

KOMO/KUNS-TV, KOMO-AM, KPLZ-FM, KVI-AM**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
Social Media Coordinator	1-7, 12-17, 19, 21-22, 24-26, 28-30, 32-33, 35, 37-40, 43-58, 60	25
Radio News Anchor	1-8, 12-17, 19, 21-22, 25-30, 32-33, 35, 37-40, 42-46, 48-58, 60	19
Marketing Consultant / Radio Sales	1-7, 12-17, 19, 21-22, 25-26, 28-33, 35, 37-40, 43-46, 48-58, 60	14
Marketing Consultant / Radio Sales	1-7, 12-17, 19, 21-22, 25-26, 28-33, 35, 37-40, 43-46, 48-58, 60	31
Staff Accountant	1-7, 12-13, 15-17, 19, 21-23, 25-26, 28-30, 32-33, 35-40, 43-58, 60	36
Executive Producer	1-8, 10, 12-13, 15-17, 19, 21-23, 25-30, 32-33, 35, 37-40, 42-58, 60	10
News Photographer	1, 3-8, 12-17, 19-23, 25-30, 32-33, 35, 37-60	19
News Photographer	1, 3-8, 12-17, 19-23, 25-30, 32-33, 35, 37-60	19
Radio News Reporter/Editor/Anchor	1-8, 12-17, 19, 21-23, 25-30, 32-35, 37-40, 42-58, 60	34
Seattle Refined Producer	1-7, 12-17, 19, 21-23, 25-26, 28-30, 32-33, 35, 37-40, 44-58, 60-61	14
News Director	1-9, 12, 14-17, 19, 21-23, 25-30, 32-33, 35, 37-40, 42, 44-58, 60-61	14
Human Resources Manager	1-7, 12, 14-17, 19-23, 25-26, 28-30, 32-33, 35, 37-40, 44-58, 60-61	20
Broadcast Production Technician	1-7, 12, 15-17, 19, 21-23, 25-26, 28-30, 32-33, 35, 37-41, 44-58, 60-61	19
Seattle Refined Photographer	1-8, 12, 15-19, 21-23, 25-30, 32-33, 35, 37-40, 42, 44-61	59
Commercial Producer	1-9, 12, 14-19, 21-23, 25-30, 32-33, 35, 37-40, 42, 44-58, 60-61	14
Social Media Coordinator	1-7, 11-12, 15-19, 21-23, 25-26, 28-30, 32-33, 35, 37-41, 44-58, 60-61	11
News Photographer	1-8, 10, 12, 15-19, 21-23, 25-30, 32-33, 35, 37-42, 44-58, 60-61	41
News Photographer	1-8, 10, 12, 15-19, 21-23, 25-30, 32-33, 35, 37-42, 44-58, 60-61	10
Human Resources Coordinator	1-7, 12, 15-19, 21-23, 25-26, 28-30, 32-33, 35, 37-40, 43-58, 60-61	19

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Senior Meteorologist	1-8, 10, 12, 14-19, 21-23, 25-30, 32-33, 35-40, 42-58, 60-61	10
General Assignment Reporter – Radio	1-8, 12, 14-19, 21-23, 25-30, 32-33, 35, 37-40, 42-58, 60-61	14
Executive Producer Digital	4, 16, 19, 21-22, 25, 33, 35, 37-39, 47- 48, 54	19
Chief Engineer	1-7, 9, 11-12, 15-19, 21-23, 25-26, 28- 30, 32-33, 35, 37-40, 43-58, 61	11
News Photographer	1-8, 12, 15-19, 21-23, 25-30, 32-33, 35, 37-58, 61	41
Newscast Producer	1-9, 12, 14-23, 25-30, 32-33, 35, 37-40, 42-58, 61	14
Accountant	1-4, 6-7, 11-12, 14-19, 21-23, 25-26, 28 -30, 32-33, 35, 37-40, 43-58, 61	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Url : http://www.readioschool.com Email : michelle@radioschool.com Michelle McConnell	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	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	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
5	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
6	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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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 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Current Employee	N	5
10	Current Employee - Transfer/Promotion	N	3
11	Current Employee/Internal Promotion	N	3
12	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
13	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : http://www.edcc.edu/ Email : careeractioncenter@edcc.edu Career Advisor	N	0
14	Employee Referral	N	24
15	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	2

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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	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
19	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	18
20	Internet Ad-not directly contacted by SEU	N	3
21	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
22	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	2

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23	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
24	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
25	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	5
26	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
27	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
28	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
29	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
30	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
31	Other Source	N	1
32	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0
33	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : sbgresumes@sbgstv.com Career Advisor	N	0
34	Re-hire	N	1
35	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
36	Recruiter	N	3
37	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgstv.com 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
38	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
39	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	7
40	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : Deborah.White@seattlecolleges.edu Career Advisor	N	0
41	Station Website	N	11
42	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
43	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, Washington 98121 Email : tapierce@aii.edu Tarilee Pierce	N	0
44	The Evergreen State College - 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Advisor	N	0
45	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0

