

WLOS, WMYA
EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

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
News Producer	1-5, 7-9, 11, 13, 17-26, 28-30, 33-40, 42-45, 47-51, 55-56, 59-64	22
Accounting & HR Manager	1-5, 7-9, 13, 16-26, 28-30, 33-40, 42- 45, 47-51, 55-56, 59-61, 63-64	22
Regional Accountant	1-5, 7, 9, 13, 16-19, 21-26, 28-31, 33- 40, 42-45, 47-51, 55-57, 59-61, 64	22
Morning Executive Producer	1-7, 9, 11, 13, 16-31, 33-40, 42-45, 47- 51, 54-62, 64	11
News Producer	1-7, 9-11, 13, 16-40, 42-45, 47-62, 64	52
Broadcast Engineer	1-7, 9, 13, 16-25, 27-31, 33-40, 42-45, 47-51, 54-62, 64	49
Digital Content Producer	1-7, 9, 11, 13, 16-25, 27-31, 33-40, 42- 45, 47-51, 54-62, 64	11
Digital Content Producer	1-7, 9, 11, 13, 16-25, 27-31, 33-40, 42- 45, 47-51, 54-62, 64	22
Accounts Receivable Specialist	1-7, 9, 13, 16-25, 27-31, 33-40, 42-45, 47-51, 54-62, 64	22
News Production Assistant	1-7, 9-11, 13, 16-25, 27-40, 42-45, 47- 51, 53-62, 64	11
Sales Account Executive	1-7, 9, 13, 16-25, 27-31, 33-45, 47-52, 54-62, 64	52
Copy Coordinator	1-7, 9, 13, 16-31, 33-40, 42-45, 47-51, 54-62, 64	49
News Photographer	1-7, 9-10, 13-14, 16-40, 42-45, 47-51, 53-62, 64	22
Accounts Receivable Specialist	1-7, 9, 13, 16-25, 27-31, 33-40, 42-45, 47-51, 54-62, 64	22
Business Manager	1-7, 9, 13, 16-25, 27-31, 33-40, 42-45, 47-51, 54-62, 64	25
News Editor	1-7, 9-11, 13, 16-25, 27-40, 42-45, 47- 51, 53-62, 64	11
News Editor	1-7, 9-11, 13, 16-25, 27-40, 42-45, 47- 51, 53-62, 64	11
Director of Engineering	1-9, 13, 15-25, 27-31, 33-40, 42-45, 47- 51, 54-62, 64	57
Copy Coordinator	1-9, 11, 13, 15-25, 27-31, 33-40, 42-45, 47-51, 54-62, 64	11
Local Sales Assistant	1-9, 13, 15-25, 27-31, 33-51, 54-62, 64	6
Accounts Receivable Specialist	1-9, 13-25, 27-31, 33-40, 42-45, 47-51, 54-62, 64	6

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EEO PUBLIC FILE REPORT
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Billing Coordinator	6, 9, 11, 18, 20, 22, 27, 29, 43, 45, 48-49, 55-56, 58, 61	11
Billing Coordinator	6, 9, 11, 18, 20, 22, 27, 29, 43, 45, 48-49, 55-56, 58, 61	11
Billing Coordinator	6, 9, 11, 18, 20, 22, 27, 29, 43, 45, 48-49, 55-56, 58, 61	22
Billing Coordinator	6, 9, 11, 18, 20, 22, 27, 29, 43, 45, 48-49, 55-56, 58, 61	22
Receptionist / Accounting Assistant	1-9, 13-25, 27-31, 33-40, 42-45, 47-51, 55-62, 64	22
Associate Producer	1-10, 13, 15-25, 27-40, 42-45, 47-51, 53, 55-62, 64	57
News Photographer	1-11, 13, 15-40, 42-45, 47-51, 53, 55-62, 64	22
Accounts Receivable Clerk	1-9, 13, 15-31, 33-45, 47-51, 55-62, 64	41
Regional Accountant	1-9, 13, 15-31, 33-40, 42-45, 47-51, 55-62, 64	6
Receptionist/ Accounting Assistant	1-9, 12-13, 15-31, 33-40, 42-45, 47-51, 55-62, 64	12
General Assignment Reporter	1-11, 13, 15-40, 42-45, 47-51, 53, 55-62, 64	11
Master Control Operator	1-9, 11, 13, 15-31, 33-40, 42-45, 47-51, 55-62, 64	11
Local Sales Assistant	1-9, 13-31, 33-40, 42-45, 47-51, 55-62, 64	14
Billing Coordinator	1-9, 13, 15-31, 33-40, 42-45, 48-51, 55-62, 64	22

