

WLOS, WMYA

EEO PUBLIC FILE REPORT

August 1, 2016 - July 31, 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
Accounts Receivable Clerk	2-11, 14, 16, 19-31, 33-35, 38-50, 52-56, 59-67	8
Investigative Reporter	2-6, 8-14, 16, 19-31, 33-35, 37-45, 47-50, 53-56, 58-67	54
Investigative Reporter	2-6, 8-14, 16, 19-31, 33-35, 37-45, 47-50, 53-56, 58-67	13
Creative Services Producer	2-6, 8-11, 13-14, 16, 19-31, 33-35, 38-45, 47-50, 53-56, 59-67	25
Business Manager	2-6, 8-11, 14, 16, 19-31, 33-35, 38-45, 47-50, 53-56, 59-67	25
Multimedia Journalist/Traffic Anchor	2-6, 8-12, 14, 16, 19-31, 33-35, 37-42, 44-45, 47-50, 53-56, 58-67	25
Digital Content Producer	2-6, 8-11, 14, 16, 18-31, 33-34, 38-42, 44-45, 47-50, 53-56, 59-67	18
Weekend Meteorologist/Reporter	2-6, 8-12, 14, 16, 19-31, 33-34, 37-42, 44-45, 47-50, 53-56, 58-67	61
General Assignment Reporter	2-6, 8-14, 16-17, 19-31, 33-34, 37-42, 44-45, 47-51, 53-56, 58-67	51
General Assignment Reporter	2-6, 8-14, 16-17, 19-31, 33-34, 37-42, 44-45, 47-51, 53-56, 58-67	17
News Photographer	2-6, 8-14, 16-17, 19-31, 33-34, 37-42, 44-45, 47-50, 53-56, 58-68	68
News Photographer	2-6, 8-14, 16-17, 19-31, 33-34, 37-42, 44-45, 47-50, 53-56, 58-68	17
News Photographer	2-6, 8-14, 16-17, 19-31, 33-34, 37-42, 44-45, 47-50, 53-56, 58-68	13
Billing Coordinator	2-11, 13-16, 19-26, 28-31, 33-34, 38-42, 44-45, 47-50, 53-56, 59-67	8
Billing Coordinator	2-11, 13-16, 19-26, 28-31, 33-34, 38-42, 44-45, 47-50, 53-56, 59-67	13
Billing Coordinator	2-11, 13-16, 19-26, 28-31, 33-34, 38-42, 44-45, 47-50, 53-56, 59-67	15
News Producer	2-6, 8-12, 14, 16, 19-26, 28-34, 37-42, 44-45, 47-50, 53-56, 58-67	54
Creative Services Producer	2-6, 8-9, 11, 14-16, 19-31, 33-34, 38-41, 44-45, 47-50, 53-56, 59-67	54
Weekend Sports Anchor/Reporter	1-6, 8-9, 11-14, 16, 19-31, 33-34, 37-41, 44-45, 47-50, 53-56, 58-67	1
Broadcast Engineer	2-6, 8-9, 11, 13-14, 16, 19, 21-31, 33-34, 36, 38, 40-41, 44-45, 47-50, 53-57, 59-66	13

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Local Sales Manager	2-6, 8-9, 11, 13-14, 16, 19, 21-31, 33-34, 36, 38, 40-41, 44-45, 47-50, 53-56, 59-66	13
Local Sales Assistant	2-6, 8-9, 11, 13-14, 16, 19, 21-31, 33-34, 36, 38, 40-41, 44-45, 47-50, 53-56, 59-66	13
News Editor	2-6, 8-9, 11-14, 16, 19, 21-31, 33-34, 36-38, 40-41, 44-45, 47-50, 53-56, 58-66	13

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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	Agency Referral	N	1
2	Anderson University 316 Boulevard Anderson, South Carolina 29621 Phone : 864-231-2149 Url : http://www.andersonuniversity.edu Email : kbell@andersonuniversity.edu Kelly Bell	Y	0
3	Bishop State Community College 351 N Broad St Mobile, Alabama Phone : 251-662-5371 Url : http://www.bishop.edu Email : jwomack@bishop.edu Juliette Womack	Y	0
4	Blue Ridge Community College 180 West Campus Drive Flat Rock, North Carolina 28731 Phone : 828-694-1700 Url : http://www.blueridge.edu Email : jasonc@blueridge.edu Daniel Harris	Y	0
5	Brevard College 1 Brevard College Drive Brevard, North Carolina 28712 Phone : 828-883-8292 Url : http://www.brevard.edu Email : pottsna@brevard.edu Nacole Potts	Y	0
6	California Chicano News Media 3800 South Grand Ave Suite 3950 Los Angeles, California 90071 Url : http://www.ccnma.org Email : sylvia@ccnma.org Sylvia Wells	Y	0
7	Career Fair	N	2
8	Careerbuilder.com 8401 Greensboro Drive Suite 250 McLean, Virginia 22102 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	City of Asheville PO Box 7148 Asheville, North Carolina 28802 Phone : 828-259-8050 Url : http://www.ashevillenc.gov Email : bmills@ashevillenc.gov Brenda Mills	Y	0
10	Clafin University 400 Magnolia St Orangeburg, South Carolina 29115 Phone : 803-535-5379 Url : http://www.clafin.edu Email : cbeaton@clafin.edu Camika Beaton	N	0
11	Clemson University 316 Hendrix Center Clemson, South Carolina 29634 Phone : 864-656-0335 Url : http://career.clemson.edu Email : sbgresumes@sbgstv.com Kiara Glaze	Y	0
12	Collective Tallent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
13	Current Employee - Transfer/Promotion	N	15
14	East Carolina Universtiy 3016 Bate Building Greenville, North Carolina 27858 Url : http://www.ecu.edu Email : brownjo@ecu.edu Lee Brown	N	0
15	Employee Referral	N	2
16	Employment Security of SC PO Box 328 Greenville, South Carolina 29602 Phone : 864-242-3531 Url : http://www.sces.org Email : hrrep@jcsu.edu Human Resources n/a	Y	0

