

WACH
EEO PUBLIC FILE REPORT
August 1, 2014 - July 31, 2015

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	2-3, 5-7, 9, 11-12, 14-16, 18, 27-31, 34-35, 37-38, 42, 44, 46, 48-51, 53	14
Multimedia Journalist	2-3, 5-7, 9, 11-12, 14-16, 18, 27-31, 34-35, 37-38, 42, 44, 46, 48-51, 53	14
Multimedia Journalist	2-3, 5-7, 9, 11-12, 14-16, 18, 27-31, 34-35, 37-38, 42, 44, 46, 48-51, 53	35
Multimedia Journalist	2-3, 5-7, 9, 11-12, 14-16, 18, 27-31, 34-35, 37-38, 42, 44, 46, 48-51, 53	31
Multimedia Journalist	2-3, 5-7, 9, 11-12, 14-16, 18, 27-31, 34-35, 37-38, 42, 44, 46, 48-51, 53	15
Internet Editor	2-3, 5, 7, 9, 11-12, 16, 18, 27-30, 34-35, 38, 42, 44, 46, 48-51, 53	51
Internet Editor	2-3, 5, 7, 9, 11-12, 16, 18, 27-30, 34-35, 38, 42, 44, 46, 48-51, 53	7
AM Director	2-5, 7, 9-12, 16, 18, 20, 23, 25-30, 34-35, 37-39, 42-46, 49, 51	51
W/E Anchor/MMJ	1-5, 7, 9-13, 16, 18, 20, 23, 25-30, 33-35, 37-39, 42-46, 48-49	33
W/E Anchor/MMJ	1-5, 7, 9-13, 16, 18, 20, 23, 25-30, 33-35, 37-39, 42-46, 48-49	13
Digital Sales Coordinator	2-5, 7, 9, 11-12, 15-16, 18, 20, 23-25, 27-30, 34-35, 37-38, 42-46, 48-49, 51	15
Hub Promotion Administrator	2-5, 7, 9, 11-12, 14, 16, 18, 20, 23-25, 27-30, 34-35, 37-38, 42-46, 48-49	14
Account Executive	3-5, 7, 9, 11-12, 16, 20, 23, 25, 27, 29-31, 34-35, 37-38, 42-43, 45, 48-49	37
Local Sales Assistant	3-5, 7, 9, 11-12, 15-17, 20-21, 23, 25, 27, 29-30, 34-35, 37-38, 42-43, 45, 48-49, 51	17
Sports Anchor/Reporter	2-5, 7-12, 16, 18, 20, 23, 25-30, 34-35, 37-39, 42-46, 48-49, 51	51
News Director	7, 12, 16, 23, 25, 29, 34-35, 37-38, 43, 45, 49	37
Assignment Editor	3-5, 7, 9-12, 14, 16-17, 20-21, 23, 25-27, 29-30, 32, 34-39, 41-43, 45, 48-49, 52	14
News Photographer	3-5, 7, 9-12, 15-17, 20-21, 23, 25-27, 29-30, 32, 34-39, 41, 43, 45, 48-49, 52	15
News Producer	3-5, 7, 9-12, 15-17, 20-21, 23, 25-27, 29-30, 32, 34-39, 41, 43, 45, 48-49, 52	37
News Director	3-5, 7, 9-12, 15-17, 20-23, 25-27, 29-30, 32, 34-39, 41-43, 45, 47-49, 51-52	51

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Multi Media Journalist	3, 5, 7, 9-12, 16-17, 20-21, 23, 25-27, 29-30, 32, 34-39, 41-43, 45, 47-49, 51- 52	21
Master Control / Operations Technician	3, 5, 7, 9, 11-13, 16-17, 20-21, 23, 25, 27, 29-30, 32, 34-38, 41-43, 45, 47-49	37
Programming coordinator	3, 5, 7, 9, 11-12, 14, 16-17, 20-21, 23, 25, 27, 29-30, 32, 34-38, 41, 43, 45, 47- 49	21
Local Sales Asst	14, 16, 23, 25, 29, 37-38, 45, 47, 49	14
Local Sales Assistant	3, 5, 11-12, 16-17, 19-21, 23, 25, 27, 29 -30, 32, 34-38, 40-41, 45, 47, 49	21
WE Director	2-3, 5, 7-8, 10-12, 16-17, 20-21, 23, 25- 27, 29-30, 32, 34-39, 41, 43-47, 49, 51- 52	51

