

KVAL / KCBY / KPIC
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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
Local Sales Assistant - KVAL	2-9, 13-16, 18-19, 21-23, 25-27, 29-37, 40-42, 44-50, 52, 54-64	27
Weekend Anchor - Reporter	2-10, 13-16, 18-19, 21-26, 29-37, 40- 42, 44-52, 54-64	50
Multimedia Journalist (MMJ)	2-10, 13-16, 18-19, 21-27, 29-37, 40- 42, 44-52, 54-64	50
IT Technician	2-9, 13-16, 18-19, 21-23, 25-27, 29-37, 40-42, 44-50, 52, 54-64	27
News Producer	2-9, 12-16, 18-19, 21-23, 25-27, 29-37, 40-42, 44-50, 52, 54-64	12
Digital Sales Manager	2-9, 13-19, 21-23, 25-26, 29-34, 36-37, 40-42, 44-50, 52, 54-64	17
Chief Meteorologist	2-10, 12-16, 18-19, 21-26, 29-34, 36- 37, 40-42, 44-52, 54-64	12
Newscast Director	2-9, 13-16, 18-19, 21-23, 25-34, 36-37, 40-42, 44-50, 52, 54-64	27
Newscast Director	2-9, 13-16, 18-19, 21-23, 25-34, 36-37, 40-42, 44-50, 52, 54-64	28
Master Control Operator	2-9, 13-16, 18-19, 21-23, 25-27, 29-34, 36-37, 41-42, 44-50, 52, 54-64	27
News Videographer	2-9, 13-16, 18-19, 21-23, 25-26, 29-34, 36-37, 41-42, 44-50, 52, 54-64	33
Marketing Consultant	1-9, 13-16, 18-19, 21-23, 25-26, 29-34, 36-37, 41-42, 44-50, 52, 54-64	1
Local Sales Assistant	2-9, 13-16, 18-19, 21-23, 25-26, 29-34, 36-37, 41-42, 44-50, 52, 54-64	33
Newscast Director	2-9, 12-16, 18-19, 21-23, 25-27, 29-34, 36-37, 41-42, 44-50, 52, 54-64	50
Newscast Director	2-9, 12-16, 18-19, 21-23, 25-27, 29-34, 36-37, 41-42, 44-50, 52, 54-64	12
Marketing Consultant	2-9, 13-16, 18-19, 21-23, 25-26, 28-34, 36-37, 41-42, 44-50, 52, 54-64	28
Digital Sales Coordinator	2-9, 13-16, 18-19, 21-23, 25-26, 29-34, 36-37, 41-42, 44-50, 52, 54-64	32
Multimedia Journalist (MMJ)- Roseburg	2-9, 13-16, 18-19, 21-26, 29-34, 36-37, 41-52, 54-64	30
Creative Services Producer	2-9, 11, 13-19, 21-23, 25-26, 29-34, 36- 37, 39, 41-50, 52, 54-64	17

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Human Resources Coordinator	2-9, 13-16, 18-23, 25-27, 29-34, 36-39, 41-50, 52-64	27
Marketing Associate	2-9, 13-16, 18-23, 25-27, 29-34, 36-39, 41-50, 52-64	33

KVAL / KCBY / KPIC
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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	Agency Referral	N	1
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	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	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Advisor	N	0
6	California State University - Chico Journalism Dept. Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske	N	0
7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	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

KVAL / KCBY / KPIC
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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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	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Current Employee	N	1
12	Current Employee/Internal Promotion	N	3
13	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
14	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
15	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : http://www.edcc.edu/ Email : careeractioncenter@edcc.edu Career Advisor	N	0
16	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
17	Employee Referral	N	2

KVAL / KCBY / KPIC
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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18	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
19	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
20	Green River Community College 12401 SE 320th Street Auburn, Washington 98092 Url : http://www.greenriver.edu/ Career Advisor Manual Posting	N	0
21	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
22	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
23	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
24	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0

