

KATV
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

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
Multimedia Journalist	1-3, 6-7, 9, 11-18, 20, 22-26, 28-44	6
Local Sales Manager	1-2, 6-7, 9, 11-18, 20, 22-23, 25-26, 28-33, 36-44	7
Marketing Associate	1-2, 6, 9, 11-20, 22-23, 26, 28-33, 36-44	6
News Photographer / Editor	1-2, 5-6, 8-9, 12-18, 20, 22-23, 25-26, 28-29, 31, 33, 37-44	5
News Producer	1-2, 6, 9, 12-17, 19-23, 26, 28-29, 31, 33, 37-44	6
General Assignment Reporter	1-4, 9, 12-17, 19-20, 22-24, 26, 28-29, 31, 33, 35, 37-41, 43-44	19
General Assignment Reporter	1-5, 9, 12-17, 20, 22-29, 31, 33, 35, 37-44	5
News Producer	1-2, 9-10, 12-17, 19-20, 22-23, 25-26, 28-29, 31, 33, 37-44	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	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
2	Arkansas Broadcasters Association 2024 Arkansas Valley Dr. Ste. 403 Little Rock, Arkansas 72212 Phone : 501-227-7564 Url : http://www.arkbroadcasters.org/ark Email : angie@arkbroadcasters.org Angie Robinson	Y	0
3	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
4	Current Employee	N	3
5	Current Employee - Transfer/Promotion	N	2
6	Employee Referral	N	6
7	Employment Agency	N	3
8	Former Intern	N	1
9	Fullerton College 321 E. Chapman Avenue Fullerton, California 92832 Phone : 714-992-7121 Url : http://www.fullcoll.edu Email : jcirrito@fullcoll.edu Janine Cirrito	N	0
10	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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11	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Sinclair SilkRoad Source	N	0
12	Harding University Dept. of Communications Box 10765 Searcy, Arkansas 72149 Phone : 501-279-4638 Url : http://www.harding.edu Email : communication@harding.edu Dr. Michael James	N	0
13	Harding University PO Box 10765 Searcy, Arkansas 72149 Phone : 501-279-4040 Url : http://www.harding.edu Email : gblackstone@harding.edu Ginger Blackstone	Y	1
14	Hendrix College Career Services 1600 Washington Aveune Conway, Arkansas 72032 Phone : 501-450-1440 Url : http://www.hendrix.edu Email : careerservices@hendrix.edu Leigh Lassiter-Counts	N	0
15	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgvtv.com Broadbean Source	Y	0
16	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgvtv.com Carol Dudley	Y	0

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17	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
18	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Sinclair SilkRoad Source	N	4
19	Indeed.com - Not Directly Contacted by SEU	N	4
20	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
21	KATV.com 401 Main Street Little Rock, Arkansas 72201 Phone : 501-324-7590 Url : www.katv.com Lisa Richey	N	2
22	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	5
23	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
24	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0

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25	Metropolitan Career Technical School 7701 Scott Hamilton Drive Little Rock, Arkansas 72209 Phone : 501-447-1224 Url : http://www.metrocareertech.org Fax : 1-501-447-1201 Bruce Miles	N	0
26	National Television Academy 1001 Highlands Plaza Dr. W Ste. 320 St. Louis, Missouri 63110 Phone : 314-647-3669 Url : http://emmyonline.org Email : maggie@emmyid-america.org Maggie Eubanks	N	0
27	Non-Employee Referral	N	1
28	Philander Smith College Center fo Student Services 900 W. Daisy L. Gaston Bates Dr. Little Rock, Arkansas 72202 Phone : 501-975-6050 Url : http://www.philander.edu Email : rlovelace@philander.edu Rhonda Lovelace	N	0
29	Randolph Women's College 2500 Rivermont Ave. Lynchburg, Virginia 23464 Phone : 434-947-8116 Url : http://www.randolphcollege.edu Email : stucker@randolphcollege.edu Sonja Tucker	N	0
30	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Sinclair SilkRoad Source	N	0