WLOS, WMYA
EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

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	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
2	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
3	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
4	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
5	California Chicano News Media 3800 South Grand Ave Suite 3950 Los Angeles, California 90071 Url : http://www.ccnma.org Email : sylvia@ccnma.org Slyvia Wells	Y	0
6	Careerbuilder.com 8401 Greensboro Drive Suite 250 McLean, Virginia 22102 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	6

WLOS, WMYA
EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	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
8	Clafin University 400 Magnolia St Orangeburg, South Carolina 29115 Phone : 803-535-5379 Url : http://www.claflin.edu Email : mpryor@claflin.edu Michael Pryor	N	0
9	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
10	Collective Tallent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Current Employee	N	18
12	Current Employee - Transfer/Promotion	N	1
13	East Carolina Universtiy 3016 Bate Building Greenville, North Carolina 27858 Url : http://www.ecu.edu Email : brownjo@ecu.edu Lee Brown	N	0
14	Employee Referral	N	4

WLOS, WMYA
EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	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
16	Forrest Junior College 601 East River St Anderson, South Carolina 29624 Phone : 864-225-7653 Email : scottpeterson@forrestcollege.edu Scott Peterson	Y	0
17	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	Y	0
18	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
19	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
20	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

WLOS, WMYA
EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

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21	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
22	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	36
23	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
24	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : Eloise@ithaca.edu Eloise Green	Y	0
25	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	1
26	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

WLOS, WMYA
EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

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27	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
28	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
29	Linkedin Corp 2029 Stierlin Court Mountain View, California 94043 Danielle Anderson Manual Posting	N	1
30	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
31	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
32	Medialine Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0

WLOS, WMYA
EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

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33	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
34	NAACP PO Box 7148 Asheville, North Carolina 28801 Phone : 828-281-3066 Email : abnaacp@bellsouth.net Johnny Hayes	Y	0
35	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
36	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California Url : http://www.nhmc.org Email : info@nhmc.org Alejandra Vaenzuela	N	0
37	Native American Public Telecommunications 1800 No 33 Street Lincoln, Nebraska 68583 Url : http://www.nativetelecom.org Email : native@unl.edu Career Services	N	0
38	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

WLOS, WMYA
EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

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39	NC JobConnector Asheville, NC Asheville, North Carolina Email : sbgresumes@sbgstv.com Division of Workforce Solutions Division of Workforce Solutions	N	1
40	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
41	Non-Employee Referral	N	3
42	North Carolina Broadcast Assoc PO Box 627 Raleigh, North Carolina 27602 Phone : 919-821-7300 Email : info@ncbroadcast.com Gail Summerfield	Y	0
43	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
44	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
45	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
46	Recruiter	N	1

WLOS, WMYA
EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

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47	Shaw University 31 College Place Suite 203A Asheville, North Carolina 28801 Phone : 828-252-7635 Url : http://www.shawu.edu Email : grogers@shawu.edu Gabriella Rogers	Y	0
48	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
49	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	6
50	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
51	South College 140 Sweeten Creek Rd Asheville, North Carolina 28803 Phone : 828-398-2554 Email : mcummings@southcollegenc.edu Ann Moss	Y	0
52	Station Website	N	2
53	Talent Dynamics 600 Las Collins Blvd Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0

