

KOMO/KUNS, KOMO-AM/FM, KPLZ-FM, KVI-AM
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

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	1-10, 15-17, 21-22, 24, 27, 29, 32-35, 37-39, 41-42, 44, 46-47, 51-53, 55-58, 60-66	17
News Assignment Editor	1-13, 15-17, 21-22, 24-25, 27-29, 32- 39, 41-42, 44, 46-48, 50-53, 56-58, 60- 65	25
News Assignment Editor	1-13, 15-17, 21-22, 24-25, 27-29, 32- 39, 41-42, 44, 46-48, 50-53, 56-58, 60- 65	17
News Producer	1-12, 15-17, 21-22, 24, 27, 29, 32-39, 41-42, 44, 46-53, 55-58, 60-65	17
News Producer	1-12, 15-17, 21-22, 24, 27, 29, 32-39, 41-42, 44, 46-53, 55-58, 60-65	49
News Producer	1-12, 15-17, 21-22, 24, 27, 29, 32-39, 41-42, 44, 46-53, 55-58, 60-65	55
News Producer	1-12, 15-17, 21-22, 24, 27, 29, 32-39, 41-42, 44, 46-53, 55-58, 60-65	49
Multi-Media Sales Executive	1-12, 15-17, 21-22, 24, 27, 29, 33-39, 41-42, 44, 46-53, 55-58, 60-65	17
Morning General Assignment Reporter	6, 17, 20, 25, 34, 43, 45-46, 54	17
Bi-lingual Anchor/Reporter	6, 20, 25, 34, 43, 45-46, 54	6
Local Sales Assistant	1-10, 15-17, 20-22, 24-25, 29, 32-35, 37-39, 41-47, 49, 51-65	49
News Photographer	1-11, 15-17, 20-22, 24-25, 29, 32-39, 41-47, 50-65	17
News Producer - 11pm	1, 3-10, 15-17, 20-22, 24-25, 29, 32-35, 37-39, 41-47, 49, 51-65	17
News Director	1-10, 15-17, 20-22, 24-25, 29-30, 32- 35, 37-47, 51-65	30
Engineering Coordinator	6, 17, 20, 25, 43, 45-46, 49, 54	17
Program Director	6, 14, 20, 25, 34, 43, 45-46, 54	14
Sales, Promotions & Marketing Coordinator	6, 19-20, 25, 34, 43, 45-46	19
Radio Sales Account Executive	6, 20, 23, 25, 34, 43, 45-46, 49, 54	49
Truck-Op	6, 18, 20, 25-26, 34, 43, 45-46, 49, 54	18
continuity Director	6, 17, 20, 25, 34, 43, 45-46, 49, 54	49
Digital Production Photographer	1, 3-4, 6-10, 15-17, 20, 22, 24-26, 28- 29, 31-35, 37-39, 41-47, 49, 51-65	17
News Assignment Editor	46, 55	55
Commercial Producer/Director	1, 3-4, 7-10, 15-16, 20, 22, 24-26, 29, 31-35, 37-39, 41-47, 49, 51-65	49

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Digital Sales Coordinator	1, 3-4, 7-10, 15-17, 20, 22, 24-25, 29, 31-35, 37-39, 41-47, 51-65	46
Radio News Anchor	1, 3-4, 7-10, 15-17, 20, 22, 24-25, 29, 31-35, 37-39, 41-46, 51-65	17
Account Executive	1, 3-4, 7-10, 15-16, 20, 22, 24-25, 29, 31-35, 37-39, 41-46, 49, 51-65	49
Account Executive	1, 3-4, 7-10, 15-17, 20, 22, 24-25, 29, 31-35, 37-39, 41-46, 49, 51-65	17
News Producer	1, 3-4, 8-10, 15-16, 20, 22, 24-25, 29, 31-35, 37-39, 41-47, 49, 51-65	55
News Photographer	1, 3-4, 8-10, 15-16, 20, 22, 24-25, 29, 31-35, 37-39, 41-47, 51-65	25
News Phtographer (Morning)	6, 17, 20, 25, 34, 46, 54	17

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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	Art Institute of Seattle 2323 Elliott Ave Seattle, Washington 98121 Url : http://www.aii.edu Email : sbgresumes@sbgstv.com Career Center	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	CalJobs - Kern County Career Services Center 1600 E Belle Terrace Bakersfield, California 93304 Url : http://www.careerservicescenter.com/ Email : cimperial@kchcc.org Career Advisor	N	0
6	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	3
7	Central Washington University- Film and Video Studies 400 E University Way Ellensburg, Washington 98926 Url : http://www.cwu.edu/~career/cms/ Email : fordanr@cwu.edu Michelle Ogden	N	0

