

**WFXL**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**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>
Local Sales Manager	2-4, 7, 9-14, 16-21, 24-27, 29-37	16
Meteorologist / Reporter	2-14, 16-37	6
Multimedia Journalist	1-5, 9-22, 24-37	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)229-4156 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 : https://asurams-csm.symplicity.com 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 : 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	Current Employee - Transfer/Promotion	N	1
7	Darton State College 2400 Gillionville Rd. Albany, Georgia 31707 Phone : 229-317-6919 Gloria Ridgeway Manual Posting	N	0
8	Employee Referral	N	1

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9	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
10	Georgia Southern University 1332 Southern Dr Statesboro, Georgia 30458 Phone : . Email : sbgresumes@sbgstv.com Career Center	N	0
11	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
12	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
13	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
14	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0

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15	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Phone : 207-973-1064 Email : verrillr@husson.edu Rodney Verrill	Y	0
16	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
17	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
18	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
19	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Todd Soffian	N	0
20	Marine Corps Community Services 814 Radford Blvd Albany, Georgia 31705 Phone : 229-639-5276 Email : marcus.cosper@usmc.mil Terry Cospier	N	0

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21	Media Match 8112 1/2 weat 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
22	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
23	Previous Applicant	N	1
24	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
25	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
26	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
27	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	3

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28	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:hedding@talentedynamics.com">hedding@talentedynamics.com</a> Christina Hedding	N	0
29	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
30	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrea Siegle	N	0
31	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
32	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	1
33	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

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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
36	WFXL On Air Spot 1201 Stuart Ave Albany, Georgia 31707 Phone : 229-435-3100 Email : bmcleod@wfxl.com Ben McLeod	N	0
37	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>8</b>

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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	2/15/2018	Participation in events or programs sponsored by educational institutions	Radium Springs Elementary School station tour. Kerri Copello, our News Manager, spoke to approximately 25 students about weather, how its formed and different types of weather seen in South Georgia. She spoke to them about storm spotting, weather emergencies, weather instruments and how different weather patterns affect where we live. Each student was given the opportunity to try their hand at the chroma key and see what it's like to be on TV doing the weather.	1	News Manager
2	3/29/2018	Participation in events or programs sponsored by educational institutions	Kailey McCarthy, an Multimedia Journalist, attended Worth County Elementary School Career Day. She spoke to 3rd graders about being a MMJ and the details of what her typical day consists of. She allowed the students to act out being a reporter or a photographer.	1	MMJ
3	4/4/2018	Participation in Job Fairs	Attended the South Carolina Broadcasters Association Job Fair in Columbia, SC on March 4, 2018. John Farmer, Ashleigh McAlister and Kevin Pazdernik spoke to attendees about available jobs at the station, Producer position and Meteorologist and handed out job postings. There were approximately 125 broadcasting students in attendance.	3	GSM DSM News Director
4	4/26/2018	Participation in events or programs sponsored by educational institutions	Crisp County Middle School Career Awareness Day. News Manager, Kerri Copello, spoke to 6th and 8th graders about weather and how it's formed and the different types of weather seen in South Georgia. She also talked about storm spotting, weather emergencies, weather instruments and how different weather patterns affect where we live. Also discussed Broadcast Journalism and Meteorology – What students need to focus on now before heading to college and what degrees are needed to look for a job in this career field.	1	News Manager



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	<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>
5	5/4/2018	Participation in events or programs sponsored by educational institutions	4C Academy Field Trip to WFXL. News Manager, Kerri Copello guided 15 sophomore and freshman high school students through the station and shared stories of her seven years working at the station, including some rules and regulations, dress code violations, and what to expect. The students were then introduced to Multimedia Journalists, Danielle Ledbetter and Mary Green, who spoke to them about their daily work efforts and experiences in the field. They allowed students to get in front of the green screen and get a first hand look into the life of a weather forecaster.	3	News Manager MMJ MMJ
6	5/23/2018	Participation in Job Fairs	On Wednesday May 23, 2018, Pat Coffman, our Media Operations Manager, attended the MCLB Career and Education Fair 2018 from 10am-1:30pm. During that time, she spoke with 27 attendees, including Service members, retirees, civilian employees, contractors and military family members, about different career paths available to them in the broadcast field and Sinclair: with a huge emphasis on IT and Broadcast Engineering. She covered administrative opportunities as well such as Human Resources and Finances.	1	Media Operations Manager
7	8/3/2018	Participation in Job Fairs	The Corporate Sr. 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 Detroit, MI July 31st to August 4th. 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 Director, Training & Development News Talent Manager