

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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
Account Executive	2-8, 13-15, 17-19, 21-22, 24, 26-30, 32-34, 37-38, 40-44, 46-49, 51-61	15
Account Executive	2-8, 13-15, 17-19, 21-22, 24, 26-30, 32-34, 37-38, 40-44, 46-49, 51-61	44
Traffic Coordinator	2-8, 13-15, 17-19, 21-22, 26-30, 32-34, 37-44, 46-49, 51-61	15
Local Sales Assistant	2-8, 13-14, 17-19, 21-22, 24, 26-30, 32-35, 37-44, 46-49, 51-61	44
Regional Staff Accountant	2-8, 13-15, 17-19, 21-22, 24, 26, 28-30, 32-34, 37-43, 46-49, 51-61	21
Regional Staff Accountant	2-8, 13-15, 17-19, 21-22, 24, 26, 28-30, 32-34, 37-43, 46-49, 51-61	15
Broadcast Engineer	2-8, 10, 13-14, 17-19, 21-22, 24, 26, 28-30, 32-34, 36-37, 39-43, 46-49, 51-61	21
Social Media Producer	2-8, 10, 13-15, 17-19, 21-22, 24, 26, 29-30, 32-34, 36-37, 39-43, 46-49, 51-61	15
General Assignment Reporter	3, 6, 10-11, 13, 17-19, 21, 24, 26, 29-30, 39-43, 49-52, 54-55, 57	11
Inventory Specialist	2-8, 12-15, 17-19, 21-24, 26, 28-30, 32-34, 36-37, 39-43, 46-61	15
Collections Analyst	2-8, 13-14, 17-19, 21-22, 24, 26, 28-30, 32-34, 36-37, 39-43, 47-61	21
News Photographer	2-9, 13-14, 17-19, 21-22, 24, 26, 28-34, 36-37, 39-45, 47-62	43
Local Sales Manager	2-8, 13-15, 17-22, 24, 26, 28-30, 32-34, 36-37, 39-43, 47-62	15
News Assignment Editor	2-9, 13-15, 17-22, 24, 26, 28-34, 36-37, 39-43, 45, 47-62	52
Social Media Producer	2-8, 13-14, 17-22, 24, 26, 28-30, 32-37, 39-43, 47-62	35
Inventory Specialist	2-8, 13-14, 17-22, 24, 26, 28-30, 32-34, 36-37, 39-43, 47-62	29
Director of Sales	2-8, 13-15, 17-22, 24, 26, 28-30, 32-34, 36-37, 39-43, 47-62	15
Bilingual Multimedia Journalist	1-9, 13-14, 17-22, 24, 26, 28-37, 39-45, 47-62	1
Digital Sales Assistant	2-8, 11, 13-22, 24, 26, 28-30, 32-34, 36-37, 39-43, 47-62	11
Marketing Consultant	2-8, 11, 13-15, 17-22, 24, 26, 28-30, 32-34, 36-37, 39-43, 47-62	15
Marketing Consultant	2-8, 11, 13-15, 17-22, 24, 26, 28-30, 32-34, 36-37, 39-43, 47-62	15

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Marketing Consultant	2-8, 11, 13-15, 17-22, 24, 26, 28-30, 32-34, 36-37, 39-43, 47-62	15
Marketing Consultant	2-8, 11, 13-15, 17-22, 24, 26, 28-30, 32-34, 36-37, 39-43, 47-62	11
Accounting Assistant	2-8, 13-14, 17-24, 26, 28-30, 32-34, 36-37, 39-43, 47-62	21
News Director	2-9, 13-15, 17-22, 24, 26, 28-37, 39-43, 45, 47-57, 59-62	15
Local Sales Assistant	2-8, 13-15, 17-22, 24, 26, 28-30, 32-37, 39-43, 47-57, 59-62	35
Local Sales Assistant	2-8, 13-15, 17-22, 24, 26, 28-30, 32-37, 39-43, 47-57, 59-62	15
Local Sales Assistant	2-8, 13-15, 17-22, 24, 26, 28-30, 32-37, 39-43, 47-57, 59-62	15
Sales Promotion and Programming Coordinator	2-8, 10, 13-15, 17-22, 24, 26, 28-30, 32-34, 36-37, 39-43, 47-57, 59-62	15
Ignite Operator	2-9, 13-15, 17-22, 24, 26, 28-37, 39-43, 45, 47-57, 59-62	43
Human Resources Coordinator	2-8, 13-14, 17-22, 24-26, 28-30, 32-34, 36-37, 39-43, 47-57, 59-62	21
News Assignment Editor	2-10, 13-14, 17-22, 24, 26, 28-34, 36-37, 39-43, 45, 47-57, 59-62	21
News Assignment Editor	2-10, 13-14, 17-22, 24, 26, 28-34, 36-37, 39-43, 45, 47-57, 59-62	10

