

**WGME**  
**EEO PUBLIC FILE REPORT**  
**December 2, 2016 - November 30, 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
Account Executive	1-3, 5-8, 10-15, 18-21, 23-24, 26-35, 37-38, 40-45	11
Local Sales Assistant	1-3, 5-8, 10, 12-15, 18-21, 23-24, 26-35, 37-38, 40-45	31
News Producer	1-3, 5-15, 18-21, 23-34, 36-38, 40-45	20
News Producer	1-3, 5-15, 18-21, 23-34, 36-38, 40-45	11
News Photographer	1-3, 5-10, 12-15, 17-38, 40-45	17
Multi-Media Journalist	1-3, 5-10, 12-16, 18-21, 23-38, 40-45	42
Multi-Media Journalist	1-3, 5-10, 12-16, 18-21, 23-38, 40-45	31
Sales Account Executive	1-8, 10-15, 18, 20-21, 23-24, 26-34, 37-38, 40-45	11
Maintenance Engineer	1-3, 5-8, 10, 12-15, 18, 20-21, 23-24, 26-35, 37-38, 40-45	15
Copy Coordinator	1-3, 5-8, 10, 12-15, 18, 20-21, 23-24, 26-34, 37-38, 40-45	15
Engineering Technician	1-3, 5-6, 8, 10, 12-15, 18, 20-21, 23-24, 26-34, 37-38, 40-45	12
Promotions Producer	1-3, 5-6, 8, 10-16, 18, 20-21, 23-24, 26-34, 37-38, 40-45	15
News Producer	1-3, 5-16, 18, 20-34, 36-38, 40-45	16
News Producer	1-3, 5-16, 18, 20-34, 36-38, 40-45	11
News Producer	1-3, 5-15, 18, 20-21, 23-34, 36-38, 40-45	11
Multimedia Journalist	1-3, 5-15, 18, 20-21, 23-34, 36-38, 40-45	11
Director	1, 3, 5-8, 10-15, 18, 20-21, 23-24, 26, 28-34, 37-45	11

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## 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
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	Career Fair	N	1
5	Careerbuilder.com 8401 Greensboro Dr. Ste 250 McLean, Virginia 22102 Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
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 : <a href="http://www.portlandmaine.gov/">http://www.portlandmaine.gov/</a> Email : <a href="mailto:jobbank.careercenter@maine.gov">jobbank.careercenter@maine.gov</a> 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	0
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	11
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	1
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	1
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	11
16	Internal Candidate	N	4
17	Internet Ad-not directly contacted by SEU	N	1

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

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26	National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, California Email : info@nhmc.org Alejandra Valenzuela	N	0
27	Native American Journalists Association 395 West Lindsey Street Norman, Oklahoma Email : mark-dreadfulwater@cherokee.org Mark Dreadfulwater	N	0
28	New England School of Communications One College Circle Bangor, Maine 4401 Email : careerservices@husson.edu Bill Devine	N	0
29	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
30	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
31	SBG Website 10706 Beaver Dam Road Hunt Valley, Maryland 21030 Phone : 410-568-1517 Url : http://www.sbg.net Email : employment@sbgvtv.com Sharon Pickeral	N	11

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32	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
33	Southern Maine Community College Fort Rd Portland, Maine 4106 Email : <a href="mailto:careers@smcme.edu">careers@smcme.edu</a> Career Services	N	0
34	St. Joseph's College of Maine 278 Whites Bridge Rd Standish, Maine 4084 Phone : 207-893-6637 Email : <a href="mailto:pseavor@sjcme.edu">pseavor@sjcme.edu</a> Pete Seavor	N	0
35	Station Website	N	6
36	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Email : <a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a> Christina Hedding	N	0
37	The Career Center 185 Lancaster St Portland, Maine 4101 Phone : 207-347-3250 Email : <a href="mailto:michael.roland@maine.gov">michael.roland@maine.gov</a> Mike Roland	N	0
38	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0

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39	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
40	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
41	Thomas College 180 West River Rd Waterville, Maine 4901 Email : careerhelp@thomas.edu Diane Anderson	N	0
42	Tvjobs.com PO Box 4116 Oceanside, California 92052 Email : admin@tvjobs.com Mark Holloway	N	3
43	University of Southern Maine 96 Falmouth St Portland, Maine 4104 Email : careers@usm.maine.edu Career Services	N	0
44	US Army Wounded Warrior Program 200 Stovall Street Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
45	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

