

**WTOV**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2017 - May 31, 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
Multimedia Journalist	1-8, 12-20, 22, 24-47, 49-58, 60, 62-64, 66-67	43
Sales Account Executive	1-8, 11-14, 16-20, 22-47, 49-58, 60-64, 66-67	11
News Producer	1-8, 12-14, 16-20, 22, 24-47, 49-58, 60, 62-64, 66-67	13
Promotions Producer	1-9, 12, 14, 16-20, 22, 24-47, 49-58, 60 -64, 66-67	29
Local Sales Assistant	1-8, 12, 14, 16-20, 22, 24-47, 49-58, 60 -64, 66-67	6
Production Technician-Master Control Operator	1-8, 12-14, 16-20, 22, 24-47, 49-58, 60- 64, 66-67	43
Production Technician-Master Control Operator	1-8, 12-14, 16-20, 22, 24-47, 49-58, 60- 64, 66-67	22
Graphic Designer/Video Editor	1-8, 10, 12-14, 16-20, 22, 24-47, 49-58, 60-64, 66-67	10
Director	1-2, 4-8, 12-14, 16-20, 22, 24-47, 49- 58, 60-64, 66-67	13
Director	1-2, 4-8, 12-14, 16-20, 22, 24-47, 49- 58, 60-64, 66-67	13
Digital Content Producer	1-2, 5-9, 12-14, 16-20, 22, 24-25, 27- 47, 49-58, 60-64, 66-67	13
Marketing Consultant	1-2, 5-8, 12, 14, 16-20, 22, 24-25, 27- 47, 49-64, 66-67	22
Marketing Consultant	1-2, 5-8, 12, 14, 16-20, 22, 24-25, 27- 47, 49-64, 66-67	59
News Producer	1-2, 5-9, 12-14, 16-20, 22, 24-25, 27- 58, 60-64, 66-67	61
News Photographer	1-2, 5-8, 12-14, 16-20, 22, 24-25, 27- 58, 60-67	43
Human Resources & Payroll Coordinator	1-2, 4-8, 12, 16-22, 24-25, 27-58, 60- 61, 63-67	43
Multimedia Journalist	1-2, 4-8, 12, 16-22, 25, 27-58, 60-61, 63-67	50
Digital Campaign Manager	1-2, 4-9, 11-12, 16-22, 25, 27-58, 60- 61, 63, 65-67	11

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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>
1	Bel. Cty. Job & Family Serv. 310 Fox-Shannon Place St. clairsville, Ohio 43950 Phone : 740-633-5627 Email : schlam@odjfs.state.oh.us Mike Schlanz	Y	0
2	Bethany College Main Street Bethany, West Virginia 26032 Phone : 304-829-7150 Email : career@bethanywv.edu Amy Van Horne	N	0
3	Bethany College Communication Dept. Bethany, West Virginia 26032 Phone : 304-829-7716 Email : megamble@bethanywv.edu M.E. Gamble	N	0
4	Bradley University Smith Career Center Bradley University Smith Career Center Peoria, Illinois 61625 Phone : 309-677-2510 Email : sandymc@bradley.edu Sandy McDermott	N	0
5	California University of Pennsylvania 250 University Ave. California, Pennsylvania 15419 Phone : 724-938-1511 Email : recruit@calu.edu Kelsey Davin	N	0
6	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 Andrew Hamburger	N	1

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7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Email : vonende@michaelsmedia.com Mike Von Ende	N	0
8	Collegiate Broadcasters Inc. PO BOX D Austin, Texas 78713 Phone : 713-348-2935 Email : cbjob@rice.edu Will Robedee	N	0
9	Current Employee	N	5
10	Current Employee - Transfer/Promotion	N	1
11	Current Employee/Internal Promotion	N	2
12	Eastern Gateway Community College 4000 Sunset Blvd. Steubenville, Ohio 43952 Phone : 740-264-5591 Email : jmiller@egcc.edu Judy Miller	Y	1
13	Employee Referral	N	21
14	Family Service-Upper Ohio Valley 51-11th St Wheeling, West Virginia 26003 Phone : 304-233-2350 Email : atraylor@fsuov.com Arlene Traylor  Prong 2 Ended Date: 1/9/2018	N	0
15	Former Employee Referral	N	1
16	Franciscan Univ. of Steub. 1235 University Blvd Steubenville, Ohio 43952 Phone : 740-284-5232 Email : nronevich@franciscan.edu Nancy Ronevich	Y	3

