

# KJZZ, KMYU, KUTV

## EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

### I. VACANCY LIST

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

| Job Title                        | Recruitment Sources ("RS")<br>Used to Fill Vacancy                   | RS Referring<br>Hiree |
|----------------------------------|--|-----------------------|
| Early Morning News Producer      | 2-5, 7, 9-12, 14-16, 18, 21-25, 28, 30-37, 39-41, 43-48              | 7                     |
| Early Morning News Producer      | 2-5, 9-12, 14-16, 18, 21-25, 28, 30-37, 39-41, 43-49                 | 24                    |
| Marketing Consultant             | 2-4, 9-16, 18, 21-26, 28, 30-34, 36-37, 39-41, 43-49                 | 12                    |
| Marketing Consultant             | 2-4, 9-12, 14-16, 18, 21-25, 28, 30-33, 36-37, 39-41, 43-49          | 12                    |
| News Photographer                | 2-5, 9-12, 14-16, 18, 21-26, 28, 30-37, 39-41, 43-49                 | 34                    |
| News Photographer                | 2-5, 9-12, 14-16, 18, 21-26, 28, 30-37, 39-41, 43-49                 | 12                    |
| Local Sales Assistant            | 2-4, 9-11, 14-16, 18-19, 21-25, 28, 30-33, 36-37, 39-41, 43-49       | 33                    |
| Early Morning Executive Producer | 2-5, 7, 9-11, 14-16, 18-19, 21-25, 28-33, 35-37, 39-41, 43-48        | 7                     |
| News Editor                      | 2-5, 7, 9-11, 14-16, 18-25, 28, 30-33, 35-37, 39-41, 43-49           | 24                    |
| Credit Specialist                | 2-4, 6, 9-12, 14-16, 18-19, 21-25, 28, 30-33, 36-37, 39-41, 43-49    | 12                    |
| Scheduling Specialist            | 2-4, 6, 9-11, 14-16, 18-19, 21-25, 28, 30-34, 36-37, 39-41, 43-49    | 33                    |
| Inventory Specialist             | 2-4, 6, 9-12, 14-16, 18-19, 21-25, 28, 30-33, 36-37, 39-41, 43-49    | 12                    |
| News Reporter                    | 1-6, 9-12, 14-16, 18-19, 21-25, 28, 30-33, 35-37, 39-41, 43-49       | 1                     |
| Master Control Operator          | 2-4, 6, 9-11, 14-16, 18-19, 21-25, 28, 30-33, 36-37, 39-41, 43-49    | 33                    |
| Local Sales Manager              | 2-4, 6-7, 9-11, 14-16, 18-19, 21-25, 28, 30-33, 36-37, 39-41, 43-49  | 24                    |
| Web Producer                     | 2-4, 6, 9-11, 14-16, 18-19, 21-25, 27-28, 30-33, 36-37, 39-41, 43-49 | 27                    |
| Local Sales Assistant            | 2-4, 6, 9-12, 14-16, 18-19, 21-26, 28, 30-33, 36-37, 39-41, 43-49    | 18                    |
| Local Sales Assistant            | 2-4, 6, 9-12, 14-16, 18-19, 21-26, 28, 30-33, 36-37, 39-41, 43-49    | 12                    |
| News Producer                    | 2-7, 9-11, 14-16, 18-19, 21-25, 28, 30-33, 35-37, 39-41, 43-49       | 7                     |
| Social Media Lead                | 2-4, 6-7, 9-12, 14-16, 18-19, 21-25, 28, 30-33, 36-37, 39-41, 43-49  | 7                     |
| Fresh Living Producer            | 2-4, 6-7, 9-11, 14-16, 18-19, 21-25, 28, 30-33, 36-37, 39-41, 43-49  | 7                     |

