

**KTVL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016 - September 30, 2017**

**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 Producer	1, 3, 5, 7-9, 11-16, 18-21, 23, 25-29, 32-43	15
News Photographer/Editor	2-6, 8-12, 14-20, 22-23, 26-29, 31-43	6
Director/Editor	1, 3, 5, 8-18, 20, 23, 26-29, 32-43	34
Broadcast Engineer	3, 5, 8-12, 14-18, 20, 23, 26-29, 32, 34, 36-43	3
Weekend Meteorologist/Reporter	2-6, 8-12, 14-20, 22-23, 26-29, 32-43	33
Digital Content Producer	1, 3, 5, 8-18, 20, 23, 26-29, 32-43	33
Multimedia Journalist	2-5, 8-12, 14-20, 22-23, 26-29, 32-43	33
News Producer	1, 3, 5-6, 8-18, 20, 23-24, 26-29, 32-43	24
News Producer	1, 3, 5-6, 8-18, 20, 23-24, 26-29, 32-43	6
News Anchor/Reporter	3, 5, 8-12, 14-18, 20, 23, 26-30, 32-34, 36-43	33
News Producer	1, 3, 5, 8-18, 20, 23, 26-29, 32-43	3

**KTVL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016 - September 30, 2017**

**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	602 Communications 4349 E Colter St Phoenix, Arizona 85018 Email : slizik@602communications.com Sandy Lizik	N	0
2	California Chicano News Media Association USC Annenberg School of Journalism 727 W. 27th St, Room 201 Los Angeles, California 90071 Email : ccnmainfo@ccnma.org Career Services	N	0
3	Careerbuilder.com 8401 Greensboro Dr, Ste 250 McLean, Virginia 22102 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : sbgresumes@sbgstv.com Andrew Hamburger	N	2
4	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
5	Columbia Journalism School Graduate School 207 Journalism, MC 3801 New York, New York 10027 Url : <a href="http://www.journalism.columbia.edu/careers/jobpost">http://www.journalism.columbia.edu/careers/jobpost</a> Email : cujschool.careers@gmail.com Anusha Shrivastava	Y	0
6	Current Employee	N	3
7	Employee Referral	N	1
8	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	1

**KTVL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016 - September 30, 2017**

**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
9	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source Alicia Lawrence	N	0
10	Howard University School of Communications 525 Bryant St, NW Room 107 Washington, District of Columbia 20059 Phone : . Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	Y	0
11	Idaho State University Museum Building, Room 440 Stop 8108 Pocatello, Idaho 83209 Email : <a href="mailto:careers@isu.edu">careers@isu.edu</a> Career Services	N	0
12	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	3
13	Institute of Production and Recording 312 Washington Ave, N Minneapolis, Minnesota 55401 Email : <a href="mailto:careerservices@ipr.edu">careerservices@ipr.edu</a> Career Services	N	0
14	Ithaca College Park School of Communications 953 Danby Road Ithaca, New York 14850 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sharon Pickeral	Y	0
15	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	3

**KTVL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016 - September 30, 2017**

**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
16	KTVL.com 1440 Rossanley Drive Medford, Oregon 97501 Phone : 541-245-5602 Url : <a href="http://www.ktv.com">http://www.ktv.com</a> Email : <a href="mailto:employment@sbgvtv.com">employment@sbgvtv.com</a> Sheila Giorgetti	N	1
17	Linkedin 20029 Steirlin Ct Mountain View, California 94043 Phone : . Url : <a href="http://www.linkedin.com">www.linkedin.com</a> Laura Rehn Manual Posting	N	0
18	Media Match 8112-1/2 West 3rd Street Los Angeles, California 90048 Phone : 1 Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
19	Medialine.com PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
20	National Alliance of State Broadcasters Associations Oregon Url : <a href="http://www.careerpage.org">http://www.careerpage.org</a> Career Services Manual Posting	N	0
21	National Association of Broadcasters 1771 North Street, NW Washington, District of Columbia 20036 Phone : 202-429-5499 Url : <a href="http://www.nab.org">http://www.nab.org</a> Career Services Manual Posting	N	0

**KTVL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016 - September 30, 2017**

**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
22	National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, California 91105 Phone : 626-792-6462 Url : <a href="http://www.nhmc.org">http://www.nhmc.org</a> Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> ..	N	0
23	Native American Public Telecommunications 1800 No 33rd Street Lincoln, Nebraska 68583 Phone : 402-472-3522 Url : <a href="http://www.nativetelecom.org">http://www.nativetelecom.org</a> Lynn Warren Manual Posting	N	0
24	Non-Employee Referral	N	2
25	Oregon Association of Broadcasters 9020 SW Washington Square Road Ste 140 Portland, Oregon 97223 Phone : 503-443-2299 Url : <a href="http://www.theoab.org">http://www.theoab.org</a> Email : <a href="mailto:shannon@theoab.org">shannon@theoab.org</a> Shannon Johnson	N	0
26	Oregon Employment Department 875 Union St. NE Salem, Oregon 97311 Url : <a href="http://www.workinginoregon.org">http://www.workinginoregon.org</a> Career Services Manual Posting	N	0
27	Oregon Institute of Technology 3201 Campus Drive Klamath Falls, Oregon 97601 Phone : (541) 885-1023 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Jan Goodyear	N	0
28	Portland State University 1825 SW Broadway Portland, Oregon 97201 Phone : . Url : <a href="http://www.pdx.edu">www.pdx.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0

