

WTGS-TV
EEO PUBLIC FILE REPORT
December 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 |
|-----------------------|---|-----------------------|
| Local Sales Assistant | 3-4, 6, 10-14, 16, 18-19, 21-22, 24, 27-31, 34-39 | 22 |
| Digital Sales Manager | 3-4, 6, 9-14, 16, 18-19, 21-22, 24, 27-31, 34-39 | 9 |
| Multimedia Journalist | 3-4, 6-7, 10-14, 16, 18-19, 21-22, 24, 27-31, 34-40 | 31 |
| Multimedia Journalist | 3-4, 6-7, 10-14, 16, 18-19, 21-22, 24, 27-31, 34-40 | 4 |
| Multimedia Journalist | 3-4, 6-7, 10-14, 16, 18-19, 21-22, 24, 27-31, 34-40 | 31 |
| Business Manager | 3-4, 6, 11, 13-14, 16-19, 21-22, 24, 27-31, 34-40 | 18 |
| News Manager | 1, 3-6, 11, 13-14, 16-19, 21-22, 24, 26-31, 33-40 | 22 |
| Executive Assistant | 3-4, 6, 8, 10-11, 13-14, 16-19, 21-22, 24, 27-31, 34-40 | 8 |
| Copy Coordinator | 2, 4, 6, 9-11, 13-23, 25, 27-32, 34-40 | 9 |

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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 | Arizona State University / Walter Cronkite School of Journalism 555 N Central Ave Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong | N | 0 |
| 2 | Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Url : http://www.asu.edu Email : mike.wong@asu.edu Mike Wong | Y | 0 |
| 3 | Armstrong State University 11935 Abercorn St Savannag, Georgia 31419 Career services Career services Manual Posting | N | 0 |
| 4 | Careerbuilder.com 1101 15th St NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger | N | 1 |
| 5 | Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Email : bille@michaelsmedia.com Michael Bille | N | 0 |
| 6 | Connecticut School of Broadcasting 1117 Perimeter Center Ste 301 Atlanta, Georgia 30338 Url : http://www.gocsb.com Email : csbatlanta@gocsb.com Mya Marshall | N | 0 |
| 7 | Corporate Recruiter | N | 2 |
| 8 | Current Employee/Internal Promotion | N | 1 |
| 9 | Employee Referral | N | 2 |

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|-----------|--|---|--|
| 10 | GA Dept of Labor 3090 Mercer University Dr Macon, Georgia 31204 Fax : 1-912-351-3800 Dept of Labor | N | 0 |
| 11 | Georgia Association of Broadcasters 8010 Rosewell Rd Atlanta, Georgia 30350 Url : http://www.gab.org Email : admin@gab.org Donna Highberger | N | 0 |
| 12 | Georgia Southern University Office of Career Services PO Box 8069 Statesboro, Georgia 30450 Url : http://www.georgiasouthern.edu Email : pbruce@georgiasouthern.edu Philip Bruce | N | 0 |
| 13 | 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 |
| 14 | 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 |
| 15 | Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source | Y | 0 |

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|------------------|---|--|---|
| 16 | Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley | N | 0 |
| 17 | Husson University 1 College Circle New England School of Communication Bangor, Maine 04401 Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill | Y | 0 |
| 18 | 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 | 9 |
| 19 | Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Sharon Pickeral | Y | 0 |
| 20 | Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source | Y | 0 |
| 21 | Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |

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|------------------|---|--|---|
| 22 | LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Todd Soffian | N | 2 |
| 23 | LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn | N | 0 |
| 24 | Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk | Y | 0 |
| 25 | Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk | Y | 0 |
| 26 | Medialine PO Box 51909 Pacific Grove, California Email : medialine@medialine.com Mark Shilstone | N | 0 |
| 27 | NAACP - Savannah 1204 Martin Luther King Jr Blvd Savannah, Georgia 31415 Email : savnaacp1204@yahoo.com Carol Davis-Hunt | N | 0 |

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|------------------|---|--|---|
| 28 | 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 |
| 29 | Savannah College of Art and Design PO Box 3145 Savannah, Georgia 31405 Email : sbgresumes@sbgstv.com Student Placement | N | 0 |
| 30 | 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 |
| 31 | Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgi.net Sharon Pickeral | N | 5 |
| 32 | Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral | N | 0 |
| 33 | Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Email : hedding@talentdynamics.com Christina Hedding | N | 0 |

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|------------------|--|--|---|
| 34 | 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 |
| 35 | The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle | N | 0 |
| 36 | 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 |
| 37 | Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway | N | 1 |
| 38 | University of Georgia Terrel Hall Athens, Georgia 30602 Url : http://www.ega.edu Email : cbentley@uga.edu Cecil Bentley | N | 0 |
| 39 | US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen | Y | 0 |

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|--|--|--|---|
| 40 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 23 |

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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 | 3/1/2018 | Participation in events or programs sponsored by educational institutions | On March 1st, Meteorologist Jason Frazer visited MacIntosh County Middle School to discuss career opportunities in meteorology and broadcasting. | 1 | Meteorologist |
| 2 | 3/29/2018 | Participation in events or programs sponsored by educational institutions | On March 29th, Meteorologist Jason Frazer visited Todd-Grant Elementary School in Darien, GA for their Science and Weather program. He discusses career opportunities in broadcasting and meteorology, and how these careers apply to science. | 1 | Meteorologist |
| 3 | 4/2/2018 | Provision of training to management | Katelyn Hobday, Reg HR Manager, held HR training for Cayla Wilson. Katelyn discussed the HR principles, policies, and procedures such as 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. | 2 | Business Manager Regional HR Manager |
| 4 | 5/4/2018 | Participation in events or programs sponsored by educational institutions | On May 4th, Meteorologist Jason Frazer met with Kindergarten, First and Second grade students from Stilson Elementary students to discuss career opportunities in broadcasting and meteorology. | 1 | Meteorologist |
| 5 | 5/10/2018 | Participation in Job Fairs | On May 10th, 2018, Regional HR Manager, Katelyn Hobday, attended the iHeart Radio Career Fair held at Anderson Conference Center in Macon, GA on 5/10/18. Managers met with applicants interested in jobs in Georgia, held interviews, and networked with other companies in the area | 1 | Regional HR Manager |