

**KTVL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2013 - September 30, 2014**

**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/Weekend Weather Anchor	3-8, 10, 13, 15-17, 22-23, 25-37, 39-41, 43-45	39
News Producer/Editor	3-8, 10, 15-18, 22-37, 39-41, 43-45	18
Master Control Operator -- Full-Time	20	20
Multimedia Journalist	4-10, 15-17, 22-37, 40-46	46
Weather Anchor/Editor	20	20
Technical Director / Editor	1-2, 4-8, 10, 13, 15-17, 19, 22-37, 39- 45	13
Sales Assistant	12	12
Morning News Anchor/Reporter	4-8, 10-11, 13, 15-17, 22-37, 40-45	13
Technical Director / Editor	4-8, 10, 13, 16-17, 22-29, 31-45	13
Local Sales Assistant	5, 7-8, 13-14, 17-18, 22-26, 34-35, 37, 39, 41-45	13
Digital Sales Manager	21	21
News Anchor/Producer	21	21

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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	Art Institute of San Francisco 1170 Market Street San Francisco, California 94102 Email : lsanchez@aia.edu Career Services	N	0
3	Asian American Journalists Association 1182 Market Street Ste 320 San Francisco, California 94102 Url : <a href="http://www.aaaja.org">http://www.aaaja.org</a> Email : post@aaaja.org Career Services	N	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	Careerbuilder.com 8401 Greensboro Dr, Ste 250 McLean, Virginia 22102 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Andrew Hamburger Manual Posting	N	1
6	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
7	Columbia Journalism School Graduate School 207 Journalism, MC 3801 New York, New York 10027 Url : <a href="http://www.journalism.columbia.edu/careers/jobpost">http://www.journalism.columbia.edu/careers/jobpost</a> Email : cujschool.careers@gmail.com Anusha Shrivastava	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
8	Craigslist Oregon Url : <a href="http://www.craigslist.org">http://www.craigslist.org</a> Career Services Manual Posting	N	0
9	Current Employee internal application	N	1
10	Department of Mass Communication/Idaho State University Oregon Email : <a href="mailto:masscomm@isu.edu">masscomm@isu.edu</a> Career Services	N	0
11	Did not indicate (Source Unknown)	N	1
12	Employee Promotion	N	1
13	Employee Referral	N	8
14	Employment Agency OR Employment Department	N	1
15	Hero 2 Hired 2400 Army Pentagon Washington, District of Columbia 20310 Url : <a href="http://www.h2h.jobs">http://www.h2h.jobs</a> Crystal Arcilla Manual Posting	N	0
16	Hispanic Link News Service 1420 N. Street, NW Washington, District of Columbia 20005 Phone : 202-234-0280 Url : <a href="http://www.hispaniclink.org">http://www.hispaniclink.org</a> Career Services Manual Posting	N	0
17	Idaho State University Museum Building, Room 440 Stop 8108 Pocatello, Idaho 83209 Email : <a href="mailto:careers@isu.edu">careers@isu.edu</a> Career Services	N	0
18	Indeed.com	N	3
19	Institute of Production and Recording 312 Washington Ave, N Minneapolis, Minnesota 55401 Email : <a href="mailto:careerservices@ipr.edu">careerservices@ipr.edu</a> Career Services	N	0

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20	Internal Candidate	N	2
21	Internal Transfer/Promotion	N	2
22	Ithaca College Park School of Communications 953 Danby Road Ithaca, New York 14850 Phone : 1 Email : eloise@ithaca.edu Eloise Green	Y	0
23	KTVL.com 1440 Rossanley Drive Medford, Oregon 97501 Phone : 541-245-5602 Url : <a href="http://www.ktv.com">http://www.ktv.com</a> Sheila Giorgetti Manual Posting	N	0
24	Media Match 8112-1/2 West 3rd Street Los Angeles, California 90048 Phone : 1 Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
25	Medialine.com PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
26	National Alliance of State Broadcasters Associations Oregon Url : <a href="http://www.careerpage.org">http://www.careerpage.org</a> Career Services Manual Posting	N	0
27	National Association of Black Journalists 1100 Knight Hall, Ste 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : <a href="http://www.nabj.org">http://www.nabj.org</a> Career Services Manual Posting	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
28	National Association of Broadcasters 1771 North Street, NW Washington, District of Columbia 20036 Phone : 202-429-5499 Url : <a href="http://www.nab.org">http://www.nab.org</a> Career Services Manual Posting	N	0
29	National Association of Hispanic Journalists 1000 National Press Bldg 529 14th Street, NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Martina Hillendo Manual Posting	N	0
30	National Black MBA Association 180 N. Michigan Ave Ste 1515 Chicago, Illinois 60601 Phone : 312-236-2622 Url : <a href="http://www.nbmbaa.org">http://www.nbmbaa.org</a> Debbie Turner Manual Posting	N	0
31	National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, California 91105 Phone : 626-792-6462 Url : <a href="http://www.nhmc.org">http://www.nhmc.org</a> Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> . .	N	0
32	Native American Journalists Association 555 Dakota Street Al Neuharth Media Center Vermillion, South Dakota 57069 Phone : 605-677-5282 Url : <a href="http://www.naja.com">http://www.naja.com</a> Career Services Manual Posting	N	0
33	Native American Public Telecommunications 1800 No 33rd Street Lincoln, Nebraska 68583 Phone : 402-472-3522 Url : <a href="http://www.nativetelecom.org">http://www.nativetelecom.org</a> Lynn Warren Manual Posting	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
34	Oregon Association of Broadcasters 9020 SW Washington Square Road Ste 140 Portland, Oregon 97223 Phone : 503-443-2299 Url : <a href="http://www.theoab.org">http://www.theoab.org</a> Email : <a href="mailto:shannon@theoab.org">shannon@theoab.org</a> Shannon Johnson	N	0
35	Oregon Employment Department 875 Union St. NE Salem, Oregon 97311 Url : <a href="http://www.workinginoregon.org">http://www.workinginoregon.org</a> Career Services Manual Posting	N	0
36	S. Asian Journalists Association Oregon Email : <a href="mailto:saja@columbia.edu">saja@columbia.edu</a> Career Services	N	0
37	Sinclair Broadcast Group 10706 Beaver Dam Road Hunt Valley, Maryland 21030 Phone : 410-568-1517 Url : <a href="http://www.sbgnet.com">www.sbgnet.com</a> Sharon Pickeral Manual Posting	N	0
38	Southern Oregon University 1250 Siskiyou Boulevard Ashland, Oregon 97520 Phone : 541-552-6131 Max Brooks Manual Posting	N	0
39	Station Website <a href="http://ktvl.com">ktvl.com</a>	N	5
40	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Email : <a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a> Christine Hedding	N	0

