

WMYV, WXLV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital/TV Sales Account Executive	1-5, 8-18, 21-22, 24-32, 34-40, 42-55	10
Research/Project Coordinator	1-5, 8-9, 11-18, 20-32, 34-55	20
Sales Account Executive	2-9, 11-18, 21-24, 26-55	7
General Manager	2-6, 8-9, 11-18, 20-45, 47-55	20
Local Sales Assistant	1-6, 8-19, 21-55	4

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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	Barber-Scotia College 145 Cabarrus Ave W concord, North Carolina 28025 Phone : 704-789-2900 Fax : 1-704-789-2901 Anita Boyd	N	0
2	Bennett College 900 E. washington St Greensboro, North Carolina 27401 Phone : 336-517-2109 Email : lmack@bennett.edu Linda Mack	N	0
3	Bishop State Comm College North Carolina Phone : 251-662-5371 Email : jwomack@bishop.edu Juliette Womack	N	0
4	Careerbuilder 1101 15st St, NW Washington, District of Columbia 20005 Phone : 555-555-5555 Url : www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	1
5	Carolina School of Broadcasting North Carolina Phone : 704-395-9272 Career Services Manual Posting	N	0
6	Davidson College 405 N. Main St. Davidson, North Carolina 28036 Phone : 704-894-2132 Mariah Clarke Manual Posting	N	0
7	E-mail Inquiry	N	1
8	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Email : brownjo@ecu.edu Lee Brown	N	0

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9	Elon Univ 2700 campus box Elon college, North Carolina Phone : 336-278-2000 Email : walldebb@elon.edu Debbie Wall	N	0
10	Employee Referral	N	3
11	Fayetteville State 1200 Murchison rd Fayetteville, North Carolina 28301 Phone : 910-672-1835 Email : tdwilliams@uncfsu.edu Tonya Williams	N	0
12	Forsyth Tech Community College North Carolina Phone : 336-734-7206 Carla Crews Manual Posting	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	Greensboro college 815 W Market st Greensboro, North Carolina 27401 Phone : 336-346-8226 Email : career@greensboro.edu Kellie McLeod	N	0
15	Guilford College 5800 W Friendly Ave Greensboro, North Carolina 27410 Career Services Manual Posting	N	0
16	Guilford Tech Community college PO Box 309 Jamestown, North Carolina 27282 Daniel Griggs Manual Posting	N	0

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17	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
18	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	6
19	Internal Candidate	N	1
20	Internal Hire	N	2
21	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : Eloise@ithaca.edu Eloise Green	Y	0
22	Johnson C Smith Univ 100 Beatties Ford Rd Charlotte, North Carolina 28216 Phone : 704-378-1045 Email : tstowe@jcsu.edu Theadora Stowe	N	0
23	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
24	Linkedin 2029 Stierlin Ct Mountain View, California 94043 Todd Sofian Manual Posting	N	1

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25	Livingstone College 701 W Monroe St Salisbury, North Carolina 28144 Phone : 800-835-3435 Email : mdrivers@livingstone.edu Fax : 1-704-216-6060 Melissa Rivers	N	0
26	Media Match 8112 1/2 west 3rd St Suite A Los Angeles, California 90048 Phone : 323-284-5589 Email : info@media-match.com Tammy Romaniuk	Y	0
27	Ministry of Fullness Word of Faith, Inc 123 Main St Winston, North Carolina Email : llnolivia@yahoo.com Olivia Allen	Y	0
28	NAACP 4130 Oak Ridge DR Winston-Salem, North Carolina 27105 Phone : 336-767-3470 Email : wsnaacpoffice@gmail.com Lashunda Booker	N	0
29	National Assoc. of Black Journalist 1100 Knight Hall College Park, Maryland 20742 Phone : 301-405-0248 Fax : 1-301-314-1714 Ryan Williams	N	0
30	National Black MBA Asson 180 N Michigan Ave Suite 1515 chicago, Illinois 60601 Phone : 312-236-2622 Email : mail@nbmbaa.org Fax : 1-312-236-0390 Jetaun Mattlett	N	0
31	National Hispanic Media Coalition North Carolina Phone : 626-792-6462 Email : info@nhmc.org Alejandra Valenzuela	N	0

