

**KEPR, KIMA, KUNW, KVVK**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2013 - September 30, 2014**

**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
Receptionist	1-8, 13-14, 16-22, 24-25, 27, 29-30, 33-42, 45-50, 52-55, 57, 59	22
Creative Services Producer	1-6, 8, 13-14, 16-17, 19-22, 24-25, 27, 29-31, 33-42, 45-50, 52-55, 57, 59	22
Web Producer	1-9, 13-14, 16-22, 24-31, 33-35, 37-43, 45-49, 52-59	43
Reporter	1-9, 11, 13-21, 24-25, 27-31, 33-35, 37-43, 45-55, 57-59	15
Reporter	1-9, 11, 13-21, 24-25, 27-31, 33-35, 37-43, 45-59	43
HR Coordinator / Admin	23	23
News Producer	1-10, 13-19, 21, 23-25, 27-42, 44-55, 57	23
Weather Anchor/Feature Reporter	1-10, 12-14, 16-19, 21, 24-25, 27-42, 44-55, 57	12
General Assignment Reporter	1-10, 13-14, 16-19, 21, 24-25, 27-42, 44-55, 57	41
Business Manager	1-9, 13-14, 16-19, 21-22, 24-25, 27-31, 33-42, 45-55, 57	22
Sports Anchor/News Reporter	1-10, 13-14, 16-19, 21, 24-25, 27-35, 37-42, 44-57	48
General Assignment Reporter	1-10, 13-14, 16-19, 21-22, 24-25, 27-35, 37-42, 44-55, 57	22
General Assignment Reporter	1-10, 13-14, 16-19, 21-22, 24-25, 27-35, 37-42, 44-55, 57	48

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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 : <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
2	Art Institute of Ft Lauderdale 1799 SE 17th St Ft Lauderdale, Florida 33316 Url : <a href="http://www.aii.edu">http://www.aii.edu</a> Email : <a href="mailto:lsanchez@aii.edu">lsanchez@aii.edu</a> LuWin Sanchez	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> Andrew Hamburger Manual Posting	N	8
6	Central Washington University- Film and Video Studies 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:fordanr@cwu.edu">fordanr@cwu.edu</a> Michelle Ogden	N	0
7	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

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8	Centro Latino Americano 944 West 5th Ave Eugene, Oregon 97402 Url : <a href="http://www.centrolatinoamericano.org/">http://www.centrolatinoamericano.org/</a> Email : <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a> Roxanne Franco	N	0
9	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
10	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
11	Colorado Broadcasters Association P.O. Box 2369 Brecjerridge, Colorado 80424 Url : <a href="http://www.coloradobroadcasters.org/">http://www.coloradobroadcasters.org/</a> Career Advisor Manual Posting	N	0
12	Current Intern	N	1
13	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:pamela.bumpas@mail.ewu.edu">pamela.bumpas@mail.ewu.edu</a> Pam Bumpas	N	0
14	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
15	Employee Referral	N	3

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16	Employment Security Department Worksource 919 SW Grady Way Ste 125 Renton, Washington 98057 Email : bcastilla@hotmail.com Benjamin Castilla	N	0
17	Employment Security Department Worksource 306 Division St Yakima, Washington 98902 Email : ccauthron@esd.wa.gov Carol Cauthron	N	0
18	Green River Community College 12401 SE 320th Street Auburn, Washington 98092 Url : <a href="http://www.greenriver.edu/">http://www.greenriver.edu/</a> Email : kbrasch@greenriver.edu Career Advisor	N	0
19	Heritage University 3240 Fort Road Toppenish, Washington 98948 Url : <a href="http://www.heritage.edu/">http://www.heritage.edu/</a> Email : sanchez_i@heritage.edu Career Advisor	N	0
20	Hero 2 Hired 2400 Army Pentagin Washington, District of Columbia 20310 Url : <a href="http://www.h2h.jobs">http://www.h2h.jobs</a> Crystal Arcilla Manual Posting	N	0
21	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : cdudley@howard.edu Carol Dudley	Y	0
22	Indeed.com	N	11
23	Internal Candidate	N	2
24	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 : info@iwmf.org Career Advisor	N	0

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25	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : <a href="mailto:eloise@ithaca.edu">eloise@ithaca.edu</a> Eloise Green	Y	0
26	Job Board	N	1
27	Kern County Career Services Center 1600 E Belle Terrace Bakersfield, California 93304 Url : <a href="http://www.careerservicescenter.com/">http://www.careerservicescenter.com/</a> Email : <a href="mailto:cimperial@kchcc.org">cimperial@kchcc.org</a> Career Advisor	N	0
28	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
29	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 : <a href="mailto:studentjobs@lanecc.edu">studentjobs@lanecc.edu</a> Teresa Hughes	N	0
30	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	0
31	Media Match 8112 ½ West 3rd St Los Angeles, California 90048 Phone : 555-555-5555 Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
32	Medialine PO 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

