

KBOI, KYUU

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") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	1-12, 17-20, 22-24, 26-29, 31, 33-34, 36-50, 53-58, 60-70	33
Promotions Producer	1-9, 11-12, 14-15, 17-24, 26-29, 31, 33- 39, 41-50, 52, 55-58, 60-68, 70	15
Multi-Media Journalist	1-12, 17-18, 20-21, 23-24, 26-29, 31, 33-34, 36-47, 49-50, 52, 54-58, 60-68, 70	50
Copy Coordinator	1-9, 11-12, 17-21, 23-24, 26-29, 31, 33- 34, 36-39, 41-50, 52, 55-58, 60-68, 70	50
Weekend Meteorologist / MMJ	1-12, 17-18, 20-21, 23-24, 26-29, 31, 33-34, 36-47, 49-50, 52, 54-58, 60-68, 70	38
News Editor	1-12, 17-21, 23-24, 26-29, 31, 33-34, 36-47, 49-50, 52, 54-58, 60-68, 70	28
News Editor	1-12, 17-21, 23-24, 26-29, 31, 33-34, 36-47, 49-50, 52, 54-58, 60-68, 70	19
Multimedia Journalist	1-12, 17-21, 23-24, 26-29, 31, 33-34, 36-50, 54-58, 60-68, 70	19
Broadcast Engineer	1-9, 11-12, 17-18, 20-21, 23-24, 26-29, 31-33, 36-39, 41-51, 55-58, 60-68, 70	51
Digital Content Producer	1-9, 11-13, 17-21, 23-24, 26-31, 33, 36- 39, 41-50, 55-58, 60-68, 70	19
Multi-Media Journalist	1-9, 11-12, 17-18, 20-21, 23-24, 26-29, 31, 33, 36-39, 41-50, 55-58, 60-68, 70	61
News Editor	1-12, 17-18, 20-21, 23-24, 26-29, 31, 33, 37-50, 54-58, 60-68, 70	33
News Editor	1-12, 17-18, 20-21, 23-24, 26-29, 31, 33, 37-50, 54-58, 60-68, 70	28
News Producer	1-12, 15, 17-18, 20-21, 23-24, 26-29, 31, 33, 36-50, 54-58, 60-68, 70	15
Marketing Consultant	1-9, 11-12, 17-18, 20-21, 23-24, 26-31, 33, 36-39, 41-50, 55-58, 60-68, 70	6
Multimedia Journalist	1-12, 17-18, 20-21, 23-24, 26-29, 31, 33, 37-51, 54-70	69
Digital News Photographer	1-12, 16-18, 20-21, 23-24, 26-29, 31, 33-34, 37-50, 54, 56-68, 70-71	16
Local Sales Assistant	1-9, 11-12, 17-18, 20-21, 23-24, 26-29, 31, 33-34, 37-39, 41-50, 56-68, 70-71	28
General Manager	1-9, 11-12, 14-15, 17-18, 20-21, 23-24, 26-29, 31, 33-34, 37-39, 41-50, 55-68, 70-71	15

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Meteorologist/Reporter	1-12, 15, 17, 20-21, 23-29, 31, 33-34, 37-50, 54-68, 70-71	15
Promotions Director	1-9, 11-12, 14, 17, 20-21, 23-29, 31, 33 -34, 37-39, 41-50, 55-65, 67-68, 70-71	28

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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	Boise State University 1910 University Dr Boise, Idaho 83725 Phone : . Url : www.boisestate.edu Email : sbgresumes@sbgvtv.com Career Center	N	1
3	Brigham Young University - Idaho 525 S Center St Rexburg, Idaho 83460 Phone : . Url : www.byui.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
4	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Center	N	0
5	California State University - Chico Journalism Department 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@sbgvtv.com Andrew Hamburger	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Central Washington- Employer Recruitment 400 E University Way Ellensburg, Washington 98926 Phone : 509-963-1921. Url : http://www.cwu.edu/~career/cms/ Email : career@cwu.edu Fax : 1-509-963-1921 Career Center	N	0
8	Centro Latino Americano 944 West 5th Ave Eugene, Oregon 97402 Url : http://www.centrolatinoamericano.org/ Email : cnmainfo@ccnma.org Roxanne Franco	N	0
9	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
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	College of Southern Idaho 315 Falls Ave Twin Falls, Idaho 83301 Phone : . Url : www.csi.edu Email : sbgresumes@sbgstv.com Career Center	N	0
12	Community Council of Idaho 315 Happy Day Blvd Caldwell, Idaho 83607 Phone : . Url : www.communitycouncilofidaho.org Email : kgonzalez@ccimail.org Korene Gonzalez	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
13	Craigslist Boise Craigslist Boise, Idaho Phone : 208 489-12-12 Url : http://boise.craigslist.org Edith Madura Manual Posting	N	0
14	Current Employee	N	5
15	Current Employee/Internal Promotion	N	4
16	E-mail Inquiry	N	1
17	Eastern Washington University 104 RTV Building Cheney, Washington 99004 Url : http://www.ewu.edu/cale/programs/film.xml Email : pamela.bumpas@mail.ewu.edu Pam Bumpas	N	0
18	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : http://www.edcc.edu/ Email : careeractioncenter@edcc.edu Career Center	N	0
19	Employee Referral	N	6
20	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	2
21	Green River Community College 12401 SE 320th Street Auburn, Washington 98092 Url : http://www.greenriver.edu/ Email : jkaniss@greenriver.edu Jayme Kaniss	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Heritage University 3240 Fort Road Toppenish, Washington 98948 Phone : 509 865.8528 Url : http://www.heritage.edu/ Email : Maceda_L@heritage.edu Lizbeth Maceda	N	0
23	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
24	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : **station did not begin using B1 until 10/7/13 Email : cdudley@howard.edu Carol Dudley	Y	0
25	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Email : verrillr@husson.edu Rodney Verrill	Y	0
26	Idaho Department of Labor 317 W Main St Boise, Idaho 83735 Phone : 208 332-3570 Url : http://labor.idaho.gov Fax : 1-208-334-6222 Job Postings	N	0
27	Idaho State University Museum Building, Room 418 Pocatello, Idaho 83209 Phone : . Email : careers@isu.edu Career Center	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
28	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	10
29	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 Contact	N	0
30	Internet Ad-not directly contacted by SEU	N	3
31	Ithaca College 953 Danby Rd Ithaca, New York 14850 Url : *station did not begin using B1 until 10/7/13 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
32	Job Board	N	1
33	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	4
34	Kern County Hispanic Chamber of Commerce 231 H Street Bakersfield, California 93304 Phone : 661-633-5495 Url : http://www.lwtc.ctc.edu/ Email : jtamsi@kehcc.org J Tamsi	N	0
35	Lake Washington Technical College 11605 132nd Ave NE Kirkland, Washington 98034 Url : http://www.lwtc.ctc.edu/ Fax : 1-425-739-8199 Career Center	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
36	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
37	LDS Employment Resource Center 10740 Fairview Ave Ste 200 Boise, Idaho 83713 Phone : . Email : WEL-EC-Boise@ldschurch.org Employment Resources	N	0
38	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Danielle Anderson	N	3
39	Media Match 8112 ½ West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
40	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
41	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhccareer@mhcc.edu Career Center	N	0
42	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Job Postings	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
43	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : info@nljja.org Job Postings	N	0
44	Oregon Association of Broadcasters 9020 SW Washington Square Road Portland, Oregon 97223 Email : theoab@theoab.org Job Postings OAB President	N	0
45	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Center	N	0
46	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : sbgresumes@sbgstv.com Career Center	N	0
47	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
48	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgstv.com Career Center	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

