

WCTI-TV

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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	1-3, 5-7, 9-10, 12, 15-18, 20-22, 24-27, 29-32, 36-40, 42-43, 46-51, 53-60	43
Multimedia Journalist	1-3, 5-7, 9-10, 12, 15-18, 20-22, 24-27, 29-32, 36-40, 42-43, 46-51, 53-60	59
Multimedia Journalist	1-3, 5-7, 9-10, 12, 15-18, 20-22, 24-27, 29-32, 36-40, 42-43, 46-51, 53-60	56
News Anchor/Reporter(Weekends)	1-3, 5-7, 10, 15, 17-18, 20-22, 24, 26-27, 29-32, 37-40, 42-43, 46-51, 53-58, 60	24
Digital Content Producer	1-8, 10, 13, 15, 17-18, 20-35, 37, 39-40, 42-44, 46-54, 56-57, 60	13
Master Control Operator	1-7, 10, 15-18, 20-24, 26-27, 29-32, 34-35, 37, 39-40, 42-43, 46-54, 56-57, 59-60	37
News Producer	1-8, 10, 15, 17-18, 20-24, 26-27, 29-35, 37, 39-40, 42-50, 52-54, 56-58, 60	24
Audio Operator	1-7, 10, 13, 15, 17-27, 29-32, 34-35, 37, 39-40, 42-43, 45-50, 52-54, 56-58, 60	13
News Director	1-8, 10-11, 15-16, 18, 20-26, 29-35, 37, 39-40, 42-50, 52, 54, 56-58, 60	11
Weekend Sports Anchor/Reporter	1-8, 10, 15-18, 20-24, 26, 29-35, 37, 39-40, 42-50, 52, 54, 56-58, 60	43
Studio Camera Operator	1-8, 10, 12, 15, 17-18, 20-24, 26, 29-35, 37, 39-40, 42-52, 54, 56-58, 60	12
Multimedia Journalist	1-8, 10, 15, 17-18, 20-24, 26, 28-35, 37, 39-40, 42-52, 54, 56-58, 60	43
Multimedia Journalist	1-8, 10, 15, 17-18, 20-24, 26, 28-35, 37, 39-40, 42-52, 54, 56-58, 60	43
News Producer	1-6, 8-10, 12, 14-18, 20-24, 26, 29-35, 37, 39-40, 42-52, 54, 56-58, 60	12
News Producer	1-6, 8-10, 12, 14-18, 20-24, 26, 29-35, 37, 39-40, 42-52, 54, 56-58, 60	14
News Producer	1-6, 8-10, 12, 14-18, 20-24, 26, 29-35, 37, 39-40, 42-52, 54, 56-58, 60	14
Digital Sales Manager	1-6, 10, 17, 20-24, 26, 29-32, 34-35, 37, 39-43, 45-52, 54, 56-58, 60	30
Digital Content Producer	1-7, 10, 17, 20-24, 26, 29-32, 34-35, 37, 39-40, 42-43, 45-52, 54, 56-58, 60	30

WCTI-TV
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Digital Media Manager	1-8, 10, 20-24, 26, 29-35, 37, 39-40, 42-52, 54, 56-58, 60	24
Local Sales Assistant	1-7, 10, 17, 20-24, 26, 29-32, 34-35, 37, 39-40, 42-43, 45-50, 52, 54, 56-60	24

WCTI-TV

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AllAboutCountry.com 311 E Center Avenue Lake Bluff, Illinois 60444 Phone : 910-520-9154 Email : webmaster@allaboutcountry.com Fax : 1-910-313-0228 Bill Hennes	N	0
2	Appalachian State University 369 JET Building Boone , North Carolina 28607 Phone : 828.262.2180 Url : www.appstate.edu Email : careerdevcnt@appstate.edu Sharon Jenson	N	0
3	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
4	California Chicano News Media 3800 South Grand Ave Suite 3950 Los Angeles, California 90071 Url : http://www.ccnma.org Email : sylvia@ccnma.org Slyvia Wells	Y	0
5	Campbell University Career Services P.O. BOX 4260 Buies Creek, North Carolina 27506 Phone : (800) 334-4111, Ext. 5707 Email : career@campbell.edu Fax : 1-910-893-1924 Jessica Randall	N	0
6	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Cole Rowley	N	0

