

WCHS
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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 (Charleston)	1-11, 15-18, 20-21, 23-42, 44-54	39
Sales Account Executive (Charleston)	1-11, 15-18, 20-21, 23-42, 44-54	54
Sales Account Executive (Charleston)	1-11, 15-18, 20-21, 23-42, 44-54	21
Local Sales Assistant	1-11, 14-20, 22-53, 55	14
News Photographer	1-11, 15-20, 22-53, 55	39
News/Web Producer	1-3, 5-11, 13, 15-20, 22-53, 55	13
Local Sales Manager	1-11, 15-20, 22-53, 55	20
Chief Meteorologist	1-12, 15-20, 22-53, 55	12
Chief Meteorologist	1-12, 15-20, 22-53, 55	12
News Photographer	1-11, 15-20, 22-53, 55	20
Weekend Meteorologist	1-11, 13, 15-20, 22-45, 47, 49-53, 55	13
Master Control Operator	1-7, 9-11, 13, 15-20, 22-26, 28-40, 42-45, 47, 49-53, 55	20
Master Control Operator	1-7, 9-11, 13, 15-20, 22-26, 28-40, 42-45, 47, 49-53, 55	13
Human Resources Coordinator	1-7, 9-11, 15-26, 28-40, 42-45, 47, 49-53, 55	21
News Editor	1-9, 11, 15-45, 47, 49-55	20

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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	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
2	Bishop State Community College 351 N Broad St Mobile, Alabama 36603 Phone : 251-662-5371 Url : http://www.bishop.edu Email : jwomack@bishop.edu Juliette Womack	N	0
3	Cabell County Career Technology Center 1035 Norway Ave Huntington, West Virginia 25705 Phone : 304.528.5107 Fax : 1-304-528-5110 Robert Bailey	N	0
4	Cabell County Community Service Organization 724 10th Ave Huntington, West Virginia 25701 Phone : 304-529-4952 Url : http://www.cccso.com Fax : 1-304-525-2061 Robert Roswall	N	0
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Cole Rowley	N	0
6	Case Monroe County PO Box 403 Union, West Virginia 24983 Phone : 304-772-3381 Email : belmore@casewv.org Fax : 1-304-772-4014 Brenda Elmore	Y	0

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7	Change, Inc. 3136 West St Weirton, West Virginia 26062 Phone : 304-797-7733 Fax : 1-304-797-7740 Judy Raveaux	N	0
8	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Columbia Journalism School 207 Journalism MC 3801 New York, New York 10027 Url : http://www.columbia.edu Email : asl698@columbia.edu Anusha Shrivastava	Y	0
10	Concord University Campus Box 1 PO Box 1000 Athens, West Virginia 24712 Phone : 304-384-5101 Url : http://www.concord.edu Email : hr@concord.edu Jenni Canterbury	N	0
11	CSB School of Broadcasting West Virginia Url : http://www.gocsb.com Email : info@gocsb.com Career Services	N	0
12	Current Employee/Internal Promotion	N	2
13	Employee Referral	N	3
14	Employment Agency	N	1

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15	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
16	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
17	Hope Community Development Corporation 600 Kanawha Blvd W Charleston, West Virginia 25302 Phone : 304-343-4673 Fax : 1-304-343-4349 Barbara Mosley	N	0
18	Howard University 525 Bryant St., NW Room 107 Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
19	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
20	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	12
21	Internet Ad-not directly contacted by SEU	N	4

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22	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
23	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
24	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	0
25	Marshall University Career Services Center One John Marshall Dr Huntington, West Virginia 25755 Phone : 304-696-2248 Url : http://www.marshall.edu Email : sbgresumes@sbgstv.com Denise Hogsett	N	0
26	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
27	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0

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28	Mountain Heart Community Services, Inc PO Box 1509 Oceana, West Virginia 24870 Phone : 304-682-8271 Email : esmith@mountainheartwv.org Earl Smith	N	0
29	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California 91105 Phone : 213-746-6988 Email : info@nhmc.org Career Services	N	0
30	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbriggs@nsu.edu Paula C. Briggs	N	0
31	Ohio University RTVC Bldg 484 Athens, Ohio 45701 Phone : 740-593-9994 Email : sbgresumes@sbgstv.com Tina Stewart	N	0
32	P.R.I.D.E. in Logan County 699 Statton St Logan, West Virginia 25601 Phone : 304-752-6868 Email : caron@prideinlogan.com Fax : 1-304-752-1047 Reggie Jones	Y	0
33	Pittsburgh Technical Institute 1111 McKee Rd Oakdale, Pennsylvania 15071 Phone : 412-809-5157 Email : sbgresumes@sbgstv.com Josephine Smith	N	0

