

KRCR
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Commercial Producer	1-2, 5, 7-8, 10, 16-19, 21-22, 26-27, 29-31, 33, 35-38, 40-43, 45	21
Multimedia Journalist	2, 8, 13, 21, 24, 27, 38, 43	13
Multimedia Journalist	2, 8, 13, 21, 24, 27, 38, 43	43
Multimedia Journalist	2, 8, 13, 21, 24, 27, 38, 43	2
Marketing and Promotions Coordinator	8, 21, 27, 38	21
Traffic Assistant	1-2, 4-9, 11, 14, 16-18, 20-23, 26-30, 32-33, 35-39, 41-45	21
Sales/Marketing Consultant	1-2, 4-9, 11, 14, 16-18, 20-23, 26-30, 32-33, 35-39, 41-45	14
News Anchor	1-2, 4-11, 16-18, 20-23, 26-33, 35-45	38
Master Control Supervisor	1-2, 4-9, 12, 16-18, 20-23, 26-30, 32-33, 35-39, 41-45	8
Business Manager	1-2, 5, 7-8, 12, 15-19, 21-22, 25-27, 29-30, 33, 35-38, 41-43, 45, 47	15
General Sales Manager	1-2, 5, 7-8, 12, 16-18, 21-22, 26-27, 29-30, 33, 35-38, 41-43, 45	12
Director of Engineering	1-2, 5, 7-8, 16-18, 21-22, 26-27, 29-30, 33, 35-38, 41-43, 45	38
Multimedia Journalist	1-2, 5, 7-8, 10, 16-18, 21-22, 26-27, 29-31, 33, 35-38, 40-43, 45	38
Weekend Meteorologist / Reporter	1-2, 5, 7-8, 10, 16-19, 21-22, 26-27, 29-31, 33-38, 40-43, 45	38
Multimedia Journalist (Chico)	1-3, 5, 7-8, 10, 16-19, 21-22, 26-27, 29-31, 33, 35-38, 40-43, 45	38
Newscast Director	1-2, 5, 7-8, 10, 12, 16-19, 21-22, 26-27, 29-31, 33, 35-38, 40-43, 45, 47	12
Newscast Director	1-2, 5, 7-8, 10, 12, 16-19, 21-22, 26-27, 29-31, 33, 35-38, 40-43, 45, 47	12
Master Control Operator	1-2, 5, 7-8, 16-19, 21-22, 26-27, 29-30, 33, 35-38, 41-43, 45, 47	21
Marketing Consultant	1-2, 5, 7-8, 16-19, 21-22, 26-27, 29-30, 35-38, 41-43, 45, 47	29
General Manager	1-2, 5, 7-8, 10, 16-19, 21-22, 26-27, 29-31, 35-38, 40-43, 45-47	46
Local Sales Manager	1-2, 5, 7-8, 14, 16-19, 21-22, 26-27, 29-30, 35-38, 41-43, 45, 47	14

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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
1	America's Job Center of CA - Marina 3180 Imjin Rd Marina, California 93933 Url : http://www.montereycountywdb.org/ Fax : 1-831-384-0492 Yuko Duckworth	N	0
2	Arizona State University / Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Url : http://www.asu.edu Email : mike.wong@asu.edu Mike Wong	Y	1
3	Calif. State Univeristy Fresno School of Mass Communications and Journalism 2225 E. San Ramon Ave. Fresno, California 93740 Phone : 559-287-5078 Email : donald-priest@csufresno.edu Don Priest	N	2
4	Calif. State Univeristy Hayward, Dept of Mass Communications 25800 Carlos Bee Blvd. Hayward, California 94542 Phone : 510-885-3292 Email : dsawka@csuhayward.edu Dana Sawka	N	0
5	California Chicano News Media Assoc 3800 S Figuero St Los Angeles, California 90037 Url : http://www.ccnma.org Email : ccnmainfo@ccnma.org Sylvia Wells	N	0
6	California Indian Manpower Consortium 4153 Northgate Blvd. Sacramento, California 95832 Phone : 916-920-0285 Fax : 1-916-564-2345 Taralyn I	N	0

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7	California State University - Chico Journalism Dept 100 Campus Center Bldg 44 Seaside, California 93955 Url : http://www.csumb.edu Email : career_development@csumb.edu Career Advisor	N	0
8	Careerbuilder.com 1101 15th St NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	2
9	Center for Employment Training 6853 65th Street Sacramento, California 95828 Phone : 916-393-7401 Fax : 1-916-393-7347 Justo Gaitan	N	0
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Community Resource Council 133 Church Street Roseville, California 95678-2294 Phone : 916-783-0481 Email : pancrfb@foothill.net Job Coordinator	N	0
12	Current Employee	N	6
13	Current Employee/Internal Promotion	N	1
14	Employee Referral	N	3
15	Employment Agency	N	1

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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 PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean source	Y	0
18	Howard University 5258 Bryant St NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
19	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Phone : 0 Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	N	0
20	In Alliance 6950 21st Avenue Sacramento, California 95820 Phone : 916-381-1300 Url : www.inallianceinc.com Email : info@inalliance.com Fax : 1-916-381-9026 Job Developer	N	0

