

WCHS, WVAH
EEO PUBLIC FILE REPORT

June 1, 2016 - May 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
Sales Account Executive	1-13, 15-19, 23-39, 41-55	6
Human Resources Coordinator	1-5, 7-13, 15-19, 23-39, 41-55	19
Local Sales Assistant	1-5, 7-13, 15-19, 21, 23-39, 41-55	21
Technical Director	1-5, 7-13, 15-21, 23-39, 41-55	21
Technical Director	1-5, 7-13, 15-21, 23-39, 41-55	21
Technical Director	2-5, 7-13, 15-19, 23-55	39
General Sales Manager	2-5, 7-13, 15-19, 22-55	40
Multimedia Journalist	3-5, 7-13, 15-20, 23-55	40
News Photographer	3-5, 7-13, 15-19, 21, 23-32, 34-55	21
Local Sales Assistant	3-5, 7-19, 23-48, 50-55	14
Sales Account Executive	3-5, 7-19, 23-48, 50-55	14
Creative Services Director	2-5, 7-13, 15-19, 23-48, 50-55	40
Local Sales Manager	2-5, 7-13, 15-19, 23-32, 34-48, 50-55	19
Digital Sales Manager	2-5, 7-13, 15-19, 23-27, 29-48, 50-55	25
Executive Producer	2-5, 7-13, 15-19, 24-32, 34-48, 50-55	19

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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	American Business Women's Association 2279 Kellys Creek Rd Charleston, West Virginia 25312 Phone : 304-541-6819 Url : http://www.abwa.org Email : RamonaHammackRamsey@facebook.com Ramona Allen-Ramsey	Y	0
2	Art Institute of Pittsburgh 420 Blvd of the Allies Pittsburgh, Pennsylvania 15219 Phone : 412-291-6295 Url : http://www.artinstitutes.edu Email : shines@aii.edu Susanne Hines	N	0
3	Bishop State Community College 351 N Broad St Mobile, Alabama 36603 Phone : 251-662-5371 Url : http://www.bishop.edu Email : jwomack@bishop.edu Juliette Womack	N	0
4	Cabell County Career Technology Center 1035 Norway Ave Huntington, West Virginia 25705 Phone : 304.528.5107 Fax : 1-304-528-5110 Robert Bailey	N	0
5	Cabell County Community Service Organization 724 10th Ave Huntington, West Virginia 25701 Phone : 304-529-4952 Url : http://www.cccso.com Fax : 1-304-525-2061 Robert Roswall	N	0
6	Call In	N	1
7	Careerbuilder 1101 15st St, NW Washington, District of Columbia 20005 Phone : 000-000-0000 Url : www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	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
8	Case Monroe County PO Box 403 Union, West Virginia 24983 Phone : 304-772-3381 Email : belmore@casewv.org Fax : 1-304-772-4014 Brenda Elmore	Y	0
9	Change, Inc. 3136 West St Weirton, West Virginia 26062 Phone : 304-797-7733 Fax : 1-304-797-7740 Judy Raveaux	N	0
10	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	Y	0
11	Columbia Journalism School 207 Journalism MC 3801 New York, New York 10027 Url : http://www.columbia.edu Email : as1698@columbia.edu Anusha Shrivastava	Y	0
12	Concord University Campus Box 1 PO Box 1000 Athens, West Virginia 24712 Phone : 304-384-5101 Url : http://www.concord.edu Email : robinettej@concord.edu Jenni Canterbury	N	0
13	CSB School of Broadcasting West Virginia Url : http://www.gocsb.com Email : info@gocsb.com Career Services	N	0
14	Employee Referral	N	3

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15	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
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
17	Hope Community Development Corporation 600 Kanawha Blvd W Charleston, West Virginia 25302 Phone : 304-343-4673 Fax : 1-304-343-4349 Barbara Mosley	N	0
18	Howard University 525 Bryant St., NW Room 107 Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
19	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	12
20	Internal Candidate	N	2
21	Internal Hire	N	4
22	Internet Ad-not directly contacted by SEU	N	1
23	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0

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24	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
25	Linkedin 2029 Stierlin Court Mountain View, California 94043 Phone : 000-00-0000- Url : http://www.linkedin.com Todd Soffian Manual Posting	N	1
26	Marshall University Career Services Center One John Marshall Dr Huntington, West Virginia 25755 Phone : 304-696-2248 Url : http://www.marshall.edu Email : sbgresumes@sbgstv.com Denise Hogsett	N	0
27	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
28	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
29	Mountain Heart Community Services, Inc PO Box 1509 Oceana, West Virginia 24870 Phone : 304-682-8271 Email : esmith@mountainheartwv.org Earl Smith	N	0
30	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California 91105 Phone : 213-746-6988 Email : info@nhmc.org Career Services	N	0

