

WSYX

EEO PUBLIC FILE REPORT

June 1, 2017 - May 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
Traffic Reporter	1, 4-7, 18-23, 25, 27, 29-31, 33-34, 36-42, 44-49, 51-53, 55-57, 60, 62-64, 66-72	1
Weekend Producer	4-8, 11, 17-23, 25, 29-31, 33-42, 44-49, 51-53, 55-57, 59-60, 62-64, 66-72	30
Executive Producer	4-8, 18-23, 25, 28-31, 33-42, 44-49, 51-53, 55-57, 59-60, 62-64, 66-72	28
News Photographer	4-8, 18-23, 25, 29-31, 33-42, 44-49, 51-53, 55-60, 62-72	58
News Photographer	4-8, 18-23, 25, 29-31, 33-42, 44-49, 51-53, 55-60, 62-72	58
Copy Coordinator	4-7, 10, 18-23, 25-26, 29-31, 33-34, 36-42, 44-49, 51-53, 55-58, 60, 62-64, 66-72	58
General Sales Manager	4-7, 10, 14, 18-23, 25, 29-31, 33-34, 36-42, 44-49, 51-53, 55-57, 60, 62-64, 66-72	14
Marketing Consultant	3-7, 10, 17-23, 25, 29-31, 33-34, 36-42, 44-53, 55-57, 60-64, 66-72	17
Marketing Consultant	3-7, 10, 17-23, 25, 29-31, 33-34, 36-42, 44-53, 55-57, 60-64, 66-72	25
Marketing Consultant	3-7, 10, 17-23, 25, 29-31, 33-34, 36-42, 44-53, 55-57, 60-64, 66-72	3
Sales Marketing and Promotions Coordinator	4-7, 10, 18-23, 25, 28-31, 33-34, 37-42, 44-49, 51-53, 55-58, 60, 62-64, 66-71	28
Morning News Anchor	4-10, 14, 18-23, 25, 29-31, 33-35, 37-42, 44-49, 51-53, 55-57, 59-60, 62-64, 66-71	14
News Photographer	4-10, 18-23, 25, 29-31, 33-35, 37-42, 44-49, 51-53, 55-60, 62-64, 66-71	58
Weekend Meteorologist / Reporter	4-10, 18-23, 25, 27, 29-31, 33-35, 37-42, 44-49, 51-53, 55-57, 59-60, 62-64, 66-71	63
On-Air Operations Manager	4-10, 13, 18-23, 25, 29-31, 33-35, 37-42, 44-49, 51-53, 55-57, 59-60, 62-64, 66-71	13
News Anchor / Reporter (Weekends)	4-10, 18-23, 25, 29-31, 33-35, 37-42, 44-49, 51-53, 55-57, 59-60, 62-64, 66-71	56