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|--------------------------------------|---|-----------------------|
| Marketing Consultant                 | 2-4, 6, 9-12, 14-16, 18-19, 21-25, 28, 30-33, 36-37, 39-41, 43-49 | 12                    |
| Executive Producer - Assignment Desk | 2-6, 9-12, 14-16, 18-19, 21-25, 28, 30-33, 35-37, 39-41, 43-49    | 12                    |
| News Producer                        | 2-6, 9-12, 14-16, 18-19, 21-25, 28, 30-37, 39-41, 43-49           | 12                    |
| News Producer                        | 2-6, 9-12, 14-16, 18-19, 21-25, 28, 30-37, 39-41, 43-49           | 24                    |
| Marketing Consultant                 | 2-4, 6, 9-11, 14-16, 18-19, 21-25, 28, 30-33, 36-37, 39-41, 43-49 | 24                    |
| Traffic Scheduling Specialist        | 2-4, 6, 9-11, 14-16, 18-19, 21-25, 28, 30-33, 36-37, 39-41, 43-49 | 18                    |
| News Editor                          | 2-7, 9-11, 14-16, 18-19, 21-25, 28, 30-33, 35-37, 39-41, 43-49    | 7                     |
| Marketing Consultant                 | 2-4, 6, 9-12, 14-16, 18-19, 21-25, 28, 30-33, 36-41, 43-49        | 12                    |
| Weather Producer                     | 2-6, 9-12, 14-16, 18-19, 21-25, 28, 30-33, 35-41, 43-49           | 33                    |
| Marketing Consultant                 | 2-4, 6, 9-12, 14-16, 18-19, 21-25, 28, 30-33, 36-41, 43-49        | 12                    |
| Sr. Sales / Marketing Consultant     | 2-4, 6, 9-12, 14-16, 18-19, 21-26, 28, 30-33, 36-41, 43-49        | 26                    |
| General Assignment Reporter          | 2-4, 6-7, 9-12, 14-16, 18-19, 21-25, 28, 30-33, 36-41, 43-49      | 7                     |
| General Assignment Reporter          | 2-4, 6-7, 9-12, 14-16, 18-19, 21-25, 28, 30-33, 36-41, 43-49      | 33                    |
| Studio Technician                    | 2-4, 6, 9-12, 14-16, 18-19, 21-25, 28, 30-33, 36-41, 43-49        | 33                    |
| Multimedia Journalist                | 1-7, 9-11, 14-16, 18-19, 21-25, 28, 30-33, 35-41, 43-49           | 1                     |
| Web Producer                         | 2-7, 9-12, 14-16, 18-19, 21-25, 28, 30-33, 35-41, 43-49           | 12                    |
| Local Sales Manager                  | 2-4, 6-7, 9-11, 14-16, 18-19, 21-26, 28, 30-33, 36-41, 43-50      | 7                     |
| Promotions Producer                  | 2-4, 6, 8-11, 14-16, 18-19, 21-25, 28, 30-33, 36-41, 43-50        | 8                     |
| Promotions Producer                  | 2-4, 6, 8-11, 14-16, 18-19, 21-25, 28, 30-33, 36-41, 43-50        | 18                    |
| News Assistant                       | 2-4, 6, 9-12, 14-16, 18-19, 21-25, 28, 30-33, 36-41, 43-50        | 12                    |
| Credit Specialist                    | 2-4, 6, 9-11, 14-16, 18-25, 28, 30-33, 37-41, 43-50               | 14                    |

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| Job Title                 | Recruitment Sources ("RS")<br>Used to Fill Vacancy              | RS Referring<br>Hiree |
|---------------------------|---|-----------------------|
| Credit Specialist         | 2-4, 6, 9-11, 14-16, 18-25, 28, 30-33,<br>37-41, 43-50          | 20                    |
| Master Control Operator   | 2-4, 6, 9-11, 14-16, 18-19, 21-25, 28,<br>30-34, 36-41, 43-50   | 34                    |
| News Editor               | 2-6, 9-12, 14-19, 21-25, 28, 30-33, 35-<br>41, 43-50            | 12                    |
| Master Control Operator   | 2-4, 6, 9-11, 14-19, 21-25, 28, 30-34,<br>36-41, 43-50          | 33                    |
| Special Projects Producer | 2-4, 6, 9-12, 14-25, 28, 30-33, 36-41,<br>43-50                 | 12                    |
| News Editor               | 2-7, 9-11, 14-19, 21-25, 28, 30-33, 35-<br>41, 43-50            | 7                     |
| Studio Technician         | 2-7, 9-11, 14-19, 21-22, 24-25, 28, 30-<br>33, 35, 37-44, 46-50 | 7                     |

