

# WKEF, WRGT EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

## 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
Reporter	2-3, 5, 10-11, 13-14, 16-18, 20, 23-24, 26-27, 29-30, 34-38, 43-45, 47-51	36
Master Control Operator	2-4, 6, 10-18, 20-24, 26-27, 29-38, 42-51	17
News Producer	2-6, 8, 10-11, 13-15, 17-18, 20-27, 29-38, 40, 42-51	8
Morning Meteorologist	1-6, 10-11, 13-15, 17-18, 20-27, 29-38, 40-47, 49-51	44
Director of Sales	2-6, 10-11, 13-15, 17-18, 20-24, 26-27, 29-31, 33-38, 42-47, 49-51	24
Chief Meteorologist	2-5, 8, 10-11, 13-15, 17-18, 20-27, 29-38, 40, 42-51	8
General Assignment Reporter	2-5, 10-11, 13-15, 17-18, 20-27, 29-38, 40, 42-51	36
Sales Account Executive	2-5, 10-15, 17-18, 20-24, 26-38, 42-51	12
Sales Account Executive	2-5, 10-15, 17-18, 20-24, 26-38, 42-51	12
Sales Account Executive	2-5, 10-15, 17-18, 20-24, 26-38, 42-51	17
Sales Account Executive	2-5, 10-15, 17-18, 20-24, 26-38, 42-51	28
News Director	2-6, 10-15, 17-27, 29-38, 40, 42-51	12
Business Manager	2-5, 10-15, 17-18, 20-24, 26-27, 29-38, 42-51	12
News Photographer	2-5, 7, 10-15, 17-18, 20-27, 29-38, 40, 42-51	7
Master Control Operator	2-5, 10-15, 17-18, 20-24, 26-38, 42-51	12
Master Control Operator	2-5, 10-15, 17-18, 20-24, 26-38, 42-51	50
News Photographer/Editor	2-4, 6, 8-11, 13-15, 17-18, 20-27, 29-38, 40, 42-51	8
Master Control Operator	2-4, 10-15, 17-18, 20-27, 29-38, 40, 42-51	17
Master Control Operator	2-4, 10-15, 17-18, 20-27, 29-38, 40, 42-51	12
Master Control Operator	2-4, 10-15, 17-18, 20-27, 29-38, 40, 42-51	12
Digital Sales Assistant	2-4, 6, 10-11, 13-15, 17-18, 20-24, 26-27, 29-38, 42-51	17
Newscast Director	2-4, 7, 10-11, 13-15, 17-18, 20-27, 29-38, 40, 42-50	7
General Assignment Reporter	2-4, 10-15, 17-18, 20-27, 29-40, 42-51	14

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Master Control Operator	2-5, 10-15, 17-18, 20-24, 26-27, 29-39, 42-51	12
Master Control Operator	2-5, 10-15, 17-18, 20-24, 26-27, 29-39, 42-51	39

