

WGME
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
Operations Technician	1-7, 9, 15, 17-19, 21, 23-27, 29-37, 39-46	37
Sales/Marketing Consultant	1-7, 9, 13-14, 17-19, 21, 23-27, 29-36, 39-46	13
Sales/Marketing Consultant	1-7, 9, 13-14, 17-19, 21, 23-27, 29-36, 39-46	14
Commercial Production Producer	1-9, 11, 13, 17-19, 21, 23-36, 38-46, 48	13
Promotions Producer	1-7, 9, 11, 13, 17-21, 23-27, 29-36, 39-46, 48	13
Newscast Director	1-9, 17-36, 38-48	47
News Photographer	1-9, 11, 13-14, 17-24, 26-36, 38-46, 48	13
Regional National Sales Assistant	1-7, 9, 17-21, 23-24, 26-27, 29-36, 39-46, 48	21
News Editor	1-9, 14, 17-21, 23-24, 26-36, 38-46, 48	34
Newscast Director	1-9, 17-21, 23-36, 38-46, 48	44
Multimedia Journalist	1-9, 12, 14, 17-21, 23-36, 38-46, 48	12
Multimedia Journalist	1-9, 12, 14, 17-21, 23-36, 38-46, 48	14
Engineering Technician	1-7, 9, 11, 17-21, 23-27, 29-36, 39-46, 48	21
Creative Services Manager	1-7, 9, 13, 17-21, 23-27, 29-36, 39-46, 48	13
Local Sales Assistant	1-7, 9, 14, 17-21, 23-27, 29-36, 39-46, 48	14
Promotions Producer	1-7, 9, 11, 13, 17-21, 23-27, 29-36, 39-46, 48	13
Promotions Producer	1-7, 9, 11, 13, 17-21, 23-27, 29-36, 39-46, 48	20
Digital Sales Assistant	1-7, 9, 16-21, 23-27, 29-36, 39-46, 48	21
Marketing / Sales Consultant	1-7, 9, 17-21, 23-27, 29-36, 39-46, 48	21
News Producer	1-11, 15, 17-21, 23-36, 38-46, 48	10
Multimedia Journalist	1-7, 9, 15, 17-21, 23-27, 29-37, 39-46, 48	37

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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	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Url : http://www.asu.edu Email : mike.wong@asu.edu Mike Wong	Y	0
3	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Email : jwomack@bishop.edu Julia Womack	N	0
4	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
5	Central Maine Community College 1120 Turner St Auburn, Maine 4210 Email : eoken@cmcc.edu Elizabeth Oken	N	0
6	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

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7	Colby College 4000 Mayflower Hill Waterville, Maine 4901 Email : sbgresumes@sbgstv.com Career Services	N	0
8	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Email : bille@michaelsmedia.com Michael Bille	N	0
9	Columbia Journalism School-Graduate School 207 Journalism, MC 3801 New York, New York 10027 Email : cujschool.careers@gmail.com Anusha Shrivastava	Y	0
10	Corporate Recruiter	N	1
11	Current Employee	N	6
12	Current Employee - Transfer/Promotion	N	1
13	Current Employee/Internal Promotion	N	6
14	Employee Referral	N	6
15	Facebook post	N	3
16	Former Employee	N	1
17	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
18	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0

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19	Howard University, School of Communications 525 Bryant St. NW Room 107 Washington, District of Columbia 20059 Email : cdudley@howard.edu Carol Dudley	Y	0
20	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	1
21	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
22	Internet Ad-not directly contacted by SEU	N	2
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	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	1
25	Kaplan University 901 Washington Ave Portland, Maine 4103 Phone : 207-333-3300 Email : kashina.cusson@kaplan.edu Kashina Cusson	N	0