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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:mhcareer@mhcc.edu">mhcareer@mhcc.edu</a> Career Advisor	N	0
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@nlgja.org">info@nlgja.org</a> Career Advisor	N	0
36	NW Asian Weekly & Seattle Chinese Post 412 Maynard Ave S Seattle, Washington 98104 Email : <a href="mailto:info@nwasianweekly.com">info@nwasianweekly.com</a> Carol Vu	N	0
37	Oregon Association of Broadcasters 9020 SW Washington Square Road Ste 140 Portland, Oregon 97223 Email : <a href="mailto:shannon@theoab.org">shannon@theoab.org</a> Shannon Johnson	N	0
38	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
39	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : <a href="mailto:careerconnect@pdx.edu">careerconnect@pdx.edu</a> Career Advisor	N	0
40	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : <a href="mailto:pc-asbe@seattleu.edu">pc-asbe@seattleu.edu</a> Career Advisor	N	0

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41	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@sbgvtv.com">employment@sbgvtv.com</a> Sharon Pickeral	Y	2
42	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : <a href="mailto:klane@sccd.ctc.edu">klane@sccd.ctc.edu</a> Career Advisor	N	0
43	Station Website	N	13
44	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	0
45	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
46	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Email : <a href="mailto:careerdevelopment@evergreen.edu">careerdevelopment@evergreen.edu</a> Career Advisor	N	0
47	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : <a href="mailto:info@imagen.org">info@imagen.org</a> Career Advisor	N	0
48	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	6

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49	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	N	0
50	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : jobs@uoregon.edu Career Advisor	N	0
51	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
52	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
53	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Career Advisor	N	0
54	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
55	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
56	Word of Mouth Referral	N	3
57	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : galjohns@wsu.edu Career Advisor	N	0

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58	WWU - Career Services Center 516 High Street Bellingham, Washington 98225 Email : careers@wwu.edu Career Advisor	N	0
59	WWU - Dept. of Communications 516 High Street Bellingham, Washington 98225 Email : ann.dwyer@wwu.edu Career Advisor	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>50</b>

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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>	<b>Points</b>
1	10/8/2013	Participation in events or programs sponsored by educational institutions	KEPR conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to Boy Scout troops.	3	Creative Services Producer News Anchor News Anchor	0.25
2	10/15/2013	Participation in events or programs sponsored by educational institutions	KEPR conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to Cub Scout troops.	3	Creative Services Producer News Anchor News Anchor	0.25
3	10/23/2013	Participation in events or programs sponsored by educational institutions	KEPR conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to Richland High Students.	3	Creative Services Producer News Anchor News Anchor	0.25
4	11/19/2013	Participation in events or programs sponsored by educational institutions	David Praga, General Manager, and Owen Mansfield, Creative Services Director, were asked to address Tri-Tech Skills Center broadcasting classes. They visited the station where there were a lot of demonstrations to give them an idea of the different aspects of our broadcast operations. At the same time as this was being done job descriptions were being reviewed to give the class an idea of what responsibilities there are with each position and the prerequisites in gaining such positions.	2	General Manager Creative Service Director	0.25
5	12/12/2013	Participation in events or programs sponsored by educational institutions	David Praga, General Manager, spoke to the broadcasting class at Richland High School. He provided a background on the different careers available in broadcasting and what a "road map" looked like for some of those jobs. He also gave professional suggestions to assist them with their future resumes.	1	General Manager	0.25

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6	12/26/2013	Provision of training to management	<p>SBG, Inc. is 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, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), 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.</p> <p>Newly hired Managers and Supervisors also took 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. All other employees newly hired employees took 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. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.</p>	100		1.00

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7	1/14/2014	Participation in events or programs sponsored by educational institutions	KEPR conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to Cub Scout troops.	1	Creative Services Producer News Anchor News Anchor Weather Anchor	0.25
8	1/21/2014	Participation in events or programs sponsored by educational institutions	KEPR conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to Boy Scout troops.	4	Creative Services Producer News Anchor News Anchor Weather Anchor	0.25
9	1/24/2014	Participation in events or programs sponsored by educational institutions	KIMA conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to a local Home School group.	1	Technical Director	0.25
10	2/4/2014	Participation in events or programs sponsored by educational institutions	KEPR conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to Kennewick High Students.	3	Creative Services Producer News Anchor News Anchor	0.25
11	2/19/2014	Participation in events or programs sponsored by educational institutions	KEPR conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to a local Cub Scout troop.	4	Creative Services Producer News Anchor News Anchor Weather Anchor	0.25
12	2/21/2014	Participation in events or programs sponsored by educational institutions	KIMA conducted an informational and demonstrative tour the covering the various station departments and possible broadcasting careers to a local Boy Scout group.	1	Technical Director	0.25
13	3/4/2014	Participation in events or programs sponsored by educational institutions	David Praga, General Manager, spoke to the broadcasting class at Richland High School. He provided a background on the different careers available in broadcasting and what a "road map" looked like for some of those jobs. He also gave professional suggestions to assist them with their future resumes.	1	General Manager	0.25

