

KCBY, KPIC, KVAL
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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
Multimedia Journalist (3673)	1-3, 5-13, 16, 18, 20-24, 26, 28, 30-34, 36-49, 51-65	10
Multi-Media Journalist (4245)	1-3, 5-14, 16, 18, 21-24, 26, 28, 30-34, 36-40, 42-49, 51-65	10
Account Executive (4243)	1-3, 5-8, 11-14, 16, 18, 21-24, 26, 28, 30-34, 36, 38-40, 42-49, 52-65	14
News Anchor/Reporter (4381)	1-3, 5, 7-9, 11-13, 16, 18, 21-26, 28, 30 -34, 36-40, 42-49, 51-65	25
News Producer (4459)	1-5, 7-9, 12-13, 16, 18, 21-24, 26, 28, 30-34, 36-40, 42-65	4
News Photographer (4546)	1-3, 5, 7-9, 12-13, 16, 18, 21-26, 28, 30 -34, 36-40, 42-65	25
Multimedia Journalist (4616)	1-3, 5, 7-9, 12-13, 16, 18, 21-24, 26, 28, 30-34, 36-40, 42-49, 51-65	24
Multi-Media Journalist (4642)	1-3, 5, 7-9, 12-14, 16, 18, 21-24, 26, 28, 30-34, 36-40, 42-49, 51, 53-65	48
Director (4692)	1-3, 5, 7-8, 12-13, 16, 18, 21-26, 28, 30 -34, 36, 38-40, 42-50, 52-65	25
Creative Services Producer (4737)	1-3, 5, 7-8, 12-13, 16-18, 21-26, 28, 30- 34, 36, 38-40, 42-49, 52-65	17
News Production Assistant (4826)	1-3, 5, 7-9, 12-13, 16, 18, 21-26, 28, 30 -34, 36-40, 42-65	25
Sales Assistant (4824)	1-3, 5, 7-8, 12-13, 15-16, 18, 21-26, 28, 30-34, 36, 38-40, 42-49, 52-65	25
Multi-Media Journalist (4934)	1-3, 5, 7-9, 12-14, 16, 18, 21-24, 26, 28, 30-34, 36-49, 51-65	14
Multi-Media Journalist (4936)	1-3, 5, 7-9, 12-13, 16, 18, 21-24, 26, 28, 30-34, 36-65	48
Receptionist/ Administrative Assistant (5049)	1-3, 5, 7-8, 12-13, 16, 18, 21-26, 28, 30 -34, 36, 38-40, 42-49, 52-65	25
News Anchor/ Reporter (Weekends) (5162)	1-3, 5, 7-9, 12-13, 16, 18, 21-24, 26, 28, 30-34, 36-40, 42-49, 51-65	48
KVAL Sales Account Executive (5180)	1-3, 5, 7-8, 12-14, 16, 18, 21-24, 26, 28, 30-34, 36, 38-40, 42-49, 52-65	48
KVAL Sales Account Executive (5180)	1-3, 5, 7-8, 12-14, 16, 18, 21-24, 26, 28, 30-34, 36, 38-40, 42-49, 52-65	14
KMTR Sales Account Executive (5182)	1-3, 5, 7-8, 12-14, 16, 18, 21-24, 26, 28, 30-34, 36, 38-49, 52-65	14

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Director (5430)	1-3, 5, 7-9, 12-13, 16, 18-19, 21-24, 26, 28, 30-40, 42-49, 51-65	34
National Sales Assistant (5431)	1-3, 5, 7-8, 12-14, 16, 18-19, 21-24, 26, 28, 30-36, 38-40, 42-49, 52-65	14
Production Assistant (5508)	1-3, 5, 7-8, 12-13, 16, 18-19, 21-26, 28, 30-36, 38-40, 42-49, 52-65	25
News Anchor (5522)	1-3, 5, 7-9, 12-13, 16, 18-19, 21-24, 26, 28, 30-40, 42-65	38
Account Executive (5588)	1-3, 5, 7-8, 12-14, 16, 18-26, 28, 30-36, 38-40, 42-49, 52-65	34
Sales Assistant (5584)	1-3, 5, 7-8, 12-14, 16, 18-24, 26, 28, 30-36, 38-40, 42-50, 52-65	14
Account Executive (5588)	1-3, 5, 7-8, 12-14, 16, 18-26, 28, 30-36, 38-40, 42-49, 52-65	24
Account Executive (5588)	1-3, 5, 7-8, 12-14, 16, 18-26, 28, 30-36, 38-40, 42-49, 52-65	14
Master Control Operator (5632)	1-3, 5, 7-8, 12-13, 16, 18-24, 26-36, 38-40, 42-49, 52-65	59
Sales Assistant (5834)	1-3, 5, 7-8, 12-13, 16, 18-24, 26-28, 30-36, 38-40, 42-49, 52-65	5
Chief Engineer (5843)	1-3, 5, 7-8, 12-13, 16, 18-24, 26, 28, 30-36, 38-40, 42-49, 52-65	48
Digital Sales Coordinator (6076)	1-3, 5, 7-8, 12-14, 16, 18-26, 28, 30-36, 38-40, 42-49, 52-65	24
Weekend Weather Anchor/Reporter (6141)	1-3, 5, 7-9, 12-13, 16, 18-26, 28, 30-40, 42-49, 51-65	25
News Producer (6218)	1-3, 5, 7-9, 12-13, 16, 18-24, 26, 28, 30-40, 42-49, 51-65	48
Multimedia Journalist - KCBY (6255)	1-3, 5, 7-9, 12-13, 16, 18-24, 26, 28, 30-31, 33-49, 51-65	41

