

WGME,
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Promotions Producer	1-8, 10, 12-22, 24-32, 35-43	16
Sales Account Executive	1-8, 10, 12-15, 17-22, 24-33, 35-43	33
Web Content Specialist	1-8, 10, 12-22, 24-33, 35-43	16
Newscast Director	1-32, 34-43	16
News Editor	1-6, 8-10, 12-32, 34-39, 41-43	16
News Producer	1-6, 8-39, 41-43	29
News Producer	1-6, 8-39, 41-43	11
Sales Account Executive	1-6, 8, 10, 12-15, 17-22, 24-33, 35-39, 41-43	33
Research/Project Coordinator	1-6, 8, 10, 12-22, 24-32, 35-39, 41-43	16
Multimedia Journalist	1-10, 12-15, 17-39, 41-43	29
Master Control Operator	1-15, 17-32, 34-39, 41-43	11
Multimedia Journalist (Experienced)	1-15, 17-32, 34-39, 41-43	11
Multimedia Journalist (Experienced)	1-15, 17-32, 34-39, 41-43	11
Sales Account Executive	1-8, 10-15, 17-22, 24-33, 35-39, 41-43	11
Digital Sales Assistant	1-8, 10, 12-22, 24-32, 35-39, 41-43	16
News Producer	1-3, 5-15, 17-32, 34-39, 41-43	11
Multimedia Journalist	1-3, 5-10, 12-15, 17-32, 34-39, 41-43	39
News Anchor	1-3, 5-32, 34-39, 41-43	16
News Photographer	1-3, 5-10, 12-32, 34-39, 41-43	16
News Editor	1-3, 5-10, 12-32, 34-39, 41-43	16

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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 Street Phoenix, Arizona 85018 Email : slizik@602communications.com Sandy Lizik	N	0
2	Bates College 31 Frye Street Lewiston, Maine Email : ccoxe@bates.edu Colleen Coxe	N	0
3	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Email : jwomack@bishop.edu Julia Womack	N	0
4	Bowdoin College 4900 College Station Brunswick, Maine 4011 Email : cpc@bowdoin.edu Career Services	N	0
5	Careerbuilder.com 8401 Greensboro Dr. Ste 250 McLean, Virginia 22102 Email : sbgresumes@sbgstv.com Andrew Hamburger	N	1
6	Central Maine Community College 1120 Turner St Auburn, Maine 4210 Email : eoken@cmcc.edu Elizabeth Oken	N	0
7	City of Portland 389 Congress St Portland, Maine 4101 Phone : 207-874-8624 Url : http://www.portlandmaine.gov/ Email : jobbank.careercenter@maine.gov Fax : 1-207-874-8937 Kathleen Vosmus	N	0
8	Colby College 4000 Mayflower Hill Waterville, Maine 4901 Email : sbgresumes@sbgstv.com Career Services	N	0

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9	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Email : bille@michaelsmedia.com Michael Bille	N	1
10	Columbia Journalism School-Graduate School 207 Journalism, MC 3801 New York, New York 10027 Email : cujschool.careers@gmail.com Anusha Shrivastava	Y	0
11	Employee Referral	N	8
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	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
14	Howard University, School of Communications 525 Bryant St. NW Room 107 Washington, District of Columbia 20059 Email : cdudley@howard.edu Carol Dudley	Y	0
15	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	10
16	Internal Candidate	N	16

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17	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : NA Email : Eloise@ithaca.edu Eloise Green	Y	0
18	JobsInMe.com P.O. Box 604 Westbrook, Maine 04098 Phone : 1-800-957-1298 ext. 2002 Url : www.jobsinme.com Email : sbgresumes@sbgvtv.com Christina Mercier	N	0
19	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgvtv.com Broadbean Source	N	2
20	Kaplan University 901 Washington Ave Portland, Maine 4103 Email : rklaiber@kaplan.edu Robb Klaiber	N	0
21	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California Danielle Anderson Manual Posting	N	3
22	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
23	Medialine PO Box 51909 Pacific Grove, California 93950 Email : medialine@medialine.com Mark Shilstone	N	0

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24	National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, California Email : info@nhmc.org Alejandra Valenzuela	N	0
25	Native American Journalists Association 395 West Lindsey Street Norman, Oklahoma Email : mark-dreadfulwater@cherokee.org Mark Dreadfulwater	N	0
26	New England School of Communications One College Circle Bangor, Maine 4401 Email : careerservices@husson.edu Bill Devine	N	0
27	Norfolk State Uni., Dept. of Mass Communications & Journalism 700 Park Avenue Norfolk, Virginia 23504 Email : pcbriiggs@nsu.edu Paula C. Briggs, Ph.D.	N	0
28	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
29	SBG Website 10706 Beaver Dam Road Hunt Valley, Maryland 21030 Phone : 410-568-1517 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	13
30	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Southern Maine Community College Fort Rd Portland, Maine 4106 Email : careers@smccme.edu Career Services	N	0
32	St. Joseph's College of Maine 278 Whites Bridge Rd Standish, Maine 4084 Phone : 207-893-6637 Email : pseavor@sjcme.edu Pete Seavor	N	0
33	Station Website	N	6
34	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Email : hedding@talentdynamics.com Christina Hedding	N	0
35	The Career Center 185 Lancaster St Portland, Maine 4101 Phone : 207-347-3250 Email : michael.roland@maine.gov Mike Roland	N	0
36	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
37	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
38	Thomas College 180 West River Rd Waterville, Maine 4901 Email : careerhelp@thomas.edu Diane Anderson	N	0