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14	3/4/2014	Participation in events or programs sponsored by educational institutions	David Praga, General Manager, and Owen Mansfield, Creative Services Director, were asked to address Tri-Tech Skills Center broadcasting classes. They visited the station where there were a lot of demonstrations to give them an idea of the different aspects of our broadcast operations. At the same time as this was being done job descriptions were being reviewed to give the class an idea of what responsibilities there are with each position and the prerequisites in gaining such positions.	2	General Manager Creative Service Director	0.25
15	3/12/2014	Participation in events or programs sponsored by educational institutions	Jim Niedelman, News Director, spoke within the Yakima School District along with Alan Sillence giving students career information about the broadcast industry.	2	Asst. News Director Sports Director	0.25
16	3/25/2014	Participation in events or programs sponsored by educational institutions	KEPR conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to Pasco High Students.	4	Creative Services Producer News Anchor News Anchor Weather Anchor	0.25
17	3/26/2014	Participation in events or programs sponsored by educational institutions	KIMA conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to a local Girl Scout group.	1	Technical Director	0.25
18	4/3/2014	Participation in events or programs sponsored by educational institutions	KEPR conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to a local Boy Scout troop.	3	Creative Services Producer News Anchor News Anchor	0.25
19	4/11/2014	Participation in events or programs sponsored by educational institutions	KIMA conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to Yakima High School students.	1	Technical Director	0.25
20	4/15/2014	Participation in events sponsored by community groups	KIMA conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to local Army recruiters from Yakima, Union Gap, Zillah, Wapato, and Sunnyside.	1	Technical Director	0.25

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21	4/22/2014	Participation in events sponsored by community groups	Alan Sillence, Sports Director, served on the Yakima Valley Sports Commission panel on Media in the Community.	1	Sports Director	0.25
22	4/25/2014	Participation in events or programs sponsored by educational institutions	KIMA conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to Yakima High School students.	1	Technical Director	0.25
23	5/16/2014	Participation in events or programs sponsored by educational institutions	KIMA conducted an informational and demonstrative tour in the covering various station departments and possible broadcasting careers to a local Home School group.	1	Technical Director	0.25
24	7/8/2014	Participation in scholarship programs	<p>Since 1987, first under the former Fisher Communications company and now as a Sinclair Broadcast Group program, we have sought to attract minority students into careers in broadcasting with annual scholarships. Every year, a committee of TV, Radio and Administrative co-workers, come together to review application packets and choose recipients based on need, academic achievement and personal qualities.</p> <p>This year, the Minority Scholarship with \$9,619.00 to award in scholarship money, decided upon 2 finalists. The interviews were conducted with these students during the week of July 8, 2014. The committee evaluated the applications and interviews to determine the amount received.</p>	12	HR Director VP, GM GM Regional Controller	1.00

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25	8/2/2014	Participation in Job Fairs	<p>Sharon Pickeral – Corporate Employment Manager, Stan Heist – News Talent Manager, Blaise Labbe, News Director for WOAI as well as several News employees who were in attendance.</p> <p>Sharon, Stan and Blaise represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Boston, MA; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.</p>	3	Corporate Employment Manager News Talent Manager WOAI News Director	0.25
26	8/8/2014	Participation in Job Fairs	<p>Sharon Pickeral – Corporate Employment Manager, Stan Heist – News Talent Manager and several News employees who were in attendance represented ALL news stations for Sinclair at the career expo at the National Association of Hispanic Journalists convention in San Antonio, TX; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.</p>	2	Corporate Employment Manager News Talent Manager	0.25

**KEPR, KIMA, KUNW, KVVK****EEO PUBLIC FILE REPORT****October 1, 2013 - September 30, 2014****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>	<b>Points</b>
27	8/15/2014	Participation in Job Fairs	Sharon Pickeral – Corporate Employment Manager, Stan Heist – News Talent Manager and a reporter from Reno, NV represented ALL news stations for Sinclair at the career expo at the Asian American Journalist Association convention in Washington, DC; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager Creative Service Director	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>8.25</b>