

**WGME**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Marketing / Sales Consultant	1-7, 9, 13-19, 21-26, 28-35, 38-45, 47	13
Marketing / Sales Consultant	1-7, 9, 13-19, 21-26, 28-35, 38-45, 47	13
Marketing / Sales Consultant	1-7, 9, 13-19, 21-26, 28-35, 38-45, 47	19
Marketing / Sales Consultant	1-7, 9, 13-19, 21-26, 28-35, 38-45, 47	19
Meteorologist / Reporter	1-9, 13, 15-19, 22-45, 47	33
Promotions Producer	1-7, 9, 15-19, 22-26, 28-36, 38-45, 47	36
Executive Producer	1-10, 15-20, 22-35, 37-45, 47	20
News Producer	1-10, 12, 15-19, 22-35, 37-45, 47	12
Local Sales Assistant	1-7, 9, 13, 15-19, 22-26, 28-35, 38-45, 47	13
News Photographer	1-10, 12, 15-19, 22-35, 37-45, 47	12
News Director	1-11, 15-19, 22-35, 37-45, 47	11
Master Control Operator	1-7, 9, 13, 15-19, 22-26, 28-35, 38-45, 47	13
News Producer	1-10, 15-19, 22-35, 37-45, 47	33
Engineering Technician	1-7, 9-10, 15-19, 22-26, 28-35, 38-45, 47	19
Newscast Director	1-9, 12-13, 15-19, 22-45, 47	12
News Producer	1-10, 15-19, 22-35, 37-47	46
News Assignment Editor	1-7, 9-10, 15-19, 22-26, 28-35, 38-45, 47	19
News Editor	1-7, 9-10, 13, 15-19, 21-26, 28-35, 38-45, 47	13
News Producer	1-7, 9, 11, 15-19, 22-26, 28-35, 38-45, 47	11
News Producer	1-9, 13, 15-19, 22-35, 37-45, 47	13
News Editor	1-7, 9, 15-19, 22-26, 28-35, 38-45, 47	25

**WGME**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

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

<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>
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 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 : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : sbgresumes@sbgstv.com Cole Rowley	N	1
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 : <a href="http://www.portlandmaine.gov/">http://www.portlandmaine.gov/</a> Email : jobbank.careercenter@maine.gov Fax : 1-207-874-8937 Kathleen Vosmus	N	0
7	Colby College 4000 Mayflower Hill Waterville, Maine 4901 Email : sbgresumes@sbgstv.com Career Services	N	0

**WGME**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

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

<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>
8	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
9	Columbia Journalism School-Graduate School 207 Journalism, MC 3801 New York, New York 10027 Email : <a href="mailto:cujsschool.careers@gmail.com">cujsschool.careers@gmail.com</a> Anusha Shrivastava	Y	0
10	Current Employee	N	10
11	Current Employee - Transfer/Promotion	N	2
12	Current Employee/Internal Promotion	N	3
13	Employee Referral	N	11
14	Former Employee Referral	N	1
15	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
16	Hire A Hero PO Box 6808 Morango, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
17	Howard University, School of Communications 525 Bryant St. NW Room 107 Washington, District of Columbia 20059 Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	Y	0
18	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	Y	0

**WGME**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

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

<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>
19	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	32
20	Internal Transfer/Promotion	N	1
21	Internet Ad-not directly contacted by SEU	N	2
22	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
23	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	1
24	Kaplan University 901 Washington Ave Portland, Maine 4103 Phone : 207-333-3300 Email : <a href="mailto:kashina.cusson@kaplan.edu">kashina.cusson@kaplan.edu</a> Kashina Cusson	N	0
25	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Laura Rehn	N	8
26	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0

**WGME**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

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

<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>
27	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
28	National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, California Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Alejandra Valenzuela	N	0
29	New England School of Communications One College Circle Bangor, Maine 4401 Email : <a href="mailto:careerservices@husson.edu">careerservices@husson.edu</a> Bill Devine	N	0
30	Norfolk State Uni., Dept. of Mass Communications & Journalism 700 Park Avenue Norfolk, Virginia 23504 Email : <a href="mailto:pcbriggs@nsu.edu">pcbriggs@nsu.edu</a> Paula C. Briggs, Ph.D.	N	0
31	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
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	1
33	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	5

**WGME**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

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

<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>
34	Southern Maine Community College Fort Rd Portland, Maine 4106 Email : careers@smccme.edu Career Services	N	0
35	St. Joseph's College of Maine 278 Whites Bridge Rd Standish, Maine 4084 Phone : 207-893-6637 Email : pseavor@sjcme.edu Pete Seavor	N	1
36	Station Website	N	4
37	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
38	The Career Center 185 Lancaster St Portland, Maine 4101 Phone : 207-347-3250 Email : michael.roland@maine.gov Mike Roland	N	0
39	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 : sbgresumes@sbgstv.com Broadbean Source	N	0
40	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : sbgresumes@sbgstv.com Andrea Siegle	N	0

**WGME**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

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

<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>
41	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
42	Thomas College 180 West River Rd Waterville, Maine 4901 Email : <a href="mailto:careerhelp@thomas.edu">careerhelp@thomas.edu</a> Diane Anderson	N	0
43	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	0
44	University of Southern Maine 96 Falmouth St Portland, Maine 4104 Email : <a href="mailto:careers@usm.maine.edu">careers@usm.maine.edu</a> Career Services	N	1
45	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0
46	Word of Mouth Referral	N	1
47	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>85</b>