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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	1
2	Alliance for Women in Media 1760 Old Meadow Drive Suite 500 McLean, Virginia 22102 Phone : 703-506-3290 Fax : 1-703-506-3266 Kate Niswander	N	0
3	American Women in Radio and Television 8405 Greensboro Drive Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : <a href="http://www.awrt.org">http://www.awrt.org</a> Email : <a href="mailto:info@awrt.org">info@awrt.org</a> Fax : 1-703-506-3266 Career Services	N	0
4	Careerbuilder.com 8401 Greensboro Drive Suite 250 McLean, Virginia 22102 Phone : 703-637-7912 Url : <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrew Hamburger	N	0
5	Central State University P.O. Box 1400 Wilberforce, Ohio 45384 Phone : 937-376-6348 Url : <a href="http://www.centralstate.edu/index.php">http://www.centralstate.edu/index.php</a> Email : <a href="mailto:financialaid@centralstate.edu">financialaid@centralstate.edu</a> Amy Harper	N	0
6	Current Employee	N	11
7	Current Employee - Transfer/Promotion	N	2
8	Current Employee/Internal Promotion	N	3
9	Current Intern	N	1
10	Dayton Unit NAACP 1528 W. Dr Martin Luther King Jr Way Dayton, Ohio 45402 Phone : 937-222-2172 Email : <a href="mailto:naacpdayton3181@sbcglobal.net">naacpdayton3181@sbcglobal.net</a> 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
11	Educational Opportunity Center 1133 S Edwin C. Moses Blvd Suite 380 Dayton, Ohio 45417 Phone : 937-223-5074 Teria Jewett Manual Posting	N	0
12	Employee Referral	N	20
13	First Baptist Church 8870 East State Route 57 New Carlisle, Ohio 45344 Phone : 845-1211 Jeff Christmas Manual Posting	N	0
14	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 : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Sinclair SilkRoad Source	N	1
15	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Broadbean Source Alicia Lawrence	N	0
16	Hispanic Link News Service 1420 North Street N.W. Washington, District of Columbia 20005 Phone : 202-234-0280 Url : <a href="http://www.carlose@hispaniclink.org">http://www.carlose@hispaniclink.org</a> Email : <a href="mailto:charlie@hispaniclink.org">charlie@hispaniclink.org</a> Charlie Ericksen	N	0
17	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Sinclair SilkRoad Source	N	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	International College of Broadcasting 6 S. Smithville Road Dayton, Ohio 45431 Phone : 937-258-8251 Fax : 1-937-258-8714 Gary Doster	N	1
19	Internet Ad-not directly contacted by SEU	N	1
20	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	N	0
21	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
22	Kent State University 800 E Summit St Kent, Ohio 44240 Phone : . Url : www.kent.edu Email : sbgresumes@sbgstv.com Career Center	N	0
23	Leadership Institute 1101 North Highland Arlington, Virginia 22201 Phone : 703-247-2000 Url : http://conservativejobs.com Fax : 1-703-247-2001 Denise Chaykun	N	0
24	Linkedin Corporate Solution 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Medialine.com 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> Career Services	N	0
26	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : <a href="mailto:nab@nab.org">nab@nab.org</a> Career Services	N	0
27	National Black MBA Association - Dayton Chapter P.O. Box 3709 Dayton, Ohio 45401-3709 Phone : 937-285-0013 Url : <a href="http://www.nbmbaa.org">www.nbmbaa.org</a> Career Services Manual Posting	N	0
28	Non-Employee Referral	N	2
29	Ohio Association of Broadcasters 17 S. High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Email : <a href="mailto:cmerritt@oab.org">cmerritt@oab.org</a> Christine Merritt	N	0
30	Ohio Means Jobs 1111 S Edwin C. Moses Blvd Dayton, Ohio 45422 Phone : 937-225-6135 Aminah Costner Manual Posting	N	0
31	Ohio State Alumni Assoc 2200 Olentangy River Rd Columbus, Ohio 43210 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Alumni Association	N	0
32	Ohio State University 281 W Lane Ave Columbus, Ohio 43210 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0

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33	Ohio University Baker Career Center Athens, Ohio 45701 Email : sbgresumes@sbgstv.com Career Center	N	1
34	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
35	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
36	Sinclair Broadcast Group, Inc 10706 Beaver Dam Road Cockeysville, Maryland 21030 Phone : 410-568-1517 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	18
37	Sinclair Community College 444 West Third Street Dayton, Ohio 45402 Phone : 937-512-2920 Email : careerservices@sinclair.edu Connie Marshall	N	0
38	Specs Howard School of Media Arts 19900 West 9 Mile Road Southfield, Michigan 48075 Phone : . Email : KBurns@specshoward.edu Kristin Burns	Y	0
39	Station Website	N	3

