

**WCHS**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2017 - May 31, 2018**

**I. VACANCY LIST**

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

| Job Title                         | Recruitment Sources ("RS")<br>Used to Fill Vacancy | RS Referring<br>Hiree |
|-----------------------------------|--|-----------------------|
| Local Sales Assistant             | 2-11, 17-20, 22-27, 29-41, 43-44, 46-56            | 22                    |
| Local Sales Assistant             | 2-11, 17-20, 22-27, 29-41, 43-44, 46-56            | 5                     |
| Assistant Chief Engineer          | 2-11, 17-20, 22-44, 46-56                          | 42                    |
| Sports Multimedia Journalist      | 2-11, 17-20, 22, 24-32, 34-41, 43-44,<br>46-56     | 22                    |
| Digital Content Coordinator       | 2-11, 15, 17-20, 22-41, 43-44, 46-56               | 22                    |
| Weekend News Producer             | 1-11, 15, 17-20, 22-32, 34-41, 43-44,<br>46-56     | 40                    |
| Weekend News Producer             | 1-11, 15, 17-20, 22-32, 34-41, 43-44,<br>46-56     | 15                    |
| Weekend News Producer             | 1-11, 15, 17-20, 22-32, 34-41, 43-44,<br>46-56     | 24                    |
| Technical Director                | 1-11, 17-20, 22-41, 43-44, 46-56                   | 40                    |
| News Promotions Producer          | 1-11, 13, 17-20, 22-41, 43-44, 46-56               | 13                    |
| News Photographer                 | 2-11, 17-20, 22-41, 43-44, 46-57                   | 57                    |
| Sales Promotions Coordinator      | 1-12, 17-20, 22-41, 43-44, 46-56                   | 12                    |
| Multimedia Journalist (MMJ)       | 2-11, 17-20, 22-41, 43-44, 46-57                   | 57                    |
| News Editor                       | 1-11, 17-20, 22-41, 43-44, 46-56                   | 22                    |
| Local Sales Manager               | 1-11, 17-20, 22-44, 46-56                          | 42                    |
| News Anchor / Reporter (Weekends) | 1-11, 14, 17-20, 22-41, 43-44, 46-56               | 14                    |
| Master Control Operator           | 1-11, 17-20, 22-41, 43-57                          | 22                    |
| Assistant News Director           | 1-11, 14, 17-20, 22-32, 34-41, 43-56               | 14                    |
| News Photographer                 | 2-11, 17-20, 22-32, 34-41, 43-56                   | 40                    |
| General Sales Manager             | 1-11, 13, 17-20, 22-41, 43-56                      | 13                    |
| News Producer                     | 1-11, 13, 17-20, 22-56                             | 13                    |
| News Producer                     | 1-11, 13, 17-20, 22-56                             | 13                    |
| Director                          | 2-11, 16-20, 22-41, 43-56                          | 16                    |
| Multimedia Journalist             | 2-11, 13, 17-20, 22-41, 43-56, 58                  | 40                    |
| Multimedia Journalist             | 2-11, 13, 17-20, 22-41, 43-56, 58                  | 13                    |
| Automotive / Marketing Consultant | 2-11, 15-20, 22-41, 43-56, 58                      | 15                    |
| Multimedia Journalist             | 2-3, 5-11, 15, 17-41, 43-56, 58                    | 15                    |

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

| <b>RS<br/>Number</b> | <b>RS Information</b>   | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|---|--|---|
| 1                    | Art Institute of Pittsburgh<br>420 Blvd of the Allies<br>Pittsburgh, Pennsylvania 15219<br>Phone : 412-291-6295<br>Url : <a href="http://www.artinstitutes.edu">http://www.artinstitutes.edu</a><br>Email : <a href="mailto:shines@aii.edu">shines@aii.edu</a><br>Susanne Hines | N  | 0   |
| 2                    | Bishop State Community College<br>351 N Broad St<br>Mobile, Alabama 36603<br>Phone : 251-662-5371<br>Url : <a href="http://www.bishop.edu">http://www.bishop.edu</a><br>Email : <a href="mailto:jwomack@bishop.edu">jwomack@bishop.edu</a><br>Juliette Womack                   | N  | 0   |
| 3                    | Cabell County Career Technology Center<br>1035 Norway Ave<br>Huntington, West Virginia 25705<br>Phone : 304.528.5107<br>Fax : 1-304-528-5110<br>Robert Bailey   | N  | 0   |
| 4                    | Cabell County Community Service Organization<br>724 10th Ave<br>Huntington, West Virginia 25701<br>Phone : 304-529-4952<br>Url : <a href="http://www.cccso.com">http://www.cccso.com</a><br>Fax : 1-304-525-2061<br>Robert Roswall  | N  | 0   |
| 5                    | Careerbuilder<br>1101 15st St, NW<br>Washington, District of Columbia 20005<br>Phone : 000-000-0000<br>Url : <a href="http://www.careerbuilder.com">www.careerbuilder.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Andrew Hamburger   | N  | 1   |