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41	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	1
42	U.S. Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
43	Urban League of Portland 10 N Russel St Portland, Oregon 97227 Email : Dlindsay@ulpdx.org Debra Lindsay	N	0
44	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
45	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
46	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>27</b>

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## III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/1/2013	Establishment of an intern program designed to assist members of the community	<p>The station employment unit has an internship program to recruit candidates from local schools and prepare them for entry-level jobs within the broadcast industry.</p> <p>Applicants must be attending an accredited institution, preferably communications majors, although other majors will be considered. Applicants must be 18 years of age and in good academic standing as defined by his/her academic institution. Applicants must receive academic credit at his/her institution during the quarter or semester in which the internship is performed; interns are not paid.</p>	1	Human Resources	1.00
2	11/13/2013	Participation in events sponsored by community groups	On November 13, 2013, four Webelos Scouts, one sibling and three adults from Cub Scout Pack 4 watched the 5pm newscast from behind the scenes, including an overview of Master Control and Newsroom operations.	1	HR	0.25
3	11/14/2013	Participation in events sponsored by community groups	On November 14, 2013, five Tiger Cub Scouts, two siblings and seven adults from Cub Scout Pack 4 watched the 5pm newscast from behind the scenes, including an overview of Master Control and Newsroom operations.	1	HR	0.25
4	11/14/2013	Participation in events or programs sponsored by educational institutions	On November 14, 2013, 28 third grade students and three adults from Central Point Elementary School watched the Noon newscast from behind the scenes, including an overview of Weather, Master Control and Newsroom operations.	1	HR	0.25
5	11/18/2013	Participation in events or programs sponsored by educational institutions	On November 18, 2013, 26 third grade students and four adults from Central Point Elementary School watched the Noon newscast from behind the scenes, including an overview of Weather, Master Control and Newsroom operations.	1	HR	0.25



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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
6	11/19/2013	Participation in events or programs sponsored by educational institutions	On November 19, 2013, 30 third grade students and six adults from Central Point Elementary School watched the Noon newscast from behind the scenes, including an overview of Weather, Master Control and Newsroom operations.	1	HR	0.25
7	1/18/2014	Participation in events sponsored by community groups	Approximately 20 people from Southern Oregon Film and Television (SOFaT), a local association of film and video production organizations, freelancers, and related workers and supporters affiliated with the Oregon State film office, viewed the 6pm newscast from behind the scenes.	3	Creative Services Director General Manager HR	0.25
8	1/22/2014	Participation in events sponsored by community groups	Six 7th grade Girl Scouts and one adult watched the 5pm newscast from behind the scenes of Master Control and Newsroom operations. We talked about how media influences young people and the functions of various jobs were explained, including required skills and education requirements.	1	HR	0.25
9	2/13/2014	Participation in Job Fairs	Newsroom staff members attended Ashland High School's Career Day. They spoke to approximately 30 students about their role at KTVL, education requirements, and internships. Students had the opportunity to ask questions about news, story selection, bias in media, social media, and the daily routines of reporters.	3	Executive Producer Reporter/Anchor Reporter/Anchor	0.25
10	4/22/2014	Participation in Job Fairs	This career fair was held on the Southern Oregon University campus in Ashland, Oregon. Explained various careers in communications, journalism, marketing and business to various students. Presented job opportunities within Sinclair Broadcast Group in the states of Oregon, Washington, California, and Nevada. Students received job descriptions of current vacancies.	2	Director of HR Creative Services Director	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
11	8/2/2014	Participation in Job Fairs	Sharon, Stan and Blaise represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Boston, MA; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager News Talent Manager News Director, WOAI	0.25
12	8/8/2014	Participation in Job Fairs	Sharon and Stan represented ALL news stations for Sinclair at the career expo at the National Association of Hispanic Journalists convention in San Antonio, TX; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	2	Corporate Employment Manager News Talent Manager	0.25
13	8/15/2014	Participation in Job Fairs	Sharon and Stan represented ALL news stations for Sinclair at the career expo at the Asian American Journalist Association convention in Washington, DC; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	2	Corporate Employment Manager News Talent Manager	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>4.00</b>