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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         | Agency Referral   | N   | 2  |
| 2         | Arizona State University Walter Cronkite School of Journalism<br>555 N. Central Ave. Suite # 302<br>Phoenix, Arizona 85004<br>Phone : 602-496-5555<br>Url : News Only<br>Email : Mike.wong@asu.edu<br>Mike Wong | Y   | 0  |
| 3         | Brigham Young University<br>2440 WSC<br>Provo, Utah 84602<br>Phone : 801-422-7600<br>Scott Grenhalgh<br>Manual Posting  | Y   | 2  |
| 4         | Careerbuilder.com<br>1101 15th St, NW<br>Washington, District of Columbia<br>Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a><br>Email : sbgresumes@sbgstv.com<br>Andrew Hamburger | N   | 0  |
| 5         | Collective Talent<br>26150 Hersheyvale<br>Franklin, Michigan 48025<br>Email : info@michaelsmedia.com<br>Michael Bille   | N   | 0  |
| 6         | College of Eastern Utah<br>451 East 400 North<br>Price, Utah 84501<br>Phone : 435-613-5284<br>Url : **source requested removal 9/4/13<br>Email : career.services@usu.edu<br>Carley Fox                          | Y   | 0  |
| 7         | Current Employee  | N   | 18   |
| 8         | Current Employee - Transfer/Promotion   | 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 |
|-----------|---|---|--|
| 9         | Department of Dept of Workforce Services<br>1385 S. State Street<br>Salt Lake City, Utah 84115<br>Phone : 801-468-0073<br>Email : postajob@utah.gov<br>Career Services  | Y   | 1  |
| 10        | Department of Dept of Workforce Services<br>1385 S. State Street<br>Salt Lake City, Utah 84115<br>Phone : 801-526-0997<br>Url : <a href="http://jobs.utah.gov/index.html">http://jobs.utah.gov/index.html</a><br>Email : dwscontactus@utah.gov<br>Bill Campbell | Y   | 0  |
| 11        | Dixie State College<br>225 South 700 East<br>St. George, Utah 84770<br>Phone : 435-652-7669<br>Email : careercenter@dixie.edu<br>Candace Candace  | Y   | 0  |
| 12        | Employee Referral   | N   | 35   |
| 13        | Former Employee   | N   | 1  |
| 14        | GlassDoor.com<br>1 Harbor Drive Suite 300<br>Sausalito, California 94965<br>Phone : 415-339-9105<br>Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a><br>Email : sbgresumes@sbgstv.com<br>Sinclair SilkRoad Source                          | N   | 1  |
| 15        | Hire a Hero<br>P.O. Box 6808<br>Morango, California 94705<br>Phone : 888-501-2278<br>Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a><br>Email : sbgresumes@sbgstv.com<br>Broadbean Source Alicia Lawrence                                 | N   | 0  |
| 16        | Howard University<br>School of Communications 525 Bryant St., NW, Room 107<br>Washington, District of Columbia 20059<br>Email : cdudley@howard.edu<br>Carol Dudley  | 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> |
|------------------|--|--|---|
| 17               | Husson University<br>1 College Circle New England School of Communication<br>Bangor, Maine 04401<br>Url : **NEWS ONLY*<br>Email : verrillr@husson.edu<br>Rodney Verrill                              | Y  | 0   |
| 18               | Indeed.com<br>7501 N. Capital of Texas Highway Building B<br>Austin, Texas 78737<br>Phone : 800-462-5842<br>Url : http://www.indeed.com<br>Email : sbgresumes@sbgstv.com<br>Sinclair SilkRoad Source | N  | 27  |
| 19               | Ithaca College<br>953 Danby Road<br>Ithaca, New York 14850<br>Email : sbgresumes@sbgstv.com<br>Sharon Pickeral   | N  | 0   |
| 20               | Job posting on internet  | N  | 4   |
| 21               | Journalismjobs.com<br>72 Plaza Drive 2nd Floor<br>Berkeley, California 94705<br>Phone : 510-653-1521<br>Email : sbgresumes@sbgstv.com<br>Broadbean Source  | N  | 1   |
| 22               | KUTV Website<br>299 S. Main Street<br>Salt Lake City, Utah 84111<br>Phone : 410-568-1724<br>Url : http://www.kutv.com<br>Email : MMedina@sbgstv.com<br>Melissa Medina                                | Y  | 3   |
| 23               | LDS Employment Services<br>780 West 800 South<br>Salt Lake City, Utah 84104<br>Phone : 801-240-7240<br>Email : walkerdw@ldschurch.org<br>Dean Walker   | Y  | 0   |

