

KOMO-AM, KOMO-FM, KOMO-TV, KPLZ-FM, KUNS, KVI-AM
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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
Promotions Producer	1-4, 6-8, 14-16, 18, 22-24, 27-31, 33-42, 45-47, 49-55, 57-60, 62	1
Copy/Traffic Coordinator	2-8, 14-15, 17-18, 21-24, 26-31, 33-42, 45-60, 62	17
Radio Talk Show Host	2-8, 14-16, 18, 21-24, 26-31, 33-42, 45-60, 62	16
Multimedia Sales Account Executive	2-3, 5-8, 14-15, 18, 21-24, 26-31, 33-42, 45-60, 62	41
Broadcast Designer	2-3, 5-8, 14-16, 18, 21-24, 26-31, 33-42, 45-60, 62	23
Broadcast Information Systems Specialist	2-3, 5-8, 14-16, 18, 21-24, 26-31, 33-42, 45-60, 62	16
Radio Account Executive	2-3, 5-8, 14-16, 18, 21-24, 26-31, 33-42, 45-60, 62	16
Master Control Operator	2-3, 5-8, 11, 14-15, 18, 21-24, 26-31, 33-42, 45-60, 62	11
Executive Producer-Seattle Refined	2-3, 5-8, 14-16, 18, 21-24, 26-31, 33-43, 45-60, 62	43
Digital Executive Producer	2-3, 5-8, 14-15, 18, 21-24, 26-31, 33-42, 45-62	26
Radio Local Sales Assistant	2-3, 5-8, 14-16, 18, 21-24, 26-31, 33-43, 45-60, 62	23
Local Sales Assistant	2-3, 6-8, 14-16, 18-20, 22-24, 27-31, 33-36, 38-42, 45-47, 49-55, 57-60, 62	16
News Producer	2-3, 6-8, 10-11, 14-15, 18-20, 22-24, 27-31, 33-36, 38-43, 45-47, 49-55, 57-60, 62	43
News Producer	2-3, 6-8, 10-11, 14-15, 18-20, 22-24, 27-31, 33-36, 38-43, 45-47, 49-55, 57-60, 62	11
Production Assistant	2-3, 5-6, 8, 14-16, 18-24, 26-31, 33-42, 45-60, 62	16
Staff Accountant	2-3, 5-8, 14-15, 18-24, 26-31, 33-43, 45-60, 62	43
Assignment Manager (KOMO-TV)	2-3, 5-8, 10, 14-15, 18-24, 26-31, 33-43, 45-60, 62	43
Business Manager	2-3, 6-8, 14-15, 18-20, 22-24, 27-31, 33-36, 38-42, 45-47, 49-55, 57-60, 62	23
Producer	2-3, 5-9, 12, 14-16, 18-24, 26-42, 44-60, 62	12
Producer	2-3, 5-9, 12, 14-16, 18-24, 26-42, 44-60, 62	16

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Editor	2-3, 5-9, 12, 14-16, 18-24, 26-42, 44-60, 62	12
Editor	2-3, 5-9, 12, 14-16, 18-24, 26-42, 44-60, 62	12
Photographer	2-3, 5-9, 14-16, 18-24, 26-62	16
Photographer	2-3, 5-9, 14-16, 18-24, 26-62	43
Producer	2-3, 5-9, 12, 14-16, 18-24, 26-42, 44-60, 62	16
Commercial Producer/Director	2-3, 5-9, 14-16, 18-24, 26-60, 62	16
Commercial Producer/Director	2-3, 5-9, 14-16, 18-24, 26-60, 62	43
News Web Content Producer	2-3, 5-9, 11, 14-16, 18-24, 26-60, 62	11
Multimedia Journalist	1-3, 5-9, 14-15, 18-24, 26-42, 44-60, 62	1
General Assignment Reporter	1-3, 5-9, 14-15, 18-24, 26-42, 44-60, 62	1
General Assignment Reporter	1-3, 5-9, 14-15, 18-24, 26-42, 44-60, 62	30
Master Control Operator	2-3, 5-8, 14-16, 18-24, 26-31, 33-42, 45-60, 62	16
News Photographer	2-3, 5-9, 11, 14-15, 18-24, 26-42, 44-60, 62	11
News Photographer	2-3, 5-9, 11, 14-15, 18-24, 26-42, 44-60, 62	11
News Editor	2-3, 5-11, 14-15, 18-24, 26-60, 62	43
News Editor	2-3, 5-11, 14-15, 18-24, 26-60, 62	11
News Sports Anchor/Reporter	2-3, 5-9, 14-16, 18-24, 26-62	30
Broadcast Engineer	2-3, 5-8, 12, 14-15, 18-24, 26-31, 33-43, 45-60, 62	12
News Producer	2-3, 5-8, 14-15, 18-24, 26-31, 33-43, 45-60, 62	43
News Producer	2-3, 5-8, 14-15, 18-24, 26-31, 33-43, 45-60, 62	43
News Editor (Bi-Lingual-Spanish)	2-3, 5-9, 14-15, 18-24, 26-27, 29-42, 44-60, 62	23
Local Sales Assistant	2-3, 5-8, 11, 13-15, 18-24, 26-27, 29-31, 33-42, 45-60, 62	13
Broadcast/Production Technician	2-3, 5-8, 14-16, 18-27, 29-31, 33-43, 45-60, 62	23
Local Sales Assistant	2-3, 5-8, 14-16, 18-24, 26-27, 29-31, 33-42, 45-60, 62	16
Digital News Producer	2-3, 5-9, 14-16, 18-24, 26-27, 29-60, 62	16

