

KIMA / KUNW-CD / KEPR / KVVK-CD / KORX-CD**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****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
Marketing Consultant (10874)	1-3, 6-9, 14-17, 19, 21-24, 26, 28-30, 32-37, 39-46, 48-49, 51-63	32
Multimedia Journalist (11657)	1-10, 14-26, 28-30, 32-48, 50-63	32
Spanish Language Multimedia Journalist (MMJ)	1-4, 6-9, 11, 14-17, 19, 21-26, 28-50, 52-63	32
Sports Anchor/Multimedia Journalist	1-4, 6-9, 11-17, 19, 21-26, 28-50, 52-63	13
Multimedia Journalist (MMJ)	1-3, 6-9, 11, 14-15, 17-19, 21-24, 26-37, 39-46, 48-49, 52-63	46
Multimedia Journalist (MMJ)	1-3, 6-9, 11, 14-15, 17-19, 21-24, 26-37, 39-46, 48-49, 52-63	18
Multimedia Journalist (MMJ)	1-3, 6-9, 11, 14-15, 17-19, 21-24, 26-37, 39-46, 48-49, 52-63	27
Spanish Language News Producer	1-4, 6-9, 11, 14-15, 17, 19, 21-26, 28-50, 52-63	32
News Producer	1-4, 6-9, 11, 14-15, 17, 19, 21-50, 52-63	27
Anchor/Reporter	1-4, 6-9, 11, 14-15, 17-19, 21-26, 28-50, 52-63	18

KIMA / KUNW-CD / KEPR / KVVK-CD / KORX-CD**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****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	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : Erin.Mae.Murphy@asu.edu Erin Murphy	Y	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 Dept. Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske	N	0
5	Career Fair	N	1
6	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
7	Central Washington University- Film and Video Studies 400 E University Way Ellensburg, Washington 98926 Url : http://www.cwu.edu/~career/cms/ Email : redhoutT@cwu.edu Terri Redhout	N	0
8	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0

KIMA / KUNW-CD / KEPR / KVVK-CD / KORX-CD**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****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
9	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
10	Corporate Recruiter	N	1
11	Craig Newmark School of Journalism 219 W 40th St New York, New York n/a n/a Manual Posting	N	0
12	Current Employee	N	1
13	Current Employee/Internal Promotion	N	1
14	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
15	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
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	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
18	Employee Referral	N	10

KIMA / KUNW-CD / KEPR / KVVK-CD / KORX-CD**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****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
19	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
20	Former Intern	N	1
21	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
22	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
23	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
24	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
25	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0

KIMA / KUNW-CD / KEPR / KVVK-CD / KORX-CD**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****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
26	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
27	Indeed.com - Not Directly Contacted by SEU	N	2
28	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
29	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
30	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
31	KIMA- TV Yakima, Washington Email : sbgresumes@sbgstv.com n/a n/a	N	0
32	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	12
33	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0

KIMA / KUNW-CD / KEPR / KVVK-CD / KORX-CD**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****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
34	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
35	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhcareer@mhcc.edu Career Advisor	N	0
36	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
37	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
38	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : info@nljja.org Career Advisor	N	0
39	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
40	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0

KIMA / KUNW-CD / KEPR / KVVK-CD / KORX-CD**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****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
41	Oregon Association of Broadcasters 9020 SW Washington Square Road Ste 140 Portland, Oregon 97223 Phone : na Url : https://www.theoab.org/careers/post-job/ Email : theoab@theoab.org na na	N	0
42	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0
43	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : sbgresumes@sbgstv.com Career Advisor	N	0
44	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0
45	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgstv.com Career Advisor	N	0
46	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page	N	11
47	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : dunn@talentedynamics.com Julie Pumphrey	N	0

KIMA / KUNW-CD / KEPR / KVVK-CD / KORX-CD**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****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
48	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
49	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Career Advisor Manual Posting	N	0
50	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
51	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
52	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
53	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
54	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : sbgresumes@sbgstv.com Career Advisor	N	0

KIMA / KUNW-CD / KEPR / KVVK-CD / KORX-CD**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****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
55	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : sbgresumes@sbgstv.com Career Advisor	N	0
56	Washington State Association of Broadcasters PO Box 11341 Tacoma, Washington 98411 Phone : (360) 705-0774 Url : https://wsab.org/ Email : kshipman@wsab.org Keith Shipman	N	0
57	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	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	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
60	WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : sbgresumes@sbgstv.com Career Advisor	Y	0
61	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

