

KATU, KUNP
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
Digital Executive Producer	3-10, 12, 14-15, 18-20, 22-23, 25-29, 31-35, 38-61	12
Nightside Executive Producer	3-10, 13-15, 18-19, 21-23, 25-29, 31- 35, 38-39, 41-61	13
News Photographer	3-11, 14-15, 18-20, 22-23, 25-29, 31- 35, 38-39, 41-61	23
General Assignment Reporter	1, 3-9, 14-16, 18-20, 22-23, 25-29, 31, 33-35, 38-39, 41-44, 47-61	16
News Producer	3-10, 14-15, 18-20, 22-23, 25-29, 31- 35, 38-39, 41-44, 46-61	44
Digital Sales Manager	3-9, 14-16, 18-20, 22-23, 25-29, 31, 33- 35, 38-39, 41-44, 47-61	16
Broadcast Engineer	3-9, 11, 13-15, 18-20, 22-23, 25-29, 31, 33-35, 38-39, 41-44, 47-61	13
News Assignment Editor	3-9, 14-15, 18-20, 22-23, 25-29, 31, 33- 35, 37-39, 41-44, 47-61	37
Digital Sales Assistant	3-9, 14-16, 18-20, 22-23, 25-27, 29, 31, 33-35, 38-39, 41-44, 47-61	29
Inventory Specialist	1, 3-9, 14-16, 18-20, 22-23, 25-27, 29, 31, 33-35, 38-39, 41-44, 47-61	44
Collections Analyst	3-9, 14-16, 18-20, 22-23, 25-27, 29, 31, 33-35, 38-39, 41-44, 47-61	16
News Producer	3-10, 12, 14-15, 18-20, 22-23, 25-27, 29, 31-35, 38-39, 41-44, 46-61	12
News Producer	3-10, 12, 14-15, 18-20, 22-23, 25-27, 29, 31-35, 38-39, 41-44, 46-61	23
Social Media Manager	3-9, 13-15, 18-20, 22-23, 26-29, 31, 33- 35, 38-39, 41-44, 47-61	13
News Editor	3-9, 12, 14-16, 18-20, 22-23, 26-29, 31, 33-35, 38-39, 41-44, 47-61	12
Inventory Specialist	1, 3-9, 14-16, 18-20, 22-23, 26-29, 31, 33-35, 38-39, 41-44, 47-61	23
Special Assignment Reporter	1-10, 14-15, 19-20, 22, 26-36, 38-39, 42, 44, 46-48, 50, 52-61	1
Multimedia Engineer	3-9, 14-16, 19-20, 22, 26-29, 31, 33-35, 38-39, 42, 44, 47-48, 50, 52-57, 59-61	16
Creative Services Producer	3-9, 11-12, 14-15, 19-20, 22, 24, 26-29, 31, 33-35, 38-39, 42, 44, 47-48, 50, 52- 57, 59-61	12

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Special Projects Producer	2-10, 14-15, 19-20, 22, 24, 26-36, 38-39, 42, 44, 46-48, 50, 52-61	24
News Assignment Editor	3-9, 14-15, 19-20, 22, 26-29, 31, 33-35, 38-39, 42, 44, 47-48, 50, 52-57, 59-61	44
Credit Specialist	3-9, 11, 13-15, 19-20, 22, 24, 26-29, 31, 33-35, 38-39, 42, 44, 47-48, 50, 52-57, 59-61	24
Credit Specialist	3-9, 11, 13-15, 19-20, 22, 24, 26-29, 31, 33-35, 38-39, 42, 44, 47-48, 50, 52-57, 59-61	13
Credit Specialist	3-9, 11, 13-15, 19-20, 22, 24, 26-29, 31, 33-35, 38-39, 42, 44, 47-48, 50, 52-57, 59-61	24
Digital Content Producer	3-9, 11, 14-15, 19-20, 22, 26-29, 31, 33-35, 38-39, 42, 44, 47-48, 50, 52-57, 59, 61	29
Scheduling Specialist	3-9, 14-15, 17, 19-22, 24, 26-29, 31, 33-35, 38-39, 42, 44, 47-48, 50, 52-57, 59, 61	24

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	4
2	Alliance for Women in Media 1760 Old Meadow Road McLean, Virginia 22102 Url : http://www.allwomeninmedia.org Career Advisor Manual Posting	N	0
3	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Url : http://www.readioschool.com Email : michelle@radioschool.com Michelle McConnell	N	0
4	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
5	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Advisor	N	0
6	California State University - Chico Journalism Department - Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske	N	0
7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
8	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
9	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
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Current Employee	N	5
12	Current Employee - Transfer/Promotion	N	4
13	Current Employee/Internal Promotion	N	4
14	Eastern Washington University 104 RTV Building Cheney, Washington 99004 Url : http://www.ewu.edu/cale/programs/film.xml Email : sbgresumes@sbgstv.com Pam Bumpas	N	0
15	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : http://www.edcc.edu/ Email : careeractioncenter@edcc.edu Career Advisor	N	0
16	Employee Referral	N	8
17	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
18	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Sinclair SilkRoad Source	N	1

