

**WTGS-TV**  
**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
Sales Account Executive	1, 3-4, 6, 10-17, 19-20, 22-26, 29-34	16
Promotions Coordinator	1, 4, 6, 10, 12-17, 19-20, 22-26, 29-34	16
News Manager	1-7, 10-26, 28, 30-34	18
Multi-Media Journalist	1-7, 10-28, 30-34	4
Multi-Media Journalist	1-7, 10-28, 30-34	27
Multi-Media Journalist	1-7, 10-28, 30-34	7
Multi-Media Journalist	1-7, 10-28, 30-34	26
Meteorologist	1-6, 9-10, 12-26, 28, 30-34	9
Assistant Business Manager / Human Resources	3-4, 6, 10-20, 22-23, 25-26, 30-34	16
Local Sales Manager	1, 3-4, 6-8, 10-20, 22-26, 30-34	7

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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	2nd African Baptist Church 123 Houston St Savannah, Georgia 31404 Fax : 1-912-233-2949 C. Megill Brown	N	0
2	Arizona State University / Walter Cronkite School of Journalism 555 N Central Ave Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	N	0
3	Army Career Alumni Program Building 253 Ste 2056 Fort Stewart, Georgia 31314 Fax : 1-912-767-8689 Transition Services	N	0
4	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	2
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 : <a href="http://www.gocsb.com">http://www.gocsb.com</a> Email : csbatlanta@gocsb.com Mya Marshall	N	0
7	Current Employee	N	3
8	Employee Referral	N	1
9	Former Intern	N	1
10	GA Dept of Labor 3090 Mercer University Dr Macon, Georgia 31204 Email : sbgresumes@sbgstv.com Dept of Labor	N	0

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11	Georgia Association of Broadcasters 8010 Rosewell Rd Atlanta, Georgia 30350 Url : <a href="http://www.gab.org">http://www.gab.org</a> Email : <a href="mailto:admin@gab.org">admin@gab.org</a> Donna Highberger	N	0
12	Georgia Southern University Office of Career Services PO Box 8069 Statesboro, Georgia 30450 Url : <a href="http://www.georgiasouthern.edu">http://www.georgiasouthern.edu</a> Email : <a href="mailto:pbruce@georgiasouthern.edu">pbruce@georgiasouthern.edu</a> Philip Bruce	N	0
13	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	0
14	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
15	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
16	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	12

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17	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:eloise@ithaca.edu">eloise@ithaca.edu</a> Eloise Green	Y	0
18	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	1
19	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Todd Soffian Manual Posting	N	0
20	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
21	Medialine PO Box 51909 Pacific Grove, California Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
22	Operation Open Doors/ Goodwill 7220 Sallie Mood Dr Savannah, Georgia 31405 Url : <a href="http://www.goodwillsavannah.org">http://www.goodwillsavannah.org</a> Email : <a href="mailto:jobs@goodwillsavannah.org">jobs@goodwillsavannah.org</a> Aileuria Crawford	N	0
23	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0

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24	Savannah College of Art and Design PO Box 3145 Savannah, Georgia 31405 Email : sbgresumes@sbgstv.com Student Placement	N	0
25	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
26	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : employment@sbgi.net Sharon Pickeral	N	4
27	Station Website	N	1
28	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Email : hedding@talentdynamics.com Christina Hedding	N	0
29	The Art Institute One West Ct Square Decatur, Georgia 30030 Url : <a href="http://www.artinstitutes.edu">http://www.artinstitutes.edu</a> Career Services Manual Posting	N	0
30	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 : sbgresumes@sbgstv.com Broadbean Source	N	0

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31	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
32	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	3
33	University of Georgia Terrel Hall Athens, Georgia 30602 Url : <a href="http://www.ega.edu">http://www.ega.edu</a> Email : <a href="mailto:cbentley@uga.edu">cbentley@uga.edu</a> Cecil Bentley	N	0
34	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:vicki.h.mullen.civ@mail.mil">vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>28</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	8/5/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at National Association of Black Journalists convention in Minneapolis, MN; they met with 200+ potential candidates and reviewed resumes and tapes, 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	Employment Manager Director, News Development News Talent Manager

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2	9/1/2015	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.</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.</p> <p>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 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.</p>	8	General Sales Manager



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3	9/18/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the RTNDA, EIJ and National Association of Hispanic Journalists convention in Orlando, FL; they met with 200+ potential candidates and reviewed resumes and tapes. 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	Employment Manager Director, News Development News Talent Manager
4	10/21/2015	Provision of training to management	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; the HR Manager for WTGS - Savannah, GA was in attendance for both days. 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 station.	1	Sr. Regional HR Manager
5	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