

WMYV, WXLV
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
Automotive / Marketing Consultant	1-4, 6-7, 11-14, 16-25, 27-51, 53-63, 65	30
Local Sales Manager	1-8, 11-14, 16-34, 36-51, 53-63, 65	30
Promotions Manager	1-4, 6-8, 10-14, 16-23, 25-34, 36-51, 53-63, 65	10
Digital Sales Manager	1-4, 6-7, 11-23, 25-27, 29-34, 36-37, 39-51, 53-63, 65	15
Digital Sales Coordinator	1-4, 6-7, 10-14, 16-23, 25, 27-51, 53-63, 65	10
Sales / Marketing Consultant	1-4, 6-7, 11-23, 25, 27-51, 53-65	25
Sales / Marketing Consultant	1-4, 6-7, 11-23, 25, 27-51, 53-65	15
Senior Producer	1-4, 6-7, 11-14, 16-23, 25-63, 65	26
Marketing Producer	1-4, 6-8, 11-14, 16-23, 25, 27-51, 53-58, 60-63, 65	50
Marketing Producer	1-4, 6-8, 11-14, 16-23, 25, 27-51, 53-58, 60-63, 65	25
Master Control Operator	1-4, 6-8, 10-14, 16-23, 25, 27-51, 53-58, 60-63, 65	10
Digital Sales Manager	1-4, 6-7, 9, 11-14, 16-23, 25, 27-51, 53-58, 60-63, 65	9
Research Coordinator	1-4, 6-7, 10-14, 16-23, 25, 27-51, 53-58, 60-63, 65	10
Copy Coordinator	1-4, 6-7, 11-23, 25, 27-51, 53-58, 60-63, 65	25

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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	Barber-Scotia College 145 Cabarrus Ave W concord, North Carolina 28025 Phone : 704-789-2900 Email : president@b-sc.edu. Fax : 1-704-789-2901 Bonita Boyd	N	0
3	Bennett College 900 E. washington St Greensboro, North Carolina 27401 Phone : 336-517-2109 Email : lmack@bennett.edu Linda Mack	N	0
4	Bishop State Comm College North Carolina Phone : 251-662-5371 Email : jwomack@bishop.edu Juliette Womack	N	0
5	Call In	N	1
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
7	Carolina School of Broadcasting North Carolina Phone : 704-395-9272 Career Services Manual Posting	N	0
8	Current Employee	N	4
9	Current Employee - Transfer/Promotion	N	1
10	Current Employee/Internal Promotion	N	4

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11	Davidson College 405 N. Main St. Davidson, North Carolina 28036 Phone : 704-894-2132 Mariah Clarke Manual Posting	N	0
12	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Email : brownjo@ecu.edu Lee Brown	N	0
13	Elizabeth City state univ 1704 Weeksville rd campus Box #804 Elizabeth city, North Carolina 27909 Phone : 252-335-3516 Email : rmjones@mail.ecsu.edu Fax : 1-252-335-3745 Randy Jones	N	0
14	Elon Univ 2700 campus box Elon college, North Carolina Phone : 336-278-2000 Email : walldebb@elon.edu Debbie Wall	N	0
15	Employee Referral	N	3
16	Fayetteville State 1200 Murchison rd Fayetteville, North Carolina 28301 Phone : 910-672-1835 Email : tdwilliams@uncfsu.edu Tonya Williams	N	0
17	Forsyth Tech Community College North Carolina Phone : 336-734-7206 Carla Crews Manual Posting	N	1

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18	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
19	Greensboro college 815 W Market st Greensboro, North Carolina 27401 Phone : 336-272-7102 Email : caryn.atwater@greensboro.edu Caryn Atwater	N	0
20	Guilford College 5800 W Friendly Ave Greensboro, North Carolina 27410 Career Services Manual Posting	N	0
21	Guilford Tech Community college PO Box 309 Jamestown, North Carolina 27282 Daniel Griggs Manual Posting	N	1
22	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
23	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
24	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0