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News Anchor / Reporter (Weekends)	4-10, 18-23, 25, 29-31, 33-35, 37-42, 44-49, 51-53, 55-57, 59-60, 62-64, 66-71	25
Creative Services Director	4-9, 18-23, 25, 28-31, 33-42, 44-49, 51-53, 55-57, 59-60, 62-64, 66-71	28
Human Resources Coordinator	4-7, 18-23, 25, 29-31, 33-34, 36-42, 44-49, 51-53, 55-57, 60, 62-64, 66-71	19
Broadcast Engineer	4-7, 18-23, 25, 29-34, 36-42, 44-49, 51-57, 60, 62-64, 66-71	56
Creative Services Producer	4-7, 13, 17-23, 25, 29-31, 33-34, 36-42, 44-49, 51-53, 55-57, 60, 62-71	17
Chief Meteorologist	1, 4-9, 16, 18-23, 25, 29-31, 33-42, 44-49, 51-53, 55-57, 59-60, 62-64, 66-71	16
Master Control Operator	4-7, 14, 18-23, 25-26, 29-31, 33-34, 36-42, 44-49, 51-53, 55-57, 60, 62-64, 66-71	14
Multimedia Journalist	4-9, 18-23, 25, 29-31, 33-35, 37-42, 44-49, 51-53, 55-64, 66-71	58
News Photographer	4-9, 18-23, 25, 29-31, 33-35, 37-42, 44-49, 51-53, 55-57, 59-64, 66-71	56
News Photographer	4-9, 18-23, 25, 29-31, 33-35, 37-42, 44-49, 51-53, 55-57, 59-64, 66-71	56
Digital Sales Assistant	4-7, 18-23, 25, 29-31, 33-34, 37-42, 44-53, 55-57, 60-64, 66-71	25
Director	4-9, 14-15, 18-23, 25, 29-31, 33-35, 37-49, 51-53, 55-57, 59-64, 67-71	14
Production Assistant	4-9, 15, 18-23, 25, 29-31, 33-35, 37-49, 51-53, 55-57, 59-64, 67-71	25
Production Assistant	4-9, 15, 18-23, 25, 29-31, 33-35, 37-49, 51-53, 55-57, 59-64, 67-71	25
Digital Content Producer	4-7, 12, 15, 17-23, 25, 29-31, 33-34, 37-49, 51-53, 55-58, 60-64, 66-71	25
On-Air Promotions Manager	4-7, 15, 18-23, 25, 29-31, 33-34, 37-49, 51-53, 55-57, 60-64, 67-71	56
Broadcast Engineer	4-5, 7, 12, 15, 17-25, 29-31, 33-34, 37-49, 51-53, 55-57, 60-64, 67-71, 73	12
Master Control Operator	4-7, 13, 15, 18-25, 29-31, 33-34, 37-49, 51-53, 55-57, 60-64, 66-71, 73	13

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Graphic Designer	2, 4-7, 15, 17-25, 29-34, 37-49, 51-53, 55-57, 60-64, 66-71, 73	19
News Photographer/Videographer	4-9, 13, 15, 18-25, 29-31, 33-35, 37-49, 51-53, 55-57, 59-64, 66-71, 73	13

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	5
2	Bulletin Board	N	1
3	Call In	N	1
4	Career Board Ohio Phone : 614-792-7210 Url : http://www.careerboard.com Email : khartmen@careerboard.com Kim Hartmen	N	0
5	Careerbuilder.com 8401 Greensboro Drive Suite 250 McLean, Virginia 22102 Phone : 703-637-7912 Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
6	Center of Vocational Alternatives 3770 North High Street Columbus, Ohio 43214 Phone : (614) 294-7117 ext. 225 Email : bschmitzer@cova.org Barb Schmitzer	N	0
7	Central State University P O Box 1004 Wilberforce, Ohio 45384 Phone : 937-376-6493 Email : csucareerservices@gmail.com Rodney Hudson	N	0
8	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Email : bille@michaelsmedia.com Michael Bille	N	0
9	Columbia Journalism School Career Services 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Email : ir2273@columbia.edu Izabela Rutkowski	N	0