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34	Putnam County Job Service PO Box 281 Teays Valley, West Virginia 25069 Phone : 304-757-7270 Fax : 1-304-528-5529 Vonda Black	Y	0
35	Raleigh County Community Action Association PO Box 3066 East Beckley Station Beckley, West Virginia 25801 Phone : 304-252-6396 Fax : 1-304-255-9198 Randy Housh	N	0
36	Recruit.Net 2706, The Centrum 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
37	Shawnee State University 940 Second St. Portsmouth, Ohio 45662 Phone : 740-351-3259 Email : sbgresumes@sbgstv.com Stephen Gregory	N	0
38	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
39	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	6

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40	Southwestern Community Action Council 540 Fifth Ave Huntington, West Virginia 25701 Phone : 304-525-5151 Fax : 1-304-525-5162 Brent Sansom	N	0
41	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
42	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
43	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
44	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
45	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1

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46	University of Charleston 2300 MacCorkle Ave SE Charleston, West Virginia 25302 Phone : 304-357-4777 Email : sbgresumes@sbgstv.com Hannah Johnson	N	0
47	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
48	West Virginia Broadcasters Association 140 7th Ave South Charleston, West Virginia 25303 Phone : 304-744-2143 Url : http://www.wvba.com Career Services Manual Posting	N	0
49	West Virginia Career Transition Services 1701 5th Ave Box 16 Schoenbaum Center Charleston, West Virginia 25312 Phone : 304-414-4683 Email : jett.bridget@jobcorps.org Fax : 1-304-414-4684 Bridget Jett	Y	0
50	West Virginia Junior College 1000 Virginia St E Charleston, West Virginia 25301 Phone : 304-345-2820 Email : wvjccareers@gmail.com Career Services	N	0
51	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Phone : 304-766-3290 Email : sbgresumes@sbgstv.com Sandy Maharaj	N	0

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52	West Virginia Tech Box 31 Old Main Montgomery, West Virginia 25136 Phone : 304-442-3185 Email : cantrell.miller@mail.wvu.edu Cantrell Miller	N	0
53	West Virginia University PO Box 6008 Morgantown, West Virginia 26506 Phone : 304-293-2221 Email : sbgresumes@sbgvtv.com Career Services	N	0
54	Word of Mouth Referral	N	2
55	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:			31

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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	7/16/2018	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 Director of Sales
2	8/3/2018	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 represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Detroit, MI JULY 31st to August 4th. 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 were set up where applicable.	3	Sr. Employment Manager Director of Training and Development Corporate Recruiter
3	10/2/2018	Provision of training to management	Training: 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.	1	Local Sales Manager

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4	10/10/2018	Participation in Job Fairs	ABC6 (WSYX in Columbus, OH) hosted a Job Boot Camp. Over 40 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, Marketing Your Transferable Skills, Networking into Your Dream Job, Mastering the Interview, Job Searching at 50+, and a resume lab with laptops available so that candidates could hone their resume while getting advice from professionals).	3	HR Coordinator Director of Sales Creative Services Director
5	2/19/2019	Participation in Job Fairs	ABC6 (WSYX in Columbus, OH) hosted a Job Boot Camp. Over 40 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, Marketing Your Transferable Skills, Networking into Your Dream Job, Mastering the Interview, Job Searching at 50+, and a resume lab with laptops available so that candidates could hone their resume while getting advice from professionals).	3	Director of Sales HR Coordinator Regional HR Manager
6	3/20/2019	Participation in events or programs sponsored by educational institutions	Meteorologist visit with Gary Elementary/Middle School to educate students on a career as a meteorologist.	1	Chief Meteorologist
7	4/17/2019	Participation in Job Fairs	ABC6 (WSYX in Columbus, OH) hosted a Job Boot Camp. Over 40 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, Marketing Your Transferable Skills, Networking into Your Dream Job, Mastering the Interview, Job Searching at 50+, and a resume lab with laptops available so that candidates could hone their resume while getting advice from professionals).	6	Creative Services Director On-Air Operations Manager Production Manager HR Coordinator

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8	5/15/2019	Participation in events or programs sponsored by educational institutions	Brookview Elementary School came for a tour of the station and to learn about careers in Broadcasting.	3	Chief Meteorologist Special Assignment Reporter Meteorologist II