

KTVL
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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	1-2, 4, 6, 10-12, 14-16, 18-22, 24, 26, 28-29, 31-37, 39-44	4
Multimedia Journalist	2-7, 10-12, 14-15, 18-26, 28-29, 31-37, 39-44	34
News Photographer/Editor	1-6, 10-12, 14-15, 18-26, 28-29, 31-45	15
Multimedia Journalist	2-8, 10-12, 14-15, 18-26, 28-45	34
Executive Producer	1-6, 10-12, 14-15, 18-29, 31-45	34
Accounting Assistant	2, 4, 6, 9-15, 18-22, 24, 26-29, 31-33, 35, 37-45	9
Digital Content Producer	1-2, 4, 6-7, 10-15, 18-22, 24, 26-29, 31- 33, 35-43, 45	19
Multimedia Journalist	2, 4, 6, 10-15, 17-22, 24, 26-29, 31-35, 37-43, 45	4
Broadcast Engineer	2, 4, 6, 10-15, 18-22, 24, 26-29, 31-33, 35, 37-43, 45	15
News Editor/Photographer	2, 4, 6, 8, 10-15, 18-22, 24, 26-29, 31- 35, 37-43, 45	34
Newscast Director/Editor	2, 4, 6, 8, 10-15, 18-22, 24, 26-29, 31- 33, 35, 37-43, 45	15
Technical Director	1-6, 8, 10-16, 18-29, 31-43, 45	8

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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	602 Communications 4349 E Colter St Phoenix, Arizona 85018 Email : slizik@602communications.com Sandy Lizik	N	0
2	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Url : http://www.asu.edu Email : mike.wong@asu.edu Mike Wong	Y	1
3	California Chicano News Media Association USC Annenberg School of Journalilsm 727 W. 27th St, Room 201 Los Angeles, California 90071 Email : cnmainfo@ccnma.org Career Services	N	0
4	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	2
5	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Columbia Journalism School Graduate School 207 Journalism, MC 3801 New York, New York 10027 Url : http://www.journalism.columbia.edu/careers/jobpost Email : cujschool.careers@gmail.com Anusha Shrivastava	Y	0
7	Corporate Recruiter	N	3
8	Employee Referral	N	5
9	Former Employee Referral	N	1

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10	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
11	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgvtv.com Broadbean Source	Y	0
12	Howard University School of Communications 525 Bryant St, NW Room 107 Washington, District of Columbia 20059 Phone : . Email : cdudley@howard.edu Carol Dudley	Y	0
13	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
14	Idaho State University Museum Building, Room 440 Stop 8108 Pocatello, Idaho 83209 Email : careers@isu.edu Career Services	N	0
15	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	11

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16	Institute of Production and Recording 312 Washington Ave, N Minneapolis, Minnesota 55401 Email : dwelter@ipr.edu Career Services	N	0
17	Internet Ad-not directly contacted by SEU	N	1
18	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
19	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	2
20	KTVL.com 1440 Rossanley Drive Medford, Oregon 97501 Phone : 541-245-5602 Url : http://www.ktv.com Email : employment@sbgstv.com Sheila Giorgetti	N	4
21	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	3
22	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	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
23	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
24	National Alliance of State Broadcasters Associations Oregon Url : http://www.careerpage.org Career Services Manual Posting	N	0
25	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
26	Native American Public Telecommunications 1800 No 33rd Street Lincoln, Nebraska 68583 Phone : 402-472-3522 Url : http://www.nativetelecom.org Lynn Warren Manual Posting	N	0
27	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
28	Oregon Employment Department 875 Union St. NE Salem, Oregon 97311 Url : http://www.workinginoregon.org Career Services Manual Posting	N	1

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29	Oregon Institute of Technology 3201 Campus Drive Klamath Falls, Oregon 97601 Phone : (541) 885-1023 Email : sbgresumes@sbgstv.com Jan Goodyear	N	0
30	Other Source	N	1
31	Portland State University 1825 SW Broadway Portland, Oregon 97201 Phone : . Url : www.pdx.edu Email : sbgresumes@sbgstv.com Career Center	N	0
32	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
33	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
34	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	15
35	Southern Oregon University 1250 Siskiyou Boulevard Ashland, Oregon 97520 Phone : 541-552-6131 Max Brooks Manual Posting	N	0

