

WZTV / WUXP
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Morning Anchor/Reporter	1-7, 9-11, 13-14, 16-20, 22-31, 33-38, 40-47, 49-64, 66-73, 75	9
Weekday Evening News Anchor	1-6, 10-11, 14, 16-24, 26-31, 33-35, 37- 38, 40, 42-47, 49-61, 63-75	1
On-Air Host	2-6, 8, 10-11, 14, 16-24, 26-31, 33-35, 37-38, 40, 42-61, 63-75	8
Morning News Producer	2-6, 10-11, 16-24, 26-31, 33-35, 37-38, 40, 42-47, 49-52, 54-61, 63-75	31
Master Control Operator	2-4, 10-11, 13-14, 16-24, 26-31, 33-34, 37, 40, 42-47, 49-55, 57-61, 63-64, 66- 75	16
Senior Promotions Producer/Editor	2-4, 7, 10-12, 14, 16-24, 26-31, 33-34, 37, 39-47, 49-55, 57-75	55
Morning News Assignment Editor	2-4, 10-12, 14, 16-24, 26-31, 33-34, 37, 39-47, 49-55, 57-75	28
Morning News Reporter	1-6, 10-14, 16-24, 26-31, 33-35, 37-47, 49-75	13
Morning News Photographer	2-8, 10-12, 14, 16-24, 26-35, 37-44, 46- 47, 49-75	8
Morning News Photographer	2-8, 10-12, 14, 16-24, 26-35, 37-44, 46- 47, 49-75	24
Digital Sales Manager	2-4, 7, 10-14, 16-24, 26-34, 37, 39-44, 46-47, 49-55, 57-75	55
Weekend Meteorologist / Reporter	2-4, 7-8, 10-14, 16-24, 26-34, 39-44, 46- 47, 49-55, 58-75	8
Sales / Marketing Consultant	2-4, 9-24, 26-34, 39-44, 46-47, 49-55, 58-75	13
Sales / Marketing Consultant	2-4, 9-24, 26-34, 39-44, 46-47, 49-55, 58-75	13
Sales / Marketing Consultant	2-4, 9-24, 26-34, 39-44, 46-47, 49-55, 58-75	9
General Assignment Reporter	1-7, 10-11, 16-24, 26-35, 37-44, 46-47, 49-75	55
Marketing Associate	2-4, 10-14, 16-24, 26-34, 37, 39-44, 46- 47, 49-55, 57-75	24
Marketing Associate	2-4, 10-14, 16-24, 26-34, 37, 39-44, 46- 47, 49-55, 57-75	13

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Digital Marketing Consultant	2-4, 7, 10-11, 13-14, 16-24, 26-34, 37, 39, 41-44, 46-47, 49-55, 57-75	24
Digital Marketing Consultant	2-4, 7, 10-11, 13-14, 16-24, 26-34, 37, 39, 41-44, 46-47, 49-55, 57-75	13
News Photographer	2-4, 10-11, 14, 16-24, 26-34, 37, 39, 41-44, 46, 49-55, 57-75	24

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	5
2	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
3	Austin Peay State University P.O. Box 4545 Clarksville, Tennessee 37044 Phone : 931-221-7011 ext 7963 Email : careerservices@apsu.edu Jennifer Ellis	Y	0
4	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	1
5	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Columbia University Graduate School of Journalism 2960 Broadway New York, New York 10027 Phone : 212-854-4422 Email : gb2219@columbia.edu Gina Boubion	N	0
7	Current Employee	N	7
8	Current Employee - Transfer/Promotion	N	3
9	Current Employee/Internal Promotion	N	2
10	David Lipscomb 3901 Granny White Pike Nashville, Tennessee 37204 Phone : 615-269-1792 Email : careerdevelopment@lipscomb.edu Lisa Shacklett	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	East Tennessee State PO Box 70718 Johnson City, Tennessee 37614 Phone : 423-439-1000 Email : renfroe@etsu.edu Shea Renfro	Y	0
12	Eastern New Mexico University 1500 S Ave K Portales, New Mexico 88130 Phone : 575-562-1011 Email : Melissa.Yazzie@enmu.edu Melissa Yazzie Prong 2 Ended Date: 8/6/2019	N	0
13	Employee Referral	N	19
14	Fisk University 17th Avenue South Nashville, Tennessee 37208 Phone : 615-329-8894 Email : humanresources@fisk.edu Latreace Wells	Y	0
15	Former Employee Referral	N	1
16	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Sinclair SilkRoad Source	N	2
17	Goodwill Career Solutions 595 Hillsboro Road Suite 301 Franklin, Tennessee 37064 Phone : 615-794-4984 Email : tom.schmidt@givegw.org Shannon Duke Prong 2 Ended Date: 2/7/2020	N	0