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31	Shorter College 604 Locust Street No. Little Rock, Arkansas 72114 Phone : 501-374-6305 Url : http://www.shortercollege.edu Email : info@shortercollege.edu Fax : 1-501-374-9333 Lawrence Ibekwe	N	0
32	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Sinclair SilkRoad Source	N	0
33	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.com Career Page	N	4
34	Southern Arkansas University Tech P.O. Box 3499 East Camden, Arkansas 71711 Phone : 870-235-4358 Url : https://web.saumag.edu/ Email : jakedunham@saumag.edu Jake Dunham	N	0
35	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
36	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Sinclair SilkRoad Source	N	0

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37	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	2
38	U of Arkansas - Little Rock/ School of Mass Communications 2801 S. University Stabler Hall 705 Little Rock, Arkansas 72204 Phone : 501-569-3250 Url : http://www.ualr.edu Email : kljones3@ualr.edu Karin Jones	N	0
39	University of Arkansas Department of Journalism 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-575-6307 Email : lfoley@uark.edu Larry Foley	N	0
40	University of the Ozarks 415 N. College Avenue Clarksville, Arkansas 72830 Phone : 479-979-1450 Url : http://www.ozarks.edu Email : sedens@ozarks.edu Susan Edens	Y	0
41	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
42	Watershed Family Resource Center 3701 Springer Blvd. Little Rock, Arkansas 72206 Phone : 501-378-0176 Fax : 1-501-378-0432 Fred Hokes	N	0

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43	Workforce Center at Little Rock 5401 S University Little Rock, Arkansas 72209 Phone : 501-682-0228 Url : https://www.arjoblink.arkansas.gov/ada/r/offices/9 Email : Dollie.Fountain@arkansas.gov Fax : 1-501-537-0729 Dollie Fountain	N	0
44	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			38

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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	2/1/2020	Establishment of an intern program designed to assist members of the community	KATV has an established internship program that is designed to broaden educational development of those studying for careers in broadcasting as well as assisting members of the community to acquire skills needed for broadcast employment. Each intern applicant must be enrolled in an accredited college or university. The applicant must be majoring in communications or journalism. During these internships, the students have the opportunity to observe and be a part of a working television newsroom. This year due to COVID, we were only able to host one semester of interns. We had a total of 7 interns for the Spring 2020 internship. Six (6) from University of Central Arkansas and One (1) from Arkansas Tech University.	4	News Director News Operations Manager Assistant News Director Assignment Manager
2	3/20/2020	Participation in events or programs sponsored by educational institutions	On March 20, 2020 Todd Yakoubian, Meteorologist held an online Weather School for central Arkansas virtual students. He talked to students about his job and how to become a Meteorologist. He talked about severe weather in Arkansas and gave tips on how to be safe. He discussed how to forecast the weather.	1	Meteorologist
3	7/3/2020	Participation in scholarship programs	KATV is a supporter of the Miss Arkansas Pageant. Due to COVID, the pageant was not held during 2020. KATV awarded a \$1700 scholarship to a contestant seeking a career in broadcast journalism.	1	VP, General Manager

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4	7/8/2020	Participation in Job Fairs	The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.	4	Sr. Employment Manager News Talent Manager Employment Specialist Director News Training
5	10/7/2020	Provision of training to management	On October 7, 2020, Nick Genty, News Director had a Zoom online meeting for all his News Department Managers. This meeting was an opportunity for the News Managers to discuss the aspects of managing the newsroom. Sarah Hugen, Business Manager and Lisa Richey, HR Manager, attended the Zoom meeting to go over EEO guidelines, managing employees, handling performance issues and medical leave. Managers were encouraged to ask questions.	8	News Director Assistant News Director News Operations Manager Digital Content Manager
6	10/17/2020	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Media Sales Academy as a Corporate Recruiter. He met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. Our Corporate Recruiter spoke with students and alumni currently enrolled in NAB's Media Sales Academy regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website.	1	Recruiting Coordinator

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7	11/12/2020	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	Employment Specialist Employment Specialist