

KTVL
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
Morning Meteorologist	3-9, 11, 15-20, 22-30, 32-37, 39-49, 51	11
Multimedia Journalist	2-8, 13, 15-20, 22-28, 30, 33, 35-40, 42-48	22
Weekend News Anchor/Reporter	1, 3, 6, 8, 10, 15-21, 23-27, 29, 32-37, 39-41, 43-49, 51	26
News Producer	1, 3-4, 6-8, 11, 13, 15-21, 23-30, 32-37, 39, 41-49, 51	11
Master Control Operator	3, 6, 8, 12, 15-20, 22-27, 29, 32-37, 39, 41, 43-49, 51	12
Morning News Anchor/Multimedia Journalist	3-4, 6-8, 10, 15-20, 23-30, 32-37, 39-49, 51	40
Broadcast Engineer	3, 6, 8, 15-20, 23-27, 29, 32-37, 39, 41, 43-49, 51	26
Morning Anchor/Multimedia Journalist	1, 3-4, 6-8, 15-21, 23-30, 32-37, 39-48, 51	46
Marketing Consultant	3, 6, 8, 13-20, 23-27, 29, 32-37, 39, 41, 43-48, 51	13
News Photographer	1, 3, 6, 8, 12, 15-21, 23-27, 29, 31-37, 39-41, 43-48, 51	12
Multimedia Journalist	3-4, 6-9, 13, 15-20, 22-30, 32-39, 41-48, 50-51	9
Multimedia Journalist	3-4, 6-9, 13, 15-20, 22-30, 32-39, 41-48, 50-51	22
Local Sales Assistant	3, 6, 8, 13, 15-20, 22-27, 29, 32-37, 39, 41, 43-48, 51	13

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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	Agency Referral	N	1
3	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
4	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
5	Career Fair	N	2
6	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
7	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	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
9	Corporate Recruiter	N	3
10	Current Employee	N	2
11	Current Employee - Transfer/Promotion	N	2

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12	Current Employee/Internal Promotion	N	2
13	Employee Referral	N	5
14	Facebook post	N	1
15	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
16	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
17	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
18	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
19	Idaho State University Museum Building, Room 440 Stop 8108 Pocatello, Idaho 83209 Email : careers@isu.edu Career Services	N	0
20	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Institute of Production and Recording 312 Washington Ave, N Minneapolis, Minnesota 55401 Email : dwelter@ipr.edu Career Services	N	0
22	Internet Ad-not directly contacted by SEU	N	7
23	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
24	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	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	3
26	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	4
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	Y	0

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28	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
29	National Alliance of State Broadcasters Associations Oregon Url : http://www.careerpage.org Career Services Manual Posting	N	0
30	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
31	National Press Photographers Association 3200 Croasdaile Dr Ste 306 Durham, North Carolina 27705 Email : lepstein@verizon.net Linda Epstein	N	0
32	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
33	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
34	Oregon Employment Department 875 Union St. NE Salem, Oregon 97311 Url : http://www.workinginoregon.org Career Services Manual Posting	N	0

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35	Oregon Institute of Technology 3201 Campus Drive Klamath Falls, Oregon 97601 Phone : (541) 885-1023 Email : sbgresumes@sbgstv.com Jan Goodyear	N	0
36	Portland State University 1825 SW Broadway Portland, Oregon 97201 Phone : . Url : www.pdx.edu Email : sbgresumes@sbgstv.com Career Center	N	0
37	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
38	S. Asian Journalists Association Oregon Email : vp@saja.org Zainab Imam	N	0
39	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
40	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	12
41	Southern Oregon University 1250 Siskiyou Boulevard Ashland, Oregon 97520 Phone : 541-552-6131 Max Brooks Manual Posting	N	1

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42	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
43	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
44	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
45	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
46	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	4
47	University of Oregon Messanine Rm 112, 1228 University Eugene, Oregon Phone : 541-346-3235 Email : sbgresumes@sbgstv.com Charlotte Nisser	N	0
48	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0

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49	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
50	Word of Mouth Referral	N	1
51	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:			65