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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> |
|------------------|---|--|---|
| 6                | Case Monroe County<br>PO Box 403<br>Union, West Virginia 24983<br>Phone : 304-772-3381<br>Email : belmore@casewv.org<br>Fax : 1-304-772-4014<br>Brenda Elmore                               | Y  | 0   |
| 7                | Change, Inc.<br>3136 West St<br>Weirton, West Virginia 26062<br>Phone : 304-797-7733<br>Fax : 1-304-797-7740<br>Judy Raveaux  | N  | 0   |
| 8                | Collective Talent<br>1721 Richardson Place<br>Tampa, Florida 33606<br>Phone : 813-254-9695<br>Url : www.collectivetalent.com<br>Email : bille@michaelsmedia.com<br>Michael Bille            | N  | 0   |
| 9                | Columbia Journalism School<br>207 Journalism MC 3801<br>New York, New York 10027<br>Url : http://www.columbia.edu<br>Email : as1698@columbia.edu<br>Anusha Shrivastava                      | Y  | 0   |
| 10               | Concord University<br>Campus Box 1 PO Box 1000<br>Athens, West Virginia 24712<br>Phone : 304-384-5101<br>Url : http://www.concord.edu<br>Email : robinettej@concord.edu<br>Jenni Canterbury | N  | 0   |
| 11               | CSB School of Broadcasting<br>West Virginia<br>Url : http://www.gocsb.com<br>Email : info@gocsb.com<br>Career Services  | N  | 0   |
| 12               | Current Employee  | N  | 1   |
| 13               | Current Employee - Transfer/Promotion   | N  | 5   |

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|------------------|---|--|---|
| 14               | Current Employee/Internal Promotion   | N  | 2   |
| 15               | Employee Referral   | N  | 4   |
| 16               | Former Employee   | N  | 2   |
| 17               | GlassDoor.com<br>1 Harbor Drive Suite 300<br>Sausalito, California 94965<br>Phone : 415-339-9105<br>Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Sinclair SilkRoad Source | N  | 0   |
| 18               | Hire a Hero<br>P.O. Box 6808<br>Morango, California 94705<br>Phone : 888-501-2278<br>Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Broadbean Source Alicia Lawrence        | N  | 0   |
| 19               | Hope Community Development Corporation<br>600 Kanawha Blvd W<br>Charleston, West Virginia 25302<br>Phone : 304-343-4673<br>Fax : 1-304-343-4349<br>Barbara Mosley   | N  | 0   |
| 20               | Howard University<br>525 Bryant St., NW Room 107<br>Washington, District of Columbia 20059<br>Url : <a href="http://www.howard.edu">http://www.howard.edu</a><br>Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a><br>Carol Dudley                               | Y  | 0   |
| 21               | Husson University<br>1 College Circle New England School of Communications<br>Bangor, Maine 04401<br>Url : <b>**NEWS ONLY**</b><br>Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a><br>Rodney Verrill   | Y  | 0   |

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|------------------|--|--|---|
| 22               | Indeed.com<br>7501 N. Capital of Texas Highway Building B<br>Austin, Texas 78737<br>Phone : 800-462-5842<br>Url : <a href="http://www.indeed.com">http://www.indeed.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Sinclair SilkRoad Source                | N  | 14  |
| 23               | Ithaca College<br>953 Danby Road<br>Ithaca, New York 14850<br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Sharon Pickeral  | Y  | 0   |
| 24               | Journalismjobs.com<br>72 Plaza Drive 2nd Floor<br>Berkeley, California 94705<br>Phone : 510-653-1521<br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Broadbean Source   | N  | 1   |
| 25               | Linkedin<br>2029 Stierlin Court<br>Mountain View, California 94043<br>Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Todd Soffian  | N  | 0   |
| 26               | Marshall University<br>Career Services Center One John Marshall Dr<br>Huntington, West Virginia 25755<br>Phone : 304-696-2248<br>Url : <a href="http://www.marshall.edu">http://www.marshall.edu</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Denise Hogsett | N  | 0   |
| 27               | Media Match<br>8112 1/2 West 3rd Street<br>Los Angeles, California 90048<br>Email : <a href="mailto:info@media-match.com">info@media-match.com</a><br>Tammy Romaniuk   | Y  | 0   |