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|-----------|---|---|--|
| 24        | LinkedIn Corporate Solutions<br>2029 Stierlin Ct<br>Mountain View, California 94043<br>Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Danielle Andeson                                    | N   | 10   |
| 25        | Media Match<br>8112 1/2 West 3rd Street<br>Los Angeles, California 90048<br>Phone : 555--5555<br>Email : <a href="mailto:info@media-match.com">info@media-match.com</a><br>Tammy Romaniuk   | Y   | 0  |
| 26        | Non-Employee Referral   | N   | 6  |
| 27        | Previous Employee   | N   | 2  |
| 28        | Recruit.Net<br>2706, The Centrium 61 Wyndham St<br>Central, Hong Kong<br>Phone : 852 2525 0555<br>Url : <a href="http://www.recruit.net">http://www.recruit.net</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Sinclair SilkRoad Source                   | N   | 0  |
| 29        | Recruiter   | N   | 1  |
| 30        | Recruiter Guy<br>Utah<br>Email : <a href="mailto:recruiterguy@msn.com">recruiterguy@msn.com</a><br>Bill Humbert   | N   | 0  |
| 31        | Salt Lake Community College Placement Office<br>4600 S. Redwood Road<br>Salt Lake City, Utah 84123<br>Phone : 801-657-4207<br>Email : <a href="mailto:samantha.faupula@slcc.edu">samantha.faupula@slcc.edu</a><br>Samantha Faupula  | Y   | 0  |
| 32        | SimplyHired.com<br>370 San Aleso Avenue Suite 200<br>Sunnyvale, California 94085<br>Phone : 650-254-9000<br>Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Sinclair SilkRoad Source | N   | 0  |

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|------------------|--|--|---|
| 33               | Sinclair Broadcast Group<br>10706 Beaver Dam Rd<br>Hunt Valley, Maryland 21030<br>Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a><br>Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a><br>Sharon Pickeral   | N  | 26  |
| 34               | Station Website  | N  | 10  |
| 35               | Talent Dynamics<br>600 E Colinas Blvd Ste 100<br>Irving, Texas<br>Email : <a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a><br>Christina Hedding  | N  | 0   |
| 36               | The Art Institute<br>121 West Election Rd.Ste 100<br>Draper, Utah<br>Phone : 801-601-4712<br>Email : <a href="mailto:mmcfarland@aii.edu">mmcfarland@aii.edu</a><br>Reenie McFarland  | Y  | 0   |
| 37               | The Job Spider<br>3000 Stanton Circle<br>Carmichael, California 95608<br>Phone : 916-488-7065<br>Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Broadbean Source         | N  | 0   |
| 38               | The Muse<br>1375 Broadway<br>New York, New York 10018<br>Phone : 646-861-0284<br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Andrea Siegle   | N  | 0   |
| 39               | TheLadders.com<br>137 Varick Street 8th Floor<br>New York, New York 10013<br>Phone : 646-453-1800<br>Url : <a href="http://www.theladders.com">http://www.theladders.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Sinclair SilkRoad Source | N  | 0   |



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|-----------|---|---|--|
| 40        | TV JOBS<br>P.O. Box 4116<br>Oceanside, California 92052<br>Phone : 760-754-8177<br>Email : admin@tvjobs.com<br>Mark C. Holloway   | N   | 5  |
| 41        | University of Utah<br>201 S. 1460 East, 350 SSB<br>Salt Lake City, Utah<br>Phone : 801-585-5049<br>Email : careerjobs@sa.utah.edu<br>Stan Inman   | Y   | 3  |
| 42        | University of Utah Career and Professional Development<br>201 South 1460 East 350 Student Services Building<br>Salt Lake City, Utah 84112<br>Phone : (801) 585-5027<br>Url : http://careers.utah.edu<br>Email : pnielson@sa.utah.edu<br>Preston Nielson | Y   | 0  |
| 43        | US Army Wounded Warrior Program<br>200 Stovall St Room 7N53<br>Alexandria, Virginia 22332<br>Phone : (877) 393-9058<br>Url : added 1/14/14<br>Email : Vicki.h.mullen.civ@mail.mil<br>Vicki Mullen   | Y   | 0  |
| 44        | Utah Broadcasters Association<br>1600 South Main Street<br>Salt Lake City, Utah 84115<br>Phone : 801-486-9521<br>Email : jobsuba@gmail.com<br>Michelle Zabriski   | Y   | 1  |
| 45        | Utah State Office of Rehabilitation<br>660 S. 200 E., Ste 400<br>Salt Lake City, Utah 84111<br>Phone : 801-238-4560<br>Email : gswensen@utah.gov<br>Gordon Swensen  | Y   | 0  |