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19	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
20	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
21	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
22	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
23	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Sinclair SilkRoad Source	N	12
24	Indeed.com - Not Directly Contacted by SEU	N	6
25	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
26	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

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27	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
28	Lane Community College Career & Employment Services 4000 East 30th Ave Eugene, Oregon 97405 Url : http://www.lanecc.edu Email : huntert@lanecc.edu Tina Hunter	N	0
29	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgvtv.com Account Manager	N	7
30	Lost Remote 475 Park Ave South 4th floor New York, New York 10016 Url : http://lostremote.com/ Career Advisor Manual Posting	N	0
31	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
32	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
33	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhcareer@mhcc.edu Career Advisor	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
34	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
35	National Lesbian and Gay Journalists Association 2120 L St NW, Ste 850 Washington, District of Columbia 20037 Email : info@nljja.org Career Advisor	N	0
36	National Press Photographers Association [NPPA] 3200 Croasdaile Dr Ste 306 Durham, North Carolina 27705 Url : https://nppa.org/ Career Advisor Manual Posting	N	0
37	Non-Employee Referral	N	1
38	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Phone : 503-443-2299 Email : theoab@theoab.org John Tamerlano	N	0
39	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0
40	Portland State University PO Box 751 Portland, Oregon 97207 Phone : . Url : www.pdx.edu Email : sbgresumes@sbgstv.com Career Center	N	0
41	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Sinclair SilkRoad Source	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
42	Seattle University - Albers Placement Center 900 Broadway, Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgstv.com Career Advisor	N	0
43	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Sinclair SilkRoad Source	N	0
44	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	10
45	Station Website	N	3
46	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	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

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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 Sinclair SilkRoad Source	N	0
52	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
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

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57	Washington State University 226 Murrow Center Pullman, Washington 99164 Url : www.wsu.edu Email : sbgresumes@sbgvtv.com Career Advisor	N	0
58	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
59	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
60	Worksource- Employment Security Department 306 Division St Yakima, Washington 98902 Email : ccauthron@esd.wa.gov Carol Cauthron	N	0
61	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			65

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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	11/12/2019	Participation in events or programs sponsored by educational institutions	Had a group of 8 kids from Arco Iris Spanish Immersion School and 4 adults come to the station and watch the KUNP newscast. We discussed how the weather projects on the green screen, how the show gets onto TV, how the control room works, how the reporters get their stories and how the cameras work. We took a photo of all the kids and answered any questions they might have had during the show.	2	Multimedia Journalist Multimedia Journalist
2	12/10/2019	Participation in events or programs sponsored by educational institutions	Mary visited Holcomb Elementary in Oregon City on Tuesday, December 10, 2019. There she gave a PowerPoint presentation of my own design to three separate 3rd grade classes. They are currently studying weather. I was able to introduce and reinforce the following concepts with them. 1: Why it's important to know what the weather forecast is. 2: What makes the weather. (The sun.) 3: Atmospheric Circulation and The Water Cycle. 4: Briefly High and Low pressure and types of fronts. 5: What I have to study to be a meteorologist; how much schooling and what types of classes went into my degree. 6: What I do on a daily basis to create and present the forecast w/ some video examples. 7: Answered a list of questions the students had on types of weather, weather phenomenon, etc.	1	Meteorologist/Reporter

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	1/14/2020	Participation in scholarship programs	The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education. If you are a college sophomore or junior, majoring in any area of study but pursuing a career in journalism or marketing, please apply today for your chance at a scholarship of up to \$5,000. Note: this scholarship is only open to students at 4-year colleges and universities in California, Idaho, Montana, Oregon or Washington state or those whose permanent address is in one of those states.	0	

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4	1/27/2020	Participation in events sponsored by community groups	Today we had a group of about 20 girl scouts and a few parents/leaders from SE Portland join for a station tour. We began in Studio B discussing what they were hoping to learn or see on the tour. I talked to them about what AM Northwest and Afternoon Live are, and how they operate during their live one-hour shows. We discussed what rundowns are, and what each member of the team does, both for the local programming shows, as well as the News. After discussing AM Northwest/Afternoon Live, and how everything works on set, we moved to studio A. We talked about how the green screen works for weather, how the cameras operate and are different than the ones in Studio B, and how the anchors read the prompt and see what the viewers see at home. We then moved to the booth to talk about what the director, producer, and teleprompter do. We discussed all of the different cameras and framers we saw, as well as what it might be like to be out on the field. We then ended the tour back in the lobby, where I answered remaining questions, and discussed steps to take for someone who wants to work in television.	1	Operations Technician
5	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	News Talent Manager Sr. Employment Manager Employment Specialist Director News Trainings