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17	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	1
18	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 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 Alicia Lawrence	N	0
19	Hocking College 3301 Hocking Parkway Nelsonville, Ohio 45764 Phone : 740-753-7147 Email : <a href="mailto:tompkins_h@hocking.edu">tompkins_h@hocking.edu</a> Harry Tompkins	N	0
20	Howard University School of Communications 525 Bryant St. NW Room 107 Washington, District of Columbia 20059 Url : <a href="http://communications.howard.edu">http://communications.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	Y	0
21	Husson University 1 College Circle New England School of Communication Bangor, Maine 04401 Url : <b>**NEWS ONLY**</b> Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	Y	0
22	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	14
23	Indeed.com	N	1

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<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>
24	ITT Technical Institute 105 Mall Blvd. Suite 200 E Monroeville, Pennsylvania 15146 Phone : 412-856-5920 Email : ARusiloski@itt-tech.edu National Career Services Dept.	N	0
25	Jeff. Cty. Community Action Council 114 N. Fourth Street PO BOX 130 Steubenville, Ohio 43952 Phone : 740-282-0971 Email : tlewis_cac@hotmail.com Tammie Lewis	Y	0
26	Jefferson Behavioral Health System 740 N. 6th Ave. Steubenville, Ohio 43952 Phone : 740-284-1400 Email : cdustolfo@yahoo.com Cathy Dustolfo  Prong 2 Ended Date: 7/9/2017	N	0
27	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	4
28	Kent State University 130 Taylor Hall Kent, Ohio 44242 Phone : 330-672-2360 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
29	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : sbgresumes@sbgstv.com Danielle Anderson	N	3

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30	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
31	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
32	Muskingum College 163 Stomont St New Concord, Ohio 43762 Phone : 740-826-8085 Email : jkent@muskingum.edu Jackie Vascura	N	0
33	NAACP 68 Highland Ave. Washington, Pennsylvania 15301 Phone : 724-222-7820 Dean Ellis Manual Posting	Y	0
34	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-447-9117 Email : dclark@beonair.com Don Clark	N	0
35	Ohio Center for Broadcasting 5330 East Main Street Columbus, Ohio 43213 Phone : 614-655-5250 Email : amoore@beonair.com Alvis Moore	N	0

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36	Ohio Means Jobs / Harrison Cty. Dept. of Job & Family PO BOX 239 520 N. Main St Cadiz, Ohio 43907 Phone : 740-942-2171 Joyce Heavilin Manual Posting	Y	2
37	Ohio State Alumni Assoc 2200 Olentangy River Rd Columbus, Ohio Phone : . Url : www.osu.edu/alumni Email : sbgresumes@sbgstv.com Alumni Association	N	0
38	Ohio Univ. Scripps Schl. of Journ. 106 Scripps Hall Athens, Ohio 45701 Phone : (740)-593-4883 Url : scrippscollege@ohio.edu Email : foxr1@ohio.edu Becky Fox	N	0
39	Ohio University 45425 National Road Athens, Ohio 43950 Phone : . Email : sbgresumes@sbgstv.com Career Center	N	0
40	Point Park University 201 Wood Street Pittsburgh, Pennsylvania 15222 Phone : 412-391-4100 Email : careerdev@pointpark.edu Angela Meiers	N	0
41	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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42	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
43	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	12
44	Specs Howard School of Media Arts 19900 West 9 Mile Road Southfield, Michigan 48075 Email : <a href="mailto:KBurns@specshoward.edu">KBurns@specshoward.edu</a> Kristin Burns	Y	0
45	Steub. Branch of the NAACP 122 S. 7th St. Box 1111 Steubenville, Ohio 43952 Phone : 740-792-0764 Email : <a href="mailto:naacp3203@gmail.com">naacp3203@gmail.com</a> Michael McIntyre	Y	0
46	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:hedding@talentedynamics.com">hedding@talentedynamics.com</a> Christina Hedding	N	0
47	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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48	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
49	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
50	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	3
51	University of Findlay 1000 N. Main Street Findlay, Ohio 45840 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
52	Urban League of Pittsburgh(Employment&Training Center) One Smithfield St. Third Floor Pittsburgh, Pennsylvania 15222 Phone : 412-227-4164 Email : dwanamaker@ulpgh.org Darlene Wanamaker	Y	0
53	US Army Wounded Warrior Program 200 Stovall Street Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0

