

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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
News Producer	1, 4-5, 11-24, 26-29, 32-34, 36, 38-39, 41-46	22
Daybreak News Reporter	1-5, 11-29, 31-36, 38-39, 41-47	35
News Anchor	1-5, 9, 11-24, 26-29, 31-34, 36, 38-39, 41-47	9
Studio Crew / Audio Operators	1-4, 9, 11-23, 25-29, 31-34, 38-39, 41- 47	9
Sales Account Executive	1-4, 9, 12-23, 25-29, 31-34, 37-39, 41- 47	9
Sales Account Executive	1-4, 9, 12-23, 25-29, 31-34, 37-39, 41- 47	9
Sales Account Executive	1-4, 9, 12-23, 25-29, 31-34, 37-39, 41- 47	9
Sales Account Executive	1-4, 9, 12-23, 25-29, 31-34, 37-39, 41- 47	18
Character Generator Operator/Studio Crew	1-4, 11-23, 25-29, 31-35, 38-39, 41-47	18
News Editor/Weekend Assignment Editor	1-5, 11-29, 32-36, 38-39, 41-47	33
General Assignment Reporter	1-5, 7, 9, 11-29, 31-36, 38-39, 41-47	7
Digital Sales Manager	1-4, 6, 8, 11-14, 16-23, 25-29, 31-35, 38-39, 41-47	8
General Assignment Reporter	1-5, 11-36, 38-39, 41-47	35
Master Control Operator	1-4, 11-23, 25-29, 31-35, 38-47	40
Digital Content Producer	1-4, 6, 10-23, 25-29, 31-34, 38-39, 41- 47	10
Digital Content Producer	1-5, 8, 11-13, 15-27, 29, 31-36, 38-39, 41-47	8
Accounting Assistant/Receptionist	1-4, 8, 11-13, 15-23, 25-29, 31-34, 38- 39, 41-48	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	Arkansas Broadcasters Association 2024 Arkansas Valley Dr. Ste. 403 Little Rock, Arkansas 72212 Phone : 501-227-7564 Url : http://www.arkbroadcasters.org/ark Email : mail@arkbroadcasters.org Job Listings	Y	1
2	Arkansas State University PO Box 600 State University, Arkansas 72467 Url : www.astate.edu Email : sbgresumes@sbgstv.com Career Services	N	0
3	Arkansas Tech University Broadcast Productions Crabaugh 106 Russellville, Arkansas 72801 Phone : 479-968-0278 Url : http://www.atu.edu Email : career.services@atu.edu Fax : 1-479-964-0863 George Cotton	N	0
4	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
5	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Current Employee	N	4
7	Current Employee - Transfer/Promotion	N	1
8	Current Employee/Internal Promotion	N	3
9	Employee Referral	N	8
10	Former Employee Referral	N	1

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11	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
12	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
13	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
14	Henderson State University 1100 Henderson Street HSU Box 7722 Arkadelphia, Arkansas 71999 Phone : 870-230-5095 Url : http://www.hsu.edu Email : lignonp@hsu.edu Pam Ligon	N	0
15	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
16	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0

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17	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
18	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
19	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : eloise@ithaca.edu Eloise Green	Y	0
20	ITT Technical Institute 4520 South University Little Rock, Arkansas 72204 Phone : 501-565-5550 Url : http://www.itt-tech.edu Email : dblake1@itt-tech.edu Darren Blake	Y	0
21	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
22	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	4

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23	Media Match 8112 1/2 weat 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
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@emmymid-america.org Maggie Eubanks	N	0
27	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 : awoods@philander.edu Angela Woods	N	0
28	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

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29	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
30	Rick Gevers & Associates 355 E. Ohio St. #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : http://www.rickgevers.com Email : rick@rickgevers.com Rick Gevers	N	0
31	Shorter College 604 Locust Street No. Little Rock, Arkansas 72114 Phone : 501-374-6305 Url : http://www.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 Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
33	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgi.net Sharon Pickeral	N	2
34	Southern Arkansas University Tech P.O. Box 3499 East Camden, Arkansas 71711 Phone : 870-574-4527 Url : http://www.sautech.edu Email : staylor@sautech.edu Steve Taylor	N	0
35	Station Website	N	13

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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	Television Ad	N	1
38	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
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	Trade Website	N	1
41	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
42	U of Arkansas - Little Rock/ School of Mass Communications 2801 S. University Little Rock, Arkansas 72204 Phone : 501-569-3250 Url : http://www.ualr.edu Email : fmwatson@ualr.edu Fleta Watson	N	0
43	University of Arkansas Department of Journalism 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-575-6307 Email : lfoley@uark.edu Larry Foley	N	0

