

WLOS
EEO PUBLIC FILE REPORT
August 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
News Photographer	1-5, 7-11, 13, 15, 17-25, 27, 29-31, 33-37, 39-46, 48-57, 59-67	17
Billing Coordinator	1-10, 13, 15, 17-18, 20-25, 27, 29, 31, 33-37, 40-46, 48-55, 57, 59-66	27
Local Sales Assistant	1-5, 7-8, 10, 13-15, 18, 20, 22-25, 27, 29-31, 33-38, 40, 42-43, 45-46, 48-55, 57, 59-65	14
Master Control Operator	1-5, 7-8, 10, 15, 18, 20, 22-25, 27, 29-38, 40, 42-43, 45-46, 48-55, 57, 59-65, 67	67
Master Control Operator	1-5, 7-8, 10, 15, 18, 20, 22-25, 27, 29-38, 40, 42-43, 45-46, 48-55, 57, 59-65, 67	53
Regional Staff Accountant	1-5, 7-8, 10, 15, 18, 20, 22-25, 27, 29-31, 33-38, 40, 42-43, 45-46, 48-55, 57, 59-65	27
Accounts Receivable Specialist	1-5, 7-8, 10, 15, 17-18, 20, 22-25, 27, 29-31, 33-38, 40, 42-43, 45-46, 48-55, 57, 59-65	36
Accounts Receivable Specialist	1-5, 7-8, 10, 15, 17-18, 20, 22-25, 27, 29-31, 33-38, 40, 42-43, 45-46, 48-55, 57, 59-65	27
Accounts Receivable Specialist	1-5, 7-8, 10, 15, 17-18, 20, 22-25, 27, 29-31, 33-38, 40, 42-43, 45-46, 48-55, 57, 59-65	17
Accounts Receivable Specialist	1-5, 7-8, 10, 15, 17-18, 20, 22-25, 27, 29-31, 33-38, 40, 42-43, 45-46, 48-55, 57, 59-65	53
Accounts Receivable Specialist	1-5, 7-8, 10, 15, 17-18, 20, 22-25, 27, 29-31, 33-38, 40, 42-43, 45-46, 48-55, 57, 59-65	27
Accounts Receivable Specialist	1-5, 7-8, 10, 15, 17-18, 20, 22-25, 27, 29-31, 33-38, 40, 42-43, 45-46, 48-55, 57, 59-65	27
Accounts Receivable Specialist	1-5, 7-8, 10, 15, 17-18, 20, 22-25, 27, 29-31, 33-38, 40, 42-43, 45-46, 48-55, 57, 59-65	27
Digital Sales Assistant	1-5, 7-8, 10, 15, 18, 20, 22-25, 27, 29-31, 33-38, 40, 42-43, 45-46, 48-55, 57, 59-66	52

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Weekend Morning Anchor/Reporter	1-5, 7-8, 10-13, 15, 18, 20, 22-25, 27, 29-31, 33-40, 42-43, 45-46, 48-57, 59- 66	13
Marketing Consultant	1-5, 7-8, 10, 15, 17-18, 20, 22-25, 27, 29-31, 33-38, 40, 42-43, 45-46, 48-55, 57, 59-66	17
Associate Producer	1-5, 7-8, 10-11, 15, 18, 20, 22-25, 27, 29-40, 42-43, 45-46, 48-66	32
General Assignment Reporter	1-5, 7, 10-11, 13, 15-16, 18, 20, 22-25, 27, 29-31, 33-40, 42-43, 45-46, 48-49, 51-63, 65-66, 68	13
General Assignment Reporter	1-5, 7, 10-11, 13, 15-16, 18, 20, 22-25, 27, 29-31, 33-40, 42-43, 45-46, 48-49, 51-63, 65-66, 68	13
News Producer	1-5, 7, 10-11, 13, 15, 17-18, 20, 22-25, 27, 29-31, 33-40, 42-43, 45-63, 65-66, 68	53
News Producer	1-5, 7, 10-11, 13, 15, 17-18, 20, 22-25, 27, 29-31, 33-40, 42-43, 45-63, 65-66, 68	53
News Photographer	2-5, 7, 10-11, 15, 17-18, 20, 22-25, 27, 29-31, 33-40, 42-43, 45-46, 48-63, 65- 66, 68	17
Credit Clerk	2-5, 7, 10, 15, 18, 22-27, 29-31, 33-38, 40, 42-43, 45-46, 48-55, 57-63, 65-66, 68	27
Associate Producer	2-5, 7, 10-11, 14-15, 17-18, 22-31, 33- 40, 42-43, 45-46, 48-63, 65-66, 68	28
Accounts Receivable Clerk	2-5, 7, 10, 15, 18, 22-27, 29-31, 33-38, 40, 42-43, 45-46, 48-55, 57-63, 65-66, 68	27
Local Sales Assistant	2-5, 7, 10, 15, 17-18, 22-27, 29-31, 33- 38, 40, 42-43, 45-46, 48-55, 57-63, 65- 66, 68	17

