

KVAL KCBY KPIC
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive (5588)	2-8, 11, 15-23, 25-26, 28, 30-37, 39-42, 44-46, 48-51, 54-57, 59-67	17
Morning News Anchor (7429)	2-9, 11, 13, 15-23, 25-26, 28, 30-41, 44 -46, 48-51, 53-57, 59-67	17
Master Control Operator (8811)	2-8, 15-20, 22-23, 25-26, 28, 30-31, 34- 37, 39-42, 44-52, 54-57, 59-67	17
News Photojournalist (8812)	2-9, 15-20, 22-23, 25-26, 28, 30-31, 34- 42, 44-46, 48-57, 59-67	52
News Producer (8813)	2-9, 15-20, 22-23, 25-26, 28, 30-31, 34- 42, 44-46, 48-51, 53-57, 59-67	17
Multimedia Journalist (8894)	1-9, 13, 15-16, 18-20, 22-23, 25-26, 28- 31, 34-42, 44-46, 48-50, 53-57, 59-67	13
Multimedia Journalist (8894)	1-9, 13, 15-16, 18-20, 22-23, 25-26, 28- 31, 34-42, 44-46, 48-50, 53-57, 59-67	29
Multimedia Journalist (8947)	2-9, 11, 15-16, 18-20, 22-23, 25-26, 28, 30-31, 34-42, 44-46, 48-50, 53-57, 59- 67	50
Receptionist/Adminstrative Assistant (8968)	2-8, 15-20, 22-23, 25-26, 28, 30-31, 34- 37, 39-42, 44-46, 48-50, 54-57, 59-67	17
Marketing Consultant (9004)	2-8, 15-16, 18-20, 22-23, 25-26, 28, 30- 31, 34-37, 39-42, 44-46, 48-50, 54-67	26
Anchor/Reporter (9077)	1-9, 13, 15-16, 18-20, 22-23, 25-26, 28, 30-31, 34-42, 44-46, 48-50, 53-67	13
Anchor/Reporter (9077)	1-9, 13, 15-16, 18-20, 22-23, 25-26, 28, 30-31, 34-42, 44-46, 48-50, 53-67	1
News Producer (9134)	2-9, 15-20, 22-23, 25-26, 28, 30-31, 34- 42, 44-46, 48-50, 52-67	17
Marketing Consultant (9195)	2-8, 14-20, 22-23, 25-26, 28, 30-31, 34- 37, 39-42, 44-46, 48-50, 55-67	26
News Producer (9320)	2-9, 14-20, 22-23, 25-26, 28, 30-31, 34- 42, 44-46, 48-50, 53-67	17
Newscast Director (9629)	2-9, 11, 13, 15-16, 18-20, 22-23, 25-26, 28, 30-31, 34-46, 48-50, 52-67, 69	13
Newscast Director (9631)	2-9, 11, 13, 15-16, 18-20, 22-23, 25-26, 28, 30-31, 34-46, 48-50, 52-67, 69	13
Business Manager (9698)	2-8, 15-16, 18-20, 22-23, 25-26, 28, 30- 31, 34-37, 39-50, 54-67, 69	47
Master Control Operator (9739)	2-8, 11, 15-16, 18-20, 22-23, 25-26, 28, 30-31, 34-37, 39-46, 48-50, 54-67, 69	26