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18	Harding University PO Box 10765 Searcy, Arkansas 72149 Phone : 501-279-4040 Url : http://www.harding.edu Email : gblackstone@harding.edu Ginger Blackstone	Y	0
19	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
20	Hispanic Community Ctr 2608-C Nolenville Road Nashville, Tennessee 37211 Phone : 615-831-9030 Email : msal101204@aol.com Martha Salazar	Y	0
21	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
22	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
23	Illinois Institute of Technology Office of African American Students 35 West 33rd St Galvin Library, Upper Level CMC Chicago, Illinois 60616 Phone : 312-567-6482 Url : http://www.cmc.iit.edu Email : sbgresumes@sbgstv.com Career Services	N	0

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24	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Sinclair SilkRoad Source	N	11
25	Indiana University Ernie Pyle Hall #202 940 East 7th Street Bloomington, Indiana 47405-7108 Phone : 812-855-9247 Email : lfonseca@indiana.edu Laura Fonseca	N	0
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	Jobs 4TN / Maximus Tennessee Works 446 James Robertson Parkway Suite 2002 Nashville, Tennessee Phone : 615-345-8285 Email : tonishute@maximus.com Fax : 1-615-532-2763 Toni Shute	Y	0
28	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	1
29	Lane College 545 Lane Ave Jackson, Tennessee 38301 Phone : 731-426-7500 Email : rdcspirit@aol.com Robbie Coleman	Y	0
30	LeMoyne Owen College 807 Walier Ave Memphis, Tennessee 38126 Phone : 901-435-1729 Email : wanda_blair-jones@loc.edu Wanda Blair-Jones	Y	0

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31	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgvtv.com Laura Rehn	N	5
32	Lipscomb University 1 University Park Drive Nashville, Tennessee 37204 Monica Wentworth Manual Posting	N	0
33	Martha O'Bryan Center 711 South Seventh Street Nashville, Tennessee 37206 Phone : 615-254-1791 Email : omccraymob@yahoo.com Daniel Smith	Y	0
34	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
35	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
36	Murray State 218 Bordway Hall Murray, Kentucky 42071 Phone : 270-809-2906 Email : canderson2@murraystate.edu Colleen Anderson	N	0
37	N.A.A.C.P. Tennessee State 1308 Jefferson Street Nashville, Tennessee 37208 Phone : 731-660-5580 Email : info@tnnaacp.org Fax : 1-731-660-5002 Gloria Sweet-Love	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Napoli Management Group 8844 West Olympic Blvd Suite 100 Beverly Hills, California Phone : 310-385-8222 Email : nmg@tvtalent.com Career Services	N	1
39	Nashville State Community College 120 White Bridge Road Nashville, TN 37209, Tennessee 37209 Phone : 615-353-3248 Email : Nicole.hubbs@nscc.edu Nicole Hubbs	Y	0
40	Nashville State Technical 120 White Bridge Road Nashville, Tennessee Phone : 615-353-3248 Email : nicole.hubbs@nscc.edu Nicole Hubbs	Y	0
41	Nashville Urban League 1219 19th Ave North Nashville, Tennessee 37208 Phone : (615) 254-0525 Email : charris@urbanleagueofmidtn.org Clifton Harris	N	0
42	National Academy of Television Arts & Sciences 161 Rains Ave Nashville, Tennessee 37203 Phone : 615-383-3259 Email : emmynash@aol.com Geneva Brignolo	Y	0
43	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Email : nab@nab.org Career Services	N	0
44	National College of Business/Technology 3748 Nolensville Pike Nashville, Tennessee 37211 Phone : 615-333-3344 Email : CareerServices@an.edu Terry McCall	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	National Hispanic Media Coalition 55 S Grande Ave Pasadena, California Email : info@nhmc.org Career Services	N	0
46	National Organization for Women PO Box 120523 Nashville, Tennessee 37212 Phone : 615-259-7141 Email : tennesseerow@comcast.net Cliff Seigler	Y	0
47	National Press Photographers Assoc. 3200 Crowsdale Ste 306 Durham, North Carolina 27705 Phone : 919-383-7246 Email : nppajib@hotmail.com Greg Gano	Y	0
48	Non-Employee Referral	N	1
49	Norfolk State University 700 Park Ave Dept of Mass Communications & Journalism Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pccbriggs@nsu.edu Paula Briggs Ph.D	Y	0
50	Nossi College of Art 907-36 Rivergate Pkwy Goodlettsville, Tennessee 37072 Phone : 615-851-1088 Email : jobplacement@nossi.edu Dax Gomez	Y	0
51	Pellissippi State Technical Community College 10915 Hardin Valley Road Knoxville, Tennessee 37932 Phone : 865-694-6400 Email : ccarson@pstcc.edu Carolyn Carson	Y	0
52	Recruit.Net 2706, The Centrum 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Sinclair SilkRoad Source	N	0