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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	2/7/2019	Participation in events or programs sponsored by educational institutions	On 2/7/19 KTVL attended the 9th annual Careers in Gear Youth Expo at the Medford School District Education Center. Over the course of the day approximately 2,000 students from various high schools participated in the event. KTVL staff talked to the students and answered their questions regarding what the broadcast industry is like, education needed, and jobs available	8	General Manager Promotions Manager News Director Morning Anchor
2	2/25/2019	Participation in other activities designed by the station employment unit	On 2/25/19 approximately 20 third grade students from Jewett Elementary School came to KTVL. The students were given a tour around the Station from 11 am to noon. The students watched the noon news live in the studio and did a Q/A with Autumn and Mike afterwards. Most of the kids were interested in how Autumn forecasts the weather.	3	News Director Weather Anchor Anchor
3	2/26/2019	Participation in other activities designed by the station employment unit	On 2/26/19 approximately 22 third grade students from Jewett Elementary came to KTVL. The students showed up at 11 am to 12 pm. The students watched the 12 pm news live in the studio and then did a Q/A with our Weather Anchor and News Anchor. The kids were shown how the teleprompter works and they took turns standing at the green screen with our Weather Anchor Autumn.	3	News Director Weather Anchor Anchor
4	2/28/2019	Participation in other activities designed by the station employment unit	On 2/28/19 approximately 19 third grade students from Jewett Elementary came to KTVL. the students took a tour around the station from 11 am to 12 pm then they watched the noon news live in the studio. The students were then able to ask questions with two of our News Anchors Mike and Trish and our Weather Anchor Autumn. Mike showed them how the teleprompter works and then the kids were able to take turns in standing in front of the green screen.	4	News Director Weather Anchor Anchor Anchor

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5	3/1/2019	Participation in other activities designed by the station employment unit	On 3/1/19 approximately 22 third grade students from Jewett Elementary School came to KTVL. The students toured the station from 11 am to 12 pm and then they watched the noon news live in the studio. The students were able to then due a Q/A with our News Anchor and Weather Anchor. The students were shown how the teleprompter works and then took turns standing in front of the green screen.	3	News Director Weather Anchor Anchor
6	4/9/2019	Participation in Job Fairs	Description: The Corporate Employment Coordinator, and local station HR Coordinator represented all Sinclair locations at the job fair hosted by the Broadcast Education Association on April 9th, 2019, in coordination with the April 2019 NAB Show, in Las Vegas, NV. They met with potential candidates and reviewed resumes, tapes, discussed current job vacancies and future job opportunities/possibilities at the locations across the country. All candidates who visited the booth are followed-up with for relevant positions, including current and future job inquiries when applicable.	2	Corporate Employment Coordinator Station HR Coordinator
7	4/18/2019	Participation in other activities designed by the station employment unit	On 4/18/19 approximately 30 fifth grade students came to KTVL. The students were working on a project where they will produce, shoot, edit, and perform a 20 minute news program. The students arrived with prepared questions and interviewed 2 anchors, a photographer, and a weather anchor. The students took turns playing reporter and photog. Also, the News Director came them a station tour and explained all of the different jobs.	5	News Director Anchor Anchor Weather Anchor
8	4/24/2019	Participation in Job Fairs	On April 24, 2019 KTVL attended the Southern Oregon University job fair. Approximately 50 businesses and 1,500 students attended the event. Students asked us questions about current openings and what skills are required for our openings	2	Business Manager Business Office Asst

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	8/2/2019	Participation in other activities designed by the station employment unit	On 8/1/19 approximately 15 students 3rd to fifth grade from New Heights Christian School and two teachers came to KTVL. The students toured the station from 11:15 am to 12 pm and then they watched the noon news live in the studio. The students were able to then due a Q/A with our News Anchor and Weather Anchor. The students were shown how the teleprompter works and then took turns standing in front of the green screen.	3	News Anchor Weather Anchor News Director
10	8/7/2019	Participation in Job Fairs	The Corporate 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 Miami, FL August 7 – 9th, 2019. 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	Employment Manager Director, News Training and Development News Talent Manager