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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	Agency Referral	N	1
2	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Url : http://www.readioschool.com Email : michelle@radioschool.com Michelle McConnell	N	0
3	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	0
4	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Advisor	N	0
5	California State University - Chico Journalism Department - Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske	N	0
6	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
7	Centro Latino Americano 944 West 5th Ave Eugene, Oregon 97402 Url : http://www.centrolatinoamericano.org/ Email : ccnmainfo@ccnma.org Roxanne Franco	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	City University - Career Planning & Placement 1190 Ne First St. Bellevue, Washington 98005 Url : http://www.cityu.edu/ Email : alumni@cityu.edu Kristine Kero	N	0
9	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	Current Employee	N	7
11	Current Employee/Internal Promotion	N	3
12	Diversity Search 805 SW Broadway Suite 2250 Portland, Oregon 97205 Phone : (503) 221-7779 Url : www.diversitysearch.com Email : sales@DiversitySearch.com Fax : (503) 221-7780 Director of Placement	N	0
13	Eastern Washington University 104 RTV Building Cheney, Washington 99004 Url : http://www.ewu.edu/cale/programs/film.xml Email : sbgresumes@sbgvtv.com Pam Bumpas	N	0
14	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : http://www.edcc.edu/ Email : careeractioncenter@edcc.edu Career Advisor	N	0
15	Employee Referral	N	27
16	Facebook post	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	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
18	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
19	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
20	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
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	25
22	International Women's Media Foundation 1625 K Street NW Ste 1275 Washington, District of Columbia 20006 Url : http://www.iwmf.org/ Email : info@iwmf.org Career Advisor	N	0
23	Internet Ad-not directly contacted by SEU	N	2

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24	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
25	Job Board	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	2
27	Kern County Career Services Center 1600 E Belle Terrace Bakersfield, California 93304 Url : http://www.careerservicescenter.com/ Email : cimperial@kchcc.org Career Advisor	N	0
28	Lane Community College Career & Employment Services 4000 East 30th Ave Eugene, Oregon 97405 Url : http://www.lanecc.edu Email : studentjobs@lanecc.edu Teresa Hughes	N	0
29	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	3
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
32	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhccareer@mhcc.edu Career Advisor	N	0
33	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
34	National Lesbian and Gay Journalists Association 2120 L St NW, Ste 850 Washington, District of Columbia 20037 Email : info@nljga.org Career Advisor	N	0
35	Non-Employee Referral	N	6
36	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Email : theoab@theoab.org Shannon Johnson	N	0
37	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0
38	Portland State University 1825 SW Broadway Portland, Oregon 97201 Career Advisor Manual Posting	N	0

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39	Portland State University PO Box 751 Portland, Oregon 97207 Phone : . Url : www.pdx.edu Email : sbgresumes@sbgstv.com Career Center	N	0
40	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
41	Seattle University - Albers Placement Center 900 Broadway, Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgstv.com Career Advisor	N	0
42	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
43	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	12
44	Station Website	N	7
45	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0

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46	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, Washington 98121 Email : schaabd@aai.edu Career Advisor	N	0
47	The Evergreen State College - 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Advisor	N	0
48	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
49	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
50	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
51	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

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52	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	2
53	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	N	0
54	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : sbgresumes@sbgstv.com Career Advisor	N	0
55	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
56	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
57	Washington State University 226 Murrow Center Pullman, Washington 99164 Url : www.wsu.edu Email : sbgresumes@sbgstv.com Career Advisor	N	0
58	Washington Vocational Services 22316 70th Ave W, Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Career Advisor	N	0

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59	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
60	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
61	Worksource- Employment Security Department 306 Division St Yakima, Washington 98902 Email : ccauthron@esd.wa.gov Carol Cauthron	N	0
62	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:			100