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53	Savannah College of Art Design 342 Bull Street Savannah, Georgia 31041 Phone : 912-525-4653 Url : http://www.scad.edu/jobmagnet Email : careerinfo@scad.edu Fax : 1-912-525-4651 Shaketta Sanders	N	0
54	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Sinclair SilkRoad Source	N	0
55	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.net Sharon Pickeral	N	7
56	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
57	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-5981 Email : rhill19@tnstate.edu Regina Hill	Y	0
58	Tennessee Technical University PO Box 5021 Cookeville, Tennessee 38505 Phone : 800-416-1051 Email : lmoore@tnitech.edu Career Services	Y	0

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59	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
60	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
61	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Sinclair SilkRoad Source	N	0
62	TN Assoc of Broadcasters PO Box 101015 Nashville, Tennessee 37224 Phone : 615-321-1626 Url : http://www.tabtn.org Email : brenda@tabtn.org Brenda Heidt	Y	0
63	Trevecca Nazarene 333 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615-248-1463 Email : mgaertner@trevacca.edu Michelle Gartner	Y	0
64	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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65	University of Memphis Scates Hall #315 Memphis, Tennessee 38152 Phone : 901-678-2000 Allisha Rose Manual Posting	Y	0
66	University of Missouri-Columbia 181 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0878 Url : http://www.myinterfase.com/trulaske-missouri/emplo Email : career@missouri.edu Amanda Nell	N	0
67	University of North Carolina Campus Box 3365 Chapel Hill, North Carolina 27599 Phone : 919-962-6507 Email : tlholt@email.unc.edu Teresa Holt	Y	0
68	University of Tennessee at Knoxville 333 Communication Bldg Knoxville, Tennessee Phone : 865-974-1000 Url : https://utk-csm.symplicity.com/employers/ Email : utcareer@utk.edu Mary Mahoney	Y	0
69	University of TN-Martin Dept of Communications Martin, Tennessee 38238 Phone : 800-829-8861 Email : rffreed@utm.edu Rodney Freed	Y	0
70	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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71	Vanderbilt University 110 Alumni Hall Nashville, Tennessee 37210 Phone : 615-343-4911 Url : http://vanderbilt-csm.symplicity.com/employers Email : sbgresumes@sbgstv.com Sarah Kittrell	N	0
72	Volunteer State Community College 1480 Nashville Pike Gallatin, Tennessee 37066 Phone : 615-230-3307 Email : carol.bazenet@volstate.edu Carol Bazenet Prong 2 Ended Date: 3/11/2020	N	0
73	West Tennessee Career Center 362 Carriage House Drive Jackson, Tennessee 38305 Phone : 731-668-2040 Fax : 1-731-668-0451 Dave Montoya	Y	0
74	Western Kentucky #1 Big Red Way Bowling Green, Kentucky 42101 Phone : 270-745-2691 Url : http://www.wku.edu/careerserv Email : resumes@sbgstv.com Dan Onitsuka	N	1
75	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			68

