

KECI, KCFW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Operations Manager	3, 15, 19	15
News Producer	3, 11-12, 15, 18-20, 25-27, 30-31, 33	27
Business Manager	3, 12, 15, 17, 19-20, 27, 29, 33	15
Multimedia Journalist	3, 12, 17, 19, 27, 29-30, 32-33	27
News Director	1, 3-4, 6, 11-13, 15, 17-26, 28, 30-33, 35	28
Local Sales Manager	3, 11-12, 15, 18, 20, 25-27, 30-31, 33	27
Marketing Consultant	1-3, 9, 11-15, 17-21, 23-26, 30-33, 35	9
Director	1-4, 8, 11-15, 17-28, 30-33, 35, 37	8
Local Sales Assistant	1-3, 11-15, 17-21, 23-27, 30-35, 37	34
Multimedia Journalist	3, 5, 12, 16-17, 19, 27, 29, 33	19
News Anchor	1-4, 6, 8, 11-15, 17-22, 24-26, 28, 30- 33, 35, 37	8
Weekend Meteorologist / Reporter	1-4, 9, 11-15, 17-22, 24-26, 28, 30-33, 35, 37	9
Morning News Anchor / Reporter	1-4, 11-15, 17-22, 24-28, 30-33, 35, 37	27
Sports Anchor / Reporter	1-6, 8-9, 11-22, 24-28, 30-33, 35, 37	16
Sports Anchor / Reporter	1-6, 8-9, 11-22, 24-28, 30-33, 35, 37	8
Human Resources Coordinator	1-3, 9, 11-15, 17-21, 24-26, 30-33, 35, 37	9
News Director	1-4, 8, 11-15, 17-22, 24-28, 30-33, 35, 37	8
News Photographer	1-4, 9, 11-15, 17-22, 24-28, 30-33, 35, 37	27
Director, News	1-4, 8, 11-15, 17-22, 24-26, 28, 30-33, 35, 37	8
News Editor	1-4, 11-26, 28, 30-33, 35, 37	16
News Producer	1-3, 8, 11-21, 23-27, 30-33, 35, 37	8
News Producer	1-3, 8, 11-21, 23-27, 30-33, 35, 37	20
News Producer	1-3, 8, 11-21, 23-27, 30-33, 35, 37	27
Regional National Sales Assistant	1-3, 9, 11-21, 23-26, 30-33, 35, 37	16
Multimedia Journalist	1-4, 7, 10-15, 17-33, 36-37	7
News Editor	1-4, 11-33, 36-37	16

KECI, KCFW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Url : http://www.asu.edu Email : mike.wong@asu.edu Mike Wong	Y	0
2	Career Transitions, inc 189 Arden Dr Belgrade, Montana 59714 Url : http://www.careertransitions.com Fax : 1-406-388-6592 Employer Services	N	0
3	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
4	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
5	Corporate Recruiter	N	2
6	Current Employee	N	3
7	Current Employee - Transfer/Promotion	N	1
8	Current Employee/Internal Promotion	N	6
9	Employee Referral	N	6
10	Former Employee Referral	N	1
11	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

KECI, KCFW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
12	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
13	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
14	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
15	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	19
16	Internet Ad-not directly contacted by SEU	N	7
17	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
18	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	2

KECI, KCFW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
19	KECI website 340 W Main St Missoula, Montana 59802 Url : http://www.nbcmontana.com Email : employment@sbg.net Gordon Stabler	N	1
20	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbg.tv Laura Rehn	N	2
21	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
22	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
23	Montana Job Service 539 S 3rd St W Missoula, Montana 59806 Fax : 1-406-721-7094 Job Service	N	1
24	Montana State University 211 Montana Hall Bozeman, Montana 59717 Url : http://www.montana.edu Email : advising@montana.edu Emily Edwards	N	0

KECI, KCFW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
25	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
26	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
27	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	17
28	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	1
29	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
30	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0

KECI, KCFW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
31	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
32	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	2
33	University of Montana 32 Campus Dr Missoula, Montana 59812 Url : http://www.emt.edu Email : sbgresumes@sbgstv.com Career Center	N	0
34	Unknown (source not adequately identified upon inquiry by SEU)	N	1
35	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
36	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
37	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			72

KECI, KCFW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/9/2018	Participation in Job Fairs	Participated in the University of Montana Job and Internship Fair. Promotions Manager and Anchor/Reporter spoke with candidates interested in a career in broadcasting in the fields of producing, reporting, digital production and promotions.	2	Promotions Manager Anchor/Reporter II
2	8/3/2018	Participation in Job Fairs	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.	3	Sr. Employment Manager Director - Training and Development News Talent Manager
3	11/30/2018	Participation in scholarship programs	KECI-TV 13 Scholarship for an undergraduate or graduate student in the School of Journalism. Annual banquet to award sponsor scholarship to undergraduate or graduate student from the University of Montana School of Journalism	1	General manager