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10	Columbus Urban League 788 Mount Vernon Avenue Columbus, Ohio 43203 Phone : 614-257-6300 Email : cboyd@cul.org Fax : 1-614-258-8475 Cherese Boyd	N	0
11	Corporate Recruiter	N	1
12	Current Employee	N	3
13	Current Employee - Transfer/Promotion	N	4
14	Current Employee/Internal Promotion	N	4
15	Denison University Career Services 306 Burton Morgan Granville, Ohio 43023 Phone : 740-587-6656 Email : career@denison.edu Fax : 1-740-587-6656 Michele Doran	N	0
16	Employee Promotion	N	1
17	Employee Referral	N	6
18	Franklin University 201 S. Grant Avenue Columbus, Ohio 43215 Phone : 614-947-6800 Email : slc@franklin.edu Carrer Services	N	0
19	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	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	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
21	Hispanic Student/Latino 77 South High Street 18th Fl Columbus, Ohio 43210 Phone : 614-466-8333 Email : lair.marin@ohio.gov Lair Marin	N	0
22	Hocking College 3301 Hocking Parkway Nelsonville, Ohio 45764 Phone : 877-462-5464 Email : tompkinsh@hocking.edu Harry Tompkins	N	0
23	Howard University School of Communications 525 Bryant Street NW Room 107 Washington, District of Columbia 20059 Phone : 202-806-5806 Email : cdudley@howard.edu Carol Dudley	N	0
24	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	Y	0
25	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	16
26	Indeed.com	N	2
27	Internal Candidate	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Internal Transfer/Promotion	N	3
29	Ithaca College 953 Danby Road Ithaca , New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
30	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	2
31	Kent State University Career Services 261 Schwartz Center Kent, Ohio 44242 Phone : 330-672-2360 Email : sbgresumes@sbgstv.com Robin Pijor	N	0
32	Linked In	N	2
33	Linkedin Corporate Solutions 2029 Stierlin CT Mountain View, California 94043 Email : sbgresumes@sbgstv.com Danielle Anderson	N	0
34	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
35	Medialine.com P O Box 15909 Pacific Grove, California 94043 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	NAACP 233 S. High Street Columbus, Ohio 43215 Phone : 614-464-1108 Email : info@columbusnaacp.org Fax : 1-614-382-6900 Shirley Hubbert	N	0
37	National Association of Broadcasters 1771 N. Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : nab@nab.org Karen Hunter	N	0
38	Native America Indian Center 67 East Innis Avenue P O Box 07705 Columbus, Ohio 43207 Phone : 614-443-6120 Url : https://cete.osu.edu/projects/naicco Email : knox.113@osu.edu Alan Knox	N	0
39	Norfolk State University 700 Park Avenue Dept of Comm & Journalism Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbriiggs@nsu.edu Paula Briggs	N	0
40	OAB Job Board 17 S High Street Ste 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Url : http://www.oab.org Email : cmerritt@oab.org Christine Merritt	N	0
41	Ohio Dominican University 1216 Sunbury Road Columbus, Ohio 43219 Phone : 614-253-3560 Url : http://www.collegiatejobline.org Email : powellm@ohiodominican.edu Mandy Powell	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Ohio Means Jobs / Dept. of Job and Family Services 30 East Broad Street Columbus, Ohio 43215 Phone : 937-225-6135 Aminah Costner Manual Posting	N	0
43	Ohio Media School 5330 E Main St #200 Whitehall, Ohio 43213 Phone : (614) 230-0461 Url : https://beonair.com/ Email : jdixon@beonair.com Jody Dixon	N	0
44	Ohio State Alumni Assoc 2200 Olentangy River Rd Columbus , Ohio 43210 Phone : . Email : sbgresumes@sbgstv.com Alumni Association	N	0
45	Ohio State University 154 W 12th Avenue Enarson Hall Columbus, Ohio 43210 Phone : 614-292-3366 Email : sbgresumes@sbgstv.com Carrer Services	N	0
46	Ohio State University School of Journalism 154 North Oval Mall Columbus, Ohio 43210 Phone : 614-292-7055 Email : asccareer@osu.edu Jeanine Bauman	N	0
47	Ohio University 101 S. Green Drive Athens, Ohio 45701 Phone : 740-593-1394 Url : http://ohio.edu/careers/students Email : sbgresumes@sbgstv.com Chrissy Lee	N	0

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48	Ohio Wesleyan University Career Services HWCC-Room 324 Delaware, Ohio 43015 Phone : 740-368-3152 Email : careers@owu.edu Nancy Westfield	N	0
49	Organization of Chinese Americans 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Url : http://www.ocanational.org/ Email : Media@ocanational.org Fax : 1-202-296-0540 Nick Lee	N	0
50	Other Source	N	3
51	Otterbein College WOCC-TV Otterbein Westerville, Ohio 43081 Phone : 614-823-1563 Email : rbrechbill@otterbein.edu Ryan Brechbill	N	0
52	Purdue University Rawls Hall, Room 3029 100 South Grant Street West Lafayette, Indiana 47907 Email : luzaders@purdue.edu Sally Luzader	N	0
53	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
54	SBE 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46240 Phone : 317-846-9000 Scott Jones Manual Posting	N	1

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55	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
56	Sinclair Broadcast Group website 10706 Beaver Dam Road Cockeysville, Maryland 21030 Phone : 410-568-1517 Email : employment@sbgstv.com Sharon Pickeral	N	6
57	Specs Howard School of Media Arts 19900 West 9 Mile Road Southfield, Michigan 48075 Email : KBurns@specshoward.edu Kristin Burns	Y	0
58	Station Website	N	8
59	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Email : hedding@talentdynamics.com Christina Hedding	N	0
60	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
61	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	1

