

**KUTV/KMYU/KJZZ**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2019 - May 31, 2020**

**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
Senior Topical Producer	1, 3-4, 6-7, 11-14, 16, 18-20, 22, 24-30, 34, 36, 38, 40, 42, 44-47	11
Digital Marketing / Sales Consultant	3, 5-6, 8, 11-15, 17-26, 28-29, 32-35, 37-38, 41-50	11
Marketing / Sales Consultant	3, 5-6, 8, 12-14, 17-22, 24-26, 28-29, 31-35, 37-38, 41-50	31
Master Control Operator	3, 6, 8, 12-15, 17-26, 28-29, 32-35, 37- 38, 41-50	22
Master Control Operator	3, 6, 8, 12-15, 17-26, 28-29, 32-35, 37- 38, 41-50	38
General Assignment Reporter	2-3, 5-8, 12-15, 17-21, 24-30, 32-35, 37 -50	2
General Assignment Reporter	2-3, 5-8, 12-15, 17-21, 24-30, 32-35, 37 -50	39
General Assignment Reporter	2-3, 5-8, 12-15, 17-21, 24-30, 32-35, 37 -50	15
Sales Promotions Director	3, 5-6, 8-9, 11-14, 17-21, 24-29, 32-35, 37-38, 41-50	11
News Anchor / Reporter	2-3, 5-8, 12-14, 17-21, 24-30, 32-35, 37 -38, 40-50	2
News Editor	3, 5-8, 12-14, 17-30, 32-35, 37-38, 40- 50	22
News Editor	3, 5-8, 12-14, 17-30, 32-35, 37-38, 40- 50	21
News Editor	3, 5-8, 12-14, 17-30, 32-35, 37-38, 40- 50	23
Campaign Coordinator / Producer	3, 5-6, 8-9, 11-14, 17-21, 24-29, 32-35, 37-38, 41-50	11
Accounts Receivable Specialist	3, 5-6, 8, 12-15, 17-21, 23-29, 32-35, 37-38, 41-50	23
Senior Promotions/Topical Producer	3, 5-8, 12-14, 17-21, 24-30, 32-35, 37- 38, 40-50	38
News Photographer	3, 5-6, 8, 11-15, 17-21, 24-29, 32-35, 37-38, 41-50	11
News Photographer	3, 5-6, 8, 11-15, 17-21, 24-29, 32-35, 37-38, 41-50	38
News Photographer	3, 5-6, 8, 11-15, 17-21, 24-29, 32-35, 37-38, 41-50	15
News Photographer	3, 5-6, 8, 11-15, 17-21, 24-29, 32-35, 37-38, 41-50	26

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News Producer	3, 5-7, 9, 12-15, 17-21, 24-30, 32-35, 37-38, 40-50	15
Inventory Specialist	3, 5-6, 12-15, 17-21, 24-29, 32-35, 37- 38, 41-50	15
Local Sales Assistant	3, 5-6, 12-15, 17-21, 24-29, 32-35, 37- 38, 41-47, 49-50	15
Scheduling Specialist	3, 5-6, 12-14, 17-21, 24-29, 32-35, 37- 38, 41-47, 49-50	21
Local Sales Assistant	3, 5-6, 12-15, 17-21, 24-29, 32-35, 37- 38, 41-47, 49-50	28
Sales / Marketing Consultant	3, 5-6, 12-14, 17-21, 23-26, 28-29, 32- 35, 37-38, 41-47, 49-50	23
Digital Marketing Consultant	3, 5-6, 12-15, 17-29, 32-35, 37-38, 41- 47, 49-50	15
Digital Marketing Consultant	3, 5-6, 12-15, 17-29, 32-35, 37-38, 41- 47, 49-50	22
Early Morning News Producer	3, 5-6, 10, 12-15, 17-21, 24-29, 32-35, 37-38, 41-47, 49-50	10
Early Morning News Producer	3, 5-6, 10, 12-15, 17-21, 24-29, 32-35, 37-38, 41-47, 49-50	10
Master Control Operator	3, 5-6, 12-15, 17-21, 23-29, 32-35, 37- 38, 41-47, 49-50	15
Master Control Operator	3, 5-6, 12-15, 17-21, 23-29, 32-35, 37- 38, 41-47, 49-50	15
Administrative Assistant	3, 5-6, 12-14, 17-21, 24-29, 32-35, 37- 38, 41-47, 49-50	21
Administrative Assistant	3, 5-6, 12-15, 17-21, 24-29, 32-35, 37- 38, 41-47, 49-50	21
Marketing Consultant	3, 5-6, 12-15, 17-21, 24-29, 32-35, 37- 38, 41-47, 49-50	21
General Assignment Reporter	3, 5-7, 12-15, 18-20, 24-30, 34-35, 38, 40, 42, 44-47, 49-50	15
Investigative Producer	3, 5-6, 11-15, 18-20, 22, 24-29, 34, 38, 42, 44-47, 49-50	11
News Assignment Editor	3, 6, 9, 12-14, 18-20, 24-29, 34, 38, 42, 44-47, 50	26
News Editor	3, 6, 12-15, 18-20, 24-29, 34, 38, 42, 44 -47, 50	15
News Editor	3, 6, 12-15, 18-20, 24-29, 34, 38, 42, 44 -47, 50	15

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News Assignment Editor	3, 6, 11-14, 18-20, 22-29, 34, 38, 42, 44 -47, 50	11
News Assignment Editor	3, 6, 11-14, 18-20, 22-29, 34, 38, 42, 44 -47, 50	23

