

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

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	1-4, 6-7, 9, 11-12, 14-18, 20-30, 32, 34-36, 38-39, 41-42, 44-50, 52-53	26
Marketing Consultant	1-4, 6-7, 9, 11-12, 14-18, 20-30, 32, 34-36, 38-39, 41-42, 44-50, 52-53	21
Newscast Producer	1-4, 6-7, 9, 11-12, 14-18, 20-30, 32, 34-39, 41-42, 44-50, 52-53	37
Promotions Manager	1, 3, 6-7, 9, 11-18, 20, 22-30, 32, 34-36, 38-39, 42, 44-50, 52-53	13
Morning Meteorologist	1, 3, 5-12, 14-32, 34-36, 38-40, 42-50, 52-53	10
Promotions Producer	1, 3, 6-7, 9, 11-18, 20, 22-30, 32, 34-36, 38-39, 42, 44-50, 52-53	13
Copy Coordinator	1, 3, 6-7, 9, 11-18, 20, 22-30, 32, 34-36, 38-39, 42, 44-50, 52-53	13
Marketing Associate	1, 3, 6-7, 9, 11-18, 20, 22-26, 28-30, 32, 34-36, 38-39, 42, 44-53	51
Marketing Consultant	1, 3, 6-7, 9, 11-18, 20-26, 28-30, 32-36, 38-39, 42, 44-50, 52-53	21
Marketing Consultant	1, 3, 6-7, 9, 11-18, 20-26, 28-30, 32-36, 38-39, 42, 44-50, 52-53	13

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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	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	California Chicano News Media Association USC Annenberg School of Journalilsm 727 W. 27th St, Room 201 Los Angeles, California 90071 Email : ccnmainfo@ccnma.org Career Services	N	0
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 Graduate School 207 Journalism, MC 3801 New York, New York 10027 Url : http://www.journalism.columbia.edu/careers/jobpost Email : as1698@columbia.edu Anusha Shrivastava	N	0
10	Current Employee/Internal Promotion	N	1
11	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
12	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
13	Employee Referral	N	5
14	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
15	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0

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16	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
17	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
18	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
19	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
20	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
21	Indeed.com - Not Directly Contacted by SEU	N	5
22	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

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23	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
24	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
25	KTVL.com 1440 Rossanley Drive Medford, Oregon 97501 Phone : 541-245-5602 Url : http://www.ktv.com Email : employment@sbgstv.com Alecia Gibson	N	1
26	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	3
27	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
28	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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29	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
30	National Alliance of State Broadcasters Associations , Oregon Url : http://www.careerpage.org Career Services Manual Posting	N	0
31	National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org ..	N	0
32	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
33	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
34	Oregon Association of Broadcasters 9020 SW Washington Square Road Ste 140 Portland, Oregon 97223 Phone : 503-443-2299 Url : http://www.theoab.org Email : theoab@theoab.org Shannon Johnson	N	0

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35	Oregon Employment Department 875 Union St. NE Salem, Oregon 97311 Url : http://www.workinginoregon.org Career Services Manual Posting	N	0
36	Oregon Institute of Technology 3201 Campus Drive Klamath Falls, Oregon 97601 Phone : (541) 885-1023 Email : sbgresumes@sbgstv.com Jan Goodyear	N	0
37	Phone Inquiry	N	1
38	Portland State University 1825 SW Broadway Portland, Oregon 97201 Phone : . Url : www.pdx.edu Email : sbgresumes@sbgstv.com Career Center	N	0
39	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0
40	S. Asian Journalists Association , Oregon Email : vp@saja.org Zainab Imam	N	0
41	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page	N	2

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42	Southern Oregon University 1250 Siskiyou Boulevard Ashland, Oregon 97520 Phone : 541-552-6131 Max Brooks Manual Posting	N	0
43	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
44	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
45	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
46	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
47	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
48	University of Oregon Messanine Rm 112, 1228 University Eugene, Oregon Phone : 541-346-3235 Email : sbgresumes@sbgstv.com Charlotte Nisser	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
49	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
50	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
51	Word of Mouth Referral	N	1
52	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
53	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:			19

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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	2/28/2023	Establishment of training programs for station personnel	<p>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.</p> <p>The station had 1 managers complete Part 1 which is focused on communication and team interaction.</p>	1	Digital Sales Manager
2	3/8/2023	Participation in events or programs sponsored by educational institutions	<p>Twenty students and two teachers from South Medford High School were given a station tour. The students were educated in each department about job roles, what education is needed for particular roles, how a station is ran, and a view and participation of behind the scene in the studio. The students asked many questions. These students were 9th and 10th grade students in the News/Photography Club at SMHS. John Stoeckl, Promotions Manager, participated in talking about his department, Mitzi Coleman and Jonathan Kurman spoke about the sales and digital department. News had Chad Hypes, Holden LeCroy, Tiffanly Olin, Taylar Ansure, Kevin McNamara, Max McPike, and Annette Giardinelli participate and interact with the students</p>	10	<p>News Director</p> <p>Morning Anchor</p> <p>Meteorologist</p> <p>Chief Meteorologist</p>

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3	3/13/2023	Establishment of training programs for station personnel	<p>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.</p> <p>The station had 2 managers complete Part 2 which is focused on embodying servant leadership and the importance of building a strong culture within their teams.</p>	2	Digital Sales Promotions Manager

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4	3/14/2023	Establishment of training programs for station personnel	<p>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.</p> <p>The station had 1 manger complete Part 3 which is focused on personalized support on upskilling leadership skills to make a positive impact.</p>	1	Hiring Manager