

**WFXL**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Marketing Consultant	2-4, 7, 10-23, 25-28, 31-39	18
Multimedia Journalist	1-39	7
Multimedia Journalist	1-39	12
Multimedia Journalist	1-39	29

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Alabama State University P O Box 271 Montgomery, Alabama 36101-0271 Phone : (334)229-4156 Email : careerservices@alasu.edu Fax : 1-334-229-4985 Jeremy Hodge	N	0
2	Albany State College 504 College Dr Albany, Georgia 31705 Phone : 229-430-2924 Url : <a href="https://asurams-csm.symplicity.com">https://asurams-csm.symplicity.com</a> Email : careerservices@asurams.edu Bruce Colvin	Y	0
3	Albany Technical College 1704 S. Slappey Blvd Albany, Georgia 31701 Phone : 229-430-3514 Email : jjimmerson@albanytech.edu Judy Jimmerson	N	0
4	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : sbgresumes@sbgstv.com Cole Rowley	N	1
5	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : bille@michaelsmedia.com Michael Bille	N	0
6	Corporate Recruiter	N	1
7	Employee Referral	N	3
8	Former Employee Referral	N	1
9	Georgia College & State University Campus Box 42 Milledgeville, Georgia 31061 Phone : 478 445-5384 Lanette McGhee	N	1

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10	Georgia Dept of Labor 1608 S. Slappey Blvd. Albany, Georgia 31701-2632 Phone : 229-430-5010 Email : robin.chester@gdol.ga.gov Elaine Belcher	N	0
11	Georgia Southern University 1332 Southern Dr Statesboro, Georgia 30458 Phone : . Email : sbgresumes@sbgstv.com Career Center	N	0
12	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	2
13	Hire A Hero PO Box 6808 Morango, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
14	Hire Albany Georgia FB page <a href="https://www.facebook.com/#!/groups/HireAlbanyGeorg">https://www.facebook.com/#!/groups/HireAlbanyGeorg</a> Albany, Georgia Phone : 229-435-3100 Url : <a href="https://www.facebook.com/#!/groups/HireAlbanyGeorg">https://www.facebook.com/#!/groups/HireAlbanyGeorg</a> Betty Rehberg Manual Posting	N	0
15	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : cdudley@howard.edu Carol Dudley	N	0

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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@sbgstv.com Sinclair SilkRoad Source	N	7
18	Internet Ad-not directly contacted by SEU	N	2
19	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
20	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
21	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	1
22	Marine Corps Community Services 814 Radford Blvd Albany, Georgia 31705 Phone : 229-639-5276 Email : marcus.cosper@usmc.mil Terry Cosper	N	0

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23	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
24	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
25	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
26	Savannah College of Art and Design 342 Bull St Savannah, Georgia 31402 Phone : . Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
27	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
28	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	0
29	Station Website	N	1

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30	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:jpumphrey.td@gmail.com">jpumphrey.td@gmail.com</a> Julie Pumphrey	N	0
31	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
32	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrea Siegle	N	0
33	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
34	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	0
35	University of Georgia University of Georgia Terrell Hall Athens, Georgia Phone : . Email : <a href="mailto:cbentley@uga.edu">cbentley@uga.edu</a> Cecil Bentley	N	0
36	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0

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37	Walter Cronkite School of Journalism 555 N. Central Ave Suite 302 Phoenix, Arizona 85004 Phone : 229-435-3100 Url : NEWS ONLY Email : mike.wong@asu.edu Michael Wong	N	0
38	WFXL On Air Spot 1201 Stuart Ave Albany, Georgia 31707 Phone : 229-435-3100 Email : bmcleod@wfxl.com Ben McLeod	N	0
39	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>20</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/14/2019	Participation in events or programs sponsored by educational institutions	Lowndes Middle School Nathan Hopper with Kerri Copello and storm chaser Rick. Roughly 300 kids listened to their presentation about weather. Talked about severe weather preparedness, storm chasing, notable historic Valdosta weather that kids would remember, how storms form, fronts, and the water cycle. Kids asked as lot of questions about storm chasing and how we can predict the weather. They gave a big Valentine's Day thank you card that all the kids signed.	2	News Manager Meteorologist
2	3/22/2019	Participation in events or programs sponsored by educational institutions	Career Day at Robert Harvey Elementary School. Nathan and Kyle Proctor went over their roles as to what they did here at the station. Nathan showed them how the camera worked and then they went into questions. Some of the teachers had weather questions from lessons this week for the students and Nathan responded. We spent more time answering students questions to cater to what they wanted to hear about.  Some of the questions asked: How does the news keep us safe? Can we be on the news? Are newspeople scared in bad weather? When were the tornados? How do we get news on air and online? How do you film the news? Do newspeople edit your own stuff? How'd we find our jobs? How to use the camera? How do you know the weather? Do people ask about wx on FB? How to predict the weather? Do you change the weather? Do police interact with us? How do schools interact with us? Do you enjoy telling people the weather? Do you have a newspaper? Do you have pets?	2	Meteorologist Digital Editor



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3	4/9/2019	Participation in Job Fairs	The Corporate Employment Coordinator, and local station HR Coordinator represented all Sinclair locations at the job fair hosted by the Broadcast Education Association on April 9th, 2019, in coordination with the April 2019 NAB Show, in Las Vegas, NV. They met with potential candidates and reviewed resumes, tapes, discussed current job vacancies and future job opportunities/possibilities at the locations across the country. All candidates who visited the booth are followed-up with for relevant positions, including current and future job inquiries when applicable.	2	Corporate Employment Coordinator Station HR Coordinator
4	5/2/2019	Participation in events or programs sponsored by educational institutions	MMJ attended Albany Middle School's Career Fair. She spoke to a class of 6th and 7th graders. Discussed what a normal day for an MMJ looks like. A day in the life of a reporter and some different stories she has covered in South west Georgia. Kids asked questions like if the camera was heavy, if she had a photographer, reasons she enjoys her job and some of the pros and cons of being a reporter.	1	MMJ
5	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 & Development News Talent Manager

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6	10/7/2019	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>	5	Operations Manager Station Manager News Manager Production/Promotion Manager
7	10/24/2019	Participation in Job Fairs	On October 24, 2019, Katelyn Hobday attended the HireAtlanta 2019 Multi-University Alumni Career Fair at the Mercer University Atlanta Campus. She networked with over 300 local Alumni to discuss career opportunities for our Georgia stations.	1	Regional HR Manager