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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
Executive Producer	2-7, 9, 11-17, 19-26, 28, 30-43, 45-46	9
Weekend Meteorologist	2-8, 11-17, 19-26, 28, 30-43, 45-46	24
Lead Digital Producer	2-5, 7-8, 12-17, 19-23, 25-26, 28, 30-34, 36-43, 45-46	34
Sales / Marketing Consultant	1-5, 7, 12-23, 25-26, 28, 30-34, 36-46	13
Sales / Marketing Consultant	1-5, 7, 12-23, 25-26, 28, 30-34, 36-46	44
Sales / Marketing Consultant	1-5, 7, 12-23, 25-26, 28, 30-34, 36-46	18
Newscast Director	1-7, 11-17, 19-26, 28, 30-43, 45-46	17
Newscast Director	1-7, 11-17, 19-26, 28, 30-43, 45-46	17
News Assignment Editor	1-7, 11-17, 19-26, 28, 30-43, 45-46	11
Receptionist / Accounting Assistant	1-5, 7, 12-17, 19-23, 25-26, 28, 30-34, 36-43, 45-46	17
Digital Sales Assistant	1-5, 7, 12-17, 19-23, 25-26, 28, 30-34, 36-43, 45-46	45
News Anchor / Reporter (Weekends)	1-7, 9, 12-17, 19-26, 28-43, 45-46	9
Executive Producer (AM)	1-7, 10, 12-17, 19-26, 28, 30-43, 45-46	10
General Sales Manager	1-5, 7, 9, 12-17, 19-23, 25-26, 28, 30-34, 36-43, 45-46	9
Morning News Anchor	1-5, 7, 12-17, 19-23, 25-26, 28, 30-34, 36-43, 45-46	40
Sales / Marketing Consultant	1-5, 7, 11-17, 19-23, 25-28, 30-34, 36-43, 45-46	13
Multimedia Journalist	1-7, 12-17, 19-26, 28-43, 45-46	40
Local Sales Assistant	1-5, 7, 12-17, 19-23, 25-28, 30-34, 36-43, 45-46	27
Digital Sales Assistant	1-5, 7, 11-17, 19-23, 25-28, 30-34, 36-43, 45-46	11
Evening News Producer	1-3, 5-7, 12-17, 19-26, 28, 30-43, 45-46	34

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	Benedict College 1600 Harden Street Columbia, South Carolina 29204 Phone : 803-705-4808 Url : http://www.benedict.edu Email : academic.affairs@benedict.edu Fax : 1-803-764-3914 Karen Rutherford	Y	0
3	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgtv.com Cole Rowley	N	1
4	Coastal Carolina U P.O. Box 261954 Conway, South Carolina 29528 Phone : 843-349-2343 Url : http://www.coastal.edu Email : yvonne@coastal.edu Jodie Tadlock	N	0
5	Coastal Workforce 200A Victory Lane Conway, South Carolina 29526 Phone : 843-234-9675 x125 Url : http://www.dew.sc.gov Email : scrutchfield@dew.sc.gov Susan Crutchfield	N	0
6	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	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
7	College of Charleston 66 George St Charleston, South Carolina 29424 Phone : . Url : www.cofc.edu Email : sbgresumes@sbgtv.com Career Center	N	0
8	Current Employee	N	2
9	Current Employee - Transfer/Promotion	N	3
10	Current Employee/Internal Promotion	N	1
11	Employee Referral	N	7
12	Florence County DSS 2685 S. Irby Street Florence, South Carolina 29501 Phone : 843-669-3354 x217 Url : http://www.dss.sc.gov Email : margie.goodson@dss.sc.gov Margie Goodson	Y	0
13	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgtv.com Sinclair SilkRoad Source	N	2
14	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgtv.com Broadbean Source	Y	0
15	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard,edu Email : cdudley@howard.edu Carol Dudley	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
16	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
17	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgtv.com Sinclair SilkRoad Source	N	12
18	Internet Ad-not directly contacted by SEU	N	1
19	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgtv.com Broadbean Source	Y	0
20	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgtv.com Broadbean Source	N	0
21	Leadership Institute 1101 N. Highland Street Arlington, Virginia 33301 Phone : 703-647-3344 x207 Url : http://leadershipinstitute.org Email : bwoodward@leadershipinstitute.org Ben Woodward	Y	0
22	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgtv.com Laura Rehn	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
23	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
24	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	1
25	NAACP P.O. Box 966 Mullins, South Carolina 29574 Phone : 843-526-0029 Email : mbnaacp@gmail.com Fax : 1-843-526-0067 Daniel Blue	Y	0
26	NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5424 Url : http://www.nab.org Email : nab@nab.org Career Services	N	0
27	Non-Employee Referral	N	3
28	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgtv.com Sinclair SilkRoad Source	N	0
29	Recruiter	N	2
30	Savannah College of Art and Design 342 Bull St Savannah, Georgia 31402 Phone : . Url : www.scad.edu Email : sbgresumes@sbgtv.com Career Services	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
