

Sinclair Eugene Licensee, LLC  
KVAL(TV), Eugene, OR (Facility ID 49766)  
KCBY(TV), Coos Bay, OR (Facility ID 49750)  
South West Oregon TV Broadcasting Corp.  
KPIC(TV), Roseburg, OR (Facility ID 61551)

### **EEO Narrative**

The Station Employment Unit (“SEU”) continuously strives to achieve broad and inclusive outreach and has established EEO policies and procedures which focus on the wide dissemination of information about the SEU and its job opportunities to the immediate community and a variety of recruitment sources.

Among the sources targeted for recruitment are colleges and universities, minority groups and organizations, community organizations, area unemployment and other groups or organizations that assist in job placement. The SEU also participates in local job fairs and career development efforts. When the pandemic began and in-person job fairs and on-site university visits were not possible, the SEU participated in virtual career fairs and school visits. SEU personnel spoke virtually with students at Hampton University, Full Sail University, and University of Oregon about the broadcast industry and their career interests. SEU personnel also attended the G.I. Jobs Virtual Career Expo. The SEU’s attendance at these events has enabled it to continue its successful recruiting efforts. The SEU’s meteorologist gave a virtual presentation and spoke with first grade students about weather. The SEU also participates in a scholarship program for students interested in continuing education in the field of broadcasting, digital or social media, or marketing.

The SEU understands the importance of its recruiting obligations, and as such, reviews its policies and procedures on an annual basis in order to make adjustments to its recruiting sources and its community activities.