

KOMO/KUNS-TV, KPLZ-FM, KOMO-AM, KVI-AM
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 Content Producer	2-7, 15-17, 19-20, 23-27, 29-31, 33-39, 41-46, 48-55, 57-58	20
Overnight News Assignment Editor	2-7, 9, 13, 15-17, 19-20, 23-27, 29-31, 33-39, 41-46, 48-55, 57-58	20
Newscast Producer	2-8, 10, 15-17, 19-20, 23-31, 33-46, 48-55, 57-58	10
Digital Executive Producer	2-7, 13, 15-17, 19-20, 23-27, 29-31, 33-39, 41-46, 48-55, 57-58	38
News Assignment Editor (Overnight)	2-8, 11, 15-17, 19-20, 23-31, 33-39, 41-46, 48-55, 57-58	11
Master Control Operator	2-7, 10, 13, 15-17, 19-20, 23-27, 29-31, 33-39, 41-46, 48-55, 57-58	10
Broadcast Meteorologist	1-9, 15-17, 19-20, 23-31, 33-46, 48-58	56
Digital Content Producer	2-7, 10, 12, 15-17, 19-20, 23-27, 29-31, 33-39, 41-46, 48-55, 58	10
Sales Assistant	2-7, 11, 15-17, 19-21, 23-27, 29-31, 33-39, 41-46, 48-55, 58	11
Digital Sales Coordinator	2-7, 9, 13, 15-17, 19-20, 22-27, 29-31, 33-39, 41-46, 48-55, 57-58	13
Newscast Producer	2-7, 9, 15-17, 19-20, 23-27, 29-31, 33-39, 41-46, 48-55, 58	20
News Photographer	2-7, 9, 13, 15-17, 19-20, 23-27, 29-31, 33-39, 41-46, 48-55, 58	38
Assistant Editor - Seattle Refined	2-7, 12, 16-17, 19, 21-27, 29-31, 33-34, 36, 38-39, 41-42, 44, 46, 48-50, 52-53, 55-56, 58	21
Master Control Broadcast Engineer	2-7, 11-12, 16-17, 19, 23-27, 29-31, 33-34, 36, 38-39, 41-42, 44, 46, 48-50, 52-53, 55, 58	11
Assignment Editor	2-7, 12, 16-17, 19, 23-27, 29-31, 33-34, 36, 38-39, 41-42, 44, 46, 48-49, 51-52, 55, 58	38
Master Control Operator	2-7, 10, 12, 16-17, 19, 23-27, 29-31, 33-34, 36, 38-39, 41-42, 44, 46, 48-49, 51-52, 55, 58	10
Social Media Coordinator	2-7, 9, 12, 16-17, 19, 23-27, 29-31, 33-34, 36, 38-39, 41-42, 44, 46, 48-49, 51-52, 55, 58	26

KOMO/KUNS-TV, KPLZ-FM, KOMO-AM, KVI-AM
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
Assignment Editor	2-7, 12, 14, 16-17, 19, 21, 23-27, 29-31, 33-34, 36, 38, 41-42, 44, 46, 48-49, 51-52, 55, 58	21
Creative Services Director	2-7, 9, 12-14, 16-17, 19, 23-27, 29-31, 33-34, 36, 38, 41-42, 44, 46, 48-49, 51-52, 55-56, 58	13
Operations Technician	2-7, 12-14, 16-17, 19, 21-27, 29-31, 33-34, 36, 38, 41-42, 44, 46, 48-49, 51-52, 55, 58	13
General Assignment Reporter	5, 9, 16, 23-24, 26, 34, 38, 44, 56	5
Assignment Editor	2-7, 9, 14, 16-19, 23-27, 29-34, 36, 38, 41-42, 44, 46-49, 51-52, 55, 58	32

KOMO/KUNS-TV, KPLZ-FM, KOMO-AM, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****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	2
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 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	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	2
6	Centro Latino Americano 944 West 5th Ave Eugene, Oregon 97402 Url : http://www.centrolatinoamericano.org/ Email : cnmainfo@cnma.org Roxanne Franco	N	0
7	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
8	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0

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

October 1, 2019 - September 30, 2020

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	Current Employee	N	11
10	Current Employee - Transfer/Promotion	N	4
11	Current Employee/Internal Promotion	N	3
12	Eastern Washington University 104 RTV Building Cheney, Washington 99004 Url : https://inside.ewu.edu/hr/apply-for-jobs/ Email : clincoln@ewu.edu Caren Lincoln	N	0
13	Employee Referral	N	8
14	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
15	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Sinclair SilkRoad Source	N	1
16	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
17	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
18	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0

KOMO/KUNS-TV, KPLZ-FM, KOMO-AM, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****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
19	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
20	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	10
21	Indeed.com - Not Directly Contacted by SEU	N	8
22	Internet Ad-not directly contacted by SEU	N	3
23	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
24	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
25	Kern County Hispanic Chamber of Commerce 231 H Street Bakersfield, California 93304 Url : http://www.lwtc.ctc.edu/ Email : officeadmin@kchcc.org Beth Carter	N	0
26	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	2