**WGME**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

**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	2/12/2019	Participation in events or programs sponsored by educational institutions	WGME/WPFO Meteorologist did a Weather 101 class and spoke to Bonney Eagle elementary school class and teachers 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 from students and teachers.	1	Chief Meteorologist
2	3/5/2019	Participation in events or programs sponsored by educational institutions	WGME Charlie Lopresti, Chief Meteorologist hosted a Weather 101 class for Gorham Great Falls Middle School.. Charlie discussed a typical day as a Meteorologist, the job responsibilities and meteorology education. Presented a 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.	1	Chief Meteorologist
3	3/7/2019	Participation in Job Fairs	WGME/WPFO participated in large Career Fair at University of Maine at Portland Campus with over 100 other employer vendors that was also open to the public as well. Promoted, discussed all current employment positions and handed out job descriptions as well as directed attendees to station and company website for all positions available. Networked with other vendors for other job venue possibilities in the area.	2	HR Payroll Coordinator Local Sales Mgr WGME



**WGME**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

**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>
4	3/27/2019	Participation in events or programs sponsored by educational institutions	WGME Charlie Lopresti, Chief Meteorologist hosted a Weather 101 class for Eight Corners School in Scarborough, ME. 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.	1	Chief Meteorologist
5	3/27/2019	Participation in Job Fairs	WGME/WPFO participated in a Career Fair held at St. Joseph's College with over 75 other employer vendors. Open to the public as well. Promoted and networked with attendees in regards to current employment openings at our stations as well as in the Sinclair industry. Handed out job information sheets and directed attendees to station and Sinclair websites for additional information and application process. Networked with other vendors as to other community events in out area.	2	HR Payroll Coordinator Local Sales Mgr WPFO
6	4/9/2019	Participation in Job Fairs	The Corporate Employment Coordinator, and local station HR Coordinator represented all Sinclair locations at the job fair hosted by the Broadcast Education Association on April 9th, 2019, in coordination with the April 2019 NAB Show, in Las Vegas, NV. They met with potential candidates and reviewed resumes, tapes, discussed current job vacancies and future job opportunities/possibilities at the locations across the country. All candidates who visited the booth are followed-up with for relevant positions, including current and future job inquiries when applicable.	2	Corporate Employment Coordinator Station HR Coordinator

**WGME**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

**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>
7	4/11/2019	Participation in Job Fairs	WGME/WPFO participated in the annual York County Job Fair in Springvale, Maine with over 75 other employers in attendance from Maine and New Hampshire. Promoted and discussed all current station employment opportunities, provided information sheets with contact information for positions as well as the Sinclair website. Networked with other vendors as to other venues coming up in the area.	3	HR Payroll Coordinator Local Sales Mgr WPFO Photographer
8	4/16/2019	Participation in events sponsored by community groups	WGME/WPFO held a station tour and Q&A session for Girls Scouts Den of Portland, Me with 13 attendees. Focus was A Look Behind the Scenes With News and Weather 101. Meteorologist presented slide show and lecture on a meteorologist's day at work, their education, responsibilities, natural disasters in Maine, methods used to predict weather and names associated with weather patterns. News Anchor provided insight to a live studio newscast showing the use of a green screen, using a video prompter and a Q&A session. Attendees followed up with questions about careers in the TV broadcast world.	4	Promotions Manager Meteorologist News Anchor HR Coordinator
9	5/1/2019	Participation in events or programs sponsored by educational institutions	WGME/WPFO hosted a station tour and Q&A session with students from Southern Maine Community College Mass Communications and Writing for Visual Media classes. Host by Jennifer Tracy, Anchor/Reporter who is also a part time professor at the college. Students were given a tour of the station and live studio and introduced to all aspects of the newsroom staff and met different news personnel; editors, directors, producers, news anchors, meteorologists.. Q&A session held discussing education, finding the right job, daily job responsibilities, dealing with breaking news. Ended with watching our live newscast.	3	Anchor/Reporter HR Coordinator Assistant News Director

## WGME

## EEO PUBLIC FILE REPORT

December 1, 2018 - November 30, 2019

## III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	5/15/2019	Participation in events or programs sponsored by educational institutions	Dustin Bonk, Meteorologist hosted a Weather 101 lecture and Q&A session with Waterville Junior High School students, 32 attendees. 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
11	5/21/2019	Participation in events or programs sponsored by educational institutions	WGME hosted a station tour for students from the Jobs for Maine Grads Program. This was led by our chief newscast director with a tour of the news room and live studio including watching a live newscast. Q&A session was held including conversations with newsroom personnel; editors, producers, directors, anchors and meteorologists which encompassed discussions on their education, daily job responsibilities and what a day in the newsroom can be like. Current employment opportunities were discussed.	2	HR Payroll Coordinator Chief Director
12	8/7/2019	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 convention/career expo in Miami, FL August 7 – 9th, 2019. 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	Employment Manager Director, News Training and Development News Talent Manager

**WGME**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

**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>
13	10/9/2019	Participation in events or programs sponsored by educational institutions	WGME Charlie Lopresti, Chief Meteorologist hosted a Weather 101 class for 35 students from Bonney Eagle Middle School Outdoor Education Group. .Discussions of a typical day as a Meteorologist, the job responsibilities and meteorology education as well as other newsroom positions. Presented a 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 and live show of a green screen.	3	Chief Meteorologist Digital Sales Mgr On-Air Mktg Mgr.