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25	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	8
26	Internet Ad-not directly contacted by SEU	N	4
27	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
28	Johnson C Smith Univ 100 Beatties Ford Rd Charlotte, North Carolina 28216 Phone : 704-378-1045 Email : tstowe@jcsu.edu Theadora Stowe	N	0
29	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
30	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	6
31	Livingstone College 701 W Monroe St Salisbury, North Carolina 28144 Phone : 800-835-3435 Email : mrivers@livingstone.edu Fax : 1-704-216-6060 Melissa Rivers	N	0

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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	Ministry of Fullness Word of Faith, Inc 123 Main St Winston, North Carolina Email : lnolivia@yahoo.com Olivia Allen	Y	0
34	NAACP 4130 Oak Ridge DR Winston-Salem, North Carolina 27105 Phone : 336-767-3470 Email : wsнаacpoffice@gmail.com Lashunda Booker	N	0
35	National Assoc. of Black Journalist 1100 Knight Hall College Park, Maryland 20742 Phone : 301-405-0248 Fax : 1-301-314-1714 Ryan Williams	N	0
36	National Black MBA Asson 180 N Michigan Ave Suite 1515 chicago, Illinois 60601 Phone : 312-236-2622 Email : mail@nbmbaa.org Fax : 1-312-236-0390 Jetaun Mattlett	N	0
37	National Hispanic Media Coalition North Carolina Phone : 626-792-6462 Email : info@nhmc.org Alejandra Valenzuela	N	0
38	Native American Public Telecommunications 1800 No. 33rd St Lincoln, Nebraska 68583 Phone : 402-472-3522 Email : native@unl.edu Fax : 1-402-472-8675 Rosebud Sioux	N	0

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39	Natl Assoc of Hispanic Journalists 1050 Connecticut Ave NW 10th floor Washington, District of Columbia 20036 Email : kolivas@nahj.org Career Services	N	0
40	NC A&T State Univ Murphy Hall Room 101 Greensboro, North Carolina 27411 Phone : 336-334-7500 Cynthia Downing Manual Posting	N	0
41	NC Department of Health and Human Services Division of Vocational Rehabilitation Svcs 8 Barbetta Drive Asheville, North Carolina 28806 Phone : 828-670-3377 Url : www.ncdhhs.gov/dvrs/ Email : leigh.mullins@dhhs.nc.gov Leigh Mullins	Y	0
42	NC Job Connector / Employment Security Commission 450 W. Hanes Mill Rd Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Services	N	0
43	Norfolk State Univ North Carolina Phone : 757-823-2384 Email : pcbriiggs@nsu.edu Paula Briggs	N	0
44	North Carolina Broadcast Assoc PO Box 627 Raleigh, North Carolina 27602 Phone : 919-821-7300 Email : gsummerville@ncbroadcast.com Gail Summerfield	N	0
45	North Carolina Central Univ 1801 Fayetteville St Durham, North Carolina 27707 Phone : 919-530-6878 Url : www.nccu.edu/students/careerservices Donna Hembrick Manual Posting	N	0

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46	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
47	Salem College 601 S. church st Winston-Salem, North Carolina Phone : 336-917-5579 Email : careers@salem.edu Monica Boyd	N	0
48	Shaw University 118 E. South St Raleigh, North Carolina 27601 Phone : 919-278-2672 Email : careerdevelopment@shawu.edu Nikesha Rollack	N	0
49	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
50	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Sharon Pickeral	N	5
51	St Augustine's college North Carolina Career Services Manual Posting	N	0
52	The Art Institute of Fort Lauderdale 1799 SE 17th St Fort Lauderdale, Florida 33316 Phone : 954-308-2617 Email : ttaylor@aii.edu Tammy Taylor	N	0