WCTI-TV
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Carteret Community College 3505 Arendell St Morehead City, North Carolina 28557 Phone : 252-222-6000 Fax : 1-252-222-6265 Gabriel Rainer	N	0
8	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Corporate Recruiter	N	2
10	Craven Community College Workforce Development & Military Programs 800 College Court New Bern, North Carolina 28562 Phone : 252.444.6013 Email : zaccardk@cravencc.edu Kim Zaccardelli	N	0
11	Current Employee	N	2
12	Current Employee - Transfer/Promotion	N	3
13	Current Employee/Internal Promotion	N	2
14	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Email : brownjo@ecu.edu Lee Brown	N	3
15	Elizabeth City State University Parkview Drive Elizabeth City, North Carolina 27909 Phone : 252-335-3516 Email : rmjones@mail.ecsu.edu Fax : 1-252-335-3946 Randy Jones	N	0
16	Employee Referral	N	6

WCTI-TV
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

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17	Employment Security Commission - Morehead City 309 Commerce Avenue Morehead City, North Carolina 28557 Phone : 252-726-7151 Email : esc.jobs.moreheadcity@ncesc.gov Fax : 1-252-726-1141 Jobs Recruiter	N	0
18	Employment Security Commission Greenville 3101 Bismarck St Greenville, North Carolina 27834 Phone : 252-355-9067 Email : esc.jobs.greenville@ncesc.gov Fax : 1-252-355-9075 Donna Cannon	N	0
19	Facebook post	N	1
20	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
21	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
22	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
23	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0

WCTI-TV

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	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
25	Internet Ad-not directly contacted by SEU	N	4
26	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
27	Jacksonville Employment Security Commission 461 Western Blvd. #106 Jacksonville, North Carolina 28546 Phone : 910-347-2121 Email : lindsay.gress@nccommerce.com Fax : 1-910-938-2583 Lindsay Gress	N	0
28	Job Fair	N	2
29	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	3
30	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	5
31	Marine For Life 1003 Jennifer Drive Jacksonville, North Carolina 28546 Phone : 910.376.4102 Url : www.MarineForLife.org Email : Nichole.Mason@usmc.mil Staff Sergeant Nichole Mason	N	0

WCTI-TV
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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32	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
33	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
34	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
35	National Hispanic Media Coalition North Carolina Email : info@nhmc.org Alejandra Valenzuela	N	0
36	NC Works Career Center 461 Western Blvd. Suite 106 Jacksonville, Nebraska 28546 Phone : 910-347-2121 Gerardo Cruz Manual Posting	N	0
37	NCWorks Career Center 2836 Neuse Blvd New Bern, North Carolina 28560 Phone : 252-514-4828 Email : jason.akes@nccommerce.com Fax : 1-252-514-4840 Jason Akes	N	1
38	North Carolina A&T State University 1601 East Market St. Greensboro, North Carolina 27401 Phone : 336-334-7862 Fax : 1-336-334-7477 Angela Mahoney	N	0

WCTI-TV
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	North Carolina Association of Broadcasters 150 Fayetteville Street Ste 1270 Raleigh, North Carolina 27601 Phone : 919-821-7300 Url : ncbroadcast.com Email : info@ncbroadcast.com Lisa Reynolds	N	0
40	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
41	Self Referral	N	1
42	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
43	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgnet.net Email : employment@sbgstv.com Sharon Pickeral	N	14
44	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
45	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

WCTI-TV

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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46	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
47	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
48	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
49	UNC Wilmington Career Center 601 S College Road Wilmington, North Carolina 28403 Phone : 910-962-3174 Email : vankoughnetl@uncw.edu Lisa VanKoughnet	N	0
50	UNCC Charlotte, University Career Center 9201 University City Blvd Adkins 150 Bldg. Charlotte, North Carolina 28223 Phone : (704) 687-2231 Email : jdcook@uncc.edu Fax : 1-704-687-5298 Career Service	N	0
51	University Career Center - UNC Charlotte 150 Atkins 9201 University City Blvd. Charlotte, North Carolina 28223 Phone : 704-687-0804 Matthew French Manual Posting	Y	0