31	SC Employment Commission 1558 W. Evans Street Florence, South Carolina 29501 Phone : 843-669-4271 Url : http://www.sces.org Email : hstanton@dew.sc.gov H Stanton	N	1
32	SCBA 1 Harbison Way Ste.112 Columbia, South Carolina 29210 Phone : 803-732-1186 Url : http://www.scba.net Email : paula@scba.net Paula Thayer	N	0
33	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgtv.com Sinclair SilkRoad Source	N	0
34	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgtv.com Sharon Pickeral	N	5
35	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentdynamics.com Email : hedding@talentdynamics.com Christina Hedding	N	0
36	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgtv.com Broadbean Source	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
37	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgtv.com Andrea Siegle	N	0
38	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgtv.com Sinclair SilkRoad Source	N	0
39	Tri-County Tech 7900 Hwy 76 P.O. Box 587 Pendelton, South Carolina 29670 Phone : 864-646-1500 Url : http://www.tctc.edu Email : ghelleng@tctc.edu Glen Hellenga	Y	0
40	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	3
41	Univ. of South Carolina H.William Close Bldg. 6th flr. Columbia, South Carolina 29208 Phone : 803-777-5060 Url : http://www.sc.edu/career Email : career@sc.edu Latasha Saunders	Y	0
42	University of South Carolina 516 Main St Columbia, South Carolina 29208 Phone : . Url : www.sc.edu Email : sbgresumes@sbgtv.com Career Center	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
43	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
44	Word of Mouth Referral	N	1
45	WPDE NewsChannel 15 website P.O. Box 51150 Myrtle Beach, South Carolina 29579 Phone : 843-234-9733 x216 Url : http://www.carolinalive.com Email : gvasselli@wpde.com Gina Vasselli	N	2
46	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:		**47**

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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	11/7/2018	Participation in Job Fairs	Tiffany Winslow attended the Coastal Carolina University Job Fair on November 7, 2018. It was held on the campus of Coastal Carolina University in Conway, SC. She talked with approximately 20 potential candidates and received resumes from potential applicants. This was a very well attended event by both vendors and students. Tiffany Winslow and Angie Hardy represented WPDE & WACH under Sinclair Broadcasting Group. **Please note the fair was rescheduled from 9/25/18 to 11/7/18 due to Hurricane Florence.	2	Business Manager Business Office Asst.
3	12/7/2018	Participation in events or programs sponsored by educational institutions	Temple University hosted an event for their students - Meeting TV News Directors: Getting Your First Job in TV News. Victoria was on a panel of News Directors that gave participating students feedback on their resumes and reels. It was an opportunity for students planning on going into TV News as a MMJ, reporter, producer, director, or videographer.	1	News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	3/26/2019	Participation in Job Fairs	Karyn Stoneberg & Mike Raffaele attended the 2019 College of Information and Communication Career Fair at USC. It was held on the campus of University of South Carolina in Columbia, SC. WACH and WPDE were being represented. They spoke with over 30 students. Resumes were collected from potential interns and applicants. This was a very well attended event by vendors and students.	2	Business Manager News Director
5	4/3/2019	Participation in Job Fairs	Tiffany Winslow attended the Coastal Carolina University Job Fair on April 3, 2019. It was held on the campus of Coastal Carolina University in Conway, SC. She talked with approximately 15 potential candidates and received resumes from potential applicants. This was a very well attended event by both vendors and students. Tiffany Winslow and Angie Hardy represented WPDE & WACH under Sinclair Broadcasting Group.	2	Business Manager Business Office Asst.
6	6/3/2019	Establishment of an intern program designed to assist members of the community	The Internship program at WPDE|ABC15 News allows college students to get an in-depth experience of the News industry before they get their first job. During their internship they do a full range of duties/tasks: shadow reporters and producers, write their own stories, and practicing reporting in front of cameras. They are challenged more with each passing week to learn programs used in the newsroom, develop a workflow and enhance their journalism skills.	3	News Director Asst. News Director Business Manager