

**KVAL / KCBY / KPIC**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**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>
Weekend Weather Anchor/Reporter KVAL-TV	3-4, 6-8, 10-11, 13-14, 16-17, 19-20, 22-27, 29, 31-33, 36-38, 41-43, 45-50, 52, 54-60, 63, 65	14
Morning News Anchor - KMTR-TV	3-4, 6-8, 10-11, 13, 16-17, 20, 22-27, 29, 32-33, 35-38, 41-43, 45-50, 52, 54-60, 63, 65	35
News Video Editor - KVAL-TV	3-4, 6-8, 10, 13-14, 16-17, 20, 22-27, 29, 32-33, 36-38, 41-43, 45-50, 54-60, 63, 65	14
Multimedia Journalist (MMJ) (KVAL-TV)	3-4, 6-8, 10-12, 16-17, 19-27, 29, 32-33, 36-38, 41-43, 45-50, 52, 54-60, 63, 65	12
Assistant Business Manager	3-4, 6-8, 10, 16-17, 19-27, 29-30, 32-33, 36-38, 41-43, 45-50, 54-60, 62-63, 65	19
Evening Meteorologist - KMTR-TV	1-8, 10-11, 16-17, 20-24, 26, 29-30, 32-33, 36-38, 40-43, 45-50, 52-53, 55-60, 63, 65-66	57
Morning News Anchor - KMTR-TV	3-4, 6-8, 10-11, 14, 16-17, 20-24, 26, 29, 32-33, 35-38, 41-43, 45-50, 52, 55-60, 63-65	14
Newscast Director - KMTR-TV	1, 3-4, 6-10, 13-14, 16-18, 20-24, 26, 28-29, 32-34, 36-39, 41-50, 53, 55-60, 63-65	14
Marketing Consultant - KVAL	1, 3-4, 6-10, 15-18, 20-24, 26, 28-30, 32-34, 36, 38-39, 41-50, 53, 55-61, 63-66	30
Business Manager	1, 3-4, 6-10, 15-18, 20-24, 26, 28-29, 32-34, 36-39, 41-51, 53-61, 63-66	36
Video Editor - KVAL-TV	1, 3-4, 6-10, 15-18, 20-24, 26, 28-29, 32-36, 38-39, 41-50, 53-59, 61, 63-66	50
Newscast Producer KVAL-TV	1, 3-4, 6-10, 12, 15-24, 26, 28-29, 32-34, 36, 38-39, 41-50, 53-59, 61, 63-66	12
News Anchor - KVAL-TV	1, 3-4, 6-11, 15-24, 26, 28-29, 32-34, 36, 38-39, 42-50, 52-59, 61, 63-66	19
Assignment Desk Manager - KVAL - TV	1, 3-4, 6-10, 15-18, 20-24, 26, 28-29, 32-36, 38-39, 41-50, 53-59, 61, 63-66	35

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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	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : <a href="http://www.aamu.edu">www.aamu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
2	Albany State University 504 College Dt Albany, Georgia 31705 Url : <a href="http://www.asurams.edu">www.asurams.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Planning	N	0
3	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
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Mike Wong	Y	0
5	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : <a href="http://www.benedict.edu">www.benedict.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
6	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
7	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

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8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Aaron Brumfield	N	0
9	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : <a href="http://www.cheyney.edu">www.cheyney.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Services	N	0
10	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
11	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
12	Corporate Recruiter	N	2
13	Current Employee	N	7
14	Current Employee - Transfer/Promotion	N	4
15	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : <a href="http://www.diversityjobs.com">www.diversityjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Rob Steward	N	0
16	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:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Pam Bumpas	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	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
18	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : <a href="http://www.ecsu.edu">www.ecsu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
19	Employee Referral	N	5
20	Employment Security Department Worksource 306 Division St Yakima, Washington 98902 Email : <a href="mailto:ccaauthron@esd.wa.gov">ccaauthron@esd.wa.gov</a> Carol Cauthron	N	0
21	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
22	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : <a href="http://www.gijobs.com">www.gijobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> R. Brandt	N	0
23	Green River Community College 12401 SE 320th Street Auburn, Washington 98092 Url : <a href="http://www.greenriver.edu/">http://www.greenriver.edu/</a> Career Advisor Manual Posting	N	0
24	Hire A Hero PO Box 6808 Morango, 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  Prong 2 Ended Date: 12/31/2020	N	0

