

**KLEW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018 - May 31, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multimedia Journalist	1-13, 15-58, 60-61	11
Sales / Marketing Consultant	1-9, 12-61	14

**KLEW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018 - May 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Url : <a href="http://www.readioschool.com">http://www.readioschool.com</a> Email : <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> Michelle McConnell	N	0
2	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Mike Wong	Y	0
3	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : <a href="mailto:career_development@csumb.edu">career_development@csumb.edu</a> Career Advisor	N	0
4	California State University - Chico Journalism Department Tehama Hall 207 Chico, California 95929 Email : <a href="mailto:gbleske@csuchico.edu">gbleske@csuchico.edu</a> Glen Bleske	N	0
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Cole Rowley	N	1
6	Central Washington University- Film and Video Studies 400 E University Way Ellensburg, Washington 98926 Url : <a href="http://www.cwu.edu/~career/cms">http://www.cwu.edu/~career/cms</a> Email : <a href="mailto:redtoutt@cwu.edu">redtoutt@cwu.edu</a> Terri Reddout	N	0
7	Central Washington- Employer Recruitment 400 E University Way Ellensburg, Washington 98926 Url : <a href="http://www.cwu.edu/~career/cms">http://www.cwu.edu/~career/cms</a> Email : <a href="mailto:simpsonb@cwu.edu">simpsonb@cwu.edu</a> Career Advisor	N	0

**KLEW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018 - May 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	Centro Latino Americano 944 West 5th Ave Eugene, Oregon 97402 Url : <a href="http://www.centrolatinoamericano.org">http://www.centrolatinoamericano.org</a> Email : <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a> Roxanne Franco	N	0
9	City University - Career Planning & Placement 1190 Ne First St. Bellevue, Washington 98005 Url : <a href="http://www.cityu.edu">http://www.cityu.edu</a> Email : <a href="mailto:alumni@cityu.edu">alumni@cityu.edu</a> Kristine Kero	N	0
10	Corporate Recruiter	N	1
11	Current Employee - Transfer/Promotion	N	1
12	Eastern Washington University 104 RTV Building Cheney, Washington 99004 Url : <a href="http://www.ewu.edu/cale/programs/film.xml">http://www.ewu.edu/cale/programs/film.xml</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Pam Bumpas	N	0
13	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : <a href="http://www.edcc.edu">http://www.edcc.edu</a> Email : <a href="mailto:careeractioncenter@edcc.edu">careeractioncenter@edcc.edu</a> Career Advisor	N	0
14	Employee Referral	N	1
15	Employment Security Department Worksource- Yakima 306 Division St Yakima, Washington 98902 Email : <a href="mailto:ccauthron@esd.wa.gov">ccauthron@esd.wa.gov</a> Carol Cauthron	N	0
16	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0

**KLEW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018 - May 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
17	Green River Community College 12401 SE 320th Street Auburn, Washington 98092 Url : <a href="http://www.greenriver.edu">http://www.greenriver.edu</a> Email : <a href="mailto:ccantrell@greenriver.edu">ccantrell@greenriver.edu</a> Catherine Cantrell	N	0
18	Hire A Hero PO Box 6808 Morango, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
19	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
20	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	Y	0
21	Idaho State University Museum Building, Room 418 Pocatello, Idaho 83209 Email : <a href="mailto:careers@isu.edu">careers@isu.edu</a> Career Center	N	0
22	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	2

**KLEW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018 - May 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
23	International Women's Media Foundation 1625 K Street NW Ste 1275 Washington, District of Columbia 20006 Url : <a href="http://www.iwmf.org">http://www.iwmf.org</a> Email : <a href="mailto:info@iwmf.org">info@iwmf.org</a> Career Advisor	N	0
24	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
25	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
26	Lake Washington Technical College 11605 132nd Ave NE Kirkland, Washington 98034 Phone : 425-739-8132 Url : <a href="http://www.lwtc.ctc.edu">http://www.lwtc.ctc.edu</a> Email : <a href="mailto:Kate.conant@lwtech.edu">Kate.conant@lwtech.edu</a> Kate Conant	N	0
27	Lane Community College Career & Employment Services 4000 East 30th Ave Eugene, Oregon 97405 Url : <a href="http://www.lanecc.edu">http://www.lanecc.edu</a> Email : <a href="mailto:studentjobs@lanecc.edu">studentjobs@lanecc.edu</a> Teresa Hughes	N	0
28	Lewis-Clark State College Career & Advising Services Lewis-Clark State College Lewiston, Idaho 83501 Phone : 208.792.2550 Email : <a href="mailto:crobinson@lcsc.edu">crobinson@lcsc.edu</a> Courtney Robinson	N	0

