

**KVAL/KCBY/KPIC**  
**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
KVAL Sales Account Executive (5180)	2-7, 10-13, 15, 18-21, 23-29, 31, 33-35, 37, 39-45, 48-61	44
News Anchor/Reporter (5268)	1-13, 15-16, 18-21, 23-29, 31-35, 37, 39-45, 47-61	33
Local Sales Manager (6140)	2-7, 10-13, 15-21, 23-31, 33-35, 37, 39-45, 48-61	12
Morning News Producer (6262)	2-11, 13, 15-26, 28-35, 37, 39-45, 47-61	22
Master Control Operator (6435)	2-7, 10-11, 13, 15-31, 33-35, 37, 39-46, 48-61	46
Master Control Operator (6435)	2-7, 10-11, 13, 15-31, 33-35, 37, 39-46, 48-61	21
Multimedia Journalist (6443)	2-8, 10-11, 13, 15-21, 23-35, 37, 39-45, 47-61	44
Director (6555)	2-8, 10-11, 13, 15-35, 37, 39-61	46
Multimedia Journalist (6652)	2-11, 13, 15-21, 23-35, 37, 39-45, 47-61	44
Multimedia Journalist (6712)	2-8, 10-11, 13, 15-35, 37, 39-44, 47-61	22
Sales Assistant (6714)	2-7, 10-13, 15-21, 23-31, 33-35, 37, 39-44, 48-61	12
Account Executive (7127)	2-7, 10-13, 15-21, 23-31, 33-35, 37, 39-45, 48-61	12
Morning News Anchor (7429)	2-8, 10-11, 13, 15-35, 39-45, 47-61	22
News Producer (7521)	2-8, 10-11, 13, 15-31, 33-35, 37-45, 47-61	22
Assistant Business Manager (7533)	2-7, 10-11, 13, 15-31, 33-35, 37, 39-45, 48-61	44
News Director (7541)	2-8, 10-13, 15-23, 25-35, 37, 39-45, 47-61	12
Account Executive (7602)	2-7, 10-11, 13, 15-23, 25-31, 33-35, 37, 39-45, 48-61	21
Multimedia Journalist (7828)	2-8, 10-21, 23, 25-35, 37, 39-45, 47-61	21
Multimedia Journalist (7884)	2-21, 23, 25-37, 39-45, 47-61	36
Digital Sales Manager (8049)	2-7, 10-13, 15-16, 18-23, 25-26, 28-31, 33-37, 39-45, 48-61	36
Digital Content Producer (8294)	2-7, 10-13, 15-16, 18-21, 23-26, 28-31, 33-35, 37, 39-45, 48-61	25

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Weather/Anchor Reporter (8368)	2-8, 10-13, 15-16, 18-21, 23-26, 28-35, 37, 39-45, 47-61	21
News Producer (8416)	2-8, 10-13, 15-16, 18-26, 28-35, 37-45, 47-61	12

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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	Agency Referral	N	1
2	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
3	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
4	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	0
5	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> Andrew Hamburger	N	1
6	Central Washington- Employer Recruitment 400 E University Way Ellensburg, Washington 98926 Url : <a href="http://www.cwu.edu/~career/cms/">http://www.cwu.edu/~career/cms/</a> Email : <a href="mailto:paquette@cwu.edu">paquette@cwu.edu</a> Career Advisor	N	0
7	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
8	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
9	Corporate Recruiter	N	7

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	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@sbgstv.com">sbgresumes@sbgstv.com</a> Pam Bumpas	N	0
11	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
12	Employee Referral	N	19
13	Employment Security Department Worksource 306 Division St Yakima, Washington 98902 Email : <a href="mailto:ccaauthron@esd.wa.gov">ccaauthron@esd.wa.gov</a> Carol Cauthron	N	0
14	Former Intern	N	2
15	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	0
16	Green River Community College 12401 SE 320th Street Auburn, Washington 98092 Url : <a href="http://www.greenriver.edu/">http://www.greenriver.edu/</a> Career Advisor Manual Posting	N	0
17	Heritage University 3240 Fort Road Toppenish, Washington 98948 Phone : 509-865-0411 Url : <a href="http://www.heritage.edu/">http://www.heritage.edu/</a> Email : <a href="mailto:hill_m@heritage.edu">hill_m@heritage.edu</a> Melissa Hill	N	0

