

WFXL
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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
Sales Account Executive	2-4, 9-22, 24-27, 30-36	10
Multimedia Journalist	1-5, 7-8, 10-36	27
Sales Account Executive	2-4, 6-8, 10-22, 24-27, 30-36	17
Sales Account Executive	2-4, 6-8, 10-22, 24-27, 30-36	4
Sales Account Executive	2-4, 6-8, 10-22, 24-27, 30-36	6
News Manager	1-7, 11-27, 29-36	6
Receptionist/Accounting Assistant	2-4, 7-8, 10-22, 24-27, 30-36	10
Sales Account Executive	2-4, 7-8, 11-22, 24-27, 30-36	17

WFXL

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

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	Alabama State University P O Box 271 Montgomery, Alabama 36101-0271 Phone : 334-229-4493 Fax : 1-334-229-4976 A David Okeowo	N	0
2	Albany State College 504 College Dr Albany, Georgia 31705 Phone : 229-430-4654 Url : https://asurams-csm.symplicity.com Email : careers@asurams.edu Cheri Legrant	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 : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	2
5	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Current Employee/Internal Promotion	N	2
7	Darton College 2400 Gillionville Rd Albany, Georgia 31707 Phone : 229-317-6919 Url : http://www.collegecentral.com/darton/ Email : gloria.ridgeway@darton.edu Gloria Ridgeway	N	0

WFXL

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

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
8	Darton State College 2400 Gillionville Rd. Albany, Georgia 31707 Phone : 229-317-6919 Gloria Ridgeway Manual Posting	N	0
9	Drop In	N	1
10	Employee Referral	N	8
11	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
12	Georgia Southern University 1332 Southern Dr Statesboro, Georgia 30458 Phone : . Email : sbgresumes@sbgvtv.com Career Center	N	0
13	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
14	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgvtv.com Broadbean Source Alicia Lawrence	N	0
15	Hire Albany Georgia FB page https://www.facebook.com/#!/groups/HireAlbanyGeorg Albany, Georgia Phone : 229-435-3100 Url : https://www.facebook.com/#!/groups/HireAlbanyGeorg Betty Rehberg Manual Posting	N	0

WFXL

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

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
16	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	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	14
18	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : eloise@ithaca.edu Eloise Green	Y	0
19	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
20	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	0
21	Marine Corps Community Services 814 Radford Blvd Albany, Georgia 31705 Phone : 229-639-5276 Email : marcus.cosper@usmc.mil Terry Cospier	N	0
22	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0

WFXL

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

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
23	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
24	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
25	Savannah College of Art and Design 342 Bull St Savannah, Georgia 31402 Phone : . Email : sbgresumes@sbgstv.com Career Center	N	0
26	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
27	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	4
28	Station Website	N	3
29	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0

WFXL

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

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
30	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
31	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
32	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	1
33	University of Georgia University of Georgia Terrell Hall Athens, Georgia Phone : . Email : cbentley@uga.edu Cecil Bentley	N	0
34	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
35	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	Y	0

WFXL

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

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
36	WFXL On Air Spot 1201 Stuart Ave Albany, Georgia 31707 Phone : 229-435-3100 Email : bmcleod@wfxl.com Ben McLeod	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			36

WFXL

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2016	Establishment of an intern program designed to assist members of the community	<p>Internship program with Darton State College.</p> <p>Student completed a rotation around the news department, shadowing different news operations. Student shadowed production, production control, and master control. Our news director was the students overall supervisor.</p>	1	News Manager
2	2/10/2016	Participation in Job Fairs	<p>GAB/UGA Career Fair</p> <p>This event was for the Grady School of Journalism, exclusively. Students went table-to-table to ask questions and pick up job posting announcements. We also signed up for several one-on-one job interviews with graduates and soon to be graduates.</p>	2	News Director News Manager
3	2/24/2016	Participation in events or programs sponsored by educational institutions	Albany High School Career Fair. We had 2 reporters participate in this event. They spoke to about 50-75 students explaining their daily responsibilities as a Multimedia Journalist. They explained the kind of college courses required to become an MMJ. They also showed video clips of them reporting.	2	Multimedia Journalist Multimedia Journalist
4	3/17/2016	Participation in Job Fairs	Several colleges and local businesses were in the student center to talk about job openings and college transfer options. The event was open to students and general public. I spoke to about 20 individuals about openings in Albany, Macon, and Georgia. Students were mostly looking for immediate part-time openings and had some general questions about what it would take to work in a technical position like master control. I shared information about openings at our stations in Albany, Tallahassee, and Macon.	1	News Manager

WFXL

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	3/24/2016	Participation in Job Fairs	Valdosta State Career Expo was the Spring Career Fair for Valdosta State University. I set up a table and brought several job postings with me from Sinclair stations in Georgia and north Florida. Soon to be graduates, and a few graduates, went table to table to ask questions and pick up applications.	1	News Manager
6	4/20/2016	Participation in Job Fairs	Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	4	Regional HR Manager Human Resources Business Manager Director of Digital Content & Solutions
7	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.	1	Employment Manager

WFXL

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	11/14/2016	Participation in events or programs sponsored by educational institutions	We had a Job Shadow student from Sherwood Christian Academy for a day on November 14,2016. The student shadowed reporters. The student was shown how to shoot video, write and edit stories while staying active on social media. Student was able to learn the importance of time management, multitasking and got to see how different reporters use story telling in their scripts. Student also sat with the meteorologist and talked about forecasting and making graphics and the director to see what is involved with production at a TV station for live cut-ins and for each newscast.	1	Multimedia Journalist

WFXL

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	11/21/2016	Provision of training to management	<p>SBG, Inc. and its stations are an equal opportunity employer. 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.</p> <p>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 which 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>	20	