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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	10/19/2017	Participation in events or programs sponsored by educational institutions	Today we had 15 people who are Journalism/Communication college students and professionals who were in town for Seventh Day Adventist church's annual conference for communicators. They joined us in the audience during AM Northwest, and then I gave them a tour of the studios and control room. During and after the show - we had a question and answer period where we went through a lot of scenarios on running a newsroom or a morning show. At the end we also talked about how to apply to our open positions.	15	Floor Director
2	11/3/2017	Participation in events or programs sponsored by educational institutions	Today I gave a tour to about 13 journalism students. We started out in the AM Northwest/Afternoon Live studio. We talked a lot about what the shows are and what it's like working with live TV. I talked to them about what my journey was like getting here, and what my job entails. I talked to them about all the ins and outs about working in a newsroom and being on a news show. I was able to answer many of their questions and talked to them about careers in broadcasting. We also gave them a tour of the full station and talked to them about how all the departments work together.	13	Floor Director General Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	11/28/2017	Participation in events or programs sponsored by educational institutions	Today we had a tour of about 30 people total, most of which were elementary school students (and a few chaperones). They have been learning about weather, and requested to chat with a meteorologist today, so Rhonda joined us for most of the tour. Rhonda talked with them about how she started and what she does here. The class had many questions about weather and being a meteorologist, and Rhonda spent most of the tour answering them. We also showed them all the ins and outs about the TV station and they were able to see how everything works. We talked to them about all the careers in broadcasting and classes in school to take to be in the right path.	30	Meteorologist Floor Director General Manager
4	1/19/2018	Participation in events or programs sponsored by educational institutions	Today I gave a tour to eight middle school and high school students from an online charter school (and a few chaperones). They sat in the audience during AM Northwest, where I explained to them during the breaks and tapings what we did, and how everything worked. They got to participate in a question and answer period where they learned about careers in Broadcasting and how all the things in a TV station work. We also talked about all the different directions you can go into to work in Broadcasting.	12	Floor Director Human Resources

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5	2/8/2018	Participation in events or programs sponsored by educational institutions	20 students from a local middle school, who are involved with their schools own broadcasting, visited the station for a tour. They got to tour the AMNW/Afternoon Live studio and learned about what the shows are and how they are different from News. Floor Director Cassandra Cook told about what kind of guests we have on the show, and the different type of segments we have. Students learned what a rundown is, and what the floor director does, as well as what steps that Cassandra took to become the floor director. Cassandra talked about how many people work on the show, and what they all do. Students got to learn how the cameras work, where their placements are on the floor, and how directors know where to put them throughout the show, as well as how they are controlled by the camera person. In the News studio Cassandra showed them what different parts of the studio is for. Hannah talked with them about what she does, what her background is, and what steps she took to end where she is now. She talked to them about how she gets traffic updates, and how she shares them on the News. They talked about the cameras and how they're different from the ones in the other studio. They also talked about microphones, IFBs, lights, monitors, and scripting. Cassandra showed them the weather center and green screen, and talked to them about how it works. They then went to the control room, where she showed them how everything happens behind the scenes. She talked about all of the monitors, as well as what the producer and director does. Peggy and Pat helped answer some questions about what they do as well. Cassandra helped answer remaining questions in the audience lounge.	2	Floor Director Human Resources

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6	2/16/2018	Participation in events or programs sponsored by educational institutions	14 students from Trillium Charter School came for a tour and asked questions on how they may get into the Broadcasting Industry. They toured the complete station and learned about the workings of a news station. They also had an opportunity to interact with Photographers and Reporters. Employees talked to them about their own career paths and how to be in TV.	3	Photographer General Manager Floor Director
7	3/15/2018	Participation in events or programs sponsored by educational institutions	Rundi Jenkins lead a group tour with 10 students from Open School in Portland. She showed them the AM Northwest/Afternoon Live studio, and talked to them what the shows are, and how everything works. They also had the opportunity to tour and ask questions in the News studio. Afterwards, the toured the whole station and asked questions about careers in broadcasting.	2	Floor Director Human Resources
8	4/17/2018	Participation in events or programs sponsored by educational institutions	A group of 13 people from Up and Out, an organization that provides community integrated services and residential options to individuals with intellectual/developmental disabilities, came and toured the station. Rundi Jenkins showed them the News studio and the AM Northwest/Afternoon Live studio. The group learned about the cameras in both studios and a little bit about what a talk format show is. They also learned about how everything in the stations works and had the opportunity to talk to newsroom Anchors and other staff. The group had the opportunity to practice giving the weather forecast while taking pictures at the anchor desk. Employees answered a few questions at the end, and talked about careers in broadcasting.	4	Floor Director Human Resources General Manager Meteorologist

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9	7/19/2018	Participation in events or programs sponsored by educational institutions	A group of 30 Kindercare kids toured the station. They spent the entire hour touring studios A & B. Rundi Jenkins and Cassandra Cook showed them the workings of a new station, how a newscast is made, and spoke to some Anchors and Reporters. After the tour, the students had an opportunity to ask questions about how to pursue careers in broadcasting.	3	Floor Director General Manager Human Resources
10	8/3/2018	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 represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Detroit, MI July 31st to August 4th. 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	Sr Employment Manager Director of Training and Development News Talent Manager
11	8/23/2018	Participation in other activities designed by the station employment unit	Journalism students from various high school participating in WANT News For Teens, a Journalism Seminar/Fellowship, toured the station and we showed them how everything works and how all the departments come together. We talked to them about what it is like to be on the anchor desk reading the prompt, and what is involved with doing a live show. The students practiced reading some scripts as if they were anchors. At the end, she answered questions in the lobby and talked about how a student could start a career at KATU or another Sinclair station.	1	Floor Director