WTWC
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL.") for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Sales Assistant</td>
<td>1-6, 8-26, 28-31, 33-37, 39-42</td>
<td>9</td>
</tr>
<tr>
<td>Promotions Producer</td>
<td>1-42</td>
<td>9</td>
</tr>
</tbody>
</table>

The Station employment unit provides sales and certain back office services to: WTLF, FAC id 82735
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | Alabama State University  
PO Box 271  
Montgomery, Alabama  
Phone: 334-229-4493  
Url: http://www.alasu.edu  
Email: sbgresumes@sbgtv.com  
Fax: 1-334-229-4976  
A.David Okeowo, Ph.D | N | 0 |
| 2         | Arizona State University/Walter Cronkite School of Journalism  
555 N Central Ave Ste 302  
Phoenix, Arizona 85004  
Email: mike.wong@asu.edu  
Mike Wong | Y | 0 |
| 3         | Bishop State College  
351 N. Broad Street  
Mobile, Alabama  
Phone: 251-662-5371  
Url: http://www.bishop.edu  
Email: jwomack@bishop.edu  
Juliette F. Womack | N | 0 |
| 4         | Career Source/Workforce Plus  
2525 S Monroe St  
Tallahassee, Florida 32301  
Phone: 850-617-4509  
Url: http://www.careersourcecapitalregion.com  
Email: brenda.davis@careersourcecapitalregion.com  
Fax: 1-850-922-6747  
Brenda Davis | N | 0 |
| 5         | Careerbuilder.com  
1101 15th St, NW  
Washington, District of Columbia 20005  
Url: http://www.careerbuilder.com  
Email: sbgresumes@sbgtv.com  
Cole Rowley | N | 0 |
| 6         | CBS School of Broadcasting  
3901 Coconut Palm Drive Suite 105  
Tampa, Florida 33619  
Phone: 813-740-0990  
Url: http://www.gocsb.com  
Email: sclark@gocsb.com  
Stephen F. Clark | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
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</tr>
</thead>
</table>
| 7         | Collective Talent  
26150 Herseyvale  
Franklin, Michigan 48025  
Url: http://www.medialine.com  
Email: bille@michaelsmedia.com  
Michael Bille | N | 0 |
| 8         | East Carolina University  
3016 Bate Building  
Greenville, North Carolina 27858  
Email: brownjo@ecu.edu  
Lee Brown | N | 0 |
| 9         | Employee Referral | N | 3 |
| 10        | EmployFlorida  
325 John Knox Road  
Tallahassee, Florida 32303  
Phone: 850-414-6085  
Fax: 1-850-875-3324  
Lauren Green | N | 0 |
| 11        | Florida A&M University  
Dept. of Journalism  
Tallahassee, Florida 32307  
Phone: 850-599-3379  
Email: sbgresumes@sbgtv.com  
Career Center | N | 0 |
| 12        | Florida Assoc of Broadcasters  
201 S Monroe St Suite 201  
Tallahassee, Florida 32301  
Url: http://www.fab.org  
Email: info@fab.org  
Fax: 1-850-222-3957  
Job Listings | N | 0 |
| 13        | Florida State University  
Delta Sigma Pi-College of Business  
Tallahassee, Florida 32306  
Phone: 850-644-7892  
Email: ldiez@cob.fsu.edu  
Lisa Diez-Arguelles | N | 0 |
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</thead>
</table>
| 14        | Florida State University School of Communication  
Tallahassee, Florida 32306  
Phone : 850-644-5034  
Email : steve.mcdowell@cci.fsu.edu  
Stephen D. McDowell | N                                               | 0                                                     |
| 15        | Florida State University  
600 W. College Ave  
Tallahassee, Florida 32303  
Phone : 850-644-9698  
Email : sbgresumes@sbgtv.com  
Career Services | N                                               | 0                                                     |
| 16        | Georgia Department of Labor  
2551 E. Pinetree Blvd  
Thomasville, Georgia 31799  
Phone : 229-225-5013  
Fax : 1-229-225-5013  
Tina Cooney | N                                               | 0                                                     |
