

KLEW
EEO PUBLIC FILE REPORT
June 1, 2016 - May 31, 2017

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
Sales Account Executive	1-8, 10-20, 22-30, 32-42, 44-63	12
Multimedia Journalist	1-11, 13-41, 43-63	21

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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	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	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Advisor	N	0
3	California State University - Chico Journalism Department Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske	N	0
4	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
5	Central Washington University- Film and Video Studies 400 E University Way Ellensburg, Washington 98926 Url : http://www.cwu.edu/~career/cms Email : redtoutt@cwu.edu Terri Reddout	N	0
6	Central Washington- Employer Recruitment 400 E University Way Ellensburg, Washington 98926 Url : http://www.cwu.edu/~career/cms Email : simpsonb@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

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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 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	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
11	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : http://www.edcc.edu Email : careeractioncenter@edcc.edu Career Advisor	N	0
12	Employee Referral	N	1
13	Employment Security Department Worksource- Yakima 306 Division St Yakima, Washington 98902 Email : ccauthron@esd.wa.gov Carol Cauthron	N	0
14	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

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15	Green River Community College 12401 SE 320th Street Auburn, Washington 98092 Url : http://www.greenriver.edu Email : nbronitskiy@greenriver.edu Career Advisor	N	0
16	Heritage University 3240 Fort Road Toppenish, Washington 98948 Url : http://www.heritage.edu Email : humanresources@heritage.edu Career Advisor	N	0
17	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
18	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
19	Idaho State University Museum Building, Room 418 Pocatello, Idaho 83209 Email : sbgresumes@sbgstv.com Career Center	N	0
20	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	1
21	Internal Hire	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
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	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Sharon Pickeral	N	0
24	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 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 : cimperial@kchcc.org Beth Carter	N	0
26	Lake Washington Technical College 11605 132nd Ave NE Kirkland, Washington 98034 Phone : 425-739-8132 Url : http://www.lwtc.ctc.edu Email : Kate.conant@lwtech.edu Kate Conant	N	0
27	Lane Community College Career & Employment Services 4000 East 30th Ave Eugene, Oregon 97405 Url : http://www.lanec.edu Email : studentjobs@lanec.edu Teresa Hughes	N	0
28	Lewis-Clark State College Career & Advising Services Lewis-Clark State College Lewiston, Idaho 83501 Phone : 208.792.2313 Email : dlybyer@lsc.edu Debra Lybyer	N	0

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29	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	0
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
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@nljja.org Career Advisor	N	0
35	Nevada Broadcasters Association 1050 E Flamingo Road #102 Las Vegas, Nevada 89119 Phone : 702.794.4994 Url : nevadabroadcasters.org Email : gary@nevadabroadcasters.org Gary Campbell	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
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 : sbgresumes@sbgstv.com 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
41	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	3
42	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : stephanie.guy@seattlecolleges.edu Career Advisor	N	0

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43	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
44	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, Washington 98121 Email : schaabd@aai.edu Career Advisor	N	0
45	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Advisor	N	0
46	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
47	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
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 : admin@tvjobs.com Mark Holloway	N	0

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50	University of Idaho 709 S Deakin St Moscow, Idaho 83844 Phone : 208-885-6122 Url : http://uidaho-csm.symplicity.com/employers Email : sbgresumes@sbgstv.com Noell Kinyon	N	0
51	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : sbgresumes@sbgstv.com Career Advisor	N	0
52	USC - Annenberg -School for Communications & Journalism 3502 Watt Way Los Angeles, California 90089 Email : sbgresumes@sbgstv.com Career Advisor	N	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 Phone : 602.527.0820 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 Shannon Johnson	N	0
56	Washington State University P.O. Box 642520 Pullman, Washington 99164-2520 Phone : (509) 335-3709 Email : sbgresumes@sbgstv.com Fax : 1-509-335-1555 Tami Vik	N	0