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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	Anderson University 316 Boulevard Anderson, South Carolina 29621 Phone : 864-231-2149 Url : http://www.andersonuniversity.edu Email : careerplanning@andersonuniversity.edu Rebecca Albert	Y	0
2	Bishop State Community College 351 N Broad St Mobile, Alabama Phone : 251-662-5371 Url : http://www.bishop.edu Email : jwomack@bishop.edu Juliette Womack	Y	0
3	Blue Ridge Community College 180 West Campus Drive Flat Rock, North Carolina 28731 Phone : 828-694-1700 Url : http://www.blueridge.edu Email : jasonc@blueridge.edu Daniel Harris	Y	0
4	Brevard College 1 Brevard College Drive Brevard, North Carolina 28712 Phone : 828-883-8292 Url : http://www.brevard.edu Email : pottsna@brevard.edu Nacole Potts	Y	0
5	California Chicano News Media 3800 South Grand Ave Suite 3950 Los Angeles, California 90071 Url : http://www.ccna.org Email : sylvia@ccna.org Slyvia Wells	Y	0
6	Career Fair	N	1

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7	Careerbuilder.com 8401 Greensboro Drive Suite 250 McLean, Virginia 22102 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	1
8	City of Asheville PO Box 7148 Asheville, North Carolina 28802 Phone : 828-259-8050 Url : http://www.ashevillenc.gov Email : bmills@ashevillenc.gov Brenda Mills Prong 2 Ended Date: 10/6/2017	N	0
9	Clafin University 400 Magnolia St Orangeburg, South Carolina 29115 Phone : 803-535-5379 Url : http://www.clafin.edu Email : cbeaton@clafin.edu Camika Beaton	N	0
10	Clemson University 316 Hendrix Center Clemson, South Carolina 29634 Phone : 864-656-0335 Url : http://career.clemson.edu Email : sbgresumes@sbgstv.com Kiara Glaze	Y	0
11	Collective Tallent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
12	Current Employee	N	1
13	Current Employee - Transfer/Promotion	N	7
14	Current Employee/Internal Promotion	N	2

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15	East Carolina Universtiy 3016 Bate Building Greenville, North Carolina 27858 Url : http://www.ecu.edu Email : brownjo@ecu.edu Lee Brown	N	0
16	Elizabeth City State University Parkview Drive Elizabeth City, North Carolina 27909 Phone : 252-335-3516 Email : rmjones@mail.ecsu.edu Fax : 1-252-335-3745 Randy Jones	N	0
17	Employee Referral	N	9
18	Employment Security of SC PO Box 328 Greenville, South Carolina 29602 Phone : 864-242-3531 Url : http://www.sces.org Email : hrrep@jcsu.edu Human Resources n/a	Y	0
19	Facebook post	N	1
20	Forrest Junior College 601 East River St Anderson, South Carolina 29624 Phone : 864-225-7653 Email : scottpeterson@forrestcollege.edu Scott Peterson Prong 2 Ended Date: 11/30/2017	N	0
21	Furman University 3300 Poinsett Hwy Greenville, South Carolina 29613 Phone : 864-294-2000 Url : http://www.furman.edu Email : janice.knighton@furman.edu Janice Knighton	N	0