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40	Talent Dynamics 600 Las Colinas Blvd Irving, Texas 75039 Url : <a href="http://www.talentydynamics.com">http://www.talentydynamics.com</a> Email : <a href="mailto:hedding@talentydynamics.com">hedding@talentydynamics.com</a> Christina Hedding	N	0
41	The Art Institute of Ohio 8845 Governors Hill Dr Cincinnati, Ohio 45249 Phone : . Url : <a href="http://www.artinstitute.edu">www.artinstitute.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
42	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
43	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
44	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Career Services	N	4
45	University of Dayton 300 College Park Dayton, Ohio 45469 Phone : 937-229-2045 Url : <a href="http://www.udayton.edu/careerservices">http://www.udayton.edu/careerservices</a> Email : <a href="mailto:careerservices@udayton.edu">careerservices@udayton.edu</a> Eileen Plummer	N	0



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46	University of Findley 1000 N Main St Findlay, Ohio 45840 Email : sbgresumes@sbgstv.com Career Center	N	0
47	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
48	Volunteers of America of Greater Ohio 4100 W. Third Street Bldg 400 Dayton, Ohio 45428 Phone : 937-253-9610, ext 1459 Email : info@voago.org Greg Tucker	Y	0
49	Walter Cronkite School of Journalism 555 N. Central Ave, Suite 302 Phoenix, Arizona 85004 Url : NEWS ONLY Email : mike.wong@asu.edu Michael Wong	Y	0
50	WKEF / WRGT website 45 Broadcast Plaza Dayton, Ohio 45417 Phone : 937-263-4500 Url : http://www.fox45now.com Email : aerickso@sbgstv.com Amy Erickson	N	5
51	Wright State University 3640 Colonel Glenn Highway Student Union Fairborn, Ohio 45435 Phone : 937-775-2556 Email : career.services@wright.edu Fax : 1-937-775-3381 Charlene Thornton	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>86</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	6/1/2016	Establishment of an intern program designed to assist members of the community	<p>Internship Program 2  Program Goal:  The goal of our internship program is to recruit students primarily juniors and seniors, from colleges or universities and prepare them for entry-level jobs within the broadcasting industry.  Program Objectives:  Develop links with universities and colleges to promote Sinclair Broadcast Group and its stations as prospective employers.  Create a symbiotic relationship between interns and Sinclair 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> <p><b>ELIGIBILITY REQUIREMENTS</b>  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 and or company's eligibility requirements. From 6/1/16 to 5/31/17 the newsroom had 7 interns. 1 from Mount Vernon Nazarene, 1 from Ohio University, 1 from International College of Broadcasting, 1 from The University of Dayton, 1 from Sinclair</p>	1	News Production Manager News Director

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			Community College, 1 from Western Kentucky University, 1 from Ball State University,		
2	7/20/2016	Participation in Job Fairs	ABC 6 On Your Side (WSYX) Job Boot Camp / Job Fair. Our Columbus station produced and executed a Job Fair to help prospective job seekers enhance their skills with respect to resume writing, interviewing and networking as well as had several employers on hand who were seeking potential employees. We heavily advertised on our website and on air. Position openings for Columbus, Cincinnati, Dayton, Steubenville, and Charleston, WV were all presented.	3	Regional HR Manager HR/PR Coordinator HR Coordinator
3	8/3/2016	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/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. 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	Corporate Employment Manager Director, News Development News Talent Manager

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4	9/24/2016	Participation in events sponsored by community groups	Anchor Adam Aaro and Reporter Natalie Lizarraga emceed the Dayton Heart Walk at 5/3 Field. Around 7000 runners and walkers came out to support and fundraiser for the Heart Association. The Heart Walk is the American Heart Association's premiere event for raising funds to save lives from this country's No. 1 and No. 5 killers - heart disease and stroke. Designed to promote physical activity and heart-healthy living, the Heart Walk creates an environment that's fun and rewarding for the entire family. Station staff members Stephen Schmelick and Tyler Pemberton met viewers at our station booth where we had station giveaway items and information on job opportunities within Sinclair Broadcast Group	4	Main Anchor Traffic Reporter Promotion Producer Commercial Producer
5	10/26/2016	Participation in Job Fairs	Anchor Megan O'Rourke, Assistant News Director, Patrick Enright and Reporter/Anchor Elyse Coulter participated in the first annual Major and Career Exploration Exposition hosted by the Center for Liberal Arts Students Success within the College of Liberal Arts at Wight State University. There were a dozen other employers there from all different sectors. Approximately 50-60 students attended this event between 10AM and 2PM. Our team talked to 12 students about possible careers in Broadcasting and where to go to find out about available jobs within Sinclair Broadcasting, Inc	3	Assistant News Director Anchor Reporter/Anchor