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36	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
37	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
38	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
39	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
40	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
41	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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42	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
43	VA Southern Oregon Rehabilitation Center & Clinics 8495 Crater Lake Highway Bldg 224, Rm 257 White City, Oregon 97503 Phone : 541-531-1621 Email : allen.turner@va.gov Al Turner	N	0
44	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
45	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			50

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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	1/31/2018	Participation in events or programs sponsored by educational institutions	Jackson Elementary 6th Grade career symposium. Kids were given a list of questions and were told to go around the room and introduce themselves and then ask their questions. Questions were answered in regards to pay, what education requirements are there, how long been in the business, etc. A live shot for the Noon show was done onsite so that kids present would be able to watch and see what weather on the go was like. A typical day on the job was described (come in, set up the forecast for a couple of hours, get ready for the show, and repeat later on that night) and gave a ballpark of how many hours we work per day. They asked if we had to memorize scripts, I explained that we ad-lib the forecast as if we were having a casual conversation. They asked if there are any downsides to the job, and I explained that being away from family/being away from friends because of working weird hours can be difficult at times. We talked about college and how many years it takes to get a degree in the field, and what types of classes they can expect	3	Chief Meteorologist Weekend Weather Anchor Morning Weather Anchor

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2	1/31/2018	Participation in events or programs sponsored by educational institutions	Went to Rogue Valley Adventist Academy and talked to three classes of different grade levels. Talked to 3rd and 4th graders and went through reasons to become a meteorologist, education, how got job at station. Students were then walked through a typical day as a morning meteorologist. Answered questions such as how old I was when I started, how much money TV people make, why I get up so earlier and more questions directed along the lines of news. Also talked to 7th and 8th graders and discussed once again why I became a meteorologist, where I went to school and what my degree was, how I ended up in Medford and then walked them through a typical day at the station. They asked questions like what is my biggest blooper on air (thankfully there hasn't really been one), they asked what other kinds of jobs there are for meteorologists, what my favorite part of the job is. Finally, spoke to talked to 9th and 10th graders in their earth science class. I went through the typical talk about why I decided to be a meteorologist, where I went to school, how I got my first job and then the typical day for me. They asked questions such as what is the most memorable weather I have been in, if I like the weather here more than I do Cincinnati weather, and what the best advice would be if they are wanting to become a meteorologist.	1	Morning Weather Anchor

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3	2/15/2018	Participation in events or programs sponsored by educational institutions	On 2/15/18 KTVL participated in the 8th Annual Careers in Gear event held at Medford Central High School. There were 61 employers and approximately 2,000 students from 13 Southern Oregon schools. Students were required to interview representatives from the various businesses. Among the most common questions were: What education is need, What is the biggest challenge, What made you decided to go into this line of work. One of the biggest surprises for the students was that there are non-air jobs available at TV Stations and the station talked through the requirements for those positions.	10	Business Manager News Director Executive Producer News Anchor
4	3/13/2018	Participation in events or programs sponsored by educational institutions	A 3rd grade class from Central Point Elementary came to visit the studio Tuesday. They were taken on a tour of the station (master control, studio, weather center) and they asked a lot of questions, including meteorological questions (how we figure out precipitation probability, "what's that on the radar", how do you know when it's going to rain, etc.), career questions (how much money do I make, what time do I come into work and leave), questions about natural disasters, and personal questions (what's my favorite show on CBS, what's my favorite movie on Netflix, do I like KTVL, etc.). They then watched the noon show and played on the chroma key/desk/petted the cat of the week after the show.	3	News Director Weekend Weather Anchor Anchor
5	4/25/2018	Participation in Job Fairs	On 4/25/18 KTVL attended the 2018 Southern Oregon University Career & Internship Fair. Approximately 65 organizations and 500 students attended the event. Students were interested in what types of open positions we had and if internships were available. Most of the students inquired about News Dept .jobs but some did ask about marketing jobs.	1	Business Manager

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6	8/3/2018	Participation in Job Fairs	Description: The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Detroit, MI July 31st to August 4th. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	3	Sr. Employment Manager Director Training and Development News Talent Manager