

KTVL
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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
Photographer/Editor	3, 6, 9, 11, 14, 16-17, 19-32, 34, 38-41, 44-45, 47-52, 55-56	55
Newscast Director	1-4, 6-7, 9, 11, 13-14, 16-17, 19-20, 22, 25, 27-34, 37-41, 45, 47-51, 53-54, 56- 57	30
Digital Content Producer	1-4, 6-7, 9, 13-17, 19-20, 22, 24-25, 27- 35, 37-41, 45, 47-51, 53-54, 56-57	24
Multimedia Journalist	1-10, 12-17, 19-20, 22, 25, 27-34, 36- 41, 43-51, 53-54, 56-57	12
Multimedia Journalist	1-10, 12-17, 19-20, 22, 25, 27-34, 36- 41, 43-51, 53-54, 56-57	10
Morning News Anchor/MMJ	1-9, 13-17, 19-20, 22, 24-25, 27-34, 36- 41, 43, 45-51, 53-54, 56-57	15
Newscast Producer	1-9, 13-17, 19-20, 22, 25, 27-34, 36-43, 45-51, 53-57	15
MMJ/Digital Producer	1-4, 6-7, 9, 13-17, 19-20, 22, 25, 27-34, 37-42, 45, 47-51, 53-54, 56-57	15
News Anchor/MMJ	1-9, 12-14, 16-22, 25, 27-34, 36-51, 53- 54, 56-57	12

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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	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 : mike.wong@asu.edu Mike Wong	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 Prong 2 Ended Date: 10/1/2021	N	0
10	Corporate Recruiter	N	1
11	Current Employee	N	3
12	Current Employee/Internal Promotion	N	2
13	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
14	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
15	Employee Referral	N	8
16	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0

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17	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
18	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
19	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
20	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
21	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
22	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
23	Indeed.com - Not Directly Contacted by SEU	N	5
24	Internet Ad-not directly contacted by SEU	N	3

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25	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
26	Jackson State University 1400 John R Lynch St Jackson, Mississippi 39217 Url : www.jsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
27	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
28	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
29	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
30	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	7

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31	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
32	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
33	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
34	National Alliance of State Broadcasters Associations , Oregon Url : http://www.careerpage.org Career Services Manual Posting	N	0
35	National Association of Black Journalists 1100 Knight Hall, Ste 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : http://www.nabj.org Career Services Manual Posting	N	1
36	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

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37	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
38	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
39	Oregon Employment Department 875 Union St. NE Salem, Oregon 97311 Url : http://www.workinginoregon.org Career Services Manual Posting	N	0
40	Oregon Institute of Technology 3201 Campus Drive Klamath Falls, Oregon 97601 Phone : (541) 885-1023 Email : sbgresumes@sbgstv.com Jan Goodyear	N	0
41	Portland State University 1825 SW Broadway Portland, Oregon 97201 Phone : . Url : www.pdx.edu Email : sbgresumes@sbgstv.com Career Center	N	0
42	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0
43	S. Asian Journalists Association , Oregon Email : vp@saja.org Zainab Imam	N	0

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44	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgnet.net Email : employment@sbgnet.com Career Page	N	11
45	Southern Oregon University 1250 Siskiyou Boulevard Ashland, Oregon 97520 Phone : 541-552-6131 Max Brooks Manual Posting	N	0
46	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
47	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgnet.com Career Center	N	0
48	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgnet.com Andrea Siegle	N	0
49	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
50	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgnet.com Career Center	N	0

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51	University of Oregon Messanine Rm 112, 1228 University Eugene, Oregon Phone : 541-346-3235 Email : sbgresumes@sbgstv.com Charlotte Nisser	N	0
52	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	N	0
53	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
54	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
55	Word of Mouth Referral	N	2
56	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
57	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:			44

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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	4/11/2022	Participation in events or programs sponsored by educational institutions	News 10's Carmine Gemei and Tyler Myerly had the pleasure of speaking with a class of fourth graders at Mae Richardson Elementary School in Central Point, OR. The students are working on creating their own newscast in the coming weeks, so they had a good level of background knowledge to ask Tyler and Carmine some specific questions about their job as news and sports anchors/reporters/producers. Our evening news anchors from News 10 answered the children's questions and went through their own personal histories of their favorite and least favorite parts of the job, why they chose to get into TV broadcasting, how each job at the news station works, how you can avoid being terrified in front of the camera and how poorly they did when they first started on the job. Overall, it was a day filled with insight about newscasting/sportscasting, some good life lessons about not being afraid of failure and pursuing your dreams to help others tell their stories, and smiles about not taking yourself too seriously and learning from mistakes. The fourth grade class plans to record their newscast soon and send it to Carmine and Tyler for their enjoyment and possible pointers.	2	Anchor Anchor

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2	4/11/2022	Participation in Job Fairs	Jim Underhill BM attended the OSU virtual career fair today. Between 10:00AM and 2:00PM he met with students. Between 10:00AM and 10:30AM he met with 22 students in a group meeting. Between 10:30AM and 2:00PM he met with an additional 11 students in individual 10 minute meetings. The students were interested in the various jobs we had. Jim told them about the various jobs at tv stations and then told them about the opening we currently have. He also told them that we are owned by Sinclair Broadcast Group and Sinclair has tv stations all over the us and gave them the website incase they wanted to work in another area of the country. Students were also interested in the ease of transferring and moving up within the company. Jim told them that the company has an upward mobility program and that if they meet the qualifications, moving up is possible. Virtually all of the students asked if our positions had the option of working remotely. Jim told them that working remotely depended upon the position and the location.	1	Business Manager
3	4/27/2022	Participation in Job Fairs	On April 27,2022 Jim Underhill (Business Manager) and Alecia Gibson (Business Office Assistant/HR Contact) represented KTVL at the annual Jackson County Careers in Gear job fair. 174 business, 1,950 students, and 187 adults attended the event. Students were interested in what jobs were available, the required education, and what duties the job performed. The students were given this information and were encouraged to look at our career site.	2	Business Manager Business Office Assistant

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4	5/4/2022	Participation in events or programs sponsored by educational institutions	Jesse LeCroy, Meteorologist had a great time visiting Mae Richardson Elementary School in Central Point on May 4, 2022. During the event, Jesse talked about the components Meteorologists research, like cloud formations, severe weather, the climate of Oregon and the ways they too could make a career in the meteorology field whether that be inside or outside of tv. Presentation was interactive the entire time with questions during and after. Kids were extremely inquisitive and interested in the topics.	1	Meteorologist
5	5/23/2022	Provision of training to management	The Director of Talent Acquisition for the Company spoke on a panel at the Media Finance Focus conference in Tampa, FL. The topic was “Lessons in Leadership: How to Survive the Great Resignation”. She and two others on the panel spoke about how to attract and keep a diverse staff through a period of high turnover. As broadcasters we are required certain outreach initiatives to maintain licenses and now these steps are even more essential in attracting prospective employees. Topics discussed were marketing and utilizing broad outreach to diversify your candidate pool, compensation/ benefits, job postings, selling their opportunities, and learning about new changes to talent acquisition tricks.	2	Director, Talent Acquisition Regional Controller

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6	7/19/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist and the Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed, and collected resumes as well as 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	Sr. Employment Specialist Employment Coordinator
7	8/3/2022	Participation in Job Fairs	Sinclair's SVP of News, News Recruiter, several News Managers and News employees represented all Sinclair News stations at the 2022 NABJ convention/career expo. They met with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who met with Sinclair during the career fair were followed up with and interviews were set up where applicable.	3	News Recruiter Group News Director SVP of News