

KATU / KUNP
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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
Director of Promotion	1-2, 4-11, 17-22, 24, 26-27, 29, 32-40, 42-44, 46-49, 51-52, 54-66, 68-69	21
News Anchor/Reporter (Weekends)	1-12, 17-20, 22, 24-29, 32-40, 42-44, 46-49, 51-66, 68-69	52
Digital Content Producer	1-11, 17-22, 24-27, 29-30, 32-40, 42, 44, 46-49, 51-52, 54-66, 68-69	21
Marketing Consultant	1, 3-4, 6-11, 16-22, 24-27, 29, 32-40, 42, 44, 46-49, 51-52, 54-66, 68-69	21
Marketing Consultant	1, 3-4, 6-11, 16-22, 24-27, 29, 32-40, 42, 44, 46-49, 51-52, 54-66, 68-69	16
News Producer	1, 3-4, 6-11, 17-20, 22, 24-27, 29-30, 32-40, 42, 44, 46-49, 51-52, 54-66, 68-69	30
Video Editor	1, 3-4, 6-11, 17-20, 22, 24-27, 29-30, 32-40, 42, 44, 46-49, 51-52, 54-69	67
News Operations Manager	1, 3-4, 6-11, 17-20, 22, 24-27, 29, 32-40, 42, 44, 46-49, 51-52, 54-66, 68-69	37
General Assignment Reporter	1, 3-4, 6-12, 15, 17-20, 22, 24-29, 32-37, 39-40, 42, 44, 46-66, 68-69	15
General Assignment Reporter	1, 3-4, 6-12, 15, 17-20, 22, 24-29, 32-37, 39-40, 42, 44, 46-66, 68-69	50
Inventory Specialist	1, 3-4, 6-11, 17-22, 24-27, 29, 32-37, 39-40, 42, 44, 46-49, 51-52, 54-69	21
Marketing Consultant	1, 3-4, 6-11, 14, 17-22, 24-27, 29, 32-37, 39-40, 42, 44, 46-49, 51-52, 54-66, 68-69	21
Lifestyle Program Floor Director	1, 3-4, 6-12, 17-20, 22, 24-29, 31-37, 39-40, 44, 46-49, 51-66, 68-69	37
Spanish Language News Producer	1, 3-4, 6-11, 16-22, 24-27, 29, 32-37, 39-40, 44, 46-49, 51-52, 54-66, 68-69	16
News Special Projects Producer	1, 3-4, 6-11, 17-22, 24-27, 29, 32-37, 39-40, 44, 46-49, 51-52, 54-66, 68-69	21
Spanish Language Weather Anchor/Multimedia Journalist (MMJ)	1, 3-4, 6-13, 17-20, 22, 24-29, 32-37, 39-40, 44, 46-49, 51-66, 68-69	37
Broadcast Engineer	1, 3-4, 6-11, 17-20, 22, 24-27, 29, 32-37, 39-40, 44, 46-49, 51-52, 54-66, 68-69	52
News Producer	1, 3-4, 6-11, 17-20, 22, 24-27, 29, 32-37, 39-40, 44, 46-49, 51-52, 54-66, 68-69	52

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Local Sales Manager	1, 3-4, 6-11, 14, 17-20, 22, 24-27, 29, 32-37, 39-40, 44, 46-49, 51-52, 54-69	67
AM Weekend Meteorologist/MMJ	1, 3-4, 6-12, 17-20, 22, 24-29, 32-37, 39-40, 44, 46-49, 51-66, 68-69	52
Director of Promotion	1, 3-4, 6-11, 17-22, 24-27, 29, 32-37, 39-40, 44, 46-49, 51-52, 54-66, 68-69	21
Broadcast Engineer	1, 3-4, 6-11, 17-20, 22-27, 29, 32-37, 39-40, 44-49, 51-52, 54-66, 68-69	34
News Assignment Editor	1, 3-4, 6-11, 17-20, 22, 24-30, 32-37, 39-40, 44-49, 51-66, 68-69	30
News Producer	1, 3-4, 6-11, 17-20, 22, 24-29, 32-37, 39-41, 44-49, 51-66, 68-69	52
General Assignment Reporter	1, 3-4, 6-11, 17-20, 22, 24-29, 32-37, 39-41, 44-49, 51-66, 68-69	37