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44	University of Arkansas at Pine Bluff 1200 N. University Dr. Mail Slot 4975 Pine Bluff, Arkansas 71601 Phone : 870-575-8461 Url : http://www.uapb.edu Email : jonesm@uapb.edu Mary Jones	N	0
45	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
46	US Army Wounded Warrior Program 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
47	Watershed Family Resource Center 3701 Springer Blvd. Little Rock, Arkansas 72206 Phone : 501-378-0176 Fax : 1-501-378-0432 Fred Hokes	N	0
48	Workforce Center at Little Rock 5401 S University Little Rock, Arkansas 72209 Phone : . Url : https://www.arjoblink.arkansas.gov/ada/r/offices/9 Fax : 1-501-537-0729 Little Rock Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			56

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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	2/1/2016	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 we had 17 interns. Two (2) from University of Arkansas at Pine Bluff, four (4) from University of Arkansas at Little Rock, three (3) from University of Central Arkansas, one (1) from Texas A & M, one (1) from Arkansas Tech University, one (1) from Texas Christian University, three (3) from Harding University, one (1) from Lyon College, and one (1) from Union University in Jackson, TN,	5	News Manager News Director Sports Director Asst. News Director
2	2/1/2016	Participation in events or programs sponsored by educational institutions	On February 1, 2016, Stacey Spivey, General Assignment Reporter, spoke to Angie Grant Elementary students about working in television. Stacey shared with the students the importance of doing well in school and the importance of college and how she started her career in Broadcasting.	1	General Assignment Reporter
3	2/12/2016	Participation in events or programs sponsored by educational institutions	On February 12, 2016, Todd Yakoubian, Meteorologist, spoke with Hot Springs Lakeside Elementary 1st and 4th grade students. He talked to the students about his job and how to become a Meteorologist. He talked about severe weather in Arkansas and gave the students tips on how to be safe. He discussed with the students how to forecast the weather. He answered questions from the students.	1	Meteorologist

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4	3/30/2016	Participation in events or programs sponsored by educational institutions	On March 30, 2016, Alexis Rogers, General Assignment Reporter, spoke at the University of Arkansas at Pine Bluff Communications Day. She spoke with Communication students about her job and a how to have a career in Broadcasting, the importance of doing well in school, and setting goals for the future.	1	General Assignment Reporter
5	3/30/2016	Provision of training to management	Sarah Hugen, Business Manager and Lisa Richey, HR Manager attended the News Managers training meeting. They discussed many HR issues including FMLA, Employee Discipline and EEO hiring practices.	11	HR Manager Business Manager News Director Chief Photographer
6	4/6/2016	Participation in Job Fairs	Rusty Mizell, News Manager and Mike Roy, Dir. of News Operations participated in a Career Fair at University of Arkansas at Pine Bluff from 9:00 am to 1:00 pm. This networking event was designed to attract students to visit many of the booths and find out about internships and job openings. Students were informed about the current job openings at KATV as well as entry level positions. We distributed internship information and collected some resumes.	2	News Manager Dir. of News Operations

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7	4/20/2016	Participation in Job Fairs	<p>Allison Kiniry – Regional HR Manager, Eunice Parrish – Human Resources, Sheila Holland – Business Manager, Manny Fantis - Director of Digital Content & Solutions</p> <p>Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.</p>	4	Regional HR Manager Human Resources Business Manager Dir. of Digital Content & Solutions
8	8/3/2016	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/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. 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.	10	Employment Manager
9	9/30/2016	Participation in scholarship programs	KATV is a sponsor of the Paul Eells Scholarship. Four scholarships are given annually to college upperclassman pursuing careers in broadcasting. KATV contributes monetarily annually to the foundation. KATV employees volunteer and help run the annual fundraiser golf tournament, KATV advertises the fundraiser and the scholarship awards on the station.	14	Sales Manager Director of Sales Promotions General Manager

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10	10/3/2016	Provision of training to management	<p>Training: SBG, Inc. and its stations are Equal Opportunity Employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment. Newly hired managers and supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	10	

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11	10/20/2016	Participation in Job Fairs	Rusty Mizell, News Manager participated in the Fall Career Fair at Henderson State University from 11:30 am to 1:30 pm. This career fair was an opportunity to talk to students regarding the current KATV job openings and entry level positions with the company. We handed out information on the KATV Internship. Students were encouraged to apply online on the company website.	1	News Manager
12	11/2/2016	Participation in Job Fairs	Rusty Mizell, News Manager and Kenny Reynolds, Chief Photographer participated in the Fall Career Fair at University of Central Arkansas from 9:00 am to 2:00 pm. This Career Fair was an opportunity for students from UCA to discuss employment opportunities with businesses. KATV had a table and students were encouraged to leave resumes and were directed to apply online on the company's website. We discussed current job openings, entry level positions and the KATV Internship program.	2	News Manager Chief Photographer
13	12/13/2016	Provision of training to management	KATV Managers attended a 3 day Dale Carnegie Leadership Training class. The object of the class was to become better leaders and build relationships of mutual trust and respect with employees.	5	Business Manager News Director Promotions Manager Digital Sales Manager