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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	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Advisor	N	0
3	California State University - Chico Journalism Dept. Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske	N	0
4	Career Fair	N	1
5	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	4
6	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
7	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
8	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

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9	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	Current Employee	N	2
11	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
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	16
15	Employment Agency	N	1
16	Employment Security Department Worksource 306 Division St Yakima, Washington 98902 Email : ccauthron@esd.wa.gov Carol Cauthron	N	0
17	Former Employee	N	1

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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
19	Green River Community College 12401 SE 320th Street Auburn, Washington 98092 Url : http://www.greenriver.edu/ Career Advisor Manual Posting	N	0
20	Heritage University 3240 Fort Road Toppenish, Washington 98948 Phone : 509-865-8528 Url : http://www.heritage.edu/ Email : Maceda_L@heritage.edu Lizabeth Macenda	N	0
21	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
22	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
23	Idaho State University Museum Buliding, Room 418 Pocatello, Idaho 83209 Email : sbgresumes@sbgstv.com Career Center	N	0

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24	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	27
25	Internal Candidate	N	12
26	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
27	Internet Ad-not directly contacted by SEU	N	2
28	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : eloise@ithaca.edu Eloise Green	Y	0
29	Job posting on internet	N	1
30	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	2
31	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
32	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

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33	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
34	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	5
35	LULAC of Lane County 1222 E. 13th Ave. M40-298 Eugene, Oregon 97403 Phone : 541 337-6294 Url : Lulaclanecounty.org Email : info@lulaclanecounty.org Juan Carlo Valle	Y	0
36	Media Match 8112 ½ West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
37	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
38	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhccareer@mhcc.edu Career Advisor	N	1
39	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0

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40	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
41	Non-Employee Referral	N	6
42	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Email : shannon@theoab.org Shannon Johnson	N	0
43	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0
44	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : sbgresumes@sbgstv.com Career Advisor	N	0
45	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
46	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgstv.com Career Advisor	N	0
47	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

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48	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Sharon Pickeral	N	17
49	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : klane@sccd.ctc.edu Career Advisor	N	0
50	Station Website	N	8
51	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
52	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, Washington 98121 Email : schaabd@aai.edu Career Advisor	N	0
53	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Advisor	N	0
54	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
55	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0

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56	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
57	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	5
58	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	N	0
59	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : sbgresumes@sbgstv.com Career Advisor	N	3
60	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
61	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
62	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

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63	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Career Advisor	N	0
64	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
65	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			114

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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	12/10/2015	Participation in events or programs sponsored by educational institutions	Larry Johnson, News Director, participated in a 25 minute Skype Interview with the On Camera Field Reporting Class of Rowan University in New Jersey. He talked about resume reels, the application process and gave career advice.	1	News Director
2	3/8/2016	Participation in Job Fairs	Multimedia Journalist, Megan Shinn, participated in Career Day at Hamlin Middle School. Groups of classes from the school rotated rooms to hear a variety of people speak as part of their Career Day. Megan talked about her job, and the various other departments and jobs in the television business. After speaking, students were allowed to ask questions. Three groups of 15-20 students rotated through.	1	Mutimedia Journalist
3	3/16/2016	Participation in events or programs sponsored by educational institutions	Dino Francois, KVAL Promotion Director, conducted a tour of the station for 9 students from Willamette Christian School at the request of the school. During the 1 hour and 40 minute tour the students focused on the news department including news editing, the control room with News Production and the news studio. Wesleigh Ogle, News Anchor, spoke with the students and answered questions about his job as a newscaster and how the news shows are put together technically. Excited students were also able to get in front of the green screen.	2	Promotion Director News Anchor

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4	4/12/2016	Participation in Job Fairs	Jane, Britt and Rob represented Sinclair West Coast 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. All Sinclair West Coast station locations and open positions were discussed with interested candidates. Open positions within the West Coast stations were available for students to view. Jane, Britt and Rob talked with candidates about openings and careers in broadcasting. Eligible students were encouraged to apply.	3	Local Sales Manager Local Sales Manager News Executive Producer
5	4/15/2016	Participation in scholarship programs	The Sinclair Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund will award up to 10 scholarships of up to \$5,000 each per year for the next 10 years to students from under-represented minority groups who need financial assistance to complete their education. The Scholarship was featured on KVAL-TV's website with a link to apply. New stories on the Scholarship aired on KVAL, KPIC & KCBY on April 15, 2016 at 5p, 6p & 11p.	2	Web Master Anchor

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6	4/15/2016	Participation in events sponsored by community groups	Julie Chan, KVAL News Anchor was the MC for the Disorient Asian American Film Festival held on April 15 -17, 2016 in Eugene, OR. She introduced the films and representatives of the films, spoke about her Asian American background and her profession in News broadcasting. In connection with the Film Festival, Julie invited the organizers for a live interview in KVAL News. She also did some educational outreach with the Film Festival at Roosevelt Middle School where she spoke with a multicultural group of students and faculty and answered questions about the broadcast business.	1	News Anchor
7	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 Director of Digital Content & Solutions
8	5/18/2016	Participation in Job Fairs	KPIC Staff attended a Career Fair at Elkton High School and Elkton Charter School. The Career fair was attended by 100 students, some with parents..KPIC staffed a booth. Station Manager, Renard Maiuri discussed careers in broadcasting, salaries and educational requirements with the students and parents. Reporter Ashley Honea discussed her Reporter position with students and showed them how her camera worked.	2	Station Manager Multimedia Journalist

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9	8/3/2016	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/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. 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.	5	Corporate Employment Manager Director, News Development News Talent Manager

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10	9/8/2016	Establishment of training programs for station personnel	<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>	1	Wong