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17	Facebook post	N	2
18	Former Employee Referral	N	1
19	Forrest Junior College 601 East River St Anderson, South Carolina 29624 Phone : 864-225-7653 Email : scottpeterson@forrestcollege.edu Scott Peterson	Y	0
20	Furman University 3300 Poinsett Hwy Greenville, South Carolina 29613 Phone : 864-294-2000 Url : http://www.furman.edu Email : janice.knighton@furman.edu Janice Knighton Prong 2 Ended Date: 5/2/2017	N	0
21	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
22	Greenville Tech PO Box 5616 Greenville, South Carolina 29613 Phone : 864-236-6514 Url : http://www.gvltec.edu Email : steve.jennings@gvltec.edu Steve Jennings	Y	0
23	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Howard University 525 Bryant St NW Room 107 Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
25	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	6
26	Isothermal College PO Box 804 Spindale, North Carolina 28160 Phone : 828-286-3636 Url : http://www.isothermal.edu Email : jcoomes@isothermal.edu Jay Coomes	Y	0
27	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
28	Job Link 48 Grove St Asheville, North Carolina 28802 Phone : 828-251-6200 Url : http://www.landofsky.org Email : rodney.embler@nccommerce.com Rodney Embler	N	0
29	Johnson C Smith College 100 Beatties Ford Road Charlotte, North Carolina 28216 Phone : 704-330-1350 Url : http://www.jcsu.edu Email : career_services@jcsu.edu Fax : 1-704-378-1294 Kimberlee Archie	Y	0

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30	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
31	Limestone College 1115 College Dr Gaffney, South Carolina 29340 Phone : 864-489-7151 Url : http://www.limestone.edu Email : ileaks@limestone.edu Diane McCoy	Y	0
32	Linked In	N	1
33	Linkedin Corp 2029 Stierlin Court Mountain View, California 94043 Danielle Anderson Manual Posting	N	3
34	MAHEC 121 Hendersonville Road Asheville, North Carolina 28803 Phone : 828-257-4479 Url : http://www.mahec.net Email : jacquelyn.hallum@mahec.net Jacquelyn Hallum	Y	0
35	Mars Hill College PO Box 6677 Mars Hill, North Carolina 28754 Phone : 828-689-1201 Url : http://www.mhu.edu Jill Bosonetto Manual Posting	Y	0
36	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 555-555-5555 Email : info@media-match.com Tammy Romaniuk	Y	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
37	Medialine Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
38	Montreat College PO Box 1267 Montreat, North Carolina 28757 Phone : 828-669-8011 Url : http://www.montreat.edu Email : toxenreider@montreat.edu Tom Oxenreider	Y	0
39	NAACP PO Box 7148 Asheville, North Carolina 28801 Phone : 828-281-3066 Email : abnaacp@bellsouth.net Johnny Hayes	Y	0
40	National Association of Broadcaster 1771 North Street NW Washington, District of Columbia 20036 Phone : 202-429-5499 Url : http://www.nab.org Email : nab@nab.org Edward Fritts	N	0
41	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California Url : http://www.nhmc.org Email : info@nhmc.org Alejandra Vaenzuela	N	0
42	Native American Public Telecommunications 1800 No 33 Street Lincoln, Nebraska 68583 Url : http://www.nativetelecom.org Email : native@unl.edu Career Services	N	0