| 17        | GlassDoor.com  
1 Harbor Drive Suite 300  
Sausalito, California 94965  
Phone : 415-339-9105  
Url : http://www.glassdoor.com  
Email : sbgresumes@sbgtv.com  
Sinclair SilkRoad Source | N                                               | 0                                                     |
| 18        | Hire A Hero  
PO Box 6808  
Morango, California 94705  
Url : http://www.hireahero.org  
Email : sbgresumes@sbgtv.com  
Broadbean Source | Y                                               | 0                                                     |
| 19        | Howard University  
5258 Bryant St, NW  
Washington, District of Columbia 20059  
Url : http://www.howard.edu  
Email : cdudley@howard.edu  
Carol Dudley | N                                               | 0                                                     |
| 20        | Husson University  
1 College Circle New England School of Communications  
Bangor, Maine 4401  
Url : NEWS ONLY  
Email : verrasrr@husson.edu  
Rodney Verrill | Y                                               | 0                                                     |
## WTWC
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</tr>
</thead>
<tbody>
<tr>
<td>21</td>
<td>Indeed.com</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>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@sbgtv.com">sbgresumes@sbgtv.com</a> Sinclair SilkRoad Source</td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>Ithaca College</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>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@sbgtv.com">sbgresumes@sbgtv.com</a> Broadbean Source</td>
<td></td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>Journalismjobs.com</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgtv.com">sbgresumes@sbgtv.com</a> Broadbean Source</td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Linkedin</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgtv.com">sbgresumes@sbgtv.com</a> Laura Rehn</td>
<td></td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Lively Technical Center</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>500 N. Appleyard Drive Tallahassee, Florida 32304 Phone : 850-487-7410 Fax : 1-850-487-7416 Mary Black</td>
<td></td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>Media Match</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>8112 1/2 West 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</td>
<td></td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>Medialine</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone</td>
<td></td>
<td></td>
</tr>
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</table>
| 28        | Norfolk State University  
700 Park Ave.  
Norfolk, Virginia 23504  
Phone: 757-823-2384  
Email: pcbiggs@nsu.edu  
Paula C. Briggs | N | 0 |
| 29        | Recruit.Net  
2706, The Centrium 61 Wyndham St  
Central, Hong Kong  
Phone: 852 2525 0555  
Url: http://www.recruit.net  
Email: sbgresumes@sbgtv.com  
Sinclair SilkRoad Source | 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@sbgtv.com  
Sinclair SilkRoad Source | N | 0 |
| 31        | Sinclair Broadcast Group  
10706 Beaver Dam Rd  
Hunt Valley, Maryland 21030  
Url: http://www.sbgii.net  
Email: employment@sbgtv.com  
Sharon Pickeral | N | 0 |
| 32        | Talent Dynamics  
600 Las Colinas Blvd Ste 100  
Irving, Texas 75039  
Url: http://www.talentdynamics.com  
Email: hedding@talentdynamics.com  
Christina Hedding | N | 0 |
| 33        | Tallahassee Community College  
444 Appleyard Drive  
Tallahassee, Florida 32304  
Phone: 850-201-9970  
Url: http://www.tccfuturelink.com/employers  
Email: careercenter@tcc.fl.edu.  