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54	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 000-000-0000 Url : NEWS only Email : mike.wong@asu.edu Michael Wong	Y	0
55	Waynesburg College 51 W. College St. Waynesburg, Ohio 15370 Phone : 724-852-3399 Email : mcoffman@waynesburg.edu Marie Coffman	N	0
56	West Virginia University PO Box 6201 Morgantown, West Virginia 26506 Phone : 304-293-0111 Email : sarah.glenn@mail.wvu.edu Sarah Glenn	N	2
57	Western Kentucky Univ. Cravens 216 1 Big Red Way Bowling Green, Kentucky 42101 Phone : 270-745-0111 Email : career.services@wku.edu Rebecca Tinker	N	0
58	Wheeling Jesuit University 316 Washington Ave. Wheeling, West Virginia 26003 Phone : 304243-2464 Email : awolf@wju.edu Andriana Wolf	N	0
59	Word of Mouth Referral	N	1
60	Wright State University 3640 Colonel Glenn Hwy Dayton, Ohio 45435 Email : sbgresumes@sbgvtv.com Broadbean Source	N	0



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67	YWCA of Wheeling 1100 Chapline St Wheeling, West Virginia 26003 Phone : 304-232-0511 Email : ywcawheeling@aol.com Lori Jones	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>82</b>

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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	7/10/2017	Participation in events or programs sponsored by educational institutions	Jeff took part in the Celebrity Reader program, sponsored by Energy Express. Energy Express is an award-winning, 8-week, summer reading and nutrition program for children living in West Virginia's rural and low-income communities. Jeff read various books about weather to children between the ages of 10 and 13. He discussed the curriculum needed to become a meteorologist and the courses needed during middle and high school to help prepare for a career in meteorology and journalism.	1	Meteorologist
2	9/25/2017	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 Manager News Talent Manager Director, News Training & Development
3	12/5/2017	Participation in events or programs sponsored by educational institutions	Spoke with 4th & 5th grade students about weather and various careers within the media industry. Spoke with 1st, 2nd and 3rd grade students about weather and types of subjects you need to take to become a meteorologist. Did an experiment on how snow is made with Snowbird.	1	Meteorologist
4	2/9/2018	Participation in Job Fairs	Sue Nolan and Ross Brown represented WPGH/WPNT at the Point Park University's Annual Internship and Job Fair. Sue Nolan and Ross Brown discussed internships and careers in broadcasting. Students were provided with information on how to apply to the Sinclair Broadcast Group Website.	2	HR Coordinator Local Sales Assistant

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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>
5	2/21/2018	Participation in Job Fairs	ABC6 (WSYX in Columbus, OH) hosted a Job Boot Camp. Over 30 employers participated in the job fair and over 400 job seekers were in attendance. There were also workshop sessions hosted by professionals (e.g., Job Searching at 50+, Preparing Yourself for Your Job Search, Developing and Building Your Confidence for Your "ASK", LinkedIn-Your Online Networking Resource, Developing Your Professional Presence, and a resume lab with laptops available so that candidates could hone their resume while getting advice from professionals).	10	Regional HR Manager Local Sales Manager General Sales Manager HR Coordinator

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6	3/19/2018	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>	10	
7	4/11/2018	Participation in events or programs sponsored by educational institutions	Jeff Oechslein attended Harcatus Head Start. He read to preschool children, talked about weather and answered questions that the children had about weather.	1	Meteorologist

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8	4/18/2018	Participation in Job Fairs	ABC6 (WSYX in Columbus, OH) hosted a Job Boot Camp. Over 25 employers participated in the job fair and over 400 job seekers were in attendance. There were also workshop sessions hosted by professionals (e.g., Giving a Second Chance to Restored Citizens, and a resume lab with laptops available so that candidates could hone their resume while getting advice from professionals).	2	HR Coordinator General Sales Manager