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43	NC Job Connector / Employment Security of NC 48 Grove Street Asheville, North Carolina 28801 Phone : 828-252-6200 Url : http://www.ncesc.gov Email : brenda.ploss@ncesc.gov Brenda Ploss	Y	0
44	NC JobConnector Asheville, NC Asheville, North Carolina Email : sbgresumes@sbgstv.com Division of Workforce Solutions Division of Workforce Solutions	N	0
45	NCDHHS Vocational Rehabilitation Services 8 Barbetta Drive Asheville, North Carolina 28806 Phone : 828-670-3377 ext 241 Url : www.ncdhhs.gov/dvrs Email : leigh.mullins@dhhs.nc.gov Leigh Mullins	Y	0
46	Non-Employee Referral	N	1
47	North Carolina Broadcast Assoc PO Box 627 Raleigh, North Carolina 27602 Phone : 919-821-7300 Email : info@ncbroadcast.com Gail Summerfield	Y	0
48	North Carolina State University 1601 E. Market St Greensboro, North Carolina 27411 Phone : 336-334-7500 Url : http://www.ncat.edu Email : sbgresumes@sbgstv.com Caroline Mark	Y	0
49	North Greenville University PO Box 1892 Tigersville, South Carolina 29688 Phone : 864-977-7137 Url : http://www.mgu.edu Email : lahagin@ngu.edu Linwood Hagin	Y	0

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50	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
51	Recruiter	N	1
52	Shaw University 31 College Place Suite 203A Asheville, North Carolina 28801 Phone : 828-252-7635 Url : http://www.shawu.edu Email : grogers@shawu.edu Gabiella Rogers	Y	0
53	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
54	Sinclair 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	5
55	South Carolina Broadcast Assoc One Habison Way Suite 112 Columbia, South Carolina 29210 Phone : 803-732-1186 Url : http://www.scba.net Email : paula@scba.net Margaret Wallace	Y	0
56	South College 140 Sweeten Creek Rd Asheville, North Carolina 28803 Phone : 828-398-2554 Email : mcummings@southcollegenc.edu Ann Moss	Y	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
57	Station Website	N	1
58	Talent Dynamics 600 Las Collins Blvd Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
59	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
60	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
61	TVJOBS.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Mark Holloway	N	1
62	University of NC - Chapel Hill CB# 3285, 115 Bingham Hall Chapel Hill, North Carolina 27599 Phone : 919-962-2311 Url : http://www.unc.edu Email : sbgresumes@sbgstv.com Career Services	N	0
63	Urban League of Upstate 15 Regency Hill Drive Greenville, South Carolina 29607 Phone : 864-244-3862 Url : http://urbanleagueoftheupstate.org/ Email : ulupstate@aol.com Carol Martin	Y	0

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64	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
65	USC Career Center 1. William Close BA Building, 6th Floor Columbia, South Carolina 29208 Phone : 803-777-1247 Url : www.sc.edu/career Email : goetowsk@mailbox.sc.edu Fax : 1-803-777-7556 Celia Carroll	N	0
66	Walter Cronkite School of Journalism 555 N. Central Ave, Suite 3012 Phoenix, Arizona 85004 Url : News Only Email : mike.wong@asu.edu Mike Wong	Y	0
67	Wofford College 429 N. Church Street Spartanburg, South Carolina 29303 Phone : 864-597-4260 Url : http://www.wofford.edu Email : vippermanks@wofford.edu Kay Vipperman	N	0
68	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			45

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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	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.	3	Corporate Employment Manager Director of News Development News Talent Manager
2	8/17/2016	Establishment of an intern program designed to assist members of the community	We had one intern from Elon University that interned within our news department during the summer of 2016. She worked with Producers, Reporters and the Assignment Desk Manager learning how to edit and how to create a show from scratch.	1	Assistant News Director
3	10/27/2016	Participation in Job Fairs	UNCA held its annual Job & Graduate School Fair on October 27, 2016. We provided a list of our current job openings to the students along with website information on how to apply for all jobs within Sinclair. Students were able to talk with us directly about their career goals and potential positions they were looking for. We also provided information about our internship program.	2	Regional HR Manager Marketing Manager
4	11/10/2016	Participation in events or programs sponsored by educational institutions	General Manager, Jack Connors, speaking at North Greenville University to 2 classes taught by Andy Stevens, professor of mass communications	1	General Manager

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5	12/12/2016	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>	1	

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6	1/18/2017	Participation in Job Fairs	The 11th Annual Homecoming Career Fair was held on January 18, 2017 at the WNC Agricultural Center. We spoke with candidates about jobs at WLOS/WMYA and within Sinclair. We had a list of our current openings and provided the website where they could apply. We reviewed resumes and provided insight to our various jobs locally and throughout the company. The day was a huge success!	2	Business Manager Regional HR Manager
7	2/23/2017	Participation in Job Fairs	On February 23, 2017, we attended Bob Jones University's Career Fair. We were provided a table where we set up our materials and discussed current job openings at WLOS/WMYA and career opportunities at Sinclair Broadcast Group. We provided a list of current jobs to all interested student attendees.	2	Business Manager Director of Public Affairs
8	3/24/2017	Participation in other activities designed by the station employment unit	WLOS was a co-sponsor of the Live Well Expo that was held at the WNC Agriculture Center. Jack Connors, General Manager and Daniel Johnson, Local Sales Manager participated in the all-day event. They had a booth and provided a list of our current openings at WLOS/WMYA. They also spoke to the public about career opportunities within WLOS/WMYA and Sinclair. Over 100 vendors participated in the event.	2	General Manager Local Sales Manager