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8	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
9	Centro Latino Americano 944 West 5th Ave Eugene, Oregon 97402 Url : http://www.centrolatinoamericano.org/ Email : ccnmainfo@ccnma.org Roxanne Franco	N	0
10	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
11	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
12	Craigslist 1381 9th Avenue San Francisco, California Kellie Landry Manual Posting	N	0
13	Current Employee - Transfer/Promotion	N	1
14	Current Employee/Internal Promotion	N	1
15	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

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16	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : http://www.edcc.edu/ Email : careeractioncenter@edcc.edu Career Advisor	N	0
17	Employee Referral	N	18
18	Former Employee	N	1
19	Former Intern	N	1
20	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
21	Green River Community College 12401 SE 320th Street Auburn, Washington 98092 Url : http://www.greenriver.edu/ Email : kbrasch@greenriver.edu Career Advisor	N	0
22	Heritage University 3240 Fort Road Toppenish, Washington 98948 Url : http://www.heritage.edu/ Email : sanchez_i@heritage.edu Career Advisor	N	0
23	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
24	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0

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25	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	12
26	Internal Candidate	N	3
27	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
28	Internet Ad-not directly contacted by SEU	N	2
29	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : eloise@ithaca.edu Eloise Green	Y	0
30	Job posting on internet	N	1
31	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
32	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	0
33	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

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34	<p>Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting</p>	N	0
35	<p>Media Match 8112 ½ West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk</p>	Y	0
36	<p>Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone</p>	N	0
37	<p>Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhccareer@mhcc.edu Career Advisor</p>	N	0
38	<p>National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor</p>	N	0
39	<p>National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : info@nljja.org Career Services</p>	N	0
40	Non-Employee Referral	N	1
41	<p>Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor</p>	N	0

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42	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : careerconnect@pdx.edu Career Advisor	N	0
43	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
44	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : pc-asbe@seattleu.edu Career Advisor	N	0
45	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
46	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	3
47	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : klane@sccd.ctc.edu Career Advisor	N	0
48	Spots n Dots 1635 Old Highway 41 NW, Suite 112-338 Kennesaw, Georgia 30152 Phone : na Classified na Manual Posting	N	0
49	Station Website	N	15

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50	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
51	The Art Institute of Seattle - Video Production 2323 Elliot Ave Seattle, Washington 98121 Email : schaabd@aai.edu Career Advisor	N	0
52	The Evergreen State College - 2700 Evergreen Parkway Olympia, Washington 98505 Email : careerdevelopment@evergreen.edu Career Advisor	N	0
53	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
54	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
55	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	4
56	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	N	0

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57	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
58	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
59	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
60	Washington State Association of Broadcasters 724 Columbia St NW Olympia, Washington 98501 Email : wsabjobbank@comcast.net Job Bank	N	0
61	Washington Vocational Services 22316 70th Ave W Ste D Mount Lake Terrace, Washington 98043 Email : pbouwer@wvs.org Career Advisor	N	0
62	Washington Worksource 306 Division St Yakima, Washington 98902 Email : ccauthron@esd.wa.gov Carol Cauthron	N	0
63	Western Washington Indian Employment 3701 6th Ave #4 Tacoma, Washington 98406 Email : wwietp@msn.com Career Advisor	N	0
64	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0

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65	WorkSource 500 SW 7th Suite Suite 100 Renton, Washington 98057 Phone : 206-205-3183 Email : rtruit@esd.wa.gov Richard Truitt	Y	0
66	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : galjohns@wsu.edu Career Advisor	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			66

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/25/2014	Participation in events or programs sponsored by educational institutions	On October 25, 2014, Spencer Kornblum, was KOMO 4's Junior Reporter for the day. Spencer was given a pre-game tour of University of Washington Husky Stadium in Seattle, Washington. This tour was given by a University of Washington employee and KOMO's employee Andrea Morrison. As part of the tour Spencer was taken up to the broadcast booths where he was able to meet with KOMO Radio Sports Anchor Tom Hutylar as he prepared for his game day broadcast.	2	Creative Services Coordinator Sports Anchor
2	11/3/2014	Participation in events or programs sponsored by educational institutions	On November 3, 2014, KOMO Executive Assistant, Stphanie Rogerson gave a tour of the KOMO TV station and the KPLZ (STAR 101.5) music radio station to six DECA students and their Teacher, Ms. Jan Eldridge. The students were from Chief Leschi High School in Puyallup, 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 Connie Thompson and KOMO TV Anchors Mary Nam and Eric Johnson. The tour ended with a live viewing of the 4PM news.	4	Executive Assistant Reporter/Anchor Anchor Anchor

