

WMSN
EEO PUBLIC FILE REPORT
August 1, 2017 - July 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
Collections Specialist	1-3, 6-16, 18-32	9
Regional Staff Accountant	1-3, 6, 8-31	12
Regional Staff Accountant	1-3, 6, 8-31	12
Assistant Regional Controller	4-5, 12-13, 16, 19, 28	5

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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	AgeAdvantAge Older Worker Program 1819 Aberg Ave Suite C Madison, Wisconsin 53704 Phone : 608-242-4897 Fax : 1-608-242-4917 Career Services	N	0
2	Careerbuilder 8401 Greensboro Dr Suite 250 McLean, Virginia 22102 Phone : 410-998-9740 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	0
3	Communication Workers of America 821 Williamson St Madison, Wisconsin 53703 Email : webmaster@cwalocal4630.org Robin Nix	N	0
4	Current Employee	N	2
5	Current Employee/Internal Promotion	N	1
6	East Madison Community Center 8 Strubel Ct Madison, Wisconsin 53704 Email : info@eastmadisoncc.org Tom Moen	N	0
7	Edgewood College Career Services 1000 Edgewood College Dr 206 DeRicci Hall Madison, Wisconsin 53711 Phone : 608-663-2281 Marilyn Albert Manual Posting	N	0
8	Fox47.com 7847 Big Sky Dr Madison, Wisconsin 53719 Phone : 608-662-5004 Url : http://www.fox47.com Email : employment@sbgvtv.com Matt Mommaerts	N	0

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9	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	1
10	Goodman Community Center 149 Wabesa St Madison, Wisconsin 53704 Email : tanyamk@goodmancenter.org Tanya MK	N	0
11	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgvtv.com Broadbean Source Alicia Lawrence	N	0
12	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	4
13	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : sbgresumes@sbgvtv.com Sharon Pickeral	Y	0
14	ITT Technical University 2450 Rimrock Rd Ste 100 Madison, Wisconsin 53713 Email : jscalissi@itt-tech.edu Julie Scalissi	N	0
15	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgvtv.com Broadbean Source	N	0

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16	Linked in 2029 Steirlin Ct Mountain View, California Url : www.linkedin.com Email : sbgresumes@sbgstv.com Todd Soffian	N	1
17	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	1
18	Madison Media Institute 2702 Agriculture Dr Madison, Wisconsin 53719 Phone : 608-663-2000 Url : http://www.mediainstitute.edu/ Email : Careers@mediainstitute.edu Susan Career Services	N	0
19	Media Match 8112 ½ West 3rd St Los Angeles, California 90048 Phone : 608-662-5013 Email : info@media-match.com Tammy Romaniuk	Y	0
20	Radio 1 Broadcast School 700 3rd Street North Suite LL7 LaCrosse, Wisconsin 54601 Phone : 507-450-4604 Email : director@radio1school.com Joe Deschler	N	0
21	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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22	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
23	St Norbert College 100 Grant St De Pere, Wisconsin 54115 Phone : . Email : sbgresumes@sbgstv.com College Career Center	N	0
24	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
25	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
26	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
27	University of Wisconsin - Milwaukee PO Box 413 2200 E Kenwood Blvd Milwaukee, Wisconsin 53201 Email : sbgresumes@sbgstv.com Career Services	N	0

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28	US Army Wounded Warrior Program AW2 Advocate 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
29	Vera Court, Community Center 614 Vera Court Madison, Wisconsin 53704 Email : general@veracourt.org Career Opportunities	N	0
30	Wisconsin Broadcasters Association 44 E Mifflin Street Suite 900 Madison, Wisconsin 53703 Phone : 800-236-1922 Url : http://www.wi-broadcasters.org Email : mendicott@wi-broadcasters.org Mandy Endicott	N	0
31	Wisconsin Tech Connect - Madison Area Technical College 1701 Wright Street Madison, Wisconsin 53704 Phone : 608-246-6100 Email : sbgresumes@sbgstv.com Fax : 1-608-246-6400 Career Services	N	0
32	YMCA Employment and Training 301 Latham Dr Madison, Wisconsin 53713 Phone : 608-255-3098 Fax : 1-608-255-3378 Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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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	8/8/2017	Participation in Job Fairs	The corporate Senior Employment Manager; News Talent Manager and the Director of News Training & 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	Senior Employment Manager News Talent Manager Director, News Training and Development
2	1/31/2018	Participation in Job Fairs	GM John DeSimone & GSM Mile Halminiak participated in the WBA Winter 2018 Job Fair interviewing attendees with interests in Sales and Producer positions.	2	General Manager General Sales Manager
3	1/31/2018	Provision of training to management	WBA EEO SEMINAR - AVOIDING DISCRIMINATION IN EMPLOYMENT TERMINATION	2	General Manager General Sales Manager
4	3/1/2018	Participation in scholarship programs	WMSN in conjunction with the Wisconsin Dept of Transportation promotes a contest each year called Msg2Teens. The begins in August with mailings to all of the schools in the WMSN DMA and on-air commercials, posters at sponsor locations, etc, encouraging teens to enter. The premise is to produce a commercial, from story board to production, encouraging teens not to text and drive. A panel of judges gathers in November to select the spots that will be put online for public voting. The overall winner and multiple runner-ups are determined in February. 14 checks were given to winners including to schools totaling \$9,000.	15	Marketing Consultant Creative Services Director Sales Assistant
5	6/20/2018	Provision of training to management	WBA Training - BRING YOUR BIAS - RECOGNIZING OVERCOMING UNCONSCIOUS DECISION-MAKING.	2	General Manager General Sales Manager