

**KVAL / KCBY / KPIC**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Weekend Weather Anchor/Weekday MMJ	1-9, 12-17, 19, 21-26, 28-35, 38-39, 41-49, 51-61	16
KMTR Evening News Anchor	1-8, 12-17, 19-26, 28-30, 32-61	16
Digital Sales Manager	1-8, 12-17, 19, 21-23, 25-26, 28-35, 37-47, 49, 51-61	16
Newscast Director I	1-8, 12-15, 17, 19, 21-23, 25-26, 28-35, 37-47, 49, 51-61	32
Multimedia Journalist (MMJ)	1-8, 12-17, 19, 21-26, 28-35, 37-49, 51-61	16
Marketing Consultant - KMTR	1-8, 12-17, 19, 21-23, 25-26, 28-35, 37-47, 49, 51-61	16
Marketing Consultant - KVAL	1-8, 12-15, 17, 19, 21-23, 25-35, 37-47, 49, 51-61	27
News Photographer	1-8, 12-15, 17-19, 21-23, 25-35, 37-47, 49, 51-61	27
KVAL Senior Marketing Consultant	1-8, 12-15, 17, 19, 21-23, 25-35, 37-47, 49, 51, 53-61	27
Morning News Producer	1-8, 12-15, 17, 19, 21-26, 28-35, 37-49, 51, 53-61	56
Newscast Director	1-8, 10-15, 17, 19, 21-26, 28-35, 37-49, 51, 53-61	11
News Assignment Editor	1-8, 12-17, 19, 21-23, 25-26, 28-35, 37-47, 49, 51, 53-61	16

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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>
1	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : <a href="http://www.aamu.edu">www.aamu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
2	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Url : <a href="http://www.readioschool.com">http://www.readioschool.com</a> Email : <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> Michelle McConnell	N	0
3	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:Erin.Mae.Murphy@asu.edu">Erin.Mae.Murphy@asu.edu</a> Erin Murphy	Y	0
4	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : <a href="mailto:career_development@csumb.edu">career_development@csumb.edu</a> Career Advisor	N	0
5	California State University - Chico Journalism Dept. Tehama Hall 207 Chico, California 95929 Email : <a href="mailto:gbleske@csuchico.edu">gbleske@csuchico.edu</a> Glen Bleske	N	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	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : <a href="http://www.cheyney.edu">www.cheyney.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Services	N	0

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8	City University - Career Planning & Placement 1190 Ne First St. Bellevue, Washington 98005 Url : <a href="http://www.cityu.edu/">http://www.cityu.edu/</a> Email : <a href="mailto:alumni@cityu.edu">alumni@cityu.edu</a> Kristine Kero	N	0
9	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	0
10	Current Employee	N	1
11	Current Employee/Internal Promotion	N	1
12	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : <a href="http://www.diversityjobs.com">www.diversityjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Rob Steward	N	0
13	Eastern Washington University 104 RTV Building Cheney, Washington 99004 Url : <a href="http://www.ewu.edu/cale/programs/film.xml">http://www.ewu.edu/cale/programs/film.xml</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Pam Bumpas	N	0
14	Edmonds Community College 20000 68th Ave W Lynwood, Washington 98036 Url : <a href="http://www.edcc.edu/">http://www.edcc.edu/</a> Email : <a href="mailto:careeractioncenter@edcc.edu">careeractioncenter@edcc.edu</a> Career Advisor	N	0
15	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : <a href="http://www.ecsu.edu">www.ecsu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
16	Employee Referral	N	10

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17	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
18	Former Intern	N	1
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

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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
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	3
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