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EEO PUBLIC FILE REPORT
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Reporter/Weekend Anchor	44	44

KOMO-AM, KOMO-FM, KOMO-TV, KPLZ-FM, KUNS, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****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	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	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Advisor	N	0
4	California State University - Chico Journalism Department - Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske	N	0
5	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	1
6	Central Washington- Employer Recruitment 400 E University Way Ellensburg, Washington 98926 Url : http://www.cwu.edu/~career/cms/ Email : paquette@cwu.edu Career Advisor	N	0
7	Centro Latino Americano 944 West 5th Ave Eugene, Oregon 97402 Url : http://www.centrolatinoamericano.org/ Email : cnmainfo@cnma.org Roxanne Franco	N	0
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

KOMO-AM, KOMO-FM, KOMO-TV, KPLZ-FM, KUNS, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****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
9	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	Current Employee	N	3
11	Current Employee - Transfer/Promotion	N	7
12	Current Employee/Internal Promotion	N	4
13	Current Intern	N	1
14	Eastern Washington University 104 RTV Building Cheney, Washington 99004 Url : http://www.ewu.edu/cale/programs/film.xml Email : pamela.bumpas@mail.ewu.edu 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	29
17	Former Employee Referral	N	1
18	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	0
19	Green River Community College 12401 SE 320th Street Auburn, Washington 98092 Phone : 253-833-9111 Url : http://www.greenriver.edu/ Julius 'Caesar' Robinson Manual Posting	N	0

KOMO-AM, KOMO-FM, KOMO-TV, KPLZ-FM, KUNS, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****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
20	Heritage University 3240 Fort Road Toppenish, Washington 98948 Phone : 509-865-8528 Url : http://www.heritage.edu/ Email : Maceda_L@heritage.edu Lizbeth Maceda	N	0
21	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
22	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	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 Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	26
24	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : eloise@ithaca.edu Eloise Green	Y	0
25	Job Board	N	1
26	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1

KOMO-AM, KOMO-FM, KOMO-TV, KPLZ-FM, KUNS, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****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
27	Kern County Hispanic Chamber of Commerce 231 H Street Bakersfield, California 93304 Url : http://www.lwtc.ctc.edu/ Email : cimperial@kchcc.org Beth Carter	N	0
28	Lake Washington Technical College 11605 132nd Ave NE Kirkland, Washington 98034 Url : http://www.lwtc.ctc.edu/ Fax : 1-425-739-8199 Career Advisor	N	1
29	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
30	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	8
31	Media Match 8112 ½ West 3rd St Los Angeles, California 90048 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

KOMO-AM, KOMO-FM, KOMO-TV, KPLZ-FM, KUNS, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****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
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 Services	N	0
36	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0
37	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : sbgresumes@sbgstv.com Career Advisor	N	0
38	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
39	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : pc-asbe@seattleu.edu Career Advisor	N	0
40	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

KOMO-AM, KOMO-FM, KOMO-TV, KPLZ-FM, KUNS, KVI-AM**EEO PUBLIC FILE REPORT**

October 1, 2015 - September 30, 2016

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41	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Sharon Pickeral	N	2
42	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : klane@sccd.ctc.edu Career Advisor	N	0
43	Station Website	N	18
44	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	1
45	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, Washington 98121 Email : schaabd@aai.edu Career Advisor	N	0
46	The Evergreen State College - 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Advisor	N	0
47	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
48	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0

KOMO-AM, KOMO-FM, KOMO-TV, KPLZ-FM, KUNS, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****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
49	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
50	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
51	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	N	0
52	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
53	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
54	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Url : News Only Email : mike.wong@asu.edu Michael K. Wong	Y	0
55	Washington State Association of Broadcasters 724 Columbia St NW Olympia, Washington 98501 Email : wsabjobbank@comcast.net Job Bank	N	0