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>54</b>



# WGME

## EEO PUBLIC FILE REPORT

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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>
1	2/14/2017	Participation in events or programs sponsored by educational institutions	WGME/WPFO participated in Bowdoin College job fair with over 50 other employer vendors networking and promoting current Sinclair job opportunities at our stations. Conversed with attendees and college staff regarding types of careers within the broadcast industry. Handed out information sheets for current openings and reminded all to check out Sinclair Broadcasting website for all openings and let family and friends know as well. Networked with other vendors as to their job types and other job fairs and events coming up.	2	HR Payroll Coordinator Director of Operations
2	3/2/2017	Participation in events or programs sponsored by educational institutions	WGME/WPFO participated in large Career fair held at University of Maine Campus with over 75 other vendors open to the public as well as students. We did networking and promoting of open positions within Sinclair Broadcast Group. Handed out information regarding current openings at WGME/WPFO and direct attendees to station website to apply as well as Sinclair website for openings around the country. Networked with other vendors as to other venue and fairs coming up in 2017.	3	HR Payroll Coordinator Director of Operations Marketing Consultant
3	3/7/2017	Participation in events or programs sponsored by educational institutions	WGME/WPFO participated in a career fair at University of New England with over 50 other vendors open to the public as well as students. Promoted and networked with attendees in regards to our current employment openings as well as in our industry. Handed out information sheets on open positions at WGME/WPFO. Directed attendees to go to our station website as well as Sinclair site to check out all open opportunities. Networked with other vendors as to other community events in our area.	2	HR Local Sales Mgr WPFO

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4	3/16/2017	Participation in events sponsored by community groups	WGME/WPFO Meteorologists did a Weather 101 class and spoke to a community group doing a lecture and slide presentation of weather and what a meteorologist's work day consists of. Subjects of meteorology education, natural disasters in Maine and around the country, methods used to predict weather and names associated with weather patterns, storms and how to measure rain and snow. This was followed by Q&A session.	2	Chief Meteorologist Meteorologist
5	3/21/2017	Participation in events or programs sponsored by educational institutions	WGME/WPFO participated in a Career Fair at St. Joseph's College with over 40 other employer vendors. Promoted and networked with attendees in regards to all current employment opportunities within our stations as well as in the Sinclair industry. Handed out information sheets on open positions at WGME/WPFO and directed attendees to our website for additional information and the application process. Networked with other vendors as to other venues coming up in our areas.	2	HR Payroll Coordinator Local Sales Mgr WGME
6	3/23/2017	Participation in events or programs sponsored by educational institutions	WGME/WPFO participated in Internship & Career Fair at Emerson College in Boston, MASS with over 50 other vendors including other media companies. Both stations as well as Sinclair Broadcast Group was represented. Promoted and networked with attendees in regards to all open positions. Handed out information sheets on all current employment opportunities at WGME/WPFO as well as directed parties to the Sinclair website for all open positions.	2	HR Payroll Coordinator News Director

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7	4/7/2017	Participation in events or programs sponsored by educational institutions	WGME Charlie Lopresti, Chief Meteorologist hosted a station tour/weather 101 for 10 students from Plymouth State College Broadcast Meteorology class. Students given tour and Charlie talked about a typical day as a Meteorologist and the job responsibilities and meteorology education. Slide show on natural disasters in Maine, methods used to predict weather, names associated with weather patterns and storms and how to measure rain and snow. This was followed by Q&A session.	3	Chief Meteorologist Human Resources Operations Director
8	4/27/2017	Participation in events sponsored by community groups	WGME Meteorologist Adam Epstein hosted a luncheon Weather 101 lecture with State of Maine Family Federal Credit Union for 65 people presenting a slide show and lecture on a meteorologist's day at work, their responsibilities, natural disasters in Maine, methods used to predict weather, names associated with weather patterns and storms, measurement of rain and snow. This was followed by Q&A session.	1	Meteorologist
9	6/15/2017	Sponsorship of events in the community designed to increase public awareness	2017 Maine Business to Business Event with over 150 Maine businesses, colleges and career organizations networking and promoting job education, growth ideas and employment opportunities in Maine and New England. WGME/WPFO had center booths and discussed broadcasting careers with Sinclair and provided informational handouts on current employment openings as well as directed people to the Sinclair website.	4	HR Coordinator Creative Manager Marketing Consultant General Sales Manager

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10	8/8/2017	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 and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017. 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 Mgr News Talent Mgr. Director Training & Development
11	9/6/2017	Participation in events sponsored by community groups	WGME Meteorologist Adam Epstein hosted a Weather 101 lecture and Q&A session with State of Maine Central Maine Power with 50 attendees presenting a slide show and lecture on a meteorologist's day at work, their education, their responsibilities, natural disasters in Maine, methods used to predict weather, names associated with weather patterns and storms measurement of rain and snow.	1	Meteorologist
12	10/19/2017	Participation in events sponsored by community groups	WGME Meteorologist Adam Epstein hosted a Weather 101 lecture and Q&A session with Avangrid, a northeast diversified energy and utility company. 40 attendees from Maine, New York, Connecticut were in attendance. Slide show and lecture were presented on a meteorologist's day at work, their education and responsibilities. Discussion on natural disasters in Maine, methods used to predict weather, names associated with weather patterns and storm measurements of snow and rain.	1	Meteorologist