KIMA / KUNW-CD / KEPR / KVVK-CD / KORX-CD**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****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
62	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
63	Yes Vets 815 N. Kellogg St Suite D Kennewick, Washington 99336 Phone : (509) 734-5949 Url : https://esd.wa.gov/yesvets Jose Sandavol Manual Posting	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			40

KIMA / KUNW-CD / KEPR / KVVK-CD / KORX-CD**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/8/2024	Participation in events or programs sponsored by educational institutions	Weather Anchor, Mike McCabe, participated in educational outreach at East Valley Elementary School and visited approximately 60 3rd grade students. He wore a fun pumpkin holiday suit and did a presentation with a weather curriculum targeted to elementary students. Outreach included discussion of educational opportunities to gain a career in weather forecasting and broadcast meteorology.	1	Weather Anchor
2	10/11/2024	Participation in events or programs sponsored by educational institutions	Weather Anchor, Mike McCabe, participated in educational outreach at Ridgeview Elementary School and visited about 30 3rd grade students. He did a presentation on water cycle. Outreach included discussion of educational opportunities to gain a career in weather forecasting and broadcast meteorology.	1	Weather Anchor

KIMA / KUNW-CD / KEPR / KVVK-CD / KORX-CD**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	10/14/2024	Provision of training to management	As part of our commitment to equitable access to career development, our newly hired sales employees complete the Fundamentals of Sales Success Level One Certification, a structured, three-part learning series designed to establish a strong foundation in sales excellence. This program includes: understanding the company sales cycle, mastery of sales systems & technology and development of essential sales skills, behaviors, and attitudes. Upon successful completion, participants receive a Level One Certification and Digital Badge, recorded in our Learning Management System. This achievement ensures all new hires begin with a standardized, inclusive, and comprehensive understanding of our sales processes, product offerings, and operational expectations. This initiative supports career progression by equipping all new sales professionals with the knowledge and skills necessary for long-term success, reinforcing our commitment to equal opportunity in training and advancement within the organization.	1	Sales & Marketing Specialist
4	11/25/2024	Participation in events or programs sponsored by educational institutions	Weather Anchor, Mike McCabe, participated in educational outreach at Amon Creek Elementary School and visited around 80 1st to 3rd grade students. He did a presentation and the outreach included discussion of educational opportunities to gain a career in weather forecasting and broadcast meteorology.	1	Weather Anchor

KIMA / KUNW-CD / KEPR / KVVK-CD / KORX-CD**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	12/13/2024	Participation in events or programs sponsored by educational institutions	Weather Anchor, Mike McCabe, participated in educational outreach at Sunset View Elementary School and visited approximately 40 3rd grade students. He did a presentation while wearing a suit with snowflakes on it and the outreach included discussion of educational opportunities to gain a career in weather forecasting and broadcast meteorology.	1	Weather Anchor
6	3/6/2025	Participation in scholarship programs	In keeping with promoting diversity in the Broadcast industry as well as promoting broadcasting careers as a whole, KEPR has publicly shared information on their website regarding the 2025 Sinclair Diversity Scholarship. This scholarship opportunity is offered to college students from diverse backgrounds who are a current college sophomore or junior at an accredited four-year undergraduate college or university in the United States and are pursuing a career in broadcasting, digital or social media, or marketing. By promoting this at the local KEPR station level, it will bring visibility to this scholarship at local colleges who may have interested and eligible students.	1	Corporate Recruiter
7	3/17/2025	Participation in events or programs sponsored by educational institutions	Weather Anchor, Mike McCabe, participated in educational outreach at William Wiley Elementary Kindergarten class and visited around 40 students. He did a presentation while wearing a suit with clouds on it and the outreach included discussion of educational opportunities to gain a career in weather forecasting and broadcast meteorology.	1	Meteorologist II

KIMA / KUNW-CD / KEPR / KVVK-CD / KORX-CD**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	5/15/2025	Participation in Job Fairs	In partnership with Toppenish High School, YV-Tech, and Swan Graphic, YCDA hosted a reverse job fair aimed at connecting local employers with the next generation of talent. Unlike a traditional job fair, this event allowed students to set up tables displaying their resumes, skill sets, and hands-on projects—inviting businesses to come to them. Station Manager, Bob Berry, interacted with more than 100 students during the 4 hour event.	1	Station Manager
9	7/30/2025	Participation in Job Fairs	Kevin Olivas, Stella Kim, Drake Presto, and Alison Lee represented KIMA/KEPR at the AAJA Job Fair, held from July 30 to August 1. The event, attended by Asian American journalists and numerous other organizations, provided an excellent opportunity to engage with AAJA members and share information about career opportunities within Sinclair and across the various stations.	1	HR Coordinator