**KTVL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016 - September 30, 2017**

**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
29	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
30	Recruiter	N	1
31	S. Asian Journalists Association Oregon Email : <a href="mailto:saja@columbia.edu">saja@columbia.edu</a> Career Services	N	0
32	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
33	Sinclair Broadcast Group 10706 Beaver Dam Road Hunt Valley, Maryland 21030 Phone : 410-568-1517 Url : <a href="http://www.sbgi.net">www.sbgi.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	13
34	Southern Oregon University 1250 Siskiyou Boulevard Ashland, Oregon 97520 Phone : 541-552-6131 Max Brooks Manual Posting	N	1
35	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Email : <a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a> Christine Hedding	N	0

## KTVL

## EEO PUBLIC FILE REPORT

October 1, 2016 - September 30, 2017

## 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
36	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
37	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
38	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	3
39	U.S. Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:vicki.h.mullen.civ@mail.mil">vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0
40	University of Oregon Messanine Rm 112, 1228 University Eugene, Oregon Phone : 541-346-3235 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Charlotte Nisser	N	0
41	VA Southern Oregon Rehabilitation Center & Clinics 8495 Crater Lake Highway Bldg 224, Rm 257 White City, Oregon 97503 Phone : 541-531-1621 Email : <a href="mailto:allen.turner@va.gov">allen.turner@va.gov</a> Al Turner	N	0

**KTVL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016 - September 30, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
42	VA Southern Oregon Rehabilitation Center & Clinics 8495 Crater Lake Highway Bldg 224, Rm 257 White City, Oregon 97503 Phone : 541-826-2111 ext 3824 Email : fred.robinson@va.gov Fred Robinson	N	0
43	Walter Cronkite School of Journalism 555 N. Central Avenue Suite 302 Phoenix, Arizona 85004 Url : News Only Email : mike.wong@asu.edu Michael Wong	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>34</b>



# KTVL

## EEO PUBLIC FILE REPORT

October 1, 2016 - September 30, 2017

### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/19/2017	Participation in other activities designed by the station employment unit	<p>On Thursday, January 19, Girl Scout Troop 32009, came to KTVL for a tour and to watch the 5pm newscast. The group was led by Jessica Cabalo and included 24 Brownies/Daisies, and adult leaders. After being welcomed and told the rules (no touching and be quiet when we are in the studio), the group met in the conference room where we talked about the impact of technology on jobs in TV. We shared the evolution of storage devices for news content and programs from 16mm film to 2" video tapes to Hi8mm. We also talked about what shows they liked to watch on TV, and how everything depends on computers and computer skills.</p> <p>Afterwards, they were shown the newsroom, where they got to speak to EP Trish Glose about her job, then News Director Chad Hypes took them to the edit bay, where MMJ Mike Marut was editing his story. They saw what he did with the video he had shot early in the day, and learned about sound recording in the carpeted edit rooms. They saw the weather office, then moved into the studio where half of the group watched the first news segment at 5pm, while the other half observed in the control room. Then both groups switched places to watch another segment. After the newscast, they had time to asko the anchors about what they liked about their job, and how come Trish got to eat while she was working (they had seen her eating during the "West Coast Flavors" cooking segment). They all posed for pictures on the set and in front of the green screen before leaving. The tour was led by Chief Engineer David Katz and GM Kingsley Kelley.</p>	5	General Manager News Director Chief Engineer Executive Producer

## KTVL

## EEO PUBLIC FILE REPORT

October 1, 2016 - September 30, 2017

## 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>
2	3/7/2017	Participation in Job Fairs	Idaho Job & Career Fair bringing local and national companies together with persons seeking employment and/or a career change in a one-day conference. Event March 7, 2017 Boise's Riverside Hotel; KBOI represented Sinclair Broadcast Group and presented all current position openings for the U.S. western region (California, Washington, Oregon, Idaho, and Nevada).	4	News Director General Sales Manager Promotions Director Asst News Director
3	3/16/2017	Participation in events or programs sponsored by educational institutions	<p>On March 16, 2017 KTVL participated in the annual Careers In Gear event at Medford, OR Central High. Representing the station were Kingsley Kelley General Manager, Jim Underhill Business Manager, Chad Hypes News Director, and on-air talent-Stephanie Montano, Randi Burns, Milt Radford, and Will Maetzold. Approximately 1,900 students from 12 Southern Oregon High Schools and 58 organizations were present.</p> <p>We discussed with the students working hours, and how news stories are chosen. We also talked to students about the education required to work in broadcasting, pay scales, and the different positions at TV stations. Students were also interested in the equipment we use, what a typical day is like, what the biggest challenges are what we like best about our jobs.</p>	7	General Manager Business Manager News Director Morning Anchor
4	3/23/2017	Participation in Job Fairs	<p>Description: On Thursday, March 23, 2017, Kevin Olivas along with Jeffrey Lenk participated in USC Annenberg Career Fair located at USC Ronald Tutor Campus Center Ballroom, representing Sinclair West Coast region. They met potential candidates and reviewed resumes and tapes for current and future job openings across the West Coast stations (WA, OR, ID, NV and CA). All candidates who stopped by were followed up with and interviews set up where applicable.</p>	2	News Director News Recruiting Manager

