

KUTV KMYU KJZZ
EEO PUBLIC FILE REPORT
June 1, 2023 - May 31, 2024

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
News Photographer	1-4, 6-9, 12, 15-20, 22-38, 40, 42-44, 46-57	29
News Photographer	1-4, 6-9, 12, 15-20, 22-38, 40, 42-44, 46-57	19
News Photographer	1-4, 6-9, 12, 15-20, 22-38, 40, 42-44, 46-57	55
News Photographer	1-4, 6-9, 12, 15-20, 22-38, 40, 42-44, 46-57	19
News Photographer	1-4, 6-9, 12, 15-20, 22-38, 40, 42-44, 46-57	55
Marketing Consultant	1-4, 6-7, 9, 11, 15-20, 22-25, 27-38, 40, 42-44, 47-57	19
Marketing Consultant	1-4, 6-7, 9, 11, 15-20, 22-25, 27-38, 40, 42-44, 47-57	35
Special Projects Producer	1, 3, 6-7, 9, 13, 15-18, 20, 22-25, 27, 29 -38, 40, 42-44, 47-54, 56-57	13
Newscast Producer	1, 3, 6-9, 14-20, 22-28, 30-35, 37-38, 40, 42-44, 46-54, 56-57	44
Newscast Producer	1, 3, 6-9, 14-20, 22-28, 30-35, 37-38, 40, 42-44, 46-54, 56-57	19
Newscast Producer	1, 3, 6-9, 14-20, 22-28, 30-35, 37-38, 40, 42-44, 46-54, 56-57	19
General Sales Manager	1, 3, 6-7, 9-11, 15-20, 22-25, 27, 30-35, 37-38, 40, 42-44, 47-57	19
Video Editor	1, 3, 6-7, 9, 13, 15-18, 20, 22-25, 27- 35, 37-38, 40, 42-44, 47-54, 56-57	28
Video Editor	1, 3, 6-7, 9, 13, 15-18, 20, 22-25, 27- 35, 37-38, 40, 42-44, 47-54, 56-57	28
Video Editor	1, 3, 6-7, 9, 13, 15-18, 20, 22-25, 27- 35, 37-38, 40, 42-44, 47-54, 56-57	29
Video Editor	1, 3, 6-7, 9, 13, 15-18, 20, 22-25, 27- 35, 37-38, 40, 42-44, 47-54, 56-57	13
Marketing Assistant	1, 3, 6-7, 9, 15-18, 20, 22-25, 27-28, 30 -35, 37-38, 40, 42-44, 47-54, 56-57	28
Marketing Assistant	1, 3, 6-7, 9, 15-18, 20, 22-25, 27-28, 30 -35, 37-38, 40, 42-44, 47-54, 56-57	28
Multimedia Journalist	1, 3, 6-7, 9, 15-18, 20-27, 30-35, 37-38, 40-44, 46-57	44
Promotions Coordinator	1, 3, 6-7, 9, 11, 15-20, 22-25, 27-28, 30 -35, 37-38, 40-45, 47-54, 56-57	35

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Feature Reporter	1, 3, 6-7, 9, 11, 15-20, 22-25, 27, 30-35, 37-44, 47-54, 56-57	19
Meteorologist	1, 3, 6-7, 9, 15-18, 20, 22-27, 30-35, 37-44, 46-54, 56-57	35
Digital Content Editor	1, 3, 6-7, 9, 11, 15-20, 22-25, 27-28, 30-35, 37-44, 47-54, 56-57	19
Newscast Director	1, 3, 6-7, 9, 13, 15-18, 20, 22-25, 27-28, 30-35, 37-44, 47-54, 56-57	13
Master Control Operator	1, 3, 6-7, 9, 15-20, 22-25, 27-28, 30-35, 37-44, 47-54, 56-57	44
Master Control Operator	1, 3, 6-7, 9, 15-20, 22-25, 27-28, 30-35, 37-44, 47-54, 56-57	44
Studio Crew	1, 3, 6-7, 9, 15-20, 22-25, 27-35, 37-44, 47, 49-54, 56-57	19
Newscast Producer	1, 3, 6-7, 9, 11, 15-20, 22-27, 30-35, 37-44, 46-47, 49-57	19
Digital Content Producer	1, 3, 5-7, 9, 13, 15-18, 20, 22-27, 30-35, 37-44, 46-47, 49-54, 56-57	13
Studio Crew	1, 3, 6-7, 9, 15-18, 20, 22-25, 27-35, 37-44, 47, 49-57	29
Studio Crew	1, 3, 6-7, 9, 15-18, 20, 22-25, 27-35, 37-44, 47, 49-57	28
Assignment Desk Editor	1, 3, 6-7, 9, 15-20, 22-25, 27, 30-35, 37-44, 47, 49-54, 56-57	35

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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	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
2	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
3	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
4	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	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	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0