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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	Agency Referral No Whining Talent	N	1
2	Aiken Technical College Counseling and Job Training P O Drawer 696 Aiken, South Carolina 29802 Phone : 706 396 7000 Fax : 1-803-593-6526 Thomas Gentry	N	0
3	Allen University 1530 Harden St. Columbia, South Carolina 29204 Phone : 803-376-5749 Email : gyoung@allenuniversity.edu Fax : 1-803-376-5733 Gwendolyn Young	N	0
4	Art Institute of Ft Lauderdale 1799 SE 17th St Ft Lauderdale, Florida 33316 Url : http://www.aii.edu Email : lsanchez@aii.edu LuWin Sanchez	N	0
5	Benedict College 1600 Harden St., Columbia, South Carolina 29204 Phone : 803-705-4671 Email : rutherfordk@benedict.edu Fax : 1-803-705-6889 Karen Rutherford	N	0
6	Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Career Services Manual Posting	N	0
7	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Claflin University Office of Career Development 400 Magnolia St. Orangeburg, South Carolina 29115 Phone : 803-535-5338 Email : csnell@claflin.edu Fax : 1-803-535-5379 Carolyn Snell	N	0
9	Clemson University Box 340533 411 Strode Tower Clemson, South Carolina 29634 Phone : 864-656-5383 Email : seddie@clemson.edu Fax : 1-864-656-0599 Eddie Smith	N	0
10	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Columbia College 1301 Columbia College Rd Columbia, South Carolina 29203 Phone : 803-786-3662 Email : careergrad@columbiasc.edu Fax : 1-803-786-3806 Fiona Lofton	N	0
12	Columbia Urban League PO Box 50125 Columbia, South Carolina 29250 Phone : 803-799-8150 Fax : 1-803-254-6052 Career Services	N	0
13	Current Employee - Transfer/Promotion	N	2
14	Current Employee/Internal Promotion	N	7
15	Employee Referral	N	6

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16	Ft. Jackson Employment Readiness 5450 Strom Thurmond Blvd Fort Jackson, South Carolina 29207 Phone : 803-751-5452 Email : barbara.martin@us.army.mil Fax : 1-803-751-9978 Barbara Martin	Y	0
17	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	1
18	Hampton Workforce Center 12 Walnut St East Hampton St, South Carolina 29924 Phone : 803-943-3291 Email : lharley@sces.org Fax : 1-803-943-5997 Lynette Harley	N	0
19	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
20	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
21	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	11
22	Internet Ad-not directly contacted by SEU Rick Gevers	N	1

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23	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : eloise@ithaca.edu Eloise Green	Y	0
24	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	0
25	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
26	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
27	Midlands Technical College PO Box 2408 Columbia, South Carolina 29202 Phone : 803-738-8324 Email : askmtc@midlandstech.edu Fax : 1-803-738-7784 Career Services	N	0
28	N Augusta High School Placement Office 2000 Knobcone Ave N Augusta, South Carolina 29841 Phone : 706 396 7000 Fax : 1-803-641-2466 Mark Haddon	N	0

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29	NAACP 1114 Blanding St. Columbia, South Carolina 29201 Phone : 803-754-4584 Email : scnaacp@bellsouth.net Fax : 1-803-754-5457 Dwight James	Y	0
30	Newberry College 2100 College St Newberry, South Carolina 29108 Phone : 803-321-5219 Email : mmaddy@newberry.edu Marshall Maddy	N	0
31	Non-Employee Referral	N	2
32	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
33	Recruiter Jim Doyle and Associates	N	1
34	SC Works Online PO Box 995 1550 Gadsden Columbia, South Carolina 29202 Phone : 803-737-0179 Email : sbgresumes@sbgstv.com Fax : 1-803-737-0202 Career Services	N	1
35	SCBA 1 Harbison Way Suite 112 Columbia, South Carolina 29210 Phone : 803-732-1186 Url : http://www.scba.net/job_bnk/index.php Karen Nettles Manual Posting	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	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
37	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	12
38	South University 9 Science Ct Columbia, South Carolina 29203 Phone : 803-935-4302 Email : lnwilliams@southuniversity.edu Fax : 1-803-935-4384 Nicole Williams	Y	0
39	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
40	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
41	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

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42	TV and Radio Jobs South Carolina Url : http://www.tvandradiojobs.com Career Services Manual Posting	N	0
43	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	3
44	University Of South Carolina, Aiken 471 University Parkway Aiken, South Carolina 29801 Phone : 803.641.3440 Email : allisonb@usc.edu Fax : 1-803-641-3652 Allison Brown-Owens	N	0
45	US Army Wounded Warrior Program AW2 Advocate 200 Stovall St., Room 7N53 Alexandria, Vermont 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
46	USC Broadcasting Dept Journalism College Columbia, South Carolina 29208 Phone : 1-803-777-3321 Fax : 1-803-777-4103 Sonya Duhe	N	0
47	USC Career Center H. William Close BA Building 6th FL Columbia, South Carolina 29208 Phone : 803-777-1247 Fax : 1-803-777-7556 Celia Goetowski Carroll	Y	0
48	USC College of Journalism 911 Sumter St. Univ. of SC Columbia, South Carolina 29201 Phone : 803-777-3347 Email : sbgresumes@sbgstv.com Beverly Dominick	N	0