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22	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
23	Greenville Tech PO Box 5616 Greenville, South Carolina 29613 Phone : 864-236-6514 Url : http://www.gvltec.edu Email : steve.jennings@gvltec.edu Steve Jennings	Y	0
24	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
25	Howard University 525 Bryant St NW Room 107 Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
26	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Phone : 207-973-1064 Url : Email : verrillr@husson.edu Rodney Verrill	Y	0

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27	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	15
28	Internet Ad-not directly contacted by SEU	N	1
29	Isothermal College PO Box 804 Spindale, North Carolina 28160 Phone : 828-286-3636 Url : http://www.isothermal.edu Email : jcoomes@isothermal.edu Jay Coomes	Y	0
30	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
31	Job Link 48 Grove St Asheville, North Carolina 28802 Phone : 828-251-6200 Url : http://www.landofsky.org Email : rodney.embler@nccommerce.com Rodney Embler	N	0
32	Job posting on internet	N	2
33	Johnson C Smith College 100 Beatties Ford Road Charlotte, North Carolina 28216 Phone : 704-330-1350 Url : http://www.jcsu.edu Email : career_services@jcsu.edu Fax : 1-704-378-1294 Kimberlee Archie	Y	0

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34	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
35	Limestone College 1115 College Dr Gaffney, South Carolina 29340 Phone : 864-489-7151 Url : http://www.limestone.edu Email : ileaks@limestone.edu Diane McCoy	Y	0
36	Linkedin Corp 2029 Stierlin Court Mountain View, California 94043 Email : sbgresumes@sbgstv.com Danielle Anderson	N	3
37	MAHEC 121 Hendersonville Road Asheville, North Carolina 28803 Phone : 828-257-4479 Url : http://www.mahec.net Email : jacquelyn.hallum@mahec.net Jacquelyn Hallum	Y	0
38	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 555-555-5555 Email : info@media-match.com Tammy Romaniuk	Y	0
39	Medialine Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0

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40	Montreat College PO Box 1267 Montreat, North Carolina 28757 Phone : 828-669-8011 Url : http://www.montreat.edu Email : toxenreider@montreat.edu Tom Oxenreider	Y	0
41	NAACP PO Box 7148 Asheville, North Carolina 28801 Phone : 828-281-3066 Email : abnaacp@bellsouth.net Johnny Hayes	Y	0
42	National Association of Broadcaster 1771 North Street NW Washington, District of Columbia 20036 Phone : 202-429-5499 Url : http://www.nab.org Email : nab@nab.org Edward Fritts	N	0
43	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California Url : http://www.nhmc.org Email : info@nhmc.org Alejandra Vaenzuela	N	0
44	Native American Public Telecommunications 1800 No 33 Street Lincoln, Nebraska 68583 Url : http://www.nativetelecom.org Email : native@unl.edu Career Services	N	0
45	NC JobConnector Asheville, NC Asheville, North Carolina Email : sbgresumes@sbgstv.com Division of Workforce Solutions Division of Workforce Solutions	N	0

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46	NCDHHS Vocational Rehabilitation Services 8 Barbetta Drive Asheville, North Carolina 28806 Phone : 828-670-3377 ext 241 Url : www.ncdhhs.gov/dvrs Email : leigh.mullins@dhhs.nc.gov Leigh Mullins	Y	0
47	North Carolina A&T State University 1601 East Market St. Greensboro, North Carolina 27401 Phone : 336-334-7862 Email : mahoneya@ncat.edu Fax : 1-336-334-7477 Angela Mahoney	N	0
48	North Carolina Broadcast Assoc PO Box 627 Raleigh, North Carolina 27602 Phone : 919-821-7300 Email : info@ncbroadcast.com Gail Summerfield	Y	0
49	North Carolina State University 1601 E. Market St Greensboro, North Carolina 27411 Phone : 336-334-7500 Url : http://www.ncat.edu Email : sbgresumes@sbgstv.com Caroline Mark	Y	0
50	North Greenville University PO Box 1892 Tigersville, South Carolina 29688 Phone : 864-977-7137 Url : http://www.mgu.edu Email : lahagin@ngu.edu Linwood Hagin	Y	0