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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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Url : <a href="http://602communications.com/">http://602communications.com/</a> Graeme Newell Manual Posting	N	0
2	Agency Referral	N	2
3	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
4	B-Roll.net 1623 D St NE Washington, District of Columbia 20002 Url : <a href="http://www.b-roll.net">http://www.b-roll.net</a> Kevin Johnson Manual Posting	N	0
5	Brigham Young University 2440 WSC Provo, Utah 84602 Phone : 801-422-7600 Scott Grenhalgh Manual Posting	Y	0
6	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> Aaron Brumfield	N	0
7	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	2

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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
8	College of Eastern Utah 451 East 400 North Price, Utah 84501 Phone : 435-613-5284 Url : **source requested removal 9/4/13 Email : career.services@usu.edu Carley Fox	Y	0
9	Current Employee	N	4
10	Current Employee - Transfer/Promotion	N	2
11	Current Employee/Internal Promotion	N	7
12	Department of Dept of Workforce Services 1385 S. State Street Salt Lake City, Utah 84115 Phone : 801-468-0073 Email : postajob@utah.gov Career Services	Y	0
13	Department of Dept of Workforce Services 1385 S. State Street Salt Lake City, Utah 84115 Phone : 801-526-0997 Url : <a href="http://jobs.utah.gov/index.html">http://jobs.utah.gov/index.html</a> Email : dwscontactus@utah.gov Bill Campbell	Y	0
14	Dixie State College 225 South 700 East St. George, Utah 84770 Phone : 435-652-7669 Email : careercenter@dixie.edu Candace Candace	Y	0
15	Employee Referral	N	26
16	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : <a href="http://www.gijobs.com">www.gijobs.com</a> Email : sbgresumes@sbgvtv.com R. Brandt	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
17	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> Sinclair SilkRoad Source	N	1
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	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> Sinclair SilkRoad Source	N	23
22	Indeed.com	N	11
23	Internet Ad-not directly contacted by SEU	N	9
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

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<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>
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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Broadbean Source	N	0
26	KUTV Website 299 S. Main Street Salt Lake City, Utah 84111 Phone : 410-568-1724 Url : <a href="http://www.kutv.com">http://www.kutv.com</a> Email : <a href="mailto:MMedina@sbgvtv.com">MMedina@sbgvtv.com</a> Melissa Medina	Y	2
27	LDS Employment Services 780 West 800 South Salt Lake City, Utah 84104 Phone : 801-240-7240 Email : <a href="mailto:WEL-EC-WSQ@ChurchOfJesusChrist.org">WEL-EC-WSQ@ChurchOfJesusChrist.org</a> Fax : 1-801-240-7269 Rebecca Conger	Y	0
28	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Account Manager	N	1
29	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
30	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
31	Non-Employee Referral	N	1

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32	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> Sinclair SilkRoad Source	N	0
33	Recruiter Guy Utah Email : <a href="mailto:recruiterguy@msn.com">recruiterguy@msn.com</a> Bill Humbert	N	0
34	Salt Lake Community College Career Services Address: 231 E 400 S Salt Lake City, Utah 84111 Phone : 801-957-3047 Url : <a href="http://sasbot.slcc.edu/webforms/studentjobs/employ">http://sasbot.slcc.edu/webforms/studentjobs/employ</a> Email : <a href="mailto:Wendy.Potter@slcc.edu">Wendy.Potter@slcc.edu</a> Wendy Potter	N	0
35	Salt Lake Community College Placement Office 4600 S. Redwood Road Salt Lake City, Utah 84123 Phone : 801-657-4207 Email : <a href="mailto:samantha.faupula@slcc.edu">samantha.faupula@slcc.edu</a> Samantha Faupula  Prong 2 Ended Date: 2/6/2020	N	0
36	Salt Lake Tribune P.O. Box 704005 West Valley City, Utah 84170 Casey Telford Manual Posting	N	0
37	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> Sinclair SilkRoad Source	N	0
38	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@sbgvtv.com">employment@sbgvtv.com</a> Sharon Pickeral	N	12
39	Station Website	N	1

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40	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:jpumphrey.td@gmail.com">jpumphrey.td@gmail.com</a> Julie Pumphrey	N	0
41	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
42	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
43	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> Sinclair SilkRoad Source	N	0
44	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	1
45	University of Utah 201 S. 1460 East, 350 SSB Salt Lake City, Utah Phone : 801-585-5049 Email : <a href="mailto:careerjobs@sa.utah.edu">careerjobs@sa.utah.edu</a> Stan Inman	Y	0
46	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0

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47	Utah State University 4305 Old Main Hill Logan, Utah Phone : 435-797-7777 Email : sbgresumes@sbgvtv.com Kathryn Hadfield	Y	0
48	Weber State University 1105 University Cir. Rm 230 Ogden, Utah Phone : 801-626-6913 Email : wendibirch@weber.edu Wendi Burch	Y	0
49	Westminster College 1840 South 1300 East Salt Lake City, Utah 84105 Phone : 801-832-2590 Email : careercenter@westminstercollege.edu Fax : 1-801-832-3103 Mali Marty	Y	0
50	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>105</b>

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**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	8/7/2019	Participation in Job Fairs	Description: 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 convention/career expo in Miami, FL August 7 – 9th, 2019. 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	Employment Manager Director, News Training and Development News Talent Manager
2	10/15/2019	Provision of training to management	Managers at the stations attended the Leadership Training for Managers held by Dale Carnegie from October 15 through 17, 2019. Dedicated leaders learned proven methods for developing engaged, high-performing teams. They learned about how to build a culture where team members are confident in their abilities, empowered to take action, enthusiastic to deliver results and inspired to make a difference.	11	Executive Producer Executive Producer Assistant Director, News Executive Producer, Digital

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	4/22/2020	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>	17	