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49	WACH Bulletin Board 1400 Pickens St., Columbia, South Carolina 29201 Email : kstoneberg@chestv.com Career Services	N	0
50	WACH TV Ads South Carolina Email : kstoneberg@chestv.com Career Services	N	0
51	WACH.com 1400 Pickens St., Suite 600 Columbia, South Carolina 29201 Phone : 803-252-5757 Url : http://www.midlandsconnect.com Email : kstoneberg@chestv.com Karyn Stoneberg	N	9
52	Walter Cronkite School of Journalism 555. N. Central Ave. Suite 102 Phoenix, Arizona 85004 Url : NEWS Only Email : mike.wong@asu.edu Michael K. Wong	N	0
53	Word of Mouth/networking South Carolina Career Services Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			63

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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	8/2/2014	Participation in Job Fairs	Sharon, Stan and Blaise represented all the news stations at National Association of Black Journalists convention career expo in Boston, MA; they met with 200+potential candidates, reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen .	3	Corporate Employment Mgr News Talent Manager News Director
2	8/8/2014	Participation in Job Fairs	Sharon and Stan represented all news stations for Sinclair at the National Association of Hispanic Journalists Convention Career expo in San Antonio, TX. They met with 100+ potential candidates, reviewed resumes and tapes. Candidates were given a list of all locations and open positions.	2	Corporate Employment Mgr News Talent Manager
3	8/15/2014	Participation in Job Fairs	Spoke with 100+potential candidates at the Asian American Journalist convention in Washington DC. Reviewed resumes and tapes, gave all candidates a listing of locations and open positions. Discussed candidates with news directors upon return.	2	Corporate Employment Mgr News Talent Manager
4	10/9/2014	Participation in Job Fairs	College day at the State Fair. Spoke with students regarding open positions of Internet Editor, MMJ, WE Anchor/MMJ, Local Sales Asst, AE, Sports Anchor/Reporter and internships. Handed out informational cards with our employment website. Three hiring manager's and one employee participated.	4	Business Manager Creative Serv. Dir Regional Sales General Sales Mgr
5	1/29/2015	Participation in events sponsored by community groups	SCBA Conference-Management Session on Hiring and On-boarding. Participants received excellent info and ideas regarding how to hire the right person and how to keep employee's happy and therefore retain them.	5	Business Manager Local Sales Manager General Sales Manager Assignment Editor

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6	2/13/2015	Participation in Job Fairs	Benedict College Job Fair. Had a table and spoke with prospective applicants regarding open MMJ, Entry level AE, MCO and AM Producer as well as internship opportunities. Distributed current openings and website info for applying to positions as well as internships. Spoke with approximately 100 students. Two hiring managers and one employee participated.	3	Creative Serv.Dir. Chief Meteorologist Anchor/reporter
7	3/20/2015	Participation in Job Fairs	USC School of Journalism and Mass Communications Spring Career Fair. This was an interview fair, we interviewed numerous students for current open positions(MCO, Entry level AE and Morning Producer, as well as summer/fall internships. Links to our website were given out and a listing of open positions. Two hiring manager's participated.	2	General Sales Manager Interim News Dir.
8	4/8/2015	Participation in Job Fairs	This was a statewide job fair for college students. Colleges from across the state and Charlotte NC attended. We spoke with many students interested in open positions and internships. Job descriptions were handed out and cards with the website link for applying to positions and internships. Resumes were collected from several.	3	Creative Serv.Dir. Interim News Dir. General Manager
9	5/21/2015	Participation in events or programs sponsored by educational institutions	Lexington Elementary Career Day presentation-topic covered Television Marketing and Types of Jobs at TV Stations. Presented a short "behind the scenes" video and power point presentation. Spoke with 70-75 students regarding the history of television, job opportunities within a tv station and educated the students on what kind of extended education is necessary to work in broadcasting.	1	Research & NTR Development

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10	7/29/2015	Establishment of an intern program designed to assist members of the community	Conducted a successful summer internship for four students each from a different college. Under the direction and guidance of staff, all students had the opportunity to develop skills in editing, producing, reporting and some directing. Each student was able to add to their reel of work, and were very grateful for the opportunity.	10	Interim News Director Business Manager Anchor/reporter Producer