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51	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
52	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	1
53	Sinclair Website 10706 Beaver Dam Road Hunt Valley, Maryland 21030 Phone : 410-568-1517 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	10
54	South Carolina Broadcast Assoc One Habison Way Suite 112 Columbia, South Carolina 29210 Phone : 803-732-1186 Url : http://www.scba.net Email : paula@scba.net Margaret Wallace	Y	0
55	South College 140 Sweeten Creek Rd Asheville, North Carolina 28803 Phone : 828-398-2554 Email : mcummings@southcollegetn.edu Ann Moss	Y	0
56	Talent Dynamics 600 Las Collins Blvd Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0

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57	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
58	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
59	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
60	TVJOBS.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Mark Holloway	N	0
61	University of NC - Chapel Hill CB# 3285, 115 Bingham Hall Chapel Hill, North Carolina 27599 Phone : 919-962-2311 Url : http://www.unc.edu Email : sbgresumes@sbgstv.com Career Services	N	0
62	Urban League of Upstate 15 Regency Hill Drive Greenville, South Carolina 29607 Phone : 864-244-3862 Url : http://urbanleagueoftheupstate.org/ Email : ulupstate@aol.com Carol Martin	Y	0

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63	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
64	USC Career Center 1. William Close BA Building, 6th Floor Columbia, South Carolina 29208 Phone : 803-777-1247 Url : www.sc.edu/career Email : goetowsk@mailbox.sc.edu Fax : 1-803-777-7556 Celia Carroll	N	0
65	Walter Cronkite School of Journalism 555 N. Central Ave, Suite 3012 Phoenix, Arizona 85004 Url : News Only Email : mike.wong@asu.edu Mike Wong	Y	0
66	Wofford College 429 N. Church Street Spartanburg, South Carolina 29303 Phone : 864-597-4260 Url : http://www.wofford.edu Email : lanejm@wofford.edu Marketing and Communications Dept.	N	0
67	Word of Mouth Referral	N	2
68	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:			56

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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	8/11/2017	Establishment of an intern program designed to assist members of the community	We had an intern from the University of North Carolina that interned with our news department during the summer of 2017. He worked with producers, reporters, and the assignment desk manager learning how to create a show from scratch.	1	Assistant News Director

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2	11/22/2017	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. 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 courses titled "Business Ethics" and "Preventing Harassment in the Workplace - Mgr Edition" and all newly hired employees complete "Workplace Harassment Prevention for Employees" and "Business Ethics" 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> <p>From 11/22/2017 - 1/31/2018 all current employees were required to take the training as well as the supervisors were required to do their training in the same period of time.</p>	2	General Manager Business Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	1/17/2018	Participation in Job Fairs	On January 17, 2018, we attended the 12 Annual Homecoming Career Fair. We were provided a table by the event organizers, and spent time with the public discussing currently available jobs and working at WLOS/WMYA in general.	2	Business Manager Marketing Manager
4	3/28/2018	Participation in Job Fairs	On March 28, 2018, we attended Career Fest at Lenoir-Rhyne University. We were provided a table by the event organizers, and spent time with the public discussing currently available jobs and working at WLOS/WMYA in general.	1	Business Manager
5	4/24/2018	Participation in events or programs sponsored by educational institutions	On 4/24/18, two students from Nesbitt Discovery Academy job shadowed at the station in the newsroom. They got to witness editing video, production of a newscast, and daily life in a newsroom.	1	Executive Producer