

WTGS-TV
EEO PUBLIC FILE REPORT
August 1, 2018 - July 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
Marketing Consultant	2-4, 8, 10-15, 17-32	8
Regional National Sales Assistant	1, 3-4, 10-15, 17-32	15
Local Sales Assistant	1, 3-4, 8-15, 17-32	8
Digital Content Editor	1, 3-5, 7, 9-32	7
Sales / Marketing Consultant	1, 3-4, 8-15, 17-32	8
Regional Sales Assistant	1, 3-4, 9-15, 17-32	15
Multimedia Journalist	1, 3-4, 6, 9-15, 17-32	15
Sales / Marketing Consultant	1, 3-4, 9-32	15

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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	Armstrong State University 11935 Abercorn St Savannag, Georgia 31419 Career services Career services Manual Posting	N	0
3	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
4	Connecticut School of Broadcasting 1117 Perimeter Center Ste 301 Atlanta, Georgia 30338 Url : http://www.gocsb.com Email : csbatlanta@gocsb.com Mya Marshall	N	0
5	Corporate Recruiter	N	1
6	Current Employee	N	1
7	Current Employee - Transfer/Promotion	N	1
8	Employee Referral	N	4
9	GA Dept of Labor 3090 Mercer University Dr Macon, Georgia 31204 Fax : 1-912-351-3800 Dept of Labor	N	0
10	Georgia Association of Broadcasters 8010 Rosewell Rd Atlanta, Georgia 30350 Url : http://www.gab.org Email : admin@gab.org Donna Highberger	N	0

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11	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
12	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
13	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
14	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
15	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	13
16	Internet Ad-not directly contacted by SEU	N	2
17	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

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18	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
19	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	2
20	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
21	NAACP - Savannah 1204 Martin Luther King Jr Blvd Savannah, Georgia 31415 Email : savnaacp1204@yahoo.com Carol Davis-Hunt	N	0
22	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
23	Savannah College of Art and Design PO Box 3145 Savannah, Georgia 31405 Email : sbgresumes@sbgstv.com Student Placement	N	0
24	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

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25	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.net Sharon Pickeral	N	0
26	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbg.net Broadbean Source	N	0
27	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbg.net Andrea Siegle	N	0
28	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbg.net Sinclair SilkRoad Source	N	0
29	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
30	University of Georgia Terrel Hall Athens, Georgia 30602 Url : http://www.ega.edu Email : cbentley@uga.edu Cecil Bentley	N	0
31	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0

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32	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:			24

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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 Director-Training and Development News Talent Manager
2	10/5/2018	Participation in events or programs sponsored by educational institutions	On Oct 5, Meteorologist Jason Frazer met with about 100 middle school students from Langston Chapel Middle School in Statesboro, GA to explain meteorology and discuss career options in broadcasting.	1	Meteorologist
3	10/25/2018	Participation in events or programs sponsored by educational institutions	On Oct 25, Meteorologist Jason Frazer met with the 3rd, 4th, and 5th graders of Butler Elementary School to explain meteorology and discuss career options in broadcasting. Roughly 120 students were in attendance.	1	Meteorologist
4	11/15/2018	Participation in events or programs sponsored by educational institutions	On November 15, 2018, Meteorologist Jason Frazer visited Waldo Pafford Elementary in Hinesville, GA for their Science and Weather program. He discussed career opportunities in broadcasting and meteorology, and how these careers apply to science to about 60 4th and 5th graders.	1	Meteorologist

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5	1/1/2019	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.	2	Business Manager News Manager
6	2/7/2019	Participation in events or programs sponsored by educational institutions	On February 7th, Meteorologist Jason Frazer visited the 4th and 5th graders at Brooklet Elementary in Brooklet, GA. He discussed career opportunities in broadcasting and meteorology, and how these careers apply to science to about 100 students.	1	Meteorologist
7	2/28/2019	Participation in events or programs sponsored by educational institutions	On February 28, 2019, Meteorologist Jason Frazer visited South Effingham Middle School in Guyton, GA to meet with about 30 8th grade students. He discussed career opportunities in broadcasting and meteorology, and how these careers apply to science	1	Meteorologist