**KTVL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016 - September 30, 2017**

**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>
5	4/26/2017	Participation in Job Fairs	On 4/26/17 KTVL participated in the Southern Oregon University Career Fair. The event lasted from 11:30AM until 2:30 PM. Approximately 45 employers and 300 students attended the event. Jim Undehill, Business Manager represented the station. Students were interested in what qualifications were needed for journalism jobs. They also asked about internships and if there were other jobs outside of journalism.	1	Business Manager
6	4/27/2017	Participation in events or programs sponsored by educational institutions	Amber and Will represented all West Coast stations for Sinclair Broadcast Group at the 2nd annual University of Washington 2017 Marketing, Media & Communications Fair in Seattle, WA. This one-day career fair brought local and national companies with careers in Broadcasting, Journalism, Marketing, Public Relations, Publishing, Radio/TV / Film, or Social Media together with students and alumni seeking employment and/or a career change. All locations and current position openings were discussed with interested candidates.	2	Human Resources Generalist Promotions Manager

## KTVL

## EEO PUBLIC FILE REPORT

October 1, 2016 - September 30, 2017

## 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>
7	5/2/2017	Participation in events or programs sponsored by educational institutions	<p>On Tuesday, May 2, Central Point Elementary School 3rd grade teacher Mrs. McKinnen brought her class to KTVL. They were here from 11:30am to 1pm, The students were welcomed by General Manager Kingsley Kelley, who spoke to them about the changes in technology and the importance of computer skills to their future careers. The group was then spilt into two with Chief Engineer David Katz taking one group into master control and the studio for a tour, and News Director Chad Hypes taking the other half through the newsroom and into the weather office for a tour. During each tour, the students were told about the various jobs and functions of the staff here, including Master Control operations, production control, and studio operations by CE Katz, and about news jobs including anchoring, producing and preparing and presenting the weather forecast by ND Hypes and meteorologist Randi Burns. After touring one area, the two groups switched places and toured the other. The groups combined in the studio to watch the News10 at Noon newscast. During the show, Anchor Libby Dowsett and Meteorologist Randi Burns interacted with the students, explaining what they each were doing, and showing them the various technology in use for the show. After the newscast, the students came on the news set, and got to see the view from the anchor chair. They also each got to stand in front of the green screen/chromakey wall to see how the weather forecasts presentations are done. Following this time, the entire group came back together and asked more questions about the Television business and careers in television. Specific questions asked by this group of students focused on tornado preparation and safety (Randi shared what to do in case of a tornado), earthquake safety, and David Katz</p>	4	<p>General Manager News Chief Engineer Weather Anchor</p>

## KTVL

## EEO PUBLIC FILE REPORT

October 1, 2016 - September 30, 2017

## 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>
			explained how we receive emergency information from CBS and emergency agencies, and how we transmit that information to the viewing public.		
8	5/3/2017	Participation in events or programs sponsored by educational institutions	On Wednesday, May 3, students from Mr. Brown's Central Point Elementary 3rd grade class visited. The class followed the same presentation process as outlined above. In addition, during the tour of the newsroom, the students got to speak to Reporter Kimberly Kolliner, who was editing a story. Kim spoke to them about the process of putting together a story, and about the skills and background she had before coming to work at KTVL. Following the newscasts, when the students were asking questions, there were numerous questions about the green screen. This led to a detailed conversation about how the green screen works, why green is the color we chose, and what other background colors might also work. Mr. Brown also had each staff-person talk about their educational background so the students could hear what preparation they would need to pursue these careers.	4	News Director Anchor Weather Anchor MMJ

## KTVL

## EEO PUBLIC FILE REPORT

October 1, 2016 - September 30, 2017

## 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>
9	5/4/2017	Participation in events or programs sponsored by educational institutions	On Thursday, May 4, students from Mrs. Challman's 3rd grade class at Central Point Elementary visited. The class followed the same presentation process as outlined above. Following the newscast, the calls asked Libby, Randi, Chad and David questions, including about the color of the chromakey wall, what the electronic devices that Randi had strapped to her ankle were (wireless microphone and wireless ifb so the director could communicate with her through an earpiece she wears), and about careers as a reporter, anchor and TV meteorologist. They also asked questions about training and experience, and were interested to know where everyone was from originally.	4	News Director Chief Engineer Anchor Weather Anchor
10	8/9/2017	Participation in Job Fairs	#NABJ17 Convention and Career Fair	3	Sr. Employment Manager News Talent Manager Director, News Training and Development