Jamina Scippio-McFadden | N | 0 |
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| 34        | Tallahassee Urban League  
923 Old Bainbridge Road  
Tallahassee, Florida 32301  
Phone: 850-222-6111  
Email: turbanleague@yahoo.com  
Yvonne Whitehead | N | 0 |
| 35        | The Job Spider  
3000 Stanton Circle  
Carmichael, California 95608  
Phone: 916-488-7065  
Url: http://www.thejobspider.com  
Email: sbgresumes@sbgtv.com  
Broadbean Source | N | 0 |
| 36        | The Muse  
1375 Broadway  
New York, New York 10018  
Url: http://www.themuse.com  
Email: sbgresumes@sbgtv.com  
Andrea Siegle | N | 0 |
| 37        | TheLadders.com  
137 Varick Street 8th Floor  
New York, New York 10013  
Phone: 646-453-1800  
Url: http://www.theladders.com  
Email: sbgresumes@sbgtv.com  
Sinclair SilkRoad Source | N | 0 |
| 38        | TV and Radio Jobs  
PO Box 129  
Kanab, Utah 84741  
Phone: 435-644-5992  
Url: http://www.tvandradiojobs.com  
Hal Abrams  
Manual Posting | N | 0 |
| 39        | Tvjobs.com  
PO Box 4116  
Oceanside, California 92052  
Url: http://www.tvjobs.com  
Email: info@tvjobs.com  
Mark Holloway | N | 0 |
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</tr>
</thead>
<tbody>
<tr>
<td>40</td>
<td>US Army Wounded Warrior Program</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>200 Stovall St Room 7N53</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Alexandria, Virginia 22332</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Vicki Mullen</td>
<td></td>
<td></td>
</tr>
<tr>
<td>41</td>
<td>Valdosta State University</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>1500 N. Patterson Street Powell Hall West, 2nd Floor</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Valdosta, Georgia 31698</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 229-333-5942</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:dhargett@valdosta.edu">dhargett@valdosta.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Delois Hargett</td>
<td></td>
<td></td>
</tr>
<tr>
<td>42</td>
<td><a href="http://www.mediagignow.com">www.mediagignow.com</a></td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>717 Green Valley Road Suite 200</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Greensboro, North Carolina 27408</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 336-553-0620</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.mediagignow.com">http://www.mediagignow.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MediaGigNow.com</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 4
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>3/5/2019</td>
<td>Participation in Job Fairs</td>
<td>Kandra Bryant-Business Manager and Charles Lemon-Creative Services Director attended the CareerSource Career fair and spoke to job seekers about working in the broadcast industry and answered questions on current career opportunities with WTWC/ETWC. The event took place at the CareerSource Corporate Center and was attended by local job seekers.</td>
<td>2</td>
<td>Business Manager Creative Services Manager</td>
</tr>
<tr>
<td>4/9/2019</td>
<td>Participation in Job Fairs</td>
<td>The Corporate Employment Coordinator, and local station HR Coordinator represented all Sinclair locations at the job fair hosted by the Broadcast Education Association on April 9th, 2019, in coordination with the April 2019 NAB Show, in Las Vegas, NV. They met with potential candidates and reviewed resumes, tapes, discussed current job vacancies and future job opportunities/possibilities at the locations across the country. All candidates who visited the booth are followed-up with for relevant positions, including current and future job inquiries when applicable.</td>
<td>2</td>
<td>Corporate Employment Coordinator Station HR Coordinator</td>
</tr>
<tr>
<td>5/3/2019</td>
<td>Participation in events sponsored by community groups</td>
<td>Station observation by Cub Scout pack 112. Participants toured the station and learned information careers in the broadcast industry.</td>
<td>1</td>
<td>Creative Services Manager</td>
</tr>
</tbody>
</table>
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</thead>
<tbody>
<tr>
<td>8/26/2019</td>
<td>Provision of training to management</td>
<td>SBG, Inc. and its stations are Equal Opportunity Employers. 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. Newly hired managers and supervisors take web-based training courses titled &quot;Workplace Ethics for Supervisors&quot; and &quot;Sexual Harassment: What Supervisors Need to Know,&quot; and all newly hired employees complete &quot;Sexual Harassment: What Employees Need to Know&quot; and &quot;Business Ethics: What Employees Need to Know&quot; within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that 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.</td>
<td>1</td>
<td>Business Manager</td>
</tr>
</tbody>
</table>