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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>
18	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 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 Alicia Lawrence	N	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	Idaho State University Museum Buliding, Room 418 Pocatello, Idaho 83209 Phone : . Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	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> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	15
22	Internal Candidate	N	17
23	International Women's Media Foundation 1625 K Street NW Ste 1275 Washington, District of Columbia 20006 Url : <a href="http://www.iwmf.org/">http://www.iwmf.org/</a> Email : <a href="mailto:info@iwmf.org">info@iwmf.org</a> Career Advisor	N	0
24	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sharon Pickeral	Y	0

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25	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	5
26	Kern County Hispanic Chamber of Commerce 231 H Street Bakersfield, California 93304 Url : <a href="http://www.lwtc.ctc.edu/">http://www.lwtc.ctc.edu/</a> Email : cimperial@kchcc.org Beth Carter	N	0
27	Lake Washington Technical College 11605 132nd Ave NE Kirkland, Washington 98034 Url : <a href="http://www.lwtc.ctc.edu/">http://www.lwtc.ctc.edu/</a> Fax : 1-425-739-8199 Career Advisor	N	0
28	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 : studentjobs@lanecc.edu Teresa Hughes	N	0
29	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Danielle Anderson Manual Posting	N	5
30	LULAC of Lane County 1222 E. 13th Ave. M40-298 Eugene, Oregon 97403 Phone : 541 337-6294 Url : <a href="http://Lulaclanecounty.org">Lulaclanecounty.org</a> Email : <a href="mailto:info@lulaclanecounty.org">info@lulaclanecounty.org</a> Juan Carlo Valle	Y	0
31	Media Match 8112 ½ West 3rd St Los Angeles, California 90048 Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0

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32	MediaLine P.O. 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
33	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:mhccareer@mhcc.edu">mhccareer@mhcc.edu</a> Career Advisor	N	1
34	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
35	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : <a href="mailto:info@nljga.org">info@nljga.org</a> Career Advisor	N	0
36	Non-Employee Referral	N	2
37	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Email : <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> Keith Shipman	N	0
38	Other Source	N	2
39	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
40	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Advisor	N	0

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41	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
42	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
43	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
44	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	15
45	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : <a href="mailto:jane.koelle@seattlecolleges.edu">jane.koelle@seattlecolleges.edu</a> Career Advisor	N	0
46	Station Website	N	2
47	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	1
48	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, Washington 98121 Email : <a href="mailto:schaabd@aai.edu">schaabd@aai.edu</a> Career Advisor	N	0



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49	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Advisor	N	0
50	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
51	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
52	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
53	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	3
54	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	N	0
55	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : sbgresumes@sbgstv.com Career Advisor	N	0

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56	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
57	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
58	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
59	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Career Advisor	N	0
60	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
61	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>98</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	2/23/2017	Participation in events or programs sponsored by educational institutions	12 student and a professor from the University of Oregon School of Journalism Writing Class visited KMTR, toured the studio, saw the operation and talked to staff - an Executive Producer, a Director, a Producer and an Reporter/Anchor. Careers in broadcasting and the news gathering process were discussed.	4	Executive Producer Director Producer Anchor/Reporter
2	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
3	3/10/2017	Participation in other activities designed by the station employment unit	University of Oregon Senior, Zac Neel Job Shadowed KVAL Sports Producer, Alex Altman for a day. Alex gave Zac a tour of the station, introduced him to various employees and showed him what it takes to put together a sports-cast.	1	Sports Producer
4	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 Recruiting Manager News Director

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5	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	Human Resources Generalist Promotions Director
6	5/2/2017	Participation in Job Fairs	KCBY Station Manager, Renard Maiuri represented our stations at a Hiring Forum at Southwestern Community College on May 2, 2017, sponsored by the college's Career Center. He participated in a panel discussion and question and answer sessions with the students.	1	Station Manager
7	8/8/2017	Participation in events or programs sponsored by educational institutions	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	Corporate Sr. Employment Manager News Talent Manager Director, News Training and Development