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21	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	13
22	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : eloise@ithaca.edu Eloise Green	Y	0
23	Japanese Cultural/Community Center 1840 Sutter Street San Francisco, California 94115 Phone : 415-567-5505 Email : mfletcher@jccnc.org Marjorie Fletcher	N	0
24	Job Fair	N	1
25	Job posting on internet	N	1
26	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean source	N	0
27	KRCR KCVU website 755 Auditorium Dr Redding, California 96001 Url : http://www.krcrtv.com Email : shouse@sbgstv.com Shannon House	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
28	La Familia Counseling Center 5523 34th Street Sacramento, California 95820 Phone : 916-227-2584 Email : jrpeters@delpaso.seta.net Fax : 1-916-452-7628 Jennifer Peterson	N	0
29	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgvtv.com Laura Rehn	N	1
30	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
31	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
32	Mexican American Opportunity Foundation 2001 28th Street Bakersfield, California 93301 Phone : 661-861-2800 Email : mlaris@co.kern.ca.us Fax : 1-661-336-6861 Mauro Laris	N	0
33	Minorities in Broadcasting PO Box 67132 Century City, California 90067 Phone : 310-652-0271 Url : http://www.thebroadcaster.com Email : reachus@thebroadcaster.com Patrice Williams	N	0

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34	Other Source	N	1
35	Recruit.Net 2706, The Centrum 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
36	Redding Chamber of Commerce 1321 Butte St Redding, California 96001 Url : http://www.reddingchamber.org Fax : 1-530-225-4398 Katie Vierhus	N	0
37	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
38	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgi.net Sharon Pickeral	N	11
39	State of Calif. Employment Development Department 801 Turk Street San Francisco, California 94544 Phone : 415-749-7551 Email : sfjobs@edd.ca.gov Thomas Swinnerton	N	0

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40	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
41	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	1
42	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
43	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
44	University of Pacific 3601 Pacific Avenue Stockton, California 95211 Phone : 209-946-2361 Email : jcarvana@pacific.edu Fax : 1-209-946-2760 Career/Internship Programmer	N	0
45	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
46	Word of Mouth Referral	N	1

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47	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:			50

The station unit was acquired on 9/1/17 so not all jobs notified to current sources.

Husson University was added January 2018

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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	2/9/2018	Participation in other activities designed by the station employment unit	Station tour for second grade class from Turtle Bay Elementary School. 24 students and their teacher toured the station and had the opportunity to ask staff members questions. Meteorologist Rob Elvington spoke to students about his experience in broadcasting.	2	Marketing & Promotions Manager Meteorologist
2	2/14/2018	Participation in other activities designed by the station employment unit	Station tour for second grade class from Turtle Bay Elementary School. 24 students and their teacher toured the station and had the opportunity to ask staff members questions. Meteorologist Rob Elvington spoke to students about his experience in broadcasting.	2	Marketing & Promotions Manager Meteorologist
3	2/16/2018	Participation in other activities designed by the station employment unit	Station tour for second grade class from Turtle Bay Elementary School. 24 students and their teacher toured the station and had the opportunity to ask staff members questions. Meteorologist Rob Elvington spoke to students about his experience in broadcasting.	2	Marketing & Promotions Manager Meteorologist
4	2/21/2018	Participation in other activities designed by the station employment unit	Station tour for second grade class from Turtle Bay Elementary School. 24 students and their teacher toured the station and had the opportunity to ask staff members questions. Meteorologist Rob Elvington spoke to students about his experience in broadcasting.	2	Marketing & Promotions Manager Meteorologist
5	2/23/2018	Participation in other activities designed by the station employment unit	Station tour for second grade class from Turtle Bay Elementary School. 24 students and their teacher toured the station and had the opportunity to ask staff members questions. Meteorologist Rob Elvington spoke to students about his experience in broadcasting.	2	Marketing & Promotions Manager Meteorologist

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6	3/2/2018	Participation in Job Fairs	Marketing & Promotions Manager Katie Summers and Marketing Assistant Chelsea Campbell attended the Foothill High School College and Career Event in Palo Cedro, California. The fair was a round table format set up for interaction and hands on learning. Junior and Senior high school students learned about what kind of experience is needed to seek employment opportunities in broadcast journalism. Students were made aware of current employment opportunities at the Chico, Redding and Eureka stations.	2	Marketing and Promotions Manager Marketing Assistant
7	3/21/2018	Participation in Job Fairs	Marketing & Promotions Manager Katie Summers and Marketing Assistant Chelsea Campbell attended the Smart Business Resource Center Spring job fair. They spoke to interested candidates about job opportunities available at the Chico, Redding, and Eureka stations. Smart Business Resource Center is a private, non-profit, public benefit corporation that receives funding from the U.S. Department of Labor and the Sate of California.	2	Marketing & Promotions Manager Marketing Assistant
8	6/6/2018	Participation in other activities designed by the station employment unit	Station tour for students from Northern Summit Academy as part of their Tech Summer Week. Students in grades 4 through 12 toured the station and had the opportunity to ask staff members questions.	1	Marketing & Promotions Manager

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9	6/18/2018	Provision of training to management	<p>Sinclair Broadcast Group (SBG) and its stations are an equal opportunity employer. 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 will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other 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 offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment for all employees. All newly hired employees take web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment.</p> <p>Newly hired Managers and Supervisors also take web-based training courses titled "Sinclair Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment as well as bi-annually as a refresher course. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.</p>	4	Master Control Supervisor Director of Engineering Business Manager General Manager