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8	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Columbia Journalism School 207 Journalism, MC3801 New York , New York 10027 Email : as1698@columbia.edu Anusha Shrivastava	N	0
10	Corporate Recruiter	N	1
11	Current Employee	N	7
12	Current Employee - Transfer/Promotion	N	1
13	Current Employee/Internal Promotion	N	4
14	Current Intern	N	1
15	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
16	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
17	Dixie State College 225 South 700 East St. George, Utah 84770 Phone : 435-652-7669 Email : careercenter@dixie.edu Candace Candace	Y	0
18	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	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
19	Employee Referral	N	28
20	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgvtv.com Career Center	N	0
21	Former Employee Referral	N	1
22	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgvtv.com R. Brandt	N	0
23	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgvtv.com William Moss	N	0
24	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
25	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgvtv.com Carol Dudley	Y	0
26	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0

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27	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
28	Indeed.com - Not Directly Contacted by SEU	N	16
29	Internet Ad-not directly contacted by SEU	N	6
30	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
31	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
32	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
33	KUTV Website 299 S. Main Street Salt Lake City, Utah 84111 Phone : 410-568-1724 Url : http://www.kutv.com Email : MMedina@sbgstv.com Melissa Medina	Y	0
34	LDS Employment Services 780 West 800 South Salt Lake City, Utah 84104 Phone : 801-240-7240 Email : WEL-EC-WSQ@ChurchOfJesusChrist.org Fax : 1-801-240-7269 Rebecca Conger	Y	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
35	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	31
36	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	N	0
37	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
38	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
39	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
40	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
41	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0

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42	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0
43	Salt Lake Community College Career Services Address: 231 E 400 S Salt Lake City, Utah 84111 Phone : 801-957-3047 Url : http://sasbot.slcc.edu/webforms/studentjobs/employ Email : ella.butler@slcc.edu Ella Butler	N	0
44	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page	N	19
45	Station Website	N	1
46	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
47	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
48	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

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49	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
50	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
51	University of Utah 201 S. 1460 East, 350 SSB Salt Lake City, Utah Phone : 801-585-5049 Stan Inman Manual Posting	Y	0
52	Utah State University 4305 Old Main Hill Logan, Utah Phone : 435-797-7777 Kathryn Hadfield Manual Posting	Y	0
53	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
54	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
55	Word of Mouth Referral	N	7

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56	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
57	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:			124

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/2/2023	Establishment of training programs for station personnel	Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is a 3-part series of trainings that people managers will complete. The station had 4 managers complete Part 1 which is focused on embodying servant leadership and the importance of building a strong culture within their teams.	4	General Sales Manager Assistant Manager Executive Producer Executive Producer

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2	7/18/2023	Participation in other activities designed by the station employment unit	<p>For nearly 20 years, KUTV has offered the Freedom Academy the opportunity to learn more about the role of news and how a news station functions. Sterling Poulson has always been the contact point and tour coordinator with National Guard personnel.</p> <p>On July 18th, from 4 pm to 5:45, A station tour was given to The Utah National Guard Freedom Academy, a summer program for top high school students from around the entire state of Utah.</p> <p>75 students and 15 staff members attended the tour which included the following elements:</p> <ol style="list-style-type: none"> 1. Gathering in the lobby for a Q & A session with 2News Anchors Mark Koelbel and Heidi Hatch. This event lasted approximately 20 minutes. 2. The group was divided into 3 groups. Each group taking a tour of the newsroom, edit bays, news control room, news set, and a few minutes watching live newscast, including a chance to walk in front of the weather chromakey. Each tour lasted approximately 20 minutes, with extra time at the end for questions. Cristina Flores, Heidi Hatch, and Delilah from the assignment desk assisted each group through their tour. 3. Photos were allowed following the tour on the news set. 	4	Chief Meteorologist News Anchor News Anchor Assignment Desk EditorThat's

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3	9/9/2023	Participation in Job Fairs	Utah Jazz Scholars Career Fair held at the Delta Center - Utah Jazz arena. All attendees are student Scholars who are Sophomores and Juniors this year. Many of them are scholars, who are first generation college students. The purpose of this event is to open their eyes to the many career opportunities before them. While they are not at this moment looking for open positions, this event gave them the opportunity to start thinking ahead to their post-grad plans. Our team of 5 represented our KUTV station and we provided information regarding how the news industry works and the many job opportunities that this industry can offer.	5	HR Coordinator General Sales Manager Director of Creative Services Production Manager
4	1/22/2024	Establishment of an intern program designed to assist members of the community	During this review period, station employment unit KUTV maintained internship programs as part of our commitment to community service and educational enrichment. KUTV offers a highly-sought after internship program aimed at providing a springboard for students interested in developing careers in broadcast and/or cable television. These internships offer the opportunity of on the job training to selected participants currently enrolled in institutions of higher learning. Student interns stand to gain practical work experience in all phases of a major market television station's day to day operations as a supplement to their academic curriculum.	2	HR Coordinator Assistant News Director