

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 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
Local Sales Manager	3-5, 7, 10, 13-15, 18-20, 22-27, 29-38, 40, 42-46, 49-53	10
Daybreak Reporter	1, 3-4, 6-8, 10, 12-15, 17-20, 22-28, 30- 33, 35-37, 39-50	10
News Producer	3-5, 7-9, 13-15, 18-20, 22-37, 39-46, 49 -51, 53	9
News Editor	3-5, 7-8, 12-15, 18-20, 22-33, 35-37, 39 -46, 49-51, 53-54	12
IT Engineer	3-5, 7, 13-15, 18-20, 22-27, 29-37, 40- 46, 49-51, 54	22
Automotive Sales / Marketing Consultant	3-5, 7, 11, 13-15, 18-20, 22-27, 29-37, 40-46, 49-51, 53-54	11
Marketing Consultant	3-5, 7, 11, 13-16, 18-27, 29-38, 40-46, 49-51, 53-54	38
General Assignment Reporter	3-5, 7-8, 13-16, 18-23, 25-43, 45, 49- 51, 54	36
General Assignment Reporter	3-5, 7-8, 13-16, 18-23, 25-43, 45, 49- 51, 54	36
Marketing Solutions Architect	3-5, 7, 11, 13-16, 18-23, 25-27, 29-37, 40-43, 45, 49-54	52
Promotions Producer	2-5, 7, 13-16, 18-23, 25-27, 29-38, 40- 43, 45, 49-51, 53-54	22
Multimedia Journalist	2-3, 5, 8, 13-16, 18-23, 26-37, 39, 42- 45, 49-51, 53-54	36
Weekend Meteorologist	2-3, 5, 8, 11, 13-16, 18-23, 26-39, 42- 45, 49-51, 53-54	11
Digital Content Producer	2-3, 5, 8, 13-16, 18-23, 26-37, 39, 42- 45, 49-51, 53-54	22
News Photographer	2-3, 7-8, 13-16, 18-23, 26-37, 39, 42- 45, 49-54	7

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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	Agency Referral	N	1
2	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
3	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
4	Arkansas State University PO Box 600 State University, Arkansas 72467 Url : www.astate.edu Email : sbgresumes@sbgstv.com Career Services	N	0
5	Arkansas Tech University Broadcast Productions Crabaugh 106 Russellville, Arkansas 72801 Phone : 479-968-0278 Url : http://www.atu.edu Email : sbgresumes@sbgstv.com Fax : 1-479-964-0863 George Cotton	N	0
6	Arkansas Technical University 1605 Collisium Drive Russellville, Arkansas 72801 Phone : 479-880-4520 Email : ajohnson94@atu.edu Fax : 1-479-964-0863 Amanda Johnson	N	0

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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
7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	1
8	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Corporate Recruiter	N	1
10	Current Employee/Internal Promotion	N	2
11	Employee Referral	N	5
12	Former Intern	N	2
13	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
14	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
15	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

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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16	Harding University PO Box 10765 Searcy, Arkansas 72149 Phone : 501-279-4040 Url : http://www.harding.edu Email : gblackstone@harding.edu Ginger Blackstone	Y	0
17	Hendrix College 1601 Harkrider St Conway, Arkansas 72032 Phone : 501-329-6811 Email : careerservices@hendrix.edu Fax : 1-501-450-1200 Hendrix College Hendrix College	N	0
18	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
19	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
20	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
21	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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22	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	13
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	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
25	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
26	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	5
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

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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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	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
30	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
31	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
32	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

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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33	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
34	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
35	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
36	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	10
37	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
38	Station Website	N	9

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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39	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
40	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
41	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
42	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
43	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	5
44	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

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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45	University of Arkansas Department of Journalism 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-575-6307 Email : lfoley@uark.edu Larry Foley	N	0
46	University of Arkansas at Pine Bluff 1200 N. University Dr. Mail Slot 4975 Pine Bluff, Arkansas 71601 Phone : 870-575-8467 Url : http://www.uapb.edu Email : rylesd@uapb.edu Donna Ryles	N	0
47	University of Arkansas- Little Rock 2801 S University Ave Little Rock, Arkansas 72204 Phone : 501-569-3000 Fax : 1-501-569-8156 University of Arkansas- Little Rock University of Arkansas- Little Rock	N	0
48	University of the Ozarks 415 Collge Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu Kimberly Spicer	N	0
49	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
50	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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51	Watershed Family Resource Center 3701 Springer Blvd. Little Rock, Arkansas 72206 Phone : 501-378-0176 Fax : 1-501-378-0432 Fred Hokes	N	0
52	Word of Mouth Referral	N	3
53	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
54	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:			57