KOMO-AM, KOMO-FM, KOMO-TV, KPLZ-FM, KUNS, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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56	Washington State University 226 Murrow Center Pullman, Washington 99164 Phone : . Url : broadbean source Email : sbgresumes@sbgstv.com Career Center	N	0
57	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Career Advisor	N	0
58	Washington Worksource 306 Division St Yakima, Washington 98902 Email : ccauthron@esd.wa.gov Carol Cauthron	N	0
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	Word of Mouth Referral	N	3
62	WorkSource 500 SW 7th Suite Suite 100 Renton, Washington 98057 Phone : 206-205-3183 Email : rtruit@esd.wa.gov Richard Truitt	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			111

KOMO-AM, KOMO-FM, KOMO-TV, KPLZ-FM, KUNS, KVI-AM

EEO PUBLIC FILE REPORT

October 1, 2015 - September 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/19/2016	Participation in events or programs sponsored by educational institutions	A college student, majoring in Broadcast, had the opportunity to job shadow Carmen Redd, KOMO-TV's programming coordinator. Discussed and showed Carmen's role and what she does on a daily basis. Discussed the different departments in a TV & Radio stations, and how the student's current focus of study can be directed towards a career in broadcasting.	1	Programming Coordinator
2	4/6/2016	Participation in Job Fairs	Michael Seal and Susan Taylor represented Seattle based news stations for Sinclair at Seattle Pacific University, Seattle, WA ; they met with 50+ potential candidates and reviewed resumes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	2	HR Assistant HR Manager
3	4/12/2016	Participation in Job Fairs	Jane, Britt, and Rob represented Sinclair West Coast region stations at the University of Oregon Careers in Communication, Sales, and Marketing event hosted by the Lundquist School of Business and the School of Journalism and Communication on April 12, 2016. All West Coast locations and open positions were discussed with interested candidates. Open positions within the West Coast stations were available for students to view. Jane, Britt & Rob talked with candidates about openings and careers in broadcasting. Eligible students were encouraged to apply.	3	KMTR Local Sales Manager KVAL Local Sales Manager KVAL Executive Producer

KOMO-AM, KOMO-FM, KOMO-TV, KPLZ-FM, KUNS, KVI-AM

EEO PUBLIC FILE REPORT

October 1, 2015 - September 30, 2016

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4	4/18/2016	Participation in events or programs sponsored by educational institutions	10 communication students from SPU did a "Career Trek" with KOMO-TV. Students were given opportunities to spend time with various people from different parts of the station / industry. Eric Johnson (Anchor) answered questions about broadcast news and what it takes to get hired. Two former SPU students now on staff at KUNS, shared how they got hired and what it's like to work in a major market station. There was a discussion on Marketing and Design, what we contribute to the operation, and what a typical day in Creative Services looks like. The students then got a behind-the-scenes tour while explaining how some of the studio facilities work. They also had the opportunity to ask questions of the NOC/MC Operators.	1	Creative Services Manager Anchor
5	4/20/2016	Participation in Job Fairs	Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	4	Regional HR Manager Human Resources Business Manager Director of Digital Content & Solutions
6	4/21/2016	Participation in Job Fairs	Michael Seal, Susan Taylor, and Patty Dean represented Seattle based news stations for Sinclair at Seattle University, Seattle, WA; they met with 25+ potential candidates and reviewed resumes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	3	HR Assistant HR Manager Regional National Sales Manager

KOMO-AM, KOMO-FM, KOMO-TV, KPLZ-FM, KUNS, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****III. RECRUITMENT INITIATIVES**

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7	5/25/2016	Participation in events or programs sponsored by educational institutions	KUNS-TV did a tour for 21 high school students/teachers from Highline Schools. They were taken to the KUNS-TV Studio to meet our Main Anchors Jaime Mendez and Paula Lamas where they learned about being anchor, toured the news set and were staged behind the anchor desk with Jaime and Paula to wave to the cameras while on air. Ivan Rodriguez also did a verbal presentation on careers in TV Sales.	3	Account Executive Anchor Anchor/Reporter
8	7/21/2016	Participation in events or programs sponsored by educational institutions	Six members of WSU's Murrow College's Young Professionals Board toured the station. Members are all in the communications field in various capacities. The tour went through the news studios, control room, and news room. Job positions and roles within a news station and how to prepare for this career were discussed.	1	Anchor/Reporter
9	8/2/2016	Participation in Job Fairs	The Corporate 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/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. 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	Corporate Employment Manager Director, News Development News Talent Manager

KOMO-AM, KOMO-FM, KOMO-TV, KPLZ-FM, KUNS, KVI-AM

EEO PUBLIC FILE REPORT

October 1, 2015 - September 30, 2016

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10	9/17/2016	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>	2	Assignment Desk Manager Business Manager