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News Photojournalist (9642)	2-9, 15-20, 22-23, 25-28, 30-31, 34-46, 48-50, 53-67, 69	27
Engineer (9850)	2-8, 13, 15-16, 18-20, 22-23, 25-26, 28, 30-31, 34-37, 39-46, 48-50, 54-67, 69	13
Assignment Manager (9853)	2-9, 13, 15-16, 18-20, 22-23, 25-26, 28, 30-31, 34-46, 48-50, 53-67, 69	13
Morning News Anchor/Reporter (9973)	2-9, 11, 15-16, 18-20, 22-26, 28, 30-31, 34-46, 48-50, 53-67, 69	50
Multimedia Journalist (10036)	2-10, 15-20, 22-26, 28, 30-31, 34-46, 48-50, 53-67, 69	3
Chief Meteorologist (10386)	2-9, 15-16, 18-20, 22-26, 28, 30-31, 34- 46, 48-50, 53-69	68
News Producer (10392)	2-9, 12, 15-20, 22-26, 28-31, 34-46, 48- 50, 53-67, 69	12
Master Control Operator (10412)	2-8, 13, 15-20, 22-26, 28, 30-31, 34-37, 39-46, 48-50, 54-67, 69	26
Master Control Operator (10412)	2-8, 13, 15-20, 22-26, 28, 30-31, 34-37, 39-46, 48-50, 54-67, 69	13
Assistant Business Manager/Human Resources (10460)	2-8, 15-20, 22-26, 28-31, 34-37, 39-46, 48-50, 54-67, 69	17
Multimedia Journalist (10496)	2-10, 12, 15-16, 18-20, 22-26, 28, 30- 31, 34-46, 48-50, 53-64, 66-67, 69	12
Receptionist / Administrative Assistant (10639)	2-8, 15-20, 22-26, 28, 30-31, 34-37, 39- 46, 48-50, 54-64, 66-67, 69	26
Multimedia Journalist (10767)	2-10, 15-16, 18-20, 22-26, 28, 30-31, 34-46, 48-50, 53-64, 66-67, 69	10
Weekend Anchor/Reporter (10769)	2-9, 15-20, 22-26, 28, 30-31, 34-46, 48- 50, 53-64, 66-67, 69	17
Meteorologist (10929)	2-10, 15-16, 18-20, 22-26, 28, 30-31, 34-46, 48-50, 53-64, 66-67, 69	50
Regional National Sales Assistant (10934)	2-8, 13, 15-16, 18-20, 22-26, 28, 30-31, 34-37, 39-46, 48-50, 54-64, 66-67, 69	13
Marketing Consultant (10958)	2-8, 11, 15-20, 22-26, 28, 30-31, 34-37, 39-46, 48-50, 54-64, 66-67, 69	17
Receptionist / Administrative Assistant (11308)	2-8, 15-16, 18-20, 22-26, 28, 30-31, 34- 37, 39-46, 48-50, 54-64, 66-67, 69	26
Newscast Director (11311)	2-9, 11, 13, 15-16, 18-20, 22-26, 28, 30 -31, 34-46, 48-50, 53-64, 66-67, 69	13

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Sports Producer (11363)	2-9, 13, 15-16, 18-20, 22-26, 28, 30-31, 34-46, 48-50, 53-64, 66-67, 69	13

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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	2
2	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Url : http://www.readioschool.com Email : michelle@radioschool.com Michelle McConnell	N	0
3	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Url : http://www.asu.edu Email : mike.wong@asu.edu Mike Wong	Y	3
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 : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
9	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	Corporate Recruiter	N	4
11	Current Employee	N	14
12	Current Employee - Transfer/Promotion	N	2
13	Current Employee/Internal Promotion	N	11
14	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
15	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
16	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : http://www.edcc.edu/ Email : careeractioncenter@edcc.edu Career Advisor	N	0
17	Employee Referral	N	27

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Employment Security Department Worksource 306 Division St Yakima, Washington 98902 Email : ccauthron@esd.wa.gov Carol Cauthron	N	0
19	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	1
20	Green River Community College 12401 SE 320th Street Auburn, Washington 98092 Url : http://www.greenriver.edu/ Career Advisor Manual Posting	N	0
21	Heritage University 3240 Fort Road Toppenish, Washington 98948 Phone : 509-865-0411 Url : http://www.heritage.edu/ Email : hill_m@heritage.edu Melissa Hill	N	0
22	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
23	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0

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24	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
25	Idaho State University Museum Buliding, Room 418 Pocatello, Idaho 83209 Phone : . Email : sbgresumes@sbgstv.com Career Center	N	0
26	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	37
27	Internal Candidate	N	1
28	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
29	Internet Ad-not directly contacted by SEU	N	3
30	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
31	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	3

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32	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
33	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
34	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
35	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	5
36	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
37	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0

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38	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	1
39	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhccareer@mhcc.edu Career Advisor	N	0
40	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
41	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : info@nlgja.org Career Advisor	N	0
42	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Email : theoab@theoab.org Keith Shipman	N	0
43	Oregon State University 1500 SW Jefferson St Corvallis, Oregon 97331 Url : www.oregonstate.edu Email : sbgresumes@sbgstv.com Career Center	N	0
44	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0