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50	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgiv.com Sharon Pickeral	N	6
51	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Scott Jones	N	1
52	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : deborah.white@seattlecolleges.edu Deborah White	N	0
53	Station Website	N	1
54	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
55	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, Washington 98121 Email : rpasley@aia.edu Career Center	N	0
56	The Evergreen State College - 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Development	N	0
57	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Center	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
58	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
59	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
60	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
61	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	4
62	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Center	N	0
63	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : sbgresumes@sbgstv.com Career Center	N	0

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64	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
65	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Job Postings	N	0
66	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Phone : 425-774-3338 Email : pbouwer@wvs.org Job Postings	N	0
67	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Center	N	0
68	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Center	N	0
69	Word of Mouth Referral	N	2
70	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : tosborn@wsu.edu Career Center	N	0
71	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:			56

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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	7/10/2017	Participation in events or programs sponsored by educational institutions	Station Tour for Sage Elementary School; 14 students and 2 adults toured newsroom, news studio, production and edit bays, as well as Weather Center. Students talked to reporters, anchors, digital content producers; multi-media journalists, photographers, Promotions director, and morning weather anchor. Saw the studio green screen and its operation in reporting weather.	2	Weather/Reporter Morning News Anchor
2	8/8/2017	Participation in other activities designed by the station employment unit	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. Employmnet Mgr New Talent Manager Director, News Training
3	8/8/2017	Participation in events or programs sponsored by educational institutions	Station tour for home-schooled children and parent. Toured newsroom, talked to morning anchors and news producer, saw production area and master control; toured news and weather set and had demonstration of green screen and cameras	2	News Producer Morning News Anchor
4	8/30/2017	Participation in events or programs sponsored by educational institutions	Station tour for home school children ages 7-12. Twelve children and four adults visited newsroom, met anchors, saw how news to collected, reported, and produced. Had demonstration of production facilities, and newsroom green screen, weather station, and cameras.	2	Anchor/Reporter News Producer
5	9/6/2017	Participation in events or programs sponsored by educational institutions	Station tour for home school children ages 5-10. Seven children and three adults toured newsroom, production facilities, and news set with demonstrations of green screen, weather station, production and editing.	2	News/Anchor News/Weather

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	10/25/2017	Participation in events or programs sponsored by educational institutions	Station Tour by Madison High School; 19 students with 2 adults toured the station with Nate Larson, Weekend Meteorologist. Group toured news room, saw how stories are developed from concept through reporting and production. Met with producers and reporters to see how news is gathered. Visited production area to see how footage is prepared for broadcast. Visited on-air broadcast studio to see anchor desks, and work with Nate on green screen weather reporting.	2	Meteorologist News Producer
7	2/16/2018	Participation in events or programs sponsored by educational institutions	Station Tour for 22 students and 3 adults from Capitol High School. Saw newsroom, met anchors, talked to producers. Toured production, saw master control, and studio green screen at news anchor desk.	1	News Producer
8	2/27/2018	Participation in events or programs sponsored by educational institutions	Station Tour for home school group from Boise. Ten adults and 16 children toured the newsroom, talked to editors and producers about story generation; visited control room, talked to production about making commercials; saw Master Control and the studio, green screen and anchor desk; visited the weather center.	1	News Producer
9	3/1/2018	Participation in events or programs sponsored by educational institutions	Station Tour for YMCA of Boise; 12 children and three adults toured the newsroom, talked to anchors about producing the news; saw the commercial production side, studio control room, and weather center with green screen.	1	Commercial Producer