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
2	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
3	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Url : http://www.readioschool.com Email : michelle@radioschool.com Michelle McConnell	N	0
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : kbordell@asu.edu Karen Bordeleau	Y	0
5	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
6	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Advisor	N	0
7	California State University - Chico Journalism Department - Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske	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
8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	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	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
11	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
12	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
13	Corporate Recruiter	N	1
14	Current Employee	N	2
15	Current Employee - Transfer/Promotion	N	1
16	Current Employee/Internal Promotion	N	2
17	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	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
18	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
19	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : http://www.edcc.edu/ Email : careeractioncenter@edcc.edu Career Advisor	N	0
20	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
21	Employee Referral	N	12
22	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
23	Former Employee Referral	N	1
24	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
25	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	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
26	Hire A Hero PO Box 6808 Morongo, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
27	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
28	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
29	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
30	Indeed.com - Not Directly Contacted by SEU	N	6
31	Internet Ad-not directly contacted by SEU	N	1
32	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
33	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	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
34	KATU Station Website 2153 NE Sandy Boulevard Portland, Oregon 97232 Phone : (503) 231-4226 Email : tlclark@sbgstv.com Tiffany Clark	N	2
35	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
36	Lane Community College Career & Employment Services 4000 East 30th Ave Eugene, Oregon 97405 Url : http://www.lanecc.edu Email : hunttert@lanecc.edu Tina Hunter	N	0
37	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	12
38	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 Prong 2 Ended Date: 11/21/2022	N	0
39	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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40	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
41	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
42	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
43	National Lesbian and Gay Journalists Association 2120 L St NW, Ste 850 Washington, District of Columbia 20037 Email : JobBoard@nljja.org Career Advisor	N	0
44	North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
45	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
46	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Phone : 503-443-2299 Email : theoab@theoab.org John Tamerlano	N	0

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47	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0
48	Portland State University 1825 SW Broadway Portland, Oregon Email : sbgresumes@sbgstv.com n/a n/a	N	0
49	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0
50	Re-hire	N	1
51	Seattle University - Albers Placement Center 900 Broadway, Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgstv.com Career Advisor	N	0
52	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgnet.net Email : employment@sbgstv.com Career Page	N	12
53	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
54	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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55	The Evergreen State College - 2700 Evergreen Parkway Olympia, Washington 98505 Career Advisor Manual Posting	N	0
56	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
57	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
58	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
59	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
60	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	N	0
61	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : sbgresumes@sbgstv.com Career Advisor	N	0

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62	Utah Broadcasters Association 1600 S Main Street Salt Lake City, Utah 84115 Email : dale@utahbroadcasters.com Career Advisor	N	0
63	Washington State University 226 Murrow Center Pullman, Washington 99164 Url : www.wsu.edu Email : sbgresumes@sbgstv.com Career Advisor	N	0
64	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
65	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
66	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
67	Word of Mouth Referral	N	3
68	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
69	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			58

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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	11/10/2022	Participation in Job Fairs	Brandi Proctor, Sinclair's News Recruiter, represented all of Sinclair Broadcast Group at a Virtual Career Fair with Penn State University. She met with students one on one, and discussed their interest in Sinclair Broadcast Group, and the potential opportunities we offer in the television industry. She discussed the different avenues and careers in the broadcast industry, and how to meet your career goals. She connected with the students on LinkedIn, and provided her contact information, as well as directed them to our Careers Page to check out all of our open opportunities.	1	News Recruiter
2	11/15/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist represented all of Sinclair Broadcast Group at a Career Discussion with Elizabeth City State University. The topic of discussion was Professional Development, and Career Opportunities. She met virtually with a class and discussed career opportunities within Sinclair, and competencies for career readiness with the company. She also provided information on how to apply, and how to search our openings on our Careers Page. All students were given contact information, and a presentation with an overview of Sinclair.	1	Sr. Employment Specialist
3	3/24/2023	Participation in events or programs sponsored by educational institutions	Samantha is a student at the University of Oregon and contacted Wesleigh, station General Assignment Reporter, to learn about the news business as she is finishing up her career in broadcast. Wesleigh invited her for a station tour where she talked with various station employees about the Broadcast industry. She toured the control room and the studio where interviews were taking place. Wesleigh answered any questions she had about careers in Broadcasting.	1	General Assignment Reporter/Anchor

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4	3/28/2023	Participation in events or programs sponsored by educational institutions	Dual language kids within the Beaverton School District were learning about weather and invited Univision Portland to talk about weather in Spanish and English. Via Zoom, kids got to ask questions. Antonio Sanchez, our Univision Portland anchor, did a show and tell and got to answer questions about cloud formation, weather concepts and life behind meteorology. It was an interactive session, kids enjoyed it as they got to learn new Spanish language concepts.	1	Anchor KUNP
5	4/27/2023	Participation in events sponsored by organizations representing the community	Nine kids came in and toured the news station and did the following: learned how a 3D printer works in Engineering, how a microphone and camera works together in Engineering, learned about weather patterns, learned how the greenscreen worked in the studio. They saw how the cameras moved on their own and how the scripts were showing on the screen. They went to visit the sales department and learned about why we sell commercial spots and how a commercial was shot. They even saw the archive footage that is downstairs and got to see film in an old film viewer and looked at an old news show.	3	Human Resources Coordinator Asst. Chief Engineer Newscast Director

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6	5/19/2023	Establishment of training programs for station personnel	Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is a 3-part series of trainings that people managers will complete. The station had 11 managers complete Part 1 which is focused on embodying servant leadership and the importance of building a strong culture within their teams.	11	Operations Manager Business Manager
7	8/3/2023	Participation in Job Fairs	Sinclair's News Recruiter and News Recruiting Manager represented all Sinclair News stations at the 2023 NABJ convention/career expo. They met with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who met with Sinclair during the career fair were followed up with and interviews were set up where applicable.	2	Recruiter News Talent Manager