

**WTGS-TV**  
**EEO PUBLIC FILE REPORT**  
**December 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
Sales Account Executive	1, 3-6, 8, 10-19, 21-22, 24-25, 27-31	14
Sales Account Executive	1, 3-6, 8, 10-19, 21-22, 24-25, 27-31	6
Sales Account Executive	1, 3-6, 8, 10-19, 21-22, 24-25, 27-31	14
Creative Services Producer	3-5, 8-14, 16-19, 21-31	18
Business Manager	4, 7, 11-12, 14, 17-18, 22, 24-25, 28	7
Local Sales Assistant	2, 4-5, 8-14, 16-20, 22-25, 27-31	14

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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	Armstrong State University 11935 Abercorn St Savannag, Georgia 31419 Career services Career services Manual Posting	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrew Hamburger	N	6
5	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 : <a href="mailto:csbatlanta@gocsb.com">csbatlanta@gocsb.com</a> Mya Marshall	N	0
6	Employee Referral	N	1
7	Employment Agency	N	1
8	GA Dept of Labor 3090 Mercer University Dr Macon, Georgia 31204 Fax : 1-912-351-3800 Dept of Labor	N	0
9	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

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10	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
11	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
12	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
13	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
14	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	24
15	Internet Ad-not directly contacted by SEU	N	1
16	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:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sharon Pickeral	Y	0

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17	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
18	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	3
19	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 : info@media-match.com Tammy Romaniuk	Y	0
20	NAACP - Savannah 1204 Martin Luther King Jr Blvd Savannah, Georgia 31415 Email : savnaacp1204@yahoo.com Carol Davis-Hunt	N	0
21	Operation Open Doors/ Goodwill 7220 Sallie Mood Dr Savannah, Georgia 31405 Url : <a href="http://www.goodwillsega.org">http://www.goodwillsega.org</a> Email : jobs@goodwillsega.org Aileuria Crawford	N	0
22	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
23	Savannah College of Art and Design PO Box 3145 Savannah, Georgia 31405 Email : sbgresumes@sbgstv.com Student Placement	N	0

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24	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
25	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgi.net">employment@sbgi.net</a> Sharon Pickeral	N	2
26	Station Website	N	1
27	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
28	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
29	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	0
30	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

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
31	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>39</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	12/12/2016	Provision of training to management	<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>	1	Business Manager

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	<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>
2	1/9/2017	Provision of training to management	January 9th-12th, Katelyn Hobday, Reg HR Manager, held HR training for Keith Barry. 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	Regional HR Manager Business Manager/ HR Contact
3	4/13/2017	Participation in Job Fairs	Katelyn Hobday attended the College Transfer and Career Fair at Georgia Military College on Thursday, April 13th, from 3:30pm – 5:30pm, located at the student center in Elliot Hall. Katelyn spoke with students about career opportunities in Broadcasting/ Media in the Georgia area.	1	Regional HR Manager