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39	Tvjobs.com PO Box 4116 Oceanside, California 92052 Email : admin@tvjobs.com Mark Holloway	N	7
40	University of New England 11 Hills Beach Rd Biddeford, Maine 4005 Email : bccareerservices@une.edu Career Services	N	0
41	University of Southern Maine 96 Falmouth St Portland, Maine 4104 Email : careers@usm.maine.edu Career Services	N	0
42	US Army Wounded Warrior Program 200 Stovall Street Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
43	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 855-278-5080 Url : News Only Email : mike.wong@asu.edu Michael Wong	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			67

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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	1/4/2016	Establishment of an intern program designed to assist members of the community	WGME Chief Meteorologist Charlie Loprestie and weather team participated and led a educational opportunity primarily on meteorology with a 3 week internship for a student from Plymouth State University who is studying meteorology. Included were meteorology education, natural disasters in Maine, methods used to predict weather, names associated with weather patterns and storms, measurement of rain and snow and setting up actual live weather TV broadcasts with the newsroom staff.	1	Chief Meteorologist
2	1/26/2016	Participation in events sponsored by community groups	Adam Epstein, Meteorologist at WGME did a slide presentation and spoke to a group of 40 at a breakfast for Fryeburg Maine Rotary about a typical day as a Meteorologist, how weather maps work, predicting the upcoming weather, his job responsibilities and the ever changing field of Broadcast Meteorology. Concluded with Q&A from attendees.	1	Meteorologist
3	2/2/2016	Participation in events or programs sponsored by educational institutions	WGME/WPFO participated in Bowdoin College job fair with over 30 other vendors networking and promoting current employment opportunities. Conversed with attendees regarding careers within broadcasting industry. Handed out information sheets for current openings and contact information and also reminded people to check out the Sinclair Broadcasting website for all openings and let their friends and family know as well.	2	HR Payroll Coordinator LSM

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4	2/11/2016	Participation in events or programs sponsored by educational institutions	WGME participated in a large job fair at University of Maine with over 90 other vendors open to the public as well as students networking and promoting positions within the broadcast industry. Handed out information sheets for current openings at WGME/WPFO and directed people to go to our station website as well as the Sinclair site to check out all positions with company. Networked with other vendors as to their job openings and other job fairs and events they may be attending.	2	HR Payroll Coordinator Director of Operations
5	3/2/2016	Participation in events or programs sponsored by educational institutions	WGME participated in job fair at University of New England with over 45 other vendors open to the public as well students. Promoted and networked with attendees in regards to our current jobs and also within the broadcast industry. Handed out information sheets for current openings at WGME/WPFO. Directed people to go to our station website as well as the Sinclair site to check out all positions with the company. Did networking with other vendors as to other community events in our area.	2	HR Payroll Coordinator Director of Operations

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6	4/1/2016	Participation in scholarship programs	<p>The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education.</p> <p>The Fund complements Sinclair's existing widespread internship program as well as Sinclair's long-standing relationships with numerous colleges, including historically black colleges and universities in markets where Sinclair has stations. This Fund is another way for Sinclair to invest in the future of broadcast television, by ensuring that students dedicated to careers in broadcasting can complete their educations.</p> <p>Posted to our station's website WGME.</p>	1	Employment Mgr.
7	4/7/2016	Participation in events or programs sponsored by educational institutions	<p>WGME's Chief Meteorologist, Charlie Loprestie spoke to a junior school class of 50 students doing a lecture and slide presentation of weather and what a meteorologist's work day consists of. Subjects of weather presentation, meteorology education, natural disasters in Maine, methods used to predict weather and names associated with weather patterns and storms and how to measure rain and snow. This was followed by Q&A session with students.</p>	1	Chief Meteorologist

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8	4/14/2016	Participation in events or programs sponsored by educational institutions	WGME/WPFO participated in a job fair at Southern Maine Community College with over 45 other vendors that was open to the public as well as campus students. Promoted and networked with attendees about our current job opportunities as well as country wide openings within Sinclair. Handed out job information sheets and directed attendees to station website and Sinclair site to check out all positions. Networked with other vendors as to other venues coming up in our area.	2	HR Payroll Coordinator Local Sales Mgr WPFO
9	4/20/2016	Participation in Job Fairs	Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair Broadcasting at the National Association of Broadcasters Career Fair, hosted by 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.	4	Regional HR Mgr. Human Resources Business Manager Dir. Digital Content & Solutions
10	6/1/2016	Participation in events or programs sponsored by educational institutions	WGME/WPFO hosted a station/newsroom/meteorology tour for Thornton Academy with 6 exchange students (all from different countries), that are on the school's media team and who want to go on to college for media/broadcast studies. Along with their teachers they saw what it takes to run a TV station and the production of a live broadcast. This was followed by a weather presentation with our Chief Meteorologist on meteorology education, natural disasters in Maine, methods used to predict weather and names associated with weather patterns and storms. This was followed by a Q&A	3	HR Payroll Coordinator Director of Operations Chief Meteorologist

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11	6/9/2016	Sponsorship of events in the community designed to increase public awareness	2016 State of Maine Business to Business Event with over 120 Maine businesses, colleges and career organization networking and promoting their organization , job education, growth ideas, career opportunities in Maine and New England. WGME/WPFO talked about careers in broadcasting showing videos within Sinclair Broadcasting Group and provided informational hand outs on our current openings as well as directed them to go to our website to check out all opportunities.	4	HR Payroll Coordinator Gen Sales Mgr Account Executive Account Executive
12	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.	5	

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13	10/31/2016	Establishment of training programs for station personnel	<p>SBG, Inc. and its 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 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. 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 which 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>	1	Employment Mgr.