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|----------------------|---|--|---|
| 28                   | Medialine<br>PO Box 51909<br>Pacific Grove, California 93950<br>Url : <a href="http://www.medialine.com">http://www.medialine.com</a><br>Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a><br>Mark Shilstone | N  | 0   |
| 29                   | Mountain Heart Community Services, Inc<br>PO Box 1509<br>Oceana, West Virginia 24870<br>Phone : 304-682-8271<br>Email : <a href="mailto:esmith@mountainheartwv.org">esmith@mountainheartwv.org</a><br>Earl Smith                        | N  | 0   |
| 30                   | National Hispanic Media Coalition<br>55 S Grand Ave<br>Pasadena, California 91105<br>Phone : 213-746-6988<br>Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a><br>Career Services  | N  | 0   |
| 31                   | Norfolk State University<br>700 Park Ave<br>Norfolk, Virginia 23504<br>Phone : 757-823-2384<br>Email : <a href="mailto:pcbriggs@nsu.edu">pcbriggs@nsu.edu</a><br>Paula C. Briggs  | N  | 0   |
| 32                   | Ohio University<br>RTVC Bldg 484<br>Athens, Ohio 45701<br>Phone : 740-593-9994<br>Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a><br>Tina Stewart  | N  | 0   |
| 33                   | P.R.I.D.E. in Logan County<br>699 Statton St<br>Logan, West Virginia 25601<br>Phone : 304-752-6868<br>Email : <a href="mailto:caron@prideinlogan.com">caron@prideinlogan.com</a><br>Fax : 1-304-752-1047<br>Reggie Jones                | Y  | 0   |

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|----------------------|--|--|---|
| 34                   | Pittsburgh Technical Institute<br>1111 McKee Rd<br>Oakdale, Pennsylvania 15071<br>Phone : 412-809-5157<br>Email : sbgresumes@sbgstv.com<br>Josephine Smith   | N  | 0   |
| 35                   | Putnam County Job Service<br>PO Box 281<br>Teays Valley, West Virginia 25069<br>Phone : 304-757-7270<br>Fax : 1-304-528-5529<br>Vonda Black  | Y  | 0   |
| 36                   | Raleigh County Community Action Association<br>PO Box 3066 East Beckley Station<br>Beckley, West Virginia 25801<br>Phone : 304-252-6396<br>Fax : 1-304-255-9198<br>Randy Housh   | N  | 0   |
| 37                   | Recruit.Net<br>2706, The Centrium 61 Wyndham St<br>Central, Hong Kong<br>Phone : 852 2525 0555<br>Url : <a href="http://www.recruit.net">http://www.recruit.net</a><br>Email : sbgresumes@sbgstv.com<br>Sinclair SilkRoad Source                   | N  | 0   |
| 38                   | Shawnee State University<br>940 Second St.<br>Portsmouth, Ohio 45662<br>Phone : 740-351-3259<br>Email : sbgresumes@sbgstv.com<br>Stephen Gregory   | N  | 0   |
| 39                   | SimplyHired.com<br>370 San Aleso Avenue Suite 200<br>Sunnyvale, California 94085<br>Phone : 650-254-9000<br>Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a><br>Email : sbgresumes@sbgstv.com<br>Sinclair SilkRoad Source | N  | 0   |