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2018	Provision of training to management	Sinclair Broadcast Group (SBG) and its 100 stations are an equal opportunity employer. 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 will be based on merits, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law. Further, in keeping with this commitment to equal employment opportunity, SBG offers mandatory training for equal employment opportunity employment, discrimination and appropriate workplace behavior including workplace harassment for all employees. All newly hired employees take web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of employment. Newly hired Managers and Supervisors also take web-based training courses titled "Sinclair Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior Managers Edition" and "Preventing Sexual Harassment: managers Edition" within 90 days of the start of their employment as well as bi-annually as a refresher course. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.	100	

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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2	2/1/2018	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 student have the opportunity to observe and be a part of a working television newsroom. This year we had 19 interns. Five (5) from University of Central Arkansas, four (4) from University of Arkansas, Pine Bluff, four (4) from Harding University, two (2) from Arkansas State University, one (1) from University of Arkansas, Fayetteville, one (1) Arkansas Tech University, one (1) from Texas Tech University, Lubbock, TX, and one (1) from University of Arkansas, Little Rock.	4	News Director Asst. News Director News Operations Manager Assignment Manager
3	2/16/2018	Participation in events or programs sponsored by educational institutions	On February 16, 2018, Ansley Watson, Multimedia Journalist, was the moderator of a broadcast panel at the Southeast Journalism Conference hosted by Harding University. This conference was for journalism students to learn about careers in broadcasting. It was an opportunity to have discussions and ask questions.	1	Multimedia Journalist
4	4/5/2018	Participation in events or programs sponsored by educational institutions	On April 5, 2018, Todd Yakoubian, Meteorologist spoke to Holy Souls Elementary students. He talked to the 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 the weather is forecast. He answered questions from the students.	1	Meteorologist

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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5	5/11/2018	Participation in events or programs sponsored by educational institutions	On May 11, 2018, Tamara Wilson from Henderson Middle School spent the day shadowing Meteorologist, Melinda Mayo. Tamara has been interested in weather since she was 7 years old. By job shadowing Melinda she was able to see the behind the scenes functions of weather forecasting as well as presenting the weather on air.	1	Meteorologist
6	5/11/2018	Participation in events or programs sponsored by educational institutions	On May 11, 2018, Amanda Powell, Marketing Consultant, attended Eastside Elementary School Career Day. She spoke with to all of the 4th grade classes. She spoke to students about her job and the importance of working hard and making good grades in school. She also showed a video that Todd Yakoubian, Meteorologist, had prepared for the school. She answered questions from the students.	1	Marketing Consultant
7	5/18/2018	Participation in events or programs sponsored by educational institutions	On May 18, 2018, Todd Yakoubian, Meteorologist, visited with Gibbs Elementary. He talked to the students about his career as a meteorologist. He talked about severe weather in Arkansas and how to stay safe. He discussed how he forecasts the weather. He answered questions from the students.	1	Meteorologist
8	6/16/2018	Participation in scholarship programs	The Miss Arkansas Pageant was held in Little Rock, AR on June 16, 2018. The pageant aired on KATV and our morning anchor, Chris Kane was the Master of Ceremonies. KATV awarded a \$1700 scholarship for a contestant seeking a career in broadcast journalism. This years scholarship went to Gracie Stover, Miss White River.	15	General Manager News Director Chief Engineer Promotions Managers

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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9	8/3/2018	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 represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Detroit, MI, July 31st to August 4th. 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	Sr. Employment Manager Dir. - Training and Development News Talent Manager
10	10/3/2018	Participation in Job Fairs	On October 3, 2018, Lisa Richey, HR Manager and Kenny Reynolds, News Operations Manager participated in the Fall Career Fair at the University of Arkansas at Pine Bluff from 9:00 am to 1:00 pm. This career fair was an opportunity for students from UAPB 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 for open positions and the internship program. We discussed current job openings, entry level positions and the KATV Internship program with many students.	2	HR Manager News Operations Manager
11	10/24/2018	Provision of training to management	On October 24, 2018, Nick Genty, News Director had an offsite meeting for all the News Department managers. This meeting was also attended by Allan Snyder, Promotions Manager and Blaise Labbe, Regional News Manager. This meeting was an opportunity for the managers to discuss all aspects of the managing a newsroom. Nick presented the EEO guidelines provided by Lisa Richey, HR Manager. All managers were encouraged to ask questions.	9	News Director Assistant News Director News Operations Manager Regional News Manager

KATV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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12	11/7/2018	Participation in Job Fairs	On November 7, 2018, Kenny Reynolds, News Operations Manager and Marine Glisovic, General Assignment Reporter participated in the Fall Career Fair at the University of Central Arkansas from 9:00 am until 2:00 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. We discussed the KATV Internship and handed out information and collected resumes. Students were directed to apply for openings and the internship online at the company website.	2	News Operations Manager General Assignment Reporter