WCTI-TV

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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52	University of North Carolina – Chapel Hill University Career Services, CB 5140 Chapel Hill, North Carolina Phone : 919-962-7886 Email : sbgresumes@sbgstv.com Julie Pendergraff	N	0
53	Uptown Business & Professional Association P. O. Box 14182 New Bern, North Carolina 28561 Phone : 252-288-5716 Url : www.uptownbpa.org Email : bus@uptownbpa.org Mary Peterkin	N	0
54	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
55	WCTI/WFXI Employees 225 Glenburine Dr New Bern, North Carolina 28560 Email : jbrinkley@wcti12.com Josephine Brinkley	N	0
56	WCTI/WYDO TV 225 Glenburine Dr New Bern, North Carolina 28560 Phone : 252-638-1212 Email : jboyd@wcti12.com Jason Boyd	N	5
57	Weaver Education Center 300 S. Spring Street Greensboro, North Carolina 27401 Phone : 336-370-8282 Email : crenshm@gcsnc.com Fax : 1-336-370-8287 Michael Crenshaw	N	0
58	Winston-Salem Urban League 201 W. Fifth Street Winston-Salem, North Carolina Phone : 336-717-1241 Email : cgilreath@wsurban.org Fax : 1-336-717-1368 Celeste Gilreath	N	0

WCTI-TV
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
59	Word of Mouth Referral	N	4
60	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:			74

WCTI-TV
EEO PUBLIC FILE REPORT
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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	8/3/2018	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 set up where applicable.	3	Sr. Employment Manager Training and Development News Talent Manager
2	2/5/2019	Participation in events or programs sponsored by educational institutions	WCTI's Meteorologist Shane Hinton did a presentation at Four Oaks Elementary. He spoke about the importance of science education in elementary, middle and high school. Scope of Participation was 25 ages ranging from 9-11 years old.	1	Meteorologist
3	2/11/2019	Participation in events or programs sponsored by educational institutions	WCTI's meteorologist Les Still participated as a guest speaker at Parkwood Elementary School. There were about 85 students that participated. Les talked about weather, weather patterns and weather tools and about how the water cycle works. Les told them how he is able to predict the weather and the tools he uses to do so.	1	meteorologist
4	2/27/2019	Participation in events or programs sponsored by educational institutions	WCTI's Meteorologist Les Still, participated as a guest speaker at the Meadowview Elementary School. There were around 160 students that participated. Les provided insight about meteorology and how it aligns with our science standards on weather. He covered his daily duties and how he forecasts the weather. At the end of his presentation he opened it up for questions and answers.	1	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	2/28/2019	Participation in Job Fairs	We participated in the job fair at East Carolina University (ECU). The job fair was opened to all students and their were 117 that registered. We had a booth set up where we spoke to students about our current job openings and other positions within Sinclair. We provided information about our internship program which many students were interested in.	3	Assistant Business Manager News Director Promotions Manager
6	3/19/2019	Participation in events or programs sponsored by educational institutions	Our Meteorologist Les Still went to New Bern High School. There was 55 students that attended. He discussed the meteorologist job and what the skill and background knowledge required to craft the forecast. He also discussed the climate change.	1	Meteorologist
7	3/23/2019	Participation in events or programs sponsored by educational institutions	WCTI meteorologist Shane Hinton went to the University of Miami. There was 150 participants. He discussed his educational background and how it prepared him for a career as a meteorologist. He shared information about the broadcast industry.	1	Meteorologist
8	3/27/2019	Participation in events or programs sponsored by educational institutions	Our Meteorologist Les Still visited Arthur W. Edwards. There was 88 participant. He discussed the job of a weatherman and his career at the television station. He shared weather tools and types of weather and precipitation. He also shared where we get information from about weather. .	1	Meteorologist
9	4/4/2019	Participation in events or programs sponsored by educational institutions	WCTI/WYDO Meteorologist went to White Oak Elementary School. There was 125 student that attended. He discussed how weather can be a very abstract concept for children. He made the students see how these concepts relate to their real life	1	Meteorologist