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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	4/9/2019	Participation in Job Fairs	The Corporate Employment Coordinator with the local HR Coordinator represented all Sinclair locations at the job fair hosted by NAB Show in Las Vegas, NV. The employees met with potential candidates and reviewed resumes, tapes, and discussed current and future job opportunities at the locations across the country. All candidates who visited the booth would be followed-up with for relevant positions, including current and future job inquiries.	2	Corp. Employ. Coordinator Station HR Coordinator
2	5/14/2019	Participation in events or programs sponsored by educational institutions	A group of 6th grade writing students from Hilham Elementary School came down for a station tour. The drive from Hilham, Tennessee to our station was over 2 hours. Anchors Jennifer Waddell and Sara Small and Meteorologist, Justin Chambers, led the tour. The students went to all departments and gathered a great deal of information regarding writing and speaking careers and about the variety of different positions needed at a News station. They stayed almost an hour and appeared engaged in this educational event.	4	News Anchor New Anchor/Reporter Meterologist Assignment Manager
3	5/15/2019	Participation in events or programs sponsored by educational institutions	The journalism class of National Christian Students came for a station tour. Two of our News Anchors, A.J. Hilton and Jennifer Waddell spent a good half hour talking about news careers, then Meteorologist Anchor, Justin Chambers talked to them about weather news. All three answered many questions. They visited the news assignment desk and the master control room and there were more questions and answers there.	4	Anchor/Reporter Anchor/Reporter Meteorologist Assignment Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	5/20/2019	Establishment of an intern program designed to assist members of the community	<p>The Station Employment Unit has an internship program as defined below: Program Goal: The goal of our internship program is to recruit candidates from colleges and technical schools to prepare them for entry-level jobs within the broadcast industry. Program Objectives:</p> <ul style="list-style-type: none"> • Develop links with technical schools, universities and colleges to promote the Station Employment Unit as a prospective employer. • Create a symbiotic relationship between interns and Station Employment Unit employees. • Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry. <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> • The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered. • The applicant must be at least 18 years of age. • The applicant must be in good academic standing, as defined by his or her academic institution. • The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid. • In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements. 	4	On-Air Host Dir Programming/Promotions Executive Producer Assignment Manager

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5	5/21/2019	Participation in events or programs sponsored by educational institutions	Thirteen 7th and 8th grade students and six adults drove down from Olmstead School in Olmstead, Kentucky to tour our station and learn about the career opportunities in television news. They arrived at 10:00 a.m. and toured the News Assignment desk area, the Master Control department, and the studio. Two of our anchors and one of our Meteorologist managed the tour. The News Assignment Manager and Master Control Supervisor assisted with information from their departments. Many questions were answered by our staff and the children were given a great deal of information regarding the process of bring news to T.V.	5	Anchor/Report Meteorologist Anchor/Report Assignment Mgr
6	7/10/2019	Participation in events or programs sponsored by educational institutions	Duke TIP CRISIS is an educational summer program that works through Belmont University. Their purpose is to bring a collegiate experience to gifted students. On 6-26-19, 7-3-19, and 7-10-19, the Academic Coordinator brought 5 to 7 students on each of those days from a class in this program called: Broadcast and Print Media. The students are learning how journalists, TV anchors, and the media report on and work on informing the public about Pandemic. The team also learns media ethics. The students took a tour of the Studio, Master Control, and the News Desk Department. They found out what a lot of our equipment is used for, asked questions about jobs, and gathered a great deal of information.	4	Morning Anchor Morning Anchor Anchor/Reporter Assignment Manager

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7	8/4/2019	Participation in Job Fairs	<p>Description: The Corporate 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 Miami, FL August 7 – 9th, 2019. 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.</p> <p>Number of Station participants: 3 (all have hiring authority) Names: Lauren Carver – Employment Manager , Stan Heist - Director, News Training and Development, Kevin Olivas – News Talent Manager</p>	3	Employment Manager Director News, Train & Dev News Talent Manager
8	10/9/2019	Hosting of Job Fair	<p>We were invited to host the Trevecca University Job Fair from 10:00 a.m. to 2:00 p.m. on Wednesday 10/9/2019 by giving them permission to use our logos on our marketing materials and giving them promotional mentions on all three of our stations as well as on air. We had two tables. Several other companies joined us. Our Promotions Manager and On-Air host came with me. We gave away gimmicks with our logo on them as well as over 55 cards with our logo and the SBG Career Site. I collected more than 25 resumes. People were interested in our company and curious about our openings. Several candidates were qualified.</p>	3	HR Coordinator Promotions Manager On-Air Host