

KJZZ, KMYU, KUTV
EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 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
Photographer	1-7, 9, 11, 13-14, 16-19, 21-27, 29-30, 32-46	26
Accounting Assistant	1, 3, 5, 11, 13, 17, 21-23, 25, 30, 35-36, 39-46	22
Master Control Operator	1, 3, 5, 7, 11, 13-14, 16-19, 21-25, 27, 29-30, 32-33, 35-46	14
Master Control Operator	1, 3, 5, 7, 11, 13-14, 16-19, 21-25, 27, 29-30, 32-33, 35-46	33
Commercial Producer	1, 3, 5-6, 11, 13-14, 16-19, 21-25, 27, 29-30, 32-46	14
Inventory Specialist	1, 3, 5, 11-14, 16-25, 27, 29-30, 32-33, 35-46	19
Sales Account Executive	1, 3, 5, 11-14, 16-19, 21-25, 27, 29-30, 32-33, 35-46	33
Sales Account Executive	1, 3, 5, 8, 11-14, 16-19, 21-25, 27-30, 32-33, 35-46	28
Sales Account Executive	1, 3, 5, 8, 11-14, 16-19, 21-25, 27-30, 32-33, 35-46	14
Sales Account Executive	1, 3, 5, 8, 11-14, 16-19, 21-25, 27-30, 32-33, 35-46	8
News Producer	1, 3, 5-6, 8, 11-14, 16-19, 21-25, 27, 29 -46	8
Local Sales Assistant	1, 3, 5, 11-14, 16-19, 21-25, 27, 29-30, 32-33, 35-46	14
Station Manager	1, 3, 5, 11-14, 16-19, 21-25, 27, 29-30, 32-33, 35-46	14
Commercial Producer	1, 3, 5-6, 11-14, 16-19, 21-27, 29-30, 32-46	14
Web Producer	1, 3, 5, 10-14, 16-19, 21-25, 27, 29-30, 32-33, 35-46	21
Local Sales Assistant	1, 3, 5, 11-14, 16-19, 21-25, 27, 29-30, 32-33, 35-46	5
Inventory Specialist	1, 3, 5, 11-14, 16-19, 21-25, 27, 29-30, 32-33, 35-46	19
News Photographer	1, 3, 5-6, 9, 11-13, 16-19, 21-25, 27, 29 -30, 32-46	9
News Editor	1, 3, 5-6, 11-13, 16-19, 21-25, 27, 29- 30, 32-46	21
News Editor	1, 3, 5-6, 11-13, 16-19, 21-25, 27, 29- 30, 32-46	33
Local Sales Manager	1, 3, 5, 11-14, 16-19, 21-25, 27, 29-30, 32-33, 35-46	14

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News Photographer	1, 3, 5-7, 11-13, 16-19, 21-25, 27, 29-30, 32-46	38
General Assignment Reporter	1, 3, 5-6, 11-14, 16-19, 21-25, 27, 29-30, 32-46	14
News Editor	1, 3, 5-6, 11-13, 16-19, 21-25, 27, 29-30, 32-46	19
Graphic Designer	1, 3, 5, 7, 11-13, 16-19, 21-27, 29-30, 32-33, 35-45	26
Early Morning News Producer	1, 3, 5-7, 11-14, 16-19, 21-25, 27, 29-30, 32-45	14
Early Morning News Producer	1, 3, 5-7, 11-14, 16-19, 21-25, 27, 29-30, 32-45	33
Credit Specialist	1, 3, 5, 11-13, 15-19, 21-25, 27, 29-30, 32-33, 35-45	15
News Director	1, 3, 5-7, 11-14, 16-19, 21-25, 27, 29-30, 32-45	14
Master Control Operator	1, 3, 5, 11-14, 16-19, 21-25, 27, 29-30, 32-33, 35-45	19
News Editor	1, 3, 5-6, 11-13, 16-19, 21-25, 27, 29-30, 32-46	19

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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	Arizona State University Walter Cronkite School of Journalism 555 N. Central Ave. Suite # 302 Phoenix, Arizona 85004 Phone : 602-496-5555 Url : News Only Email : Mike.wong@asu.edu Mike Wong	Y	0
2	B-Roll.net 1623 D St NE Washington, District of Columbia 20002 Url : http://www.b-roll.net Kevin Johnson Manual Posting	N	0
3	Brigham Young University 2440 WSC Provo, Utah 84602 Phone : 801-422-7600 Email : srg6@byu.edu Scott Grenhalgh	Y	0
4	BYU Student Services 2440 WSC Provo, Utah 84602 Phone : 801-422-3752 Email : heidi_vogeler@byu.edu Heidi Vogeler	Y	0
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	3
6	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Email : info@michaelsmedia.com Michael Bille	N	0
7	Current Employee	N	7
8	Current Employee - Transfer/Promotion	N	2
9	Current Employee/Internal Promotion	N	2
10	Current Intern	N	1