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46	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
47	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	1
48	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
49	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
50	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	N	0
51	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0

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52	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
53	Washington State Association of Broadcasters 724 Columbia St NW Olympia, Washington 98501 Email : wsajobbank@comcast.net Job Bank	N	0
54	Washington State University 226 Murrow Center Pullman, Washington 99164 Phone : . Url : broadbean source Email : sbgresumes@sbgstv.com Career Center	N	0
55	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Career Advisor	N	0
56	Washington Worksource 306 Division St Yakima, Washington 98902 Email : ccauthron@esd.wa.gov Fax : 1-206-436-8690 Carol Cauthron	N	0
57	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
58	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
59	Word of Mouth Referral	N	3

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60	WorkSource 500 SW 7th Suite Suite 100 Renton, Washington 98057 Phone : 206-205-3183 Email : rtruitt@esd.wa.gov Richard Truitt	Y	0
61	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:			92

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/20/2017	Participation in events or programs sponsored by educational institutions	On October 20th, 2017, KOMO Executive Assistant, Erin Windham and HR manager Susan Taylor gave a tour of the KOMO TV station and the KPLZ (STAR 101.5) music radio station to Gonzaga. The students were from Gonzaga University in Spokane, Washington. The students were shown around the news studios, master control/NOC, Satellite Control, and the radio studio. Students were given an opportunity to meet and ask questions with KOMO TV reporter Eric Johnson. As well as Promotions Manager Will Harris about resume, cover letter building and internship opportunities. The tour ended with a live viewing of the 4PM news.	4	Executive Assistant Human Resources Manager Anchor Marketing and Promotions Manager
2	11/8/2017	Participation in Job Fairs	Amber, Gabe, Rem and Cory represented all Sinclair Seattle at the Seattle Pacific University 2018 STEM Career Fair in Seattle, WA. This one-day career fair brought local and national companies with careers in Science, Technology, Engineering and Mathematic together with students and alumni seeking employment and/or a career change. All locations and current position openings were discussed with interested candidates.	3	Human Resources Generalist Director of Engineering Sr Products & Programs Director
3	1/14/2018	Participation in events sponsored by community groups	Executive Assistant Erin Windham and HR Generalist Amber May hosted Troop 44113 of the Puyallup, WA Girl Scouts. The students were shown around the news studios, master control/NOC, Satellite Control, and the radio studio. Students were given an opportunity to meet and ask questions with KOMO TV reporter Seth Wayne. As well as Master Control Supervisor Ron Davis about broadcasting operations and behind the scenes productions of the newscast. The tour ended with a live viewing of the 4:00 PM news.	4	Human Resources Generalist Executive Assistant Master Control Supervisor Anchor

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4	2/15/2018	Participation in Job Fairs	Amber and Jessica represented all West Coast stations for Sinclair Broadcast Group at the University of Washington 2018 Winter Job and Internship Fair in Seattle, WA. This one-day career fair brought local and national companies with careers in Broadcasting, Journalism, Marketing, Public Relations, Publishing, Radio/TV / Film, or Social Media together with students and alumni seeking employment and/or a career change. All locations and current position openings were discussed with interested candidates.	2	Human Resources Generalist Human Resources Generalist
5	3/2/2018	Participation in events or programs sponsored by educational institutions	Amber May participated as a guest speaker at the Ignite the Future event at Ferrucci Junior High School in Puyallup, WA. Amber spoke about what she does as an HR generalist in the Broadcasting industry, her career path, and/or what similar careers there may be in the field she works in. Amber also promoted career opportunities for the local station brands of Seattle, KOMO/KUNS and KPLZ Radio throughout her presentations. Speaker sessions lasted 30 minutes and there were six sessions total.	1	Human Resources Generalist
6	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 - Training and Development News Talent Manager

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7	8/28/2018	Establishment of an intern program designed to assist members of the community	<p>Internship. The goal of our internship program is to recruit candidates from colleges and technical schools to prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives: Develop links with technical schools, universities and colleges to promote the Station Employment Unit as a prospective employer. Create a symbiotic relationship between interns and Station Employment Unit employees. Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.</p>	1	On Air Marketing Manager
8	9/10/2018	Participation in Job Fairs	<p>Job shadow. The candidate largely met with Programming Coordinator, Carmen Redd, for four hours. She is a communications major and wanted to explore fields within broadcasting. Carmen then took her on a brief tour so the candidate could meet employees in various departments. Including: Erin Nadamoto (Creative Services), Jon Aqui (Digital Sales), Paula Lamas (Anchor/Reporter), the Seattle Refined team, as well as the team in Master Control.</p>	1	