

**KECI / KCFW**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2019 - November 30, 2020**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Editor	1-3, 6, 8-12, 15-19, 21-22, 24-26, 28-34	6
Marketing Assistant	1-3, 6, 8-12, 15-19, 21-22, 24-26, 28-34	6
Local Sales Manager	1-3, 8-12, 15-19, 21-26, 28-34	23
Multimedia Journalist (MMJ)	1-3, 8-12, 15-19, 21-22, 24-26, 28-34	26
News Producer	1-3, 5, 9-11, 15-19, 21-22, 26, 29, 31-34	26
Digital Sales Manager	1-3, 9-11, 13, 15-19, 21-22, 26, 29, 31-34	13
Morning Meteorologist	1-4, 9-11, 13-22, 26-27, 29, 31-34	26
Multimedia Journalist (MMJ)	1, 3-4, 7, 9-11, 13, 15-20, 22, 26-27, 29, 31-34	26
News Editor	1-3, 7, 9-11, 13, 15-19, 21-22, 26, 29, 31-34	26
News Producer	1, 3, 6-7, 9-11, 13, 15-19, 22, 26, 29, 31-34	6

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
1	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
2	Career Transitions, inc 189 Arden Dr Belgrade, Montana 59714 Url : <a href="http://www.careertransitions.com">http://www.careertransitions.com</a> Fax : 1-406-388-6592 Employer Services	N	0
3	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
4	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : bille@michaelsmedia.com Michael Bille	N	0
5	Current Employee	N	1
6	Current Employee/Internal Promotion	N	3
7	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : <a href="http://www.gijobs.com">www.gijobs.com</a> Email : sbgresumes@sbgstv.com R. Brandt	N	0
8	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Sinclair SilkRoad Source	N	1

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9	Hire A Hero PO Box 6808 Morongo, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
10	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Carol Dudley	Y	0
11	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	Y	0
12	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Sinclair SilkRoad Source	N	3
13	Indeed.com - Not Directly Contacted by SEU	N	5
14	Internet Ad-not directly contacted by SEU	N	1
15	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
16	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0

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17	KECI website 340 W Main St Missoula, Montana 59802 Url : <a href="http://www.nbcmontana.com">http://www.nbcmontana.com</a> Email : <a href="mailto:employment@sbg.net">employment@sbg.net</a> Gordon Stabler	N	0
18	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbg.tv">sbgresumes@sbg.tv</a> Account Manager	N	2
19	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
20	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
21	Montana Job Service 539 S 3rd St W Missoula, Montana 59806 Fax : 1-406-721-7094 Job Service	N	0
22	Montana State University 211 Montana Hall Bozeman, Montana 59717 Url : <a href="http://www.montana.edu">http://www.montana.edu</a> Email : <a href="mailto:advising@montana.edu">advising@montana.edu</a> Emily Edwards	N	0
23	Non-Employee Referral	N	1
24	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Sinclair SilkRoad Source	N	0

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25	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Sinclair SilkRoad Source	N	0
26	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgj.net">http://www.sbgj.net</a> Email : <a href="mailto:employment@sbgjtv.com">employment@sbgjtv.com</a> Career Page	N	12
27	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:jpumphrey.td@gmail.com">jpumphrey.td@gmail.com</a> Julie Pumphrey	N	0
28	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgjtv.com">sbgresumes@sbgjtv.com</a> Broadbean Source	N	0
29	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : <a href="mailto:sbgresumes@sbgjtv.com">sbgresumes@sbgjtv.com</a> Andrea Siegle	N	0
30	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Sinclair SilkRoad Source	N	0
31	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	0

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32	University of Montana 32 Campus Dr Missoula, Montana 59812 Url : <a href="http://www.emt.edu">http://www.emt.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
33	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0
34	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>29</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	3/29/2020	Participation in scholarship programs	Ran a commercial on giving away a \$5000,.00 Diversity Scholarship to any current college sophomore and juniors that are pursuing a career in broadcast/digital journalism or marketing	1	
2	7/8/2020	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, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ Convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.	4	Sr Employment Manager News Talent Manager Employment Specialist Director News Training
3	10/17/2020	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Media Sales Academy as a Corporate Recruiter. He met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. Our Corporate Recruiter spoke with students and alumni currently enrolled in NAB's Media Sales Academy regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website.	1	Recruiting Coordinator

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4	11/12/2020	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	Employment Specialist Employment Specialist