WLOS, WMYA
EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

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54	The Art Insitiute of Charlotte 3 Lakepoint Plaza Charlotte, North Carolina 28217 Phone : 0 Url : http://www.aii.edu Email : sbgresumes@sbgstv.com Career Center	N	0
55	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
56	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
57	TVJOBS.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Mark Holloway	N	3
58	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
59	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

WLOS, WMYA
EEO PUBLIC FILE REPORT

August 1, 2015 - July 31, 2016

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60	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
61	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
62	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
63	Warren Wilson College 701 Warren Wilson Road Swannanoa, North Carolina 28778 Phone : 800-934-3536 Url : http://www.warren-wilson.edu Email : careers@warren-wilson.edu Dales Roberts	Y	0
64	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			84

WLOS, WMYA
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/5/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Minneapolis, MN; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Mgr Director News Development News Talent Mgr
2	8/12/2015	Establishment of an intern program designed to assist members of the community	We had seven Interns during spring/summer of 2015-2016 from the following schools; Elon University, Western Carolina, Ball State University, Isothermal Community College, Kent State University, Wingate University and University of North Carolina at Asheville. The internships took place in our News Department. Each intern shadowed our Reporters, Photographers and assisted our Producers and on the assignment desk.	1	Assistant News Director

WLOS, WMYA
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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3	9/15/2015	Establishment of training programs for station personnel	<p>SBG, Inc. and its stations are an equal opportunity employer. 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. 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.</p> <p>Newly hired Managers and Supervisors take web based 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 Employee's need to Know" within 90 days of the start of their employment. In addition, All Employees are required to complete bi-annual online training which 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. From 9/1/2015 - 10/31/2015 all current employees were required to take the training as well as the supervisors were required to do their training in the same period of time.</p>	4	Regional HR Manager GM News Director Director of Sales

WLOS, WMYA
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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4	9/18/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the RTDNA, EIJ and National Association of Hispanic Journalists convention in Orlando, FL; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Mgr Director News Development News Talent Mgr
5	10/21/2015	Establishment of training programs for station personnel	Sinclair Broadcast Group, Inc. conducted Leadership Human Resources Training for 2 days, October 21st and 22nd. HR contacts from all over the country were flown into Corporate to learn about how to be the best HR contact for the station. We learned about FCC/EEO, Hiring, ADA, FLSA, EEOC and DOL Compliance, FMLA, supporting the Company's open door policy, performing our job well, sharing accountability and partnering with other station management to accomplish our goals. We all were able to share ideas during discussions and were able to take back ideas on things to implement at our stations.	1	Regional HR Manager
6	10/21/2015	Participation in Job Fairs	I attended the North Greenville University job fair on October 21, 2015 and spoke with students about current job openings with our stations and within Sinclair. I provided a list of our current opening and a list of where current applicants could apply on the Sinclair website.	3	Director of Public Affairs Senior Production Assistant Business Manager
7	10/22/2015	Participation in Job Fairs	I attended the University of North Carolina - Asheville job fair on October 22, 2015 and spoke with students about current job openings with our stations and within Sinclair. I provided a list of our current opening and a list of where current applicants could apply on the Sinclair website.	1	Business Manager

WLOS, WMYA
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

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8	1/14/2016	Participation in events or programs sponsored by educational institutions	David Epley attended the Career Fair at Hendersonville Elementary School on January 14, 2016. Dave spoke to the students about the different departments within our station and how each department was responsible for getting our news on the air each day. Dave answered questions from the students and invited them to take a tour of our station.	1	Director
9	2/3/2016	Participation in Job Fairs	On February 3, 2016 Bob Jones University held their annual Career Fair. Vicki Merck, Director of Public Affairs and Chris Irby, Senior Production, attended. They provided the students with a list of our current openings and a brief job description of each position and how to apply. They spoke with students about their career interests and how to break into broadcasting. The day was a huge success.	2	Director of Public Affairs Senior Production
10	4/20/2016	Participation in Job Fairs	Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	4	Regional HR Manager Human Resources Business Manager Director of Digital Content