-509-573-4558 Carol Cauthron	N	0
52	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
53	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0

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54	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : sbgresumes@sbgstv.com Career Advisor	Y	0
55	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
56	Yes Vets 815 N. Kellogg St Suite D Kennewick, Washington 99336 Phone : (509) 734-5949 Url : https://esd.wa.gov/yesvets Email : aespinoza@esd.wa.gov Arturo Espinoza	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>18</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	10/10/2019	Participation in events or programs sponsored by educational institutions	Weather Anchor Mike McCabe participated in educational outreach at Ridge View School. Outreach included discussion of educational opportunities to gain a career in weather forecasting and broadcast meteorology.	1	Weather Anchor
2	11/13/2019	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
3	12/11/2019	Participation in events or programs sponsored by educational institutions	Station tour developed as outreach to the local educational institution TRITECH. 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
4	12/18/2019	Participation in events or programs sponsored by educational institutions	Weather Anchor Mike McCabe participated in educational outreach at Ridge View School. Outreach included discussion of educational opportunities to gain a career in weather forecasting and broadcast meteorology.	1	Weather Anchor
5	1/1/2020	Participation in scholarship programs	Scholarship Fund was established in 2016 to provide financial support to college students interested in a career in Broadcast/Digital journalism, or Marketing. The Fund plans to award scholarships of up to \$5,000 to qualifying and deserving students from underrepresented minority groups who need financial assistance to complete their college education. To be eligible for a Sinclair Broadcast Diversity Scholarship, an applicant must be a US Citizen, and be a sophomore or junior at a four-year college or university in California, Idaho, Montana, Oregon or Washington.	1	News Talent Manager

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6	Ongoing Event	Provision of training to management	<p>SBG, Inc. and its stations are Equal Opportunity Employers. 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 are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all 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, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment. All newly hired employees from October 2019 to September 2020 to complete "Workplace Sexual Harassment Prevention for Employees," "Preventing Harassment and Promoting Respect," and "Business Ethics" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. This training was completed by November 2019 and April 2020. These courses are designed to increase and renew awareness of sexual harassment in the workplace, how to appropriately handle sensitive business information, as well as provide for manager and supervisor development and FCC compliance.</p>	81	General Manager Janice Olsen Cris Headley

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7	1/16/2020	Participation in events or programs sponsored by educational institutions	Weather Anchor Mike McCabe participated in educational outreach at Southridge High School. Outreach included discussion of educational opportunities to gain a career in weather forecasting and broadcast meteorology.	1	Weather Anchor
8	6/5/2020	Participation in events or programs sponsored by educational institutions	Weather Anchor Mike McCabe participated in educational outreach at Jefferson Elementary School. Outreach included discussion of educational opportunities to gain a career in weather forecasting and broadcast meteorology.	1	Weather Anchor
9	7/8/2020	Participation in Job Fairs	The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.	4	Sr Employment Manager Director of News Training & Development Manager News Talent Manger Employment Specialist