KOMO/KUNS-TV, KPLZ-FM, KOMO-AM, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****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	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
28	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
29	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhccareer@mhcc.edu Career Advisor	N	0
30	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
31	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
32	Non-Employee Referral	N	1
33	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0
34	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : sbgresumes@sbgvtv.com Career Advisor	N	0

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

October 1, 2019 - September 30, 2020

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
35	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
36	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgstv.com Career Advisor	N	0
37	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
38	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	12
39	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : Deborah.White@seattlecolleges.edu Career Advisor	N	0
40	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
41	The Evergreen State College - 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Advisor	N	0

KOMO/KUNS-TV, KPLZ-FM, KOMO-AM, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****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
42	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
43	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
44	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
45	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
46	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
47	Twitter	N	1
48	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	N	0
49	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0

KOMO/KUNS-TV, KPLZ-FM, KOMO-AM, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****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
50	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
51	Washington State Association of Broadcasters PO BOX 11341 Tacoma, Washington 98441 Email : KSHIPMAN@WSAB.ORG Job Bank	N	0
52	Washington State University 226 Murrow Center Pullman, Washington 99164 Phone : . Url : broadbean source Email : sbgresumes@sbgstv.com Career Center	N	0
53	Washington Worksource 306 Division St Yakima, Washington 98902 Email : ccauthron@esd.wa.gov Fax : 1-206-436-8690 Carol Cauthron	N	0
54	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
55	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
56	Word of Mouth Referral	N	4
57	WorkSource 500 SW 7th Suite Suite 100 Renton, Washington 98057 Phone : 206-963-8827 Email : jglynn@pacassoc.com John Glynn	Y	0

KOMO/KUNS-TV, KPLZ-FM, KOMO-AM, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****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
58	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:			73

KOMO/KUNS-TV, KPLZ-FM, KOMO-AM, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/9/2019	Participation in events or programs sponsored by educational institutions	Bryce Phillipy (General Sales Manager) participated in an orientation and mixer at the University of Washington's Foster Sales Program. The point of the mixer is to have companies who can offer internships talk with students about our open internship positions and educate them on Sales within Broadcasting. Interested students are encouraged to apply and to keep in contact with Bryce as opportunities arise for internships as well as job shadows.	1	General Sales Manager
2	10/21/2019	Participation in events or programs sponsored by educational institutions	A job shadow where a current college student at Central Washington University came to the Station to observe the production and technical side of broadcasting. She was given a Station tour, observed the behind the scenes of the 11:00 AM news and asked questions of Brian Hegre, Master Control Operator Manger; Dennis Hanson, Operations Manager; Richard Swazer, Technical Director; and Glenn Radel, Master Control Operator. She spent time with each employee to get an understanding of the varied positions within production.	4	Master Control Manager Operations Manager Technical Director Master Control Operator
3	1/6/2020	Establishment of an intern program designed to assist members of the community	This internship position assisted our the Radio team with contacting potential sales clients and assist marketing events that promoted events in the community. Our intern worked specifically with the General Manager of Sales and Marketing to learn specific strategies to grow our Radio business in Seattle, WA. In addition our intern entered sales driven data into our sales computer program to collect data for sales customers. We were proud of the well rounded experience we gave our intern and expanded her knowledge in Sales and the Radio business.	1	General Sales Manager

KOMO/KUNS-TV, KPLZ-FM, KOMO-AM, KVI-AM**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	1/30/2020	Participation in events or programs sponsored by educational institutions	Shannon O'Donnell (Chief Meteorologist) has helped launched, and is now an instructor for the University of Washington's Media and Meteorology course for students in atmospheric sciences for Winter 2020. In the class, students learn to work in front of a green screen and use weather graphics that will help aid them to become meteorologists in Broadcasting. Shannon also works with them in maintaining weather blogs for the public.	1	Chief Meteorologist
5	2/1/2020	Participation in events or programs sponsored by educational institutions	Shannon O'Donnell (Chief Meteorologist) led an informational tour for students from the University of Washington's Broadcast Meteorology Club through the newsroom and studio. The students had the chance to look at a real live Weather Center and see how the station broadcasts from start to finish.	1	Chief Meteorologist
6	4/21/2020	Participation in scholarship programs	Shannon O'Donnell our Chief Meteorologist posted a link to apply for Sinclair Broadcast Group's Diversity scholarship. Shannon posted two past recipients of Sinclair's Diversity Scholarship to drive participation in our scholarship program. Below each winner's profile was a brief description of the winner's academic achievements.	1	Chief Meteorologist
7	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	Sr. Employment Manager News Talent Manager Employment Specialist Director News Training