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53	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
54	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
55	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
56	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
57	UNC Chapel Hill Wendy P & dean E Painter, Jr Career Center CB #5 140 Hanes Hall Chapel Hill, North Carolina Phone : 919-962-7886 Email : sbgresumes@sbgstv.com Julie Pendergraph	N	0
58	UNC School of the Arts 1533 S. Main ST Winston-Salem, North Carolina 27127 Email : mecums@unca.edu Mecums Mecums	N	0

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59	Univeristy of NC at Greensboro #1 University Center PO Box 26170 Greensboro, North Carolina Phone : 336-334-5455 Email : mlpegg2@uncg.edu Mary Lesa Pegg	N	0
60	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
61	Wake Forest University 1834 Wake Forest Rd Winston-Salem, North Carolina 27109 Email : sbgresumes@sbgvtv.com Career Services	N	0
62	Winston-Salem State Univ 601 Martin Luther King Dr Winston-Salem, North Carolina 27110 Phone : 336-750-2839 Email : suttonar@wssu.edu Aretha Sutton	N	0
63	Winston-Salem Urban League 3441 North Patterson Avenue Winston-Salem, North Carolina 27105 Phone : 336-725-5614 Email : kpettigrew@wsurban.org Kenneth Pettigrew	N	0
64	Word of Mouth Referral	N	1
65	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:			39

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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	8/20/2018	Establishment of an intern program designed to assist members of the community	Credited internship program for Juniors or Seniors in College that have a field of study in the area pertaining to the need at the station. This internship will be in production. Selected candidate will be exposed to a variety of duties including assisting with on-site photo shoots, editing and production of commercials, attending production meetings with the producer to discuss pre-production and script ideas, searching stock footage and photos for projects w/o b-roll, assist with weekly live production taping of Triad Today show, and logging commercial production raw and master tape libraries.	1	Production Manager
2	9/20/2018	Co Sponsoring Job Fair	Kernersville Chamber of Commerce 2018 Triad Job Fair at The Fitness Center in Kernersville, NC. Holly May, Promotions Manager, served as Chairperson of the job fair. This job fair allows job seekers the opportunity to meet with area companies to discuss available full-time and part-time positions. We spoke with job seekers about career opportunities and internships, not only at our stations, but within Sinclair Broadcast Group.	1	Promotions Manager
3	10/5/2018	Participation in Job Fairs	Bennett College 2019 Spring Career and Internship Fair. This job fair was held for students to allow them the opportunity to meet with area companies to discuss available full-time and part-time positions. The Greater Greensboro Consortium students from Greensboro College, Guilford College, Guilford Technical Community College, NC A&T State University, and UNCG were also invited. We spoke with students about career opportunities and internships, not only at our local stations, but within Sinclair Broadcast Group. Our open positions were for MC. We also directed students to the Sinclair Website for all open positions within our company.	1	Promotions Manager

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4	1/10/2019	Participation in events sponsored by community groups	Served as a panelist for the Girl Scouts Carolinas Peaks to Piedmont Media Night held on January 10, 2019 at the Piedmont Headquarters in Colfax, NC. Seven female media professionals from television, radio, and print participated in the event. Each spoke about what they do, how they got started, day-to-day activities, etc. The event was to coach Girl Scouts who are on their local "Media Team". Spoke about our role at the station and what the job is like.	1	DOS
5	2/22/2019	Participation in Job Fairs	Participated in the annual High Point Christian Academy High School Career Fair held on February 22, 2019 in the Dining Commons at the HPCA campus. We had a table set up along with a studio camera. The students came through in two different groups and had the opportunity to speak with participants about their representative careers. We spoke with students about Creative Services specifically as well as all of the other opportunities available in a television station and answered many questions regarding careers available and what educational path should be taken to pursue these careers.	2	Business Manager Sr. Producer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	4/22/2019	Provision of training to management	<p>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.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment. Newly hired managers and supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	1	Local Sales Manager