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6	11/17/2016	Participation in events sponsored by community groups	News Production Manager, Mike Thomas conducted 6 station tours to local organizations and schools. West Carrollton High School Media Class on 11/17/16, Warren County Educational Service Center on 3/2/17, Greene County Board of Developmental Disabilities on 3/16/17, International College of Broadcasting on 4/21/17, Tri-More Community on 5/2/17 and UCM Residential Services on 5/10/17. Each tour consists of observing the Control Room and it's explained how everyone at the station works together to bring a newscast to this room and put the final product on the air. Each tour is also shown the Studio and Newsroom and the function of each area, which lasts about an hour	1	News Production Manager

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7	12/12/2016	Provision of training to management	<p>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>	100	

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8	4/6/2017	Participation in events or programs sponsored by educational institutions	Central State University's (CSU) College of Business hosted a Leaders, Entrepreneurs, Executives and Directors (LEED) forum. LEED provides CSU students with 2 days filled with learning and wisdom shared by area industry leaders and executives through presentations and mock interviews. Reporter, Rhonda Moore served as Mistress of Ceremonies at this event on April 6th.	1	Reporter
9	4/12/2017	Participation in Job Fairs	Patrick Enright, Assistant News Director and Elyse Coulter, Anchor/Reporter attended an Internship Partners Expo at Wright State University, College of Liberal Arts. They met with about 12-15 students and talked with them about internship opportunities at the station, all departments. They provided several of the students with intern applications and provided our contact information. We also told them about what they needed to be thinking about for a career in broadcasting.	2	Assistant News Director Anchor/Reporter
10	4/19/2017	Participation in Job Fairs	ABC 6 On Your Side Job Boot Camp / Job Fair. We produced and executed a Job Fair to help prospective job seekers enhance their skills with respect to resume writing, interviewing and networking as well as had several employers on hand who were seeking potential employees. We heavily advertised on our website and on air. Position openings for Columbus, Cincinnati, Dayton and Steubenville were represented	3	Regional HR Manager General Sales Manager Programming Director
11	4/22/2017	Participation in events or programs sponsored by educational institutions	The Greater Dayton Area of Black Journalists held a Journalism Boot Camp on Saturday, April 22 from 8AM to 4PM. Cox Media Group hosted this annual event which teaches high school and college students about broadcast, print and radio journalism. Reporter, Rhonda Moore participated in a "Breaking News" exercise with the group along with anchoring and doing live reports.	1	Reporter

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12	5/7/2017	Participation in events sponsored by community groups	WKEF/WRGT* participated in the 2017 Walk for Women's Wellness held at the Kettering Medical Center Pavilion. This event raises money for the Women's Wellness Fund which provides breast imaging and other cancer services to underserved women in the Dayton area. Approximately 1000 walkers participated. At our station booth, Main Anchor Adam Aaro, Anchor Erik Elken, Meteorologist's Mike Joyce and Jamie Simpson, Anchor's Megan O'Rourke and Elyse Coulter, along with Reporter's Rhonda Moore and Natalie Lizarraga talked to many viewers and participants throughout the afternoon. We had information about job opportunities within Sinclair Broadcast Group. *Providing services pursuant to a services agreement	8	Main Anchor Anchor Anchor Reporter/Anchor