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|--|--|---|--|
| 46   | Utah State University<br>4305 Old Main Hill<br>Logan, Utah<br>Phone : 435-797-7777<br>Email : sbgresumes@sbgstv.com<br>Kathryn Hadfield  | Y   | 2  |
| 47   | Weber State University<br>1105 University Cir. Rm 230<br>Ogden, Utah<br>Phone : 801-626-7595<br>Email : seichmeier@weber.edu<br>Steven Eichmeier   | Y   | 0  |
| 48   | Weber State University<br>1105 University Cir. Rm 230<br>Ogden, Utah<br>Phone : 801-626-6393<br>Email : careerservices@weber.edu<br>Winn Stanger   | Y   | 0  |
| 49   | Westminster College<br>1840 South 1300 East<br>Salt Lake City, Utah 84105<br>Phone : 801-832-2590<br>Email : Careercenter@westminstercollege.edu<br>Jan Lyons  | Y   | 0  |
| 50   | www.mediagignow.com<br>717 Green Valley Road Suite 200<br>Greensboro, North Carolina 27408<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N   | 0  |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |   | <b>162</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 | 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<br>News Talent Manager<br>Director, News Training and Development     |
| 2 | 3/14/2018   | Co Sponsoring Job Fair                                 | Co-Sponsore Utah Broadcasting Association's Annual Job Fair, seeking applicants for internships and a wide variety of jobs.  | 4                                   | Adminstrative Assistant<br>Assistant Business Manager<br>News Director<br>Production Manager |

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|---|-------------|--|--|-------------------------------------|---|
| 3 | 3/21/2018   | Provision of training to management                    | <p>Training: 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. Newly hired managers and supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" 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. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p> | 21                                  | General Manager<br>Assistant Business Manager |

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|   | <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>  |
|---|-------------|--|---|-------------------------------------|---|
| 4 | 4/3/2018    | Participation in events sponsored by community groups  | Throughout the year we provide station tours to a variety of groups from the community. During these station tours participants are shown the fundamentals our television news station and how we put together a newscast. We take every group through each department from the newsroom to master control and explain what goes on within each area. We also allow them to watch 15 minutes of a behind the scene newscast for that day at the end of each tour. Our station tours typically last about an hour. | 3                                   | News Assistant<br>Assistant Business Manager<br>Local Sales Assistant |

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**June 1, 2017 - May 31, 2018**

**III. RECRUITMENT INITIATIVES**

|   | Date      | Type of Recruitment Initiative (Menu Selection)                                | Brief Description Of Activity   | No. of Stations Participants | Participant Title   |
|---|-----------|--|---|------------------------------|---|
| 5 | 5/10/2018 | Establishment of an intern program designed to assist members of the community | <p>The Station Employment Unit has an internship program as defined below:</p> <p>Program Goal:</p> <p>The goal of our internship program is to recruit candidates from local colleges and technical schools and prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> <li>• Develop links with colleges, universities and technical schools to promote the Station Employment Unit as a prospective employer.</li> <li>• Create symbiotic relationship between interns and Station Employment Unit.</li> <li>• Provide interns with opportunities to translate classroom theories into industry applications. Interns will have the opportunities to develop practical skills that will improve their chances for success in the broadcast industry.</li> </ul> <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> <li>• Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, application should be communication majors, although other majors will be considered.</li> <li>• The applicant must be at least 18 years of age.</li> <li>• The applicants must be in good academic standing as defined by his or her academic institution.</li> <li>• The applicants must receive academic credit for their internship experience. He/She must be registered for college credit at his/her institutions during the quarter or semester in which the intern ship is</li> </ul> | 4                            | Assistant Business Manager<br>Executive Producer<br>Anchor<br>Cheif Meteorologist |

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|--|-------------|--|--|-------------------------------------|--------------------------|
|  |             |  | <p>performed. Interns are not paid.</p> <p>In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.</p> <p>Any person interested in an internship should contact the station Employment Unit for more details.</p> |                                     |                          |