

WFXL
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 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
Multimedia Journalist	1-5, 7-36	27
Multimedia Journalist	1-5, 7-36	10
Multimedia Journalist	1-8, 11-27, 29-36	6
Multimedia Journalist	1-8, 11-27, 29-36	27

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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	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	0
5	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Corporate Recruiter	N	1
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

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8	Darton State College 2400 Gillionville Rd. Albany, Georgia 31707 Phone : 229-317-6919 Gloria Ridgeway Manual Posting	N	0
9	Employee Referral	N	3
10	Former Intern	N	1
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@sbgstv.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@sbgstv.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@sbgstv.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

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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	1
18	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Sharon Pickeral	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

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23	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	1
24	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
25	Savannah College of Art and Design 342 Bull St Savannah, Georgia 31402 Phone : . Email : sbgresumes@sbgvtv.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@sbgvtv.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@sbgvtv.com Sharon Pickeral	N	3
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

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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

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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:			15

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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	2/8/2017	Participation in events sponsored by community groups	Jenna Huff, News Director attended the GAB/University of GA job fair presenting open positions at the station and speaking to students about the positions. She spoke to Juniors and Seniors about MMJ positions at the station, what the hours are, job description and station location.	1	News Director
2	3/2/2017	Participation in events or programs sponsored by educational institutions	Read Across America. News personnel participated at International Studies Elementary Charter School. Once they finished reading to the students, they were able to ask questions of the reporters. They asked about the reporter jobs, what does it entail, what kind of stories do they report on, is it fun, and how they could pursue the same career.	5	News Manager MMJ MMJ MMJ
3	3/24/2017	Participation in events or programs sponsored by educational institutions	Mary Green, MMJ participated in Robert Harvey Elementary School Career day from 9am-12pm. All grades (K-5) participated. Classes cycled through the various representatives in a bout 20-30 minute shifts. Mary discussed the role of a Multi media journalist and storyteller. The kids asked her what she liked about her job, what was the most fun part of her job and some of her favorite stories. Mary took her equipment to show the kids what she uses to do her job with daily.	1	Multimedia Journalist
4	8/8/2017	Participation in events sponsored by community groups	The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017. 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 Mgr News Talent Mgr Director, News Training & Development

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5	8/18/2017	Participation in events or programs sponsored by educational institutions	Sherwood Christian Academy-Kerri Copello, News Manager/Meteorologist met with 30+ 4th graders to talk about weather in South Georgia. They spoke about Eclipses, storm spotting and different weather emergencies. What it takes to be a meteorologist from an educational standpoint and the skills necessary to be a meteorologist.	1	News Manager
6	9/5/2017	Participation in events or programs sponsored by educational institutions	Water Festival. Meteorologists spoke to over 700 3rd - 5th graders over a 3 day period from 830am-2pm. The title of the presentation was World of Weather about water in weather in South Georgia. They quizzed students about precipitation, water cycles.	2	News Manager Meteorologist
7	9/13/2017	Participation in events or programs sponsored by educational institutions	Kerri Copello, News Manager/Meteorologist participated as a speaker at the Commodore Conyers College & Career Academy. The discussion consisted of the importance of soft skills in jobs(i.e. initiative, team work, communication, attendance/punctuality and respect. She also discussed the requirements for becoming a Reporter and Meteorologist. What the job entails on a day to day basis.	1	News Manager
8	10/25/2017	Participation in Job Fairs	Valdosta State University Career Fair was attended by Kerri Copello, News Manager/Meteorologist. She spoke to Junior and Senior students looking to get into broadcasting. There were several looking for Production or reporter positions. Kerri answered their questions and gave them opportunities available at the station.	1	News Manager

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9	11/1/2017	Participation in events or programs sponsored by educational institutions	News manager/Meteorologist went to Willie J Williams Middle School in Moultrie, GA to speak to 6th grade students about weather and the career of a Meteorologist and Reporter. She spoke on how weather is formed and different types of weather seen in South Georgia. She also talked about storm spotting, weather instruments, and weather emergencies. Also about Broadcast journalism and meteorology, what they need to focus on now before heading to college and what degrees are needed to look for a job in this career field. There was a question and answer session at the end of the discussion.	1	News Manager