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|----------------------|--|--|---|
| 40                   | Sinclair Broadcast Group<br>10706 Beaver Dam Rd<br>Hunt Valley, Maryland 21030<br>Url : <a href="http://www.sbgi.net">www.sbgi.net</a><br>Email : <a href="mailto:employment@sbgvtv.com">employment@sbgvtv.com</a><br>Sharon Pickeral  | N  | 5   |
| 41                   | Southwestern Community Action Council<br>540 Fifth Ave<br>Huntington, West Virginia 25701<br>Phone : 304-525-5151<br>Fax : 1-304-525-5162<br>Brent Sansom  | N  | 0   |
| 42                   | Station Website  | N  | 3   |
| 43                   | Talent Dynamics<br>West Virginia<br>Email : <a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a><br>Career Services  | N  | 0   |
| 44                   | The Job Spider<br>3000 Stanton Circle<br>Carmichael, California 95608<br>Phone : 916-488-7065<br>Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a><br>Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a><br>Broadbean Source         | N  | 0   |
| 45                   | The Muse<br>1375 Broadway<br>New York, New York 10018<br>Phone : 646-861-0284<br>Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a><br>Andrea Siegle   | N  | 0   |
| 46                   | TheLadders.com<br>137 Varick Street 8th Floor<br>New York, New York 10013<br>Phone : 646-453-1800<br>Url : <a href="http://www.theladders.com">http://www.theladders.com</a><br>Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a><br>Sinclair SilkRoad Source | N  | 0   |

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|-----------|---|---|--|
| 47        | TV Jobs<br>P O Box 4116<br>Oceanside, California 92052<br>Phone : 760-754-8177<br>Url : www.tvjobs.com<br>Email : admin@tvjobs.com<br>Fax : 1-760-754-2115<br>Mark Holloway   | N   | 1  |
| 48        | University of Charleston<br>2300 MacCorkle Ave SE<br>Charleston, West Virginia 25302<br>Phone : 304-357-4777<br>Hannah Johnson<br>Manual Posting  | N   | 0  |
| 49        | US Army Wounded Warrior Program<br>200 Stovall Street Room 7N53<br>Alexandria, Virginia 22332<br>Email : Vicki.h.mullen.civ@mail.mil<br>Vicki Mullen  | Y   | 0  |
| 50        | Walter Cronkite School of Journalism<br>555 N. Central Avenue Suite 302<br>Phoenix, Arizona 85004<br>Phone : .<br>Url : NEWS ONLY<br>Email : mike.wong@asu.edu<br>Michael Wong  | Y   | 0  |
| 51        | West Virginia Broadcasters Association<br>140 7th Ave<br>South Charleston, West Virginia 25303<br>Phone : 304-744-2143<br>Url : http://www.wvba.com<br>Career Services<br>Manual Posting                                  | N   | 0  |
| 52        | West Virginia Career Transition Services<br>1701 5th Ave Box 16 Schoenbaum Center<br>Charleston, West Virginia 25312<br>Phone : 304-414-4683<br>Email : jett.bridget@jobcorps.org<br>Fax : 1-304-414-4684<br>Bridget Jett | Y   | 0  |

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| <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> |
|--|--|--|---|
| 53   | West Virginia Junior College<br>1000 Virginia St E<br>Charleston, West Virginia 25301<br>Phone : 304-345-2820<br>Email : wvjccareers@gmail.com<br>Career Services  | N  | 0   |
| 54   | West Virginia State University<br>PO Box 1000<br>Institute, West Virginia 25112<br>Phone : 304-766-3290<br>Email : sbgresumes@sbgvtv.com<br>Sandy Maharaj  | N  | 0   |
| 55   | West Virginia Tech<br>Box 31 Old Main<br>Montgomery, West Virginia 25136<br>Phone : 304-442-3185<br>Email : cantrell.miller@mail.wvu.edu<br>Cantrell Miller  | N  | 0   |
| 56   | West Virginia University<br>PO Box 6008<br>Morgantown, West Virginia 26506<br>Phone : 304-293-2221<br>Email : sbgresumes@sbgvtv.com<br>Career Services   | N  | 0   |
| 57   | Word of Mouth Referral   | N  | 3   |
| 58   | www.mediagignow.com<br>717 Green Valley Road Suite 200<br>Greensboro, North Carolina 27408<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>42</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 | 8/9/2017    | Participation in Job Fairs                             | Career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017  | 3                                   | Sr. Employment Manager<br>News Talent Manager<br>Director, News Training and Development |
| 2 | 1/8/2018    | Provision of training to management                    | <p>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.</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. 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 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.</p> | 10                                  |  |

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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>  |
|---|-------------|--|--|-------------------------------------|---|
| 3 | 2/21/2018   | Participation in Job Fairs                             | 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<br>Local Sales Manager<br>General Sales Manager<br>HR Coordinator |
| 4 | 4/18/2018   | Participation in Job Fairs                             | 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<br>General Sales Manager   |