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45	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : sbgresumes@sbgstv.com Career Advisor	N	0
46	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
47	Recruiter	N	2
48	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgstv.com Career Advisor	N	0
49	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
50	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	16
51	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : jane.koelle@seattlecolleges.edu Career Advisor	N	0
52	Station Website	N	5

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53	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
54	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, Washington 98121 Phone : 206.239.2293 Email : tapierce@aai.edu Tari Pierce	N	0
55	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Advisor	N	0
56	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
57	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
58	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0

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59	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
60	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	6
61	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	N	0
62	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : sbgresumes@sbgstv.com Career Advisor	N	0
63	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
64	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
65	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Career Advisor	N	0

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66	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
67	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
68	Word of Mouth Referral	N	1
69	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			144

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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	10/25/2017	Participation in Job Fairs	University of Oregon hosted Fall Press Day, a Media-related Career Fair for high school and middle school students. A 50 minute presentation was given by KVAL's Assistant News Director and KVAL's Evening Anchor. They discussed and answered questions regarding job duties in the TV newsroom, role of Multimedia Journalists in covering breaking news and has a Q & A on training for careers in TV News.	2	Assistant News Director News Anchor
2	11/15/2017	Participation in events or programs sponsored by educational institutions	KVAL's News Anchor and our Creative Producer/Director spoke to Willamette High School students along with 8 other local media professionals at a Media-related Career Day. Topics included commercial production job processes, industry trends, social media, preparing for the future in TV, our long-time Anchor's professional history in radio and TV and what it takes to get the news on the air on a daily basis.	2	News Anchor Creative Services Producer

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3	11/29/2017	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>	120	

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4	2/9/2018	Participation in events or programs sponsored by educational institutions	KPIC Multimedia Journalist, Gabby Urenda was invited to speak to the second grade class at Eastwood Elementary School. The event was to inform students about the importance of people and businesses in the community. She brought her camera along and spoke about her job, the company and how he job helps the community. She also spoke careers in broadcasting and what her job entails on a daily basis.	1	Multimedia Journalist
5	2/14/2018	Participation in events or programs sponsored by educational institutions	KVAL's Anchor/Reporter, Kristen Goodwillie, spoke for an hour to a University of Oregon Journalism class. She talked about her position and what it entails and gave insight into the News industry. She also participated in a Q & A.	1	Anchor/Reporter
6	2/15/2018	Participation in events or programs sponsored by educational institutions	Amber May & Jessica Lee represented all West Coast stations for Sinclair Broadcast Group at the University of Washington 2018 Winter Job and Internship 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 student and alumni seeking employment and/or a career change. All locations and current position openings were discussed with interested candidates.	2	HR Generalist HR Generalist

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7	2/17/2018	Sponsorship of events in the community designed to increase public awareness	KVAL was the Media Sponsor the annual Oregon Asian Celebration Feb 17-18, 2018 which drew thousands of people to the 2 day cultural event. New this year, the celebration partnered with our local school STEM program. To that end, KVAL had staffed an interactive booth highlighting Broadcast Technology and Careers in Broadcasting with an interactive booth displaying Job Descriptions for the diverse positions at a TV station with staff available to discuss. We also had a high-tech News camera and photographer on site shooting the folks as they came up to our booth, playing out on a monitor. We also ran a "Day in the Life" video showing how a news show gets on the air from an Anchor, Meteorologist and Multimedia Journalist perspective with back of the house video from Master Control and News Production showing the technical side of our business. Lastly, we set up a News Desk with a teleprompter and monitor and had guests read a script and try out being a News Anchor.	10	Sales Manager Digital Sales Manager News Anchor Meteorologist
8	5/4/2018	Participation in events or programs sponsored by educational institutions	Gabby Urenda, KPIC Multimedia Journalist spoke at a Career Fair for Sutherlin West Intermediate School. She spoke about her daily job duties as a MMJ. The students expressed interest in the company and how it helps people in the community. She also discussed careers in broadcasting and social media use in TV News.	1	Mutimedia Journalist

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9	8/3/2018	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 represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Detroit, MI July 31st to August 4th. 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 Director, Training & Development News Talent Manager