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3	1/1/2015	Establishment of an intern program designed to assist members of the community	<p>Program Goal: The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> • Develop links with universities and colleges to promote KABB/KMYS as prospective employers. • Create a symbiotic relationship between interns and KABB/KMYS 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>Eligibility Requirements:</p> <ul style="list-style-type: none"> • The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered. • The applicant must be at least 18 years of age. • The applicant must be in good academic standing, as defined by his or her academic institution. • The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid. • In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements. <p>Coordinated the hiring of student interns</p>	1	HR Manager

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			in the news, sales, operations, and marketing departments of KOMO TV, KUNS TV, and radio stations, KPLZ, KOMO, and KVI.		
4	2/13/2015	Participation in events or programs sponsored by educational institutions	As part of a school project Zachary Goff, a Bonney Lake High School student job shadowed KOMO TV's Traffic Anchor/Reporter Paris Jackson on February 13, 2015, . Zachary arrived to the station at 4AM and was given the opportunity to watch Paris prepare and deliver her morning traffic updates. He was also able to watch how the KOMO TV morning newscast is produced and aired. Zachary was given an opportunity to talk with Paris about her experiences working in the broadcast industry.	1	Anchor/Reporter
5	3/5/2015	Participation in events or programs sponsored by educational institutions	On March 5, 2015 13 students from a local area high school were invited to the KOMO TV and Radio station for lunch, a tour and an opportunity to learn more about working in the broadcast industry. The lunch was hosted by General Manager Janene Drafs and Radio Anchor Tom Glasgow, who talked with the students about what it is like to work in the broadcast industry. Janene spoke from a sales management and marketing perspective while Tom spoke to them about being a radio anchor. After lunch the students were given a tour of the TV and radio studios, master control and were then able to watch TV Anchor/Report Molly Shen do the 4PM newscast from the KOMO newsroom.	3	General Manager Radio Anchor TV Anchor/Reporter

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6	3/6/2015	Participation in events or programs sponsored by educational institutions	Gaige Early, a student from the Highline School District in the Seattle, Washington area job shadowed the KOMO Radio Afternoon Drive radio show anchors on March 6, 2015. Gaige spent an hour with each of the anchors, Jane Shannon and Tom Glasgow to observe how they prepare for the show. They explained how they prepare for the show and he was given an opportunity to talk to them each about how they became broadcasters. Gaige then observed Jane and Tom in the radio studio on-air from 4PM - 6PM.	2	Radio Anchor Radio Anchor
7	4/28/2015	Participation in Job Fairs	<p>KTVL represented Sinclair Broadcast Group's western region at this year's Southern Oregon University Career/Intern Fair, which was held on the SOU campus in Ashland, Oregon on April 28, 2015. Students were presented with various career opportunities in communications, journalism, marketing and business. Job opportunity locations included stations in the states of Oregon, Washington, Idaho, California, and Nevada. Students received job descriptions of current vacancies.</p> <p>Sheila Giorgetti, Human Resources, and Mike Gantenbein, Creative Services Director, explained various job functions, answered questions, and explained job aspects of current vacancies. A list of current job vacancies at various stations in five different states was made available to interested candidates. Eligible students were encouraged to apply.</p>	2	Human Resources Creative Services Director

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8	7/22/2015	Provision of training to management	Sinclair Broadcast Group, INC conducted Leadership Human Resources Training for 2 days, July 22nd and 23rd. HR Contacts from all over the country were flown into Corporate to learn about how to be the best HR contact for the station; the HR/ Business Manager for Seattle, Washington, was in attendance for both days. We learned about FCC/EEO, Hiring, ADA, FLSA, EEOC and DOL Compliance, supporting the Company's open door policy, performing our job well, sharing accountability and partnering with other station management to accomplish our goals.	1	HR Manager
9	8/5/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Minneapolis, MN; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager Director, News Development News Talent Manager

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10	9/17/2015	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>	4	

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11	9/18/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the RTDNA, EIJ and National Association of Hispanic Journalists convention in Orlando, FL; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager Director, News Development News Talent Manager