

WCHS
EEO PUBLIC FILE REPORT
June 1, 2019 - May 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
Multimedia Journalist	1-9, 11, 16-21, 23-42, 44-48, 50, 53-58	23
Director	1-11, 14, 16-21, 24-42, 44-48, 50-58	14
Master Control Operator	1-7, 9-11, 16-21, 24-28, 30-42, 45-48, 50-58	21
Weekend Meteorologist	1-7, 9-11, 16-21, 24-28, 30-42, 45-48, 50-58	26
Multimedia Journalist	1-7, 9-12, 14, 16-21, 24-28, 30-42, 45- 48, 50-58	12
Multimedia Journalist	1-7, 9-12, 14, 16-21, 24-28, 30-42, 45- 48, 50-58	14
News Producer	1-11, 14, 16-21, 24-42, 44-58	14
News Producer	1-11, 14, 16-21, 24-42, 44-58	14
News Photographer	1-11, 14, 16-21, 24-42, 44-58	14
Master Control Operator	1-7, 9-11, 14, 16-21, 24-28, 30-42, 45- 58	14
Local Sales Assistant	1-7, 9-11, 16-21, 24-28, 30-42, 45-58	21
News Editor	1-11, 16-21, 24-38, 40-43, 45-58	43
Digital Content Producer	1-11, 14, 16-21, 24-38, 40-42, 44-58	14
News Anchor - Reporter (Weekends)	1-11, 17-21, 24-37, 41, 44, 46, 48-58	21
News Producer	1-6, 9-11, 13, 17-20, 22, 24-28, 30-37, 41-43, 46, 48-58	13
News Producer	1-6, 9-11, 13, 17-20, 22, 24-28, 30-37, 41-43, 46, 48-58	33
News Producer	1-6, 9-11, 13, 17-20, 22, 24-28, 30-37, 41-43, 46, 48-58	22
Newscast Director	1-7, 9-11, 15, 17-20, 24-28, 30-37, 41, 46, 48-58	15

WCHS
EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

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 Email : execoffice@cccso.com Robert Roswall	N	0
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	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

WCHS
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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 : as1698@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 - Transfer/Promotion	N	1
13	Current Employee/Internal Promotion	N	1
14	Employee Referral	N	9
15	Former Employee	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	0

WCHS
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17	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
18	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
19	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
20	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
21	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	9
22	Indeed.com	N	1
23	Internet Ad-not directly contacted by SEU	N	1
24	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

WCHS
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25	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
26	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	2
27	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
28	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
29	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
30	Mountain Heart Community Services, Inc PO Box 1509 Oceana, West Virginia 24870 Phone : 304-682-8271 Email : esmith@mountainheartwv.org Earl Smith	N	0
31	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California 91105 Phone : 213-746-6988 Email : info@nhmc.org Career Services	N	0

WCHS
EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbriggs@nsu.edu Paula C. Briggs	N	0
33	Ohio University RTVC Bldg 484 Athens, Ohio 45701 Phone : 740-593-9994 Email : sbgresumes@sbgstv.com Tina Stewart	N	1
34	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
35	Pittsburgh Technical Institute 1111 McKee Rd Oakdale, Pennsylvania 15071 Phone : 412-809-5157 Email : sbgresumes@sbgstv.com Josephine Smith	N	0
36	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
37	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
38	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

WCHS
EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

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39	Shawnee State University 940 Second St. Portsmouth, Ohio 45662 Phone : 740-351-3259 Email : sbgresumes@sbgstv.com Stephen Gregory	N	0
40	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
41	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	1
42	Southwestern Community Action Council 540 Fifth Ave Huntington, West Virginia 25701 Phone : 304-525-5151 Fax : 1-304-525-5162 Brent Sansom	N	0
43	Station Website	N	2
44	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
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

WCHS
EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

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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 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	0
49	University of Charleston 2300 MacCorkle Ave SE Charleston, West Virginia 25302 Phone : 304-357-4777 Email : sbgresumes@sbgstv.com Hannah Johnson	N	0
50	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
51	Wayne County Community Service Organization PO Box 276 Wayne, West Virginia 25570 Phone : 304-272-5112 Url : http://www.wccso.org Fax : 1-304-429-0027 Kathy Stephens	N	0
52	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

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53	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
54	West Virginia Junior College 1000 Virginia St E Charleston, West Virginia 25301 Phone : 304-345-2820 Email : wvjccareers@gmail.com Career Services	N	0
55	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Phone : 304-766-3290 Email : sbgresumes@sbgstv.com Sandy Maharaj	N	0
56	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
57	West Virginia University PO Box 6008 Morgantown, West Virginia 26506 Phone : 304-293-2221 Email : sbgresumes@sbgstv.com Career Services	N	0
58	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:			29

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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	8/7/2019	Participation in Job Fairs	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.	3	Employment Manager Director, News Training and Development News Talent Manager
2	9/25/2019	Participation in Job Fairs	Trevor Rinehart represented WCHS/WVAH at the OhioU Fall 2019 Job fair on September 25, 2019. We wanted to get our name/ face out to OhioU student and recruit for the following positions: MMJ and Marketing Consultant for Charleston/Huntington positions.	1	Creative Services Director
3	10/16/2019	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., Mature Job Seekers: Hidden Jewels in Today's Job Market, Interpersonal Skills at Work, Elevator Speak: Creating a Winning Personal Pitch, Look the Part: Confident and Dressed for Success, Phone Interview Tips: Getting to the Next Round, and a resume lab with laptops available so that candidates could hone their resume while getting advice from professionals).	4	HR Coordinator On-Air Operations Manager Director of Sales Creative Services Director
4	10/18/2019	Participation in events sponsored by community groups	Chris Swope and Krysteen Young spoke with students in two class rooms on 10/17/19 and discussed opportunities with WCHS/WVAH and Sinclair Broadcasting. On 10/18/2019 we participated in the Multimedia Journalism Career and Internship fair at Moss Arts Center.	2	News Director HR Coordinator

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5	2/26/2020	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., Marketing Your Transferable Skills, Phone Interview Tips: Getting to the Next Round, Mastering the Interview, Look the Part: Dressed for Success, and a resume lab with laptops available so that candidates could hone their resume while getting advice from professionals).	4	HR Coordinator Creative Services Director On-Air Operations Manager Assignment Desk Manager