**KVAL / KCBY / KPIC**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

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31	KVAL Website 4575 Blanton Road Eugene, Oregon 97405 Phone : 541-685-5706 Url : <a href="https://kval.com/">https://kval.com/</a> Email : <a href="mailto:djpeterson@sbgstv.com">djpeterson@sbgstv.com</a> Devawn Peterson	N	0
32	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@sbgstv.com">sbgresumes@sbgstv.com</a> Account Manager	N	2
33	LULAC of Lane County 1222 E. 13th Ave. M40-298 Eugene, Oregon 97403 Phone : 541 337-6294 Url : <a href="http://Lulaclanecounty.org">Lulaclanecounty.org</a> Email : <a href="mailto:infolulaclane@gmail.com">infolulaclane@gmail.com</a> Juan Carlo Valle	Y	0
34	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : <a href="http://www.miles.edu">www.miles.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
35	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : <a href="http://www.morgan.edu">www.morgan.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
36	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : <a href="http://www.mhcc.edu/">http://www.mhcc.edu/</a> Career Advisor Manual Posting	N	0

**KVAL / KCBY / KPIC**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

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37	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
38	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : JobBoard@nlgja.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
41	Oregon Association of Broadcasters 9020 SW Washington Square Road Suite 140 Portland, Oregon 97223 Email : theoab@theoab.org Keith Shipman	N	0
42	Oregon State University 1500 SW Jefferson St Corvallis, Oregon 97331 Url : www.oregonstate.edu Email : sbgresumes@sbgstv.com Career Center	N	0
43	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0

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**October 1, 2023 - September 30, 2024**

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44	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : sbgresumes@sbgstv.com Career Advisor	N	0
45	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0
46	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgstv.com Career Advisor	N	0
47	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : employment@sbgstv.com Career Page	N	2
48	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
49	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : <a href="http://www.tsu.edu">www.tsu.edu</a> Email : sbgresumes@sbgstv.com Career Center	N	0
50	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Career Advisor Manual Posting	N	0

**KVAL / KCBY / KPIC**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

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51	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor	N	0
52	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle  Prong 2 Ended Date: 12/31/2023	N	0
53	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
54	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
55	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor	N	0
56	University of Oregon Career Center 1585 E 13th Ave Eugene, Oregon 97403 Email : sbgresumes@sbgstv.com Career Advisor	N	1
57	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

**KVAL / KCBY / KPIC**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023 - September 30, 2024**

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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	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
61	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>21</b>

**KVAL / KCBY / KPIC**  
**EEO PUBLIC FILE REPORT**  
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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	10/23/2023	Participation in events or programs sponsored by educational institutions	The station gave a tour to 19 University of Oregon journalism students and two staff members. Station employees answered all questions they had about broadcast journalism, media sales/marketing, and other career insights. Students watched production of the noon show and sat in on the news meeting.	5	Digital Sales Manager Promotions Anchor Chief Meteorologist
2	11/13/2023	Participation in events or programs sponsored by educational institutions	Multimedia Journalist, William Spatz, spoke with about 30 students from University of Oregon about his career and how to pursue a career in broadcast journalism. He explained how his time at University of Oregon had helped shape his career as an MMJ. He answered questions pertaining to his position with the station and how his education guided him into this role.	1	Multimedia Journalist
3	2/23/2024	Participation in events sponsored by organizations representing the community	KVAL News Anchor, Brandon Kamerman, visited Coburg Charter School on 2/9/24, 2/16/24 and 2/23/24 to teach middle school students reporting, anchoring and broadcast in news/sports. Students practiced storytelling, reading off the teleprompter and practiced live shots. The students asked several questions throughout the visit.	1	News Anchor
4	7/31/2024	Participation in events or programs sponsored by educational institutions	Four high school students and four adult chaperones from Eugene's sister city of Jinju, Korea asked to get a station tour while they were visiting the U.S. They were guided by the Promotions Manager through each department and the explained the role they played in broadcasting the news. They participated in role playing and were shown all aspects on how a news broadcast gets on the air.	1	Promotions Manager

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**October 1, 2023 - September 30, 2024**

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5	8/8/2024	Participation in events or programs sponsored by educational institutions	A Journalism student, Joshua Myatt, from the University of Oregon requested to do a job shadow of anchor Zach Bruhl. While Joshua was at the KVAL/KMTR station, he was given a station tour, and had the opportunity to watch the morning news shows from the studio and control room. Additionally, he sat in a content strategy meeting and observed story strategies and assignments.	1	News Anchor