

KIMA/KUNW/KEPR/KVVK
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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
Weekday Evening News Anchor/Producer	1-3, 5-10, 12-13, 15, 18-34, 36-43, 45-60	23
News Director / Weeknight Anchor	1-3, 5-10, 12-13, 15, 18-25, 27-34, 36-43, 45-60	23
Multimedia Journalist	1-3, 5-13, 15, 18-22, 24-25, 27-34, 36-43, 45-60	6
Multimedia Journalist	1-3, 5-13, 15, 18-22, 24-25, 27-34, 36-43, 45-60	7
Social Media Producer	1-2, 5, 7-9, 12-13, 15, 18-22, 24-25, 27-30, 32-33, 36-42, 46, 48-54, 56-60	7
Spanish Language Multimedia Journalist	1-3, 5-10, 12-15, 18-22, 24-25, 28-34, 36-42, 45-60	14
Weekend Sports Anchor / Weekday MMJ	1-3, 5-10, 12-13, 15, 18-22, 24-25, 28-34, 37-42, 45-60	29
Sales Account Executive	1-3, 5, 7-9, 12-13, 15, 18-22, 24-25, 28-30, 32-33, 35, 37-42, 46, 48-54, 56-60	35
Creative Services Production Manager	1-3, 5, 7-9, 12-15, 18-22, 24-25, 28-30, 32-33, 37-42, 46, 48-54, 56-60	14
Weekend Meteorologist/Reporter	1-3, 5-10, 12-15, 18-22, 24-25, 28-34, 37-42, 44-56, 58-60	7
News Producer (Weekday Mornings)	1-10, 12-13, 15, 18-22, 24-25, 28-34, 37-42, 45-60	4
News Producer	1-3, 5-10, 12-16, 18-22, 24-25, 28-34, 37-42, 45-60	6
Multimedia Journalist	1-3, 5-10, 12-13, 15, 17-22, 24-25, 28-34, 37-42, 45-56, 58-60	42
Multimedia Journalist	1-3, 5-10, 12-13, 15, 17-22, 24-25, 28-34, 37-42, 45-56, 58-60	17
Multimedia Journalist	1-3, 5-10, 12-13, 15, 17-22, 24-25, 28-34, 37-42, 45-56, 58-60	42
Multimedia Journalist	1-10, 12-15, 18, 20-22, 24-25, 28-34, 37-42, 45-56, 58-60	14
Multimedia Journalist	1-10, 12-15, 18, 20-22, 24-25, 28-34, 37-42, 45-56, 58-60	50
KUNW News Producer (Bilingual-Spanish)	1-3, 5-10, 12-15, 18, 20-22, 24-25, 28-34, 37-42, 45-56, 58-60	14

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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 Seattle 2323 Elliott Ave Seattle, Washington 33316 Url : http://www.aii.edu 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	Bulletin Board	N	2
5	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Advisor	N	0
6	California State University - Chico Journalism Dept. Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske	N	3
7	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	4
8	Central Washington University- Film and Video Studies 400 E University Way Ellensburg, Washington 98926 Url : http://www.cwu.edu/~career/cms/ Email : redoutT@cwu.edu Terri Reddout	N	0

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9	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
10	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Corporate Recruiter	N	1
12	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
13	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : http://www.edcc.edu/ Email : careeractioncenter@edcc.edu Career Advisor	N	0
14	Employee Referral	N	13
15	Employment Security Department Worksource 919 SW Grady Way Ste 125 Renton, Washington 98057 Email : bcastilla@hotmail.com Benjamin Castilla	N	0
16	Former Employee Referral	N	1
17	Former Intern	N	1
18	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Heritage University 3240 Fort Road Toppenish, Washington 98948 Phone : 509-865-8528 Url : http://www.heritage.edu/ Email : Maceda_L@heritage.edu Lizabeth Macenda Assistant-Student Affairs	N	0
20	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
21	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
22	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	4
23	Internal Candidate	N	2
24	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
25	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	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
27	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
28	Lane Community College Career & Employment Services 4000 East 30th Ave Eugene, Oregon 97405 Url : http://www.lanec.edu Email : studentjobs@lanec.edu Teresa Hughes	N	0
29	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	2
30	Media Match 8112 ½ West 3rd St Los Angeles, California 90048 Phone : 555-555-5555 Email : info@media-match.com Tammy Romaniuk	Y	0
31	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
32	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhcareer@mhcc.edu Career Advisor	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
33	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
34	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
35	Non-Employee Referral	N	1
36	Oregon Association of Broadcasters 9020 SW Washington Square Road Ste 140 Portland, Oregon 97223 Email : shannon@theoab.org Shannon Johnson	N	0
37	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0
38	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : sbgresumes@sbgstv.com Career Advisor	N	0
39	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
40	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgstv.com Career Advisor	N	0

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41	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	0
42	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	Y	9
43	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : klane@sccd.ctc.edu Career Advisor	N	0
44	Station Website	N	1
45	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
46	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Advisor	N	0
47	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
48	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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49	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
50	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	1
51	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : sbgresumes@sbgstv.com Career Advisor	N	0
52	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : sbgresumes@sbgstv.com Career Advisor	N	0
53	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
54	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
55	Walter Cronkite School of Journalism and Mass Communication 555 N. Central Ave. Phoenix, Arizona 85004 Phone : 602.496.7430 Url : http://cronkite.asu.edu/ Email : mike.wong@asu.edu Mike Wong	N	0

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56	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Career Advisor	N	0
57	Washington Worksource 306 Division St Yakima, Washington 98902 Fax : 1-509-573-4558 Carol Cauthron	N	0
58	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
59	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
60	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : sbgresumes@sbgstv.com Career Advisor	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			46

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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	3/7/2017	Participation in Job Fairs	Idaho Job & Career Fair bringing local and national companies together with persons seeking employment and/or a career change in a one-day conference. Event March 7, 2017 Boise's Riverside Hotel; KBOI represented Sinclair Broadcast Group and presented all current position openings for the U.S. western region (California, Washington, Oregon, Idaho, and Nevada).	4	News Director General Sales Manager Promotions Director Assistant News Director
2	3/23/2017	Participation in Job Fairs	On Thursday, March 23, 2017, Kevin Olivas along with Jeffrey Lenk participated in USC Annenberg Career Fair located at USC Ronald Tutor Campus Center Ballroom, representing Sinclair West Coast region. They met potential candidates and reviewed resumes and tapes for current and future job openings across the West Coast stations (WA, OR, ID, NV and CA). All candidates who stopped by were followed up with and interviews set up where applicable.	2	News Director News Recruiting Manager
3	4/27/2017	Participation in Job Fairs	Amber and Will represented all West Coast stations for Sinclair Broadcast Group at the 2nd annual University of Washington 2017 Marketing, Media & Communications Fair in Seattle, WA. This one-day career fair brought local and national companies with careers in Broadcasting, Journalism, Marketing, Public Relations, Publishing, Radio/TV / Film, or Social Media together with students and alumni seeking employment and/or a career change. All locations and current position openings were discussed with interested candidates.	2	HR Generalist Promotions Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	6/10/2017	Participation in Job Fairs	Bob Berry, KIMA Station Manager, represented KIMA, KEPR and KUNW tv stations at the job fair hosted by Congressman Dan Newhouse in Yakima, WA on June 10, 2017. Bob 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	1	Station Manager
5	8/8/2017	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 and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017. 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	Sr. Employment Manager News Talent Manger Director, News Training and Development