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62	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
63	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	2
64	University of Findley 1000 N Main St Findlay, Ohio 45840 Email : sbgresumes@sbgstv.com Career Center	N	0
65	Unknown (source not adequately identified upon inquiry by SEU)	N	2
66	Urbana University 579 College Way Urbana, Ohio 43078 Phone : 937-772-9222 Url : http://www.collegiatejobline.org Email : careerservices@urbana.edu Maria Heeg	N	0
67	US Army Wounded Warrior Program 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
68	Walter Cronkite School of Journalism 555 N. Central Ave., Suite 302 Phoenix, Arizona 85004 Url : NEWS only Email : mike.wong@asu.edu Michael Wong	Y	0

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69	Wilberforce University Job Development Office Wilberforce, Ohio 45384 Phone : 937-708-5252 Email : hwilliams@wilberforce.edu Hila Williams	N	0
70	Wittenberg University 734 Woodlawn Ave Springfield, Ohio 45504 Phone : 937-327-7521 Url : http://www.collegiatejobline.org Email : careers@wittenberg.edu Carrer Services	N	0
71	Wright University 3640 Colonel Glen Highway Dayton, Ohio 45435 Email : sbgresumes@sbgvtv.com Career Center	N	0
72	WSYX/WTTE/WWHO (website) 1261 Dublin Road Columbus, Ohio 43215 Phone : 614-485-1418 Email : employment@sbgvtv.com Kristin Swansiger	N	0
73	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:			79

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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 Sr. Employment Manager, News Talent Manager and Director of News Training and 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	Sr. Employment Manager News Talent Manager Director, News Training and Development
2	11/7/2017	Establishment of an intern program designed to assist members of the community	During the winter months the news department fosters an intern program that exposes college students who have expressed interest in journalism and broadcasting. During the winter of 2017-2018 we brought on 3 unpaid interns who all were completing requirements for college credit. The interns all work approximately 20 hours a week, for a total of 120 hours each.	3	HR Coordinator Production Manager News Producer
3	12/1/2017	Participation in events or programs sponsored by educational institutions	Attended Thomas Worthington High School Career Fair. The event was designed to give 9th grade students a better understanding of the types of positions available in the adult workforce and the requirements for education and training in those positions.	1	HR Coordinator
4	1/25/2018	Participation in events or programs sponsored by educational institutions	Led a discussion with students and faculty at Denison University about careers and expectations in broadcasting industry.	1	HR Coordinator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	2/21/2018	Hosting of Job Fair	ABC6 (WSYX in Columbus, OH) hosted a Job Boot Camp. Over 30 employers participated in the job fair and over 400 job seekers were in attendance. There were also workshop sessions hosted by professionals (e.g., Job Searching at 50+, Preparing Yourself for Your Job Search, Developing and Building Your Confidence for Your "ASK", LinkedIn-Your Online Networking Resource, Developing Your Professional Presence, and a resume lab with laptops available so that candidates could hone their resume while getting advice from professionals).	10	Regional HR Manager Local Sales Manager General Sales Manager HR Coordinator
6	3/20/2018	Participation in events or programs sponsored by educational institutions	Bowling Green State University Media Career Day	1	News Video Operations Manager
7	4/18/2018	Participation in events or programs sponsored by educational institutions	Meteorologist job shadowing by two Grandview High School students	2	Meteorologist
8	4/18/2018	Hosting of Job Fair	ABC6 (WSYX in Columbus, OH) hosted a Job Boot Camp. Over 25 employers participated in the job fair and over 400 job seekers were in attendance. There were also workshop sessions hosted by professionals (e.g., Giving a Second Chance to Restored Citizens, and a resume lab with laptops available so that candidates could hone their resume while getting advice from professionals).	2	HR Coordinator General Sales Manager
9	4/26/2018	Participation in events or programs sponsored by educational institutions	High School Student Meteorologist Job Shadow	1	Meteorologist