KVAL / KCBY / KPIC
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
26	Idaho State University Museum Buliding, Room 418 Pocatello, Idaho 83209 Phone : . Email : sbgresumes@sbgstv.com Career Center	N	0
27	Indeed.com - Not Directly Contacted by SEU	N	13
28	Internet Ad-not directly contacted by SEU	N	2
29	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
30	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	1
31	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
32	KVAL Website 4575 Blanton Road Eugene, Oregon 97405 Phone : 541-685-5706 Url : https://kval.com/ Email : djpeterson@sbgstv.com Devawn Peterson	N	2

KVAL / KCBY / KPIC
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	5
34	LULAC of Lane County 1222 E. 13th Ave. M40-298 Eugene, Oregon 97403 Phone : 541 337-6294 Url : Lulaclanecounty.org Email : infolulaclane@gmail.com Juan Carlo Valle	Y	0
35	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
36	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
37	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
38	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Career Advisor Manual Posting	N	0

KVAL / KCBY / KPIC
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
40	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
41	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
42	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
43	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
44	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Email : theoab@theoab.org Keith Shipman	N	0
45	Oregon State University 1500 SW Jefferson St Corvallis, Oregon 97331 Url : www.oregonstate.edu Email : sbgresumes@sbgstv.com Career Center	N	0

KVAL / KCBY / KPIC
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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46	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0
47	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : sbgresumes@sbgstv.com Career Advisor	N	0
48	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0
49	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgstv.com Career Advisor	N	0
50	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page	N	4
51	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
52	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

KVAL / KCBY / KPIC
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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

KVAL / KCBY / KPIC
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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60	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
61	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor	N	0
62	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
63	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
64	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			34

KVAL / KCBY / KPIC
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/4/2022	Participation in events or programs sponsored by educational institutions	The station Assistant News Director assisted with a Oregon University workshop introducing students to the fundamentals of on-camera presentation. He worked with students on presenting simulated live reports and the basics of anchoring in a studio. He also talked with them about the basics of conversational writing for broadcast and careers in TV news.	1	Assistant News Director
2	2/27/2023	Participation in events or programs sponsored by educational institutions	The station Assistant News Director assisted with a college lecture/activity at University of Oregon. He spoke to UO School of Journalism class about live shots, live reporting, etc. He also helped with a class exercise where students simulated live shots.	1	Assistant News Director
3	4/13/2023	Participation in events or programs sponsored by educational institutions	Station Meteorologist gave a student a station tour. During this tour, they attended a content strategy meeting, viewed live newscasts and job shadowed various different roles in broadcast. Meteorologist answered questions student had regarding jobs in the broadcasting industry and was informed about station internships.	1	Meteorologist
4	4/21/2023	Participation in job banks, internet programs and other programs designed to promote outreach	KVAL was the media sponsor of the Journalistic Learning Initiative Student Voice Awards Dinner & Auction. KVAL produced and aired a PSA advertising the above dinner and auction that also spoke to the goals and programs supporting youth using journalism to build more effective communicators and community advocates.	3	News Anchor Anchor General Sales Manager
5	5/5/2023	Participation in events or programs sponsored by educational institutions	Station News Anchor taught 13 middle school students from Coburg Community Charter School 3 different skills days at the station. During the first skills day, he worked with the students on storytelling and journalism. On the next skills day, the students practiced anchoring with a teleprompter and on the last day, station Photographer joint to film practice live shots.	2	News Anchor Photographer

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

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6	5/19/2023	Participation in events or programs sponsored by educational institutions	Middle School visit. This was a 3-day event. Worked on storytelling and journalism, Anchoring and working with a teleprompter and then worked with a photographer to practice live shots.	2	News Anchor Photographer
7	5/25/2023	Participation in events sponsored by organizations representing the community	Jennifer gave a 30 minute presentation to the Cottage Grove Rotary club. She went over how she got into Meteorology and answered questions from those who attended.	1	Meteorologist
8	8/22/2023	Participation in events or programs sponsored by educational institutions	The Station hosted a tour for OSU journalism students. They attended a daily content strategy meeting as news staff planned the days stories/content. Students wanted to be educated on how to pitch stories. They learned the process from beginning of pitching a story to if/when a story is assigned out.	3	News Director Anchor Producer