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31	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbiggs@nsu.edu Paula C. Briggs	N	0
32	Ohio University RTVC Bldg 484 Athens, Ohio 45701 Phone : 740-593-9994 Email : sbgresumes@sbgvtv.com Tina Stewart	N	0
33	P.R.I.D.E. in Logan County 699 Statton St Logan, West Virginia 25601 Phone : 304-752-6868 Email : caron@prideinlogan.com Fax : 1-304-752-1047 Reggie Jones	Y	0
34	Pittsburgh Technical Institute 1111 McKee Rd Oakdale, Pennsylvania 15071 Phone : 412-809-5157 Email : sbgresumes@sbgvtv.com Josephine Smith	N	0
35	Putnam County Job Service PO Box 281 Teays Valley, West Virginia 25069 Phone : 304-757-7270 Fax : 1-304-528-5529 Vonda Black	Y	0
36	Raleigh County Community Action Association PO Box 3066 East Beckley Station Beckley, West Virginia 25801 Phone : 304-252-6396 Fax : 1-304-255-9198 Randy Housh	N	0

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37	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
38	Shawnee State University 940 Second St. Portsmouth, Ohio 45662 Phone : 740-351-3259 Email : sbgresumes@sbgstv.com Stephen Gregory	N	0
39	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	1
40	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	6
41	Southwestern Community Action Council 540 Fifth Ave Huntington, West Virginia 25701 Phone : 304-525-5151 Fax : 1-304-525-5162 Brent Sansom	N	0
42	Talent Dynamics West Virginia Email : hedding@talentdynamics.com Career Services	N	0
43	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

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44	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
45	TV Jobs P O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
46	University of Charleston 2300 MacCorkle Ave SE Charleston, West Virginia 25302 Phone : 304-357-4777 Hannah Johnson Manual Posting	N	0
47	US Army Wounded Warrior Program 200 Stovall Street Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
48	Walter Cronkite School of Journalism 555 N. Central Avenue Suite 302 Phoenix, Arizona 85004 Url : NEWS ONLY Email : mike.wong@asu.edu Michael Wong	Y	0
49	Wayne County Community Service Organization PO Box 276 Wayne, West Virginia 25570 Phone : 304-272-5112 Url : http://www.wccso.org Fax : 1-304-429-0026 Kathy Stephens	N	0

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50	West Virginia Broadcasters Association 140 7th Ave South Charleston, West Virginia 25303 Phone : 304-744-2143 Url : http://www.wvba.com Career Services Manual Posting	N	0
51	West Virginia Career Transition Services 1701 5th Ave Box 16 Schoenbaum Center Charleston, West Virginia 25312 Phone : 304-414-4683 Email : jett.bridget@jobcorps.org Fax : 1-304-414-4684 Bridget Jett	Y	0
52	West Virginia Junior College 1000 Virginia St E Charleston, West Virginia 25301 Phone : 304-345-2820 Email : wvjccareers@gmail.com Career Services	N	0
53	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Phone : 304-766-3290 Sandy Maharaj Manual Posting	N	0
54	West Virginia Tech Box 31 Old Main Montgomery, West Virginia 25136 Phone : 304-442-3185 Email : cantrell.miller@mail.wvu.edu Cantrell Miller	N	0
55	West Virginia University PO Box 6008 Morgantown, West Virginia 26506 Phone : 304-293-2221 Email : sbgresumes@sbgvtv.com Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

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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	7/20/2016	Participation in Job Fairs	ABC 6 On Your Side (WSYX) Job Boot Camp / Job Fair. Our Columbus station produced and executed a Job Fair to help prospective job seekers enhance their skills with respect to resume writing, interviewing and networking as well as had several employers on hand who were seeking potential employees. We heavily advertised on our website and on air. Position openings for Charleston were all presented.	3	HR Coordinator Regional HR Manager HR Coordinator
2	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.	6	Corporate Employment Manager Director, News Development News Talent Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	12/12/2016	Provision of training to management	<p>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>	100	

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4	3/22/2017	Participation in Job Fairs	Leslie Rubin Griffith and Matt Durrett were guest speakers at the George Washington High School Career Fair. They spoke to the students about their jobs as a Multi-media Journalist and Photographer (respectively), what they needed to do from an educational standpoint and how to apply for jobs if pursuing a job in journalism.	2	General Assignment Reporter Photographer
5	4/19/2017	Participation in Job Fairs	ABC 6 On Your Side Job Boot Camp / Job Fair. We produced and executed a Job Fair to help prospective job seekers enhance their skills with respect to resume writing, interviewing and networking as well as had several employers on hand who were seeking potential employees. We heavily advertised on our website and on air.	3	Regional HR Manager General Sales Manager Programming Director
6	4/26/2017	Participation in Job Fairs	Jessica Starkey was a guest speaker at the Marshall University Career Fair. She spoke to the attendees about her job as a Multi-media Journalist, what they needed to do from an educational standpoint and how to apply for jobs if pursuing a job in journalism.	1	General Assignment Reporter

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	5/12/2017	Establishment of an intern program designed to assist members of the community	<p>The station has an internship program as defined below:</p> <p>Program Goal:</p> <p>The goal of our internship program is to recruit candidates from colleges and technical schools to prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> • Develop links with technical schools, universities and colleges to promote the station as a prospective employer. • Create a symbiotic relationship between interns and station employees. • Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry. <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> • The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered. • The applicant must be at least 18 years of age. • The applicant must be in good academic standing, as defined by his or her academic institution. • The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid. 	3	Production Manager News Director HR Coordinator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
			<ul style="list-style-type: none"> • In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements. <p>The Station had 2 interns over this period.</p>		