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25	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:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	Y	0
26	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
27	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
28	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : <a href="http://www.htu.edu">www.htu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
29	Idaho State University Museum Buliding, Room 418 Pocatello, Idaho 83209 Phone : . Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
30	Indeed.com - Not Directly Contacted by SEU	N	3
31	Internet Ad-not directly contacted by SEU	N	1
32	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	1

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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>
33	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	1
34	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : <a href="http://www.kysu.edu">www.kysu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
35	KVAL Website 4575 Blanton Road Eugene, Oregon 97405 Phone : (205) 982-3856 Url : <a href="https://kval.com/">https://kval.com/</a> Email : <a href="mailto:sjbowlin@sbgstv.com">sjbowlin@sbgstv.com</a> Jo Nemec	N	4
36	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@sbgstv.com">sbgresumes@sbgstv.com</a> Account Manager	N	3
37	LULAC of Lane County 1222 E. 13th Ave. M40-298 Eugene, Oregon 97403 Phone : 541 337-6294 Url : <a href="http://Lulaclanecounty.org">Lulaclanecounty.org</a> Email : <a href="mailto:info@lulaclane@gmail.com">info@lulaclane@gmail.com</a> Juan Carlo Valle	Y	0
38	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

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39	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : <a href="http://www.miles.edu">www.miles.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
40	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : <a href="http://www.morgan.edu">www.morgan.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
41	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:mhccareer@mhcc.edu">mhccareer@mhcc.edu</a> Career Advisor	N	0
42	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
43	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : <a href="mailto:info@nljja.org">info@nljja.org</a> Career Advisor	N	0
44	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : <a href="http://www.ncat.edu">www.ncat.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
45	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Email : <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> Keith Shipman	N	0

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46	Oregon State University 1500 SW Jefferson St Corvallis, Oregon 97331 Url : <a href="http://www.oregonstate.edu">www.oregonstate.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
47	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
48	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Advisor	N	0
49	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Advisor	N	0
50	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Career Page	N	9
51	South Carolina State University 300 College Ave North East Orangeburg, South Carolina 29117 Url : <a href="http://www.scsu.edu">www.scsu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
52	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



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53	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : <a href="http://www.tsu.edu">www.tsu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
54	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Career Advisor Manual Posting	N	0
55	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
56	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@sbgstv.com">sbgresumes@sbgstv.com</a> Andrea Siegle	N	0
57	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	2
58	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : <a href="mailto:gmosley@uidaho.edu">gmosley@uidaho.edu</a> Career Advisor	N	0
59	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Advisor	N	0

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60	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen  Prong 2 Ended Date: 12/31/2020	N	0
61	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
62	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
63	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
64	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
65	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
66	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>42</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	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
2	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

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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>
3	4/14/2021	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at Hampton University as a Corporate Recruiter. Sinclair was invited to attend Hampton University's Scripps Howard School of Journalism and Communication Virtual Career Fair to meet with students and faculty. Our Corporate Employment Coordinator started the session by giving a 10-minute presentation about Sinclair and wrapped up by showing corporate and station employment opportunities at Sinclair. Our Corporate Employment Coordinator then sat in a breakout room where students asked questions about Sinclair and potential career opportunities. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. Candidate information and resumes were also collected by our Corporate Recruiter via LinkedIn to further assist with potential placement.	1	Recruiting Coordinator
4	4/28/2021	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the G.I Jobs Virtual Career Expo. 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 veterans, and their families 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

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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>
5	5/4/2021	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the Full Sail University Virtual Career Fair. The team 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.	3	Employment Specialist Employment Specialist Employment Coordinator
6	8/18/2021	Participation in Job Fairs	The 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.	3	News Talent Manager Employment Specialist Director News Training