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26	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	2
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
28	Medialine PO Box 51909 Pacific Grove, California 93950 Email : medialine@medialine.com Mark Shilstone	N	0
29	National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, California Email : info@nhmc.org Alejandra Valenzuela	N	0
30	New England School of Communications One College Circle Bangor, Maine 4401 Email : careerservices@husson.edu Bill Devine	N	1
31	Norfolk State Uni., Dept. of Mass Communications & Journalism 700 Park Avenue Norfolk, Virginia 23504 Email : pcbriggs@nsu.edu Paula C. Briggs, Ph.D.	N	0
32	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	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
34	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	4
35	Southern Maine Community College Fort Rd Portland, Maine 4106 Email : careers@smccme.edu Career Services	N	0
36	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
37	Station Website	N	3
38	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Email : hedding@talentdynamics.com Christina Hedding	N	0
39	The Career Center 185 Lancaster St Portland, Maine 4101 Phone : 207-347-3250 Email : michael.roland@maine.gov Mike Roland	N	0

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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 Url : http://www.themuse.com 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	Thomas College 180 West River Rd Waterville, Maine 4901 Email : careerhelp@thomas.edu Diane Anderson	N	0
44	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	2
45	University of Southern Maine 96 Falmouth St Portland, Maine 4104 Email : careers@usm.maine.edu Career Services	N	0

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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	Word of Mouth Referral	N	1
48	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

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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	1/17/2018	Participation in events sponsored by community groups	WGME Anchor/Investigative Reporter Jon Chrisos presented at a State of Maine Chamber of Commerce meeting in Augusta, ME with over 80 attendees discussing the broadcasting industry and what it takes to be a journalist, their responsibilities, education and captivating their audience. Employment opportunities at WGME were discussed and information sheets handed out directing them to our station website as well as the Sinclair site. This was followed by a Q&A session.	2	HR Coordinator Investigation Reporter
2	2/28/2018	Participation in events or programs sponsored by educational institutions	WGME/WPFO participated in a Career Fair at St. Joseph's College with over 70 other employer vendors. Promoted and networked with attendees in regards to current job openings 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 application process. Networked with our vendors as to other community events in our area.	2	HR Payroll Coordinator Local Sales Mgr WGME
3	3/1/2018	Participation in events or programs sponsored by educational institutions	WGME/WPFO participated in a career fair at University of New England with over 75 other employer vendors. Open to the public as well as students. Promoted and networked with attendees in regards to all current job opening at our stations as well as in our industry. Handed out information sheets on our employment opportunities and directed attendees to our website as well as Sinclair's for application process. Networked with our vendors as to other community events in our area.	2	HR Payroll Coordinator Local Sales Mgr WPFO

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4	3/16/2018	Participation in events or programs sponsored by educational institutions	WGME attended HR Day held at University of Maine by Maine Department of Labor, State Community Colleges and Universities. Presentations given on living, education and working in Maine and different types of job markets. Visited booths of local community colleges and universities and discussed current employment opportunities at WGME/WPFO as well as handed out information sheets on openings. Networked with MDOL departments and schools and inquired to other community events and job fairs in the local area.	1	HR Payroll Coordinator
5	4/11/2018	Participation in Job Fairs	WGME/WPRO participated in the Annual York County Job Fair in Springvale, Maine with over 100 other employers in attendance from Maine and New Hampshire. Promoted and discussed all current station openings. Information sheets provided with contact information for each opportunity as well as provided Sinclair website for all open employment positions.. Networked with other employers as to other employment venues coming up in the surrounding areas.	3	HR Coordinator Local Sales Mgr WGME Marketing Consultant
6	6/7/2018	Sponsorship of events in the community designed to increase public awareness	WGME/WPFO was a sponsor for the 2017 LA Metro Business Expo & Job Fair with over 75 vendors/employers in attendance 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 information sheets on all current openings at our stations as well as directed attendees to Sinclair website. Networked with other vendors.	4	HR Coordinator Local Sales Mgr WGME Digital Sales Mgr Promotions Producer

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7	6/7/2018	Participation in events or programs sponsored by educational institutions	WGME Meteorologist hosted a Weather 101 lecture and Q&A for Durham Community Schools. Presented slide show and lecture on a meteorologist's day at work, their education, responsibilities, natural disasters in Maine, methods used to predict weather, names associated with weather patterns and storms measurement of rain and snow. Students followed up with questions about a career in broadcast.	3	Meteorologist Photographer
8	8/3/2018	Participation in Job Fairs	Sinclair's 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 Mgr Dir. Training & Development News Talent Mgr.