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11	Department of Dept of Workforce Services 1385 S. State Street Salt Lake City, Utah 84115 Phone : 801-468-0073 Email : postajob@utah.gov Career Services	Y	2
12	Department of Dept of Workforce Services 1385 S. State Street Salt Lake City, Utah 84115 Phone : 801-526-0997 Url : http://jobs.utah.gov/index.html Email : dwscontactus@utah.gov Bill Campbell	Y	0
13	Dixie State College 225 South 700 East St. George, Utah 84770 Phone : 435-652-7669 Email : careercenter@dixie.edu Candace Candace	Y	0
14	Employee Referral	N	29
15	Former Employee	N	1
16	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
17	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
18	Howard University School of Communications 525 Bryant St., NW, Room 107 Washington, District of Columbia 20059 Email : cdudley@howard.edu Carol Dudley	N	0

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19	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	25
20	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	N	0
21	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	4
22	KUTV Website 299 S. Main Street Salt Lake City, Utah 84111 Phone : 410-568-1724 Url : http://www.kutv.com Email : MMedina@sbgstv.com Melissa Medina	Y	15
23	LDS Employment Services 780 West 800 South Salt Lake City, Utah 84104 Phone : 801-240-7240 Email : walkerdw@ldschurch.org Dean Walker	Y	0
24	Linkedin Corporate Solutions 2029 Stierlin Ct Mountian View, California 94043 Url : http://www.linkedin.com Danielle Andeson Manual Posting	N	1
25	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 555--5555 Email : info@media-match.com Tammy Romaniuk	Y	0

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26	Non-Employee Referral	N	3
27	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
28	Recruiter	N	1
29	Recruiter Guy Utah Email : recruiterguy@msn.com Bill Humbert	N	0
30	Salt Lake Community College Placement Office 4600 S. Redwood Road Salt Lake City, Utah 84123 Phone : 801-657-4207 Email : samantha.faupula@slcc.edu Samantha Faupula	Y	0
31	Self Referral	N	1
32	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
33	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	13
34	Talent Dynamics 600 E Colinas Blvd Ste 100 Irving, Texas Email : hedding@talentdynamics.com Christina Hedding	N	0

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35	The Art Institute 121 West Election Rd. Ste 100 Draper, Utah Phone : 801-601-4712 Email : mmcfarland@aii.edu Reenie McFarland	Y	0
36	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
37	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
38	TV JOBS P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Mark C. Holloway	N	1
39	University of Utah 201 S. 1460 East, 350 SSB Salt Lake City, Utah Phone : 801-585-5049 Email : careerjobs@sa.utah.edu Stan Inman	Y	0
40	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Phone : (877) 393-9058 Url : added 1/14/14 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0

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41	Utah Broadcasters Association 1600 South Main Street Salt Lake City, Utah 84115 Phone : 801-486-9521 Email : jobsuba@gmail.com Michelle Zabriski	Y	0
42	Utah State Office of Rehabilitation 660 S. 200 E., Ste 400 Salt Lake City, Utah 84111 Phone : 801-238-4560 Email : gswensen@utah.gov Gordon Swensen	Y	0
43	Utah State University 4305 Old Main Hill Logan, Utah Phone : 435-797-7777 Email : sbgresumes@sbgvtv.com Kathryn Hadfield	Y	0
44	Weber State University 1105 University Cir. Rm 230 Ogden, Utah Phone : 801-626-7595 Email : seichmeier@weber.edu Steven Eichmeier	Y	0
45	Weber State University 1105 University Cir. Rm 230 Ogden, Utah Phone : 801-626-6393 Email : careerservices@weber.edu Winn Stanger	Y	0
46	Westminster College 1840 South 1300 East Salt Lake City, Utah 84105 Phone : 801-832-2590 Email : Careercenter@westminstercollege.edu Jan Lyons	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			112

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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	8/3/2016	Participation in Job Fairs	The Corporate 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/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. 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	Employment Manager News Talent Manager News Talent Manager
2	11/9/2016	Participation in events or programs sponsored by educational institutions	Social media Lead visited Weber State University as part of an educational pane to discuss his work at KUTV and the topic of Fake News in the digital age.	1	Social Media Lead
3	3/8/2017	Co Sponsoring Job Fair	Co-Sponsored Utah Broadcasting Association's Annual Job Fair, seeking applicants for internships and a wide variety of jobs.	3	Assistant Business Manager Assistant News Director Production Manager
4	4/26/2017	Participation in events or programs sponsored by educational institutions	Station Tours	1	Intern Coordinator - News Assist
5	4/27/2017	Participation in events or programs sponsored by educational institutions	Throughout the year we provide station tours to a variety of groups from the community. During these station tours they are shown the fundamentals of what happens in a television news station and how we put together a newscast. We take every group through each department from the news room to Master Control and explain what goes on within that 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.	1	Intern Coordinator - News Assist

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6	5/1/2017	Establishment of training programs for station personnel	<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>	1	Assistant Business Manager

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7	5/8/2017	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"> • Develop links with colleges, universities and technical schools to promote the Station Employment Unit as a prospective employer. • Create symbiotic relationship between interns and Station Employment Unit. • 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. <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> • Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, application should be communication majors, although other majors will be considered. • The applicant must be at least 18 years of age. • The applicants must be in good academic standing as defined by his or her academic institution. • 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 	4	Assistant Business Manager Intern Coordinator Reporter 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>		