**KLEW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018 - May 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
29	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Laura Rehn	N	0
30	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
31	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : <a href="http://www.mhcc.edu">http://www.mhcc.edu</a> Email : <a href="mailto:mhccareer@mhcc.edu">mhccareer@mhcc.edu</a> Career Advisor	N	0
32	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Career Advisor	N	0
33	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : <a href="mailto:info@nljja.org">info@nljja.org</a> Career Advisor	N	0
34	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : <a href="mailto:herberam@plu.edu">herberam@plu.edu</a> Career Advisor	N	0
35	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Advisor	N	0

**KLEW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018 - May 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
36	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
37	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Advisor	N	0
38	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
39	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	0
40	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : <a href="mailto:stephanie.guy@seattlecolleges.edu">stephanie.guy@seattlecolleges.edu</a> Career Advisor	N	0
41	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Email : <a href="mailto:careerdevelopment@evergreen.edu">careerdevelopment@evergreen.edu</a> Career Advisor	N	0
42	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : <a href="mailto:info@imagen.org">info@imagen.org</a> Career Advisor	N	0

**KLEW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018 - May 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
43	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
44	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrea Siegle	N	0
45	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
46	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	0
47	University of Idaho 709 S Deakin St Moscow, Idaho 83844 Phone : 208-885-6122 Url : <a href="http://uidaho-csm.symlicity.com/employers">http://uidaho-csm.symlicity.com/employers</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Noell Kinyon	N	0
48	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Advisor	N	0

**KLEW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018 - May 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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
50	USC - Annenberg -School for Communications & Journalism 3502 Watt Way Los Angeles, California 90089 Email : sbgresumes@sbgstv.com Career Advisor	N	0
51	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
52	Washington State Association of Broadcasters 724 Columbia St NW Olympia, Washington 98501 Email : wsabjobbank@comcast.net Shannon Johnson	N	0
53	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
54	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Career Advisor	N	0
55	Washington Worksource 1530 Stevens Walla Walla, Washington 99362 Email : rhinshaw@esd.wa.gov Career Advisor	N	0

**KLEW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018 - May 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
56	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
57	Western Washington University 516 High Street Bellingham, Washington 98225 Email : sbgresumes@sbgvtv.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	Worksource Washington 130 S Arthur St Spokane, Washington Phone : . Url : www.wa.gov Email : workspokane@esd.wa.gov Fax : 1-509-532-3035 Work Spokane	N	0
60	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : murrow.college@wsu.edu Career Advisor	N	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>6</b>

**KLEW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018 - May 31, 2019**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	7/30/2018	Participation in events or programs sponsored by educational institutions	<p>Chief Weather Forecaster Keith Havens gave a tour of the station for the Summer Break Kids Kamp which included 18 Kampers and 4 Adults.</p> <p>Keith gave a tour of the station and explained the function of each department and how they all helped to make it so that KLEW can air the programs that we air with a special emphasis on the news and weather forecasts.</p>	1	Chief Weather Forecaster
2	8/3/2018	Participation in Job Fairs	<p>Description: 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.</p>	3	Sr. Employment Manager Director-Training & Development News Talent Manager

**KLEW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018 - May 31, 2019**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
3	11/16/2018	Provision of training to management	<p>Training: SBG, Inc. and its stations are Equal Opportunity Employers. 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 are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all 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, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment. Newly hired managers and supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	1	Station Manager

**KLEW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018 - May 31, 2019**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
4	12/26/2018	Participation in events or programs sponsored by educational institutions	John Kramasz job shadowed Keith Havens KLEW's Chief Weather Forecaster for a day. Keith showed John all the responsibilities he has of updating the weather maps, photos and temperature information. Keith spoke about his relationship with the National Weather Service in Spokane. Keith showed him the maps of warnings, watches as they pertain to alerting our audience to possible dangerous weather. Keith spoke to John about the weatherman's responsibility and reputation in public when on or off the job.	1	Chief Weather Forecaster
5	1/21/2019	Participation in events or programs sponsored by educational institutions	23 children and 3 adults from the Children's House Montessori School, grades 1-3, toured the station. Because of the number of children the tour was broken up into 2 groups.  Keith gave a tour of the station and explained the function of each department and how they all helped to make it so that KLEW can air the programs that we air with a special emphasis on the news and weather forecasts.	1	Chief Weather Forecaster