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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 1530 Stevens Walla Walla, Washington 99362 Email : rhinshaw@esd.wa.gov Career Advisor	N	0
59	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
60	Western Washington University 516 High Street Bellingham, Washington 98225 Email : sbgresumes@sbgvtv.com Career Advisor	N	0
61	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
62	Worksource Washington 130 S Arthur St Spokane, Washington Phone : . Url : www.wa.gov Fax : 1-509-532-3035 Work Spokane	N	0
63	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : murrow.college@wsu.edu Career Advisor	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	8/3/2016	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 News Talent Manager News Talent Manager
2	10/21/2016	Participation in other activities designed by the station employment unit	JOB SHADOW - An 8th Grader from Jenifer Junior High School, did a job shadow. She spent the entire day (10 hours) observing each Multi-Media Journalist in the newsroom. She had the opportunity to observe what it takes to get the news on the air - from gathering, writing, editing stories; to producing to the final product.	4	News Director Multi-Media Journalist Multi-Media Journalist Multi-Media Journalist
3	1/22/2017	Participation in other activities designed by the station employment unit	JOB SHADOW - A WSU Senior did a job shadow January-April 2017. She would come in for about four hours every Monday and Wednesday to observe KLEW's Multi-Media Journalists (MMJ). During this time she observed what it was like to be a MMJ in a television station. She observed and learned editing, producing, video shooting, script writing and on-air techniques.	4	News Director Multi-Media Journalist Multi-Media Journalist Multi-Media Journalist
4	1/22/2017	Participation in other activities designed by the station employment unit	JOB SHADOW - A WSU Senior, did a job shadow January-April 2017. She would come in for about four hours every Monday and Wednesday to observe KLEW's Multi-Media Journalists (MMJ) to learn what it is like to be a MMJ in a television station. Career opportunities were discussed with her as well as the appropriate classes and education needed to be a MMJ.	4	News Director Multi-Media Journalist Multi-Media Journalist Multi-Media Journalist

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5	1/24/2017	Participation in other activities designed by the station employment unit	Station tour for Opportunities Unlimited, a private, nonprofit organization for the purpose of providing evaluation, training, employment, education, placement and support services to individuals with emotional, physical and developmental disabilities, including people with severe disabilities and people who are disadvantaged. The tour included the control booth, production, the studio and the weather wall.	1	Chief Weathercaster
6	2/16/2017	Participation in other activities designed by the station employment unit	Gave Beacon Christian School grades 3-5 a tour of the station. Tour included control booth, production, and studio. Didn't show news room because we were in "Crunch Time" mode before the 5pm news. Explained the working of the TV station and took photos on our news set with our news staff and showed them the weather wall.	5	News Director Chief Weather Forcaster Multi-Media Journalist Sports Director
7	3/2/2017	Participation in events or programs sponsored by educational institutions	Highland Elementary hosted an all-day read-a-thon to celebrate Dr. Seuss's birthday on Thursday, March 2nd. Community members were invited to come in and read their favorite childhood book to the students to promote reading education and appreciation. Five employees from KLEW participated in the event: Keith Havens, Shannon Moudy, Alex Whitman at 10:30 a.m. and then Sarah Jacobsen & Kaila Lafferty at 1:00 p.m.	5	Chief Weathercaster Multi-Media Journalist Multi-Media Journalist Multi-Media Journalist
8	3/7/2017	Participation in Job Fairs	Idaho Job & Career Fair bringing local and national companies together with persons seeking employment and/or a career change in a one-day conference. Event March 7, 2017 Boise's Riverside Hotel; KBOI represented Sinclair Broadcast Group and presented all current position openings for the U.S. western region (California, Washington, Oregon, Idaho, and Nevada).	4	News Director General Sales Manager Promotion Director Asst. News Director

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9	4/27/2017	Participation in Job Fairs	Amber and Will represented all West Coast stations for Sinclair Broadcast Group at the 2nd annual University of Washington 2017 Marketing, Media & Communications 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 Resource Promotions Manager