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32	Native American Public Telecommunications 1800 No. 33rd St Lincoln, Nebraska 68583 Phone : 402-472-3522 Email : native@unl.edu Fax : 1-402-472-8675 Rosebud Sioux	N	0
33	Natl Assoc of Hispanic Journalists 1050 Connecticut Ave NW 10th floor Washington, District of Columbia 20036 Email : kolivas@nahj.org Career Services	N	0
34	NC A&T State Univ Murphy Hall Room 101 Greensboro, North Carolina 27411 Phone : 336-334-7500 Cynthia Downing Manual Posting	N	0
35	NC Department of Health and Human Services Division of Vocational Rehabilitation Svcs 8 Barbetta Drive Asheville, North Carolina 28806 Phone : 828-670-3377 Url : www.ncdhhs.gov/dvrs/ Email : leigh.mullins@dhhs.nc.gov Leigh Mullins	Y	0
36	NC Job Connector / Employment Security Commission 450 W. Hanes Mill Rd Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Services	N	0
37	Norfolk State Univ North Carolina Phone : 757-823-2384 Email : pcbiggs@nsu.edu Paula Briggs	N	0
38	North Carolina Broadcast Assoc PO Box 627 Raleigh, North Carolina 27602 Phone : 919-821-7300 Email : gsummerville@ncbroadcast.com Gail Summerfield	N	0

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39	North Carolina Central Univ 1801 Fayetteville St Durham, North Carolina 27707 Phone : 919-530-6878 Url : www.nccu.edu/students/careerservices Donna Hembrick Manual Posting	N	0
40	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
41	Salem College 601 S. church st Winston-Salem, North Carolina Phone : 336-917-5579 Email : careers@salem.edu Monica Boyd	N	0
42	Shaw University 118 E. South St Raleigh, North Carolina 27601 Phone : 919-278-2672 Email : careerdevelopment@shawu.edu Nikesha Rollack	N	0
43	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
44	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone : . Url : www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	1

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45	St Augustine's college North Carolina Career Services Manual Posting	N	0
46	The Art Institute of Fort Lauderdale 1799 SE 17th St Fort Lauderdale, Florida 33316 Phone : 954-308-2617 Email : ttaylor@aia.edu Tammy Taylor	N	0
47	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
48	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
49	UNC Chapel Hill Wendy P & dean E Painter, Jr Career Center CB #5 140 Hanes Hall Chapel Hill, North Carolina Phone : 919-962-7886 Email : sbgresumes@sbgstv.com Julie Pendergraph	N	0
50	UNC School of the Arts 1533 S. Main ST Winston-Salem, North Carolina 27127 Email : mecums@unca.edu Mecums Mecums	N	0
51	Univeristy of NC at Greensboro #1 University Center PO Box 26170 Greensboro, North Carolina Phone : 336-334-5455 Email : mlpegg2@uncg.edu Mary Lesa Pegg	N	0

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52	US Army Wounded Warrior Program AW2 Advocate 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
53	Wake Forest University North Carolina Career Services Manual Posting	N	0
54	Winston-Salem State Univ 601 Martin Luther King Dr Winston-Salem, North Carolina 27110 Phone : 336-750-2839 Email : suttonar@wssu.edu Aretha Sutton	N	0
55	Winston-Salem Urban League 3441 North Patterson Avenue Winston-Salem, North Carolina 27105 Phone : 336-245-2710 Email : sjones@wsurban.org Steve Jones	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			16

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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	10/22/2015	Provision of training to management	Sinclair Broadcast Group, INC conducted Leadership Human Resources Training for 2 days, October 21st and 22nd. HR Contacts from all over the country were flown into Corporate to learn about how to be the best HR contact for the station; the HR/ Business Manager for Greensboro/Winston-Salem was in attendance for both days. We learned about FCC/EEO, Hiring, ADA, FLSA, EEOC and DOL Compliance, FMLA, supporting the Company's open door policy, performing our job well, sharing accountability and partnering with other station management to accomplish our goals. We all were able to share ideas during discussions and were able to take back ideas on things to implement at our station.	1	Business Manager
2	10/23/2015	Participation in Job Fairs	Bennett College Fall 2015 Career Day. This job fair was held for students to allow them the opportunity to meet with area companies to discuss available full-time and part-time positions. We spoke with students about career opportunities and internships, not only at our local stations, but within Sinclair Broadcast Group. Our open positions were for Account Executives and Production Intern. We also directed students to the Sinclair Website for all open positions within our company.	2	Business Manager Promotion Manager

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3	10/30/2015	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>	30	

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4	11/5/2015	Participation in events or programs sponsored by educational institutions	The National Communication Association Student Club (NCASC) of Winston-Salem State University held it's 2nd Annual Internship Forum and invited WXLV/WMYV to participate as a panelist. Each panelist spoke about his or her company or institution and the internship opportunities they offer. Other panelists included representatives from WSNC-FM/WSSU, C.G. O'Kelly Library/WSSU, the Winston-Salem Journal, and Enterprise Holdings. We were able to also speak directly with the students in attendance about internship opportunities with our TV stations as well as careers in broadcasting and with Sinclair Broadcasting.	1	Promotion Manager
5	2/29/2016	Participation in Job Fairs	This job fair was hosted by the Kernersville Chamber of Commerce and sponsored by The Resource to allow job seekers the opportunity to meet with area companies to discuss available full-time and part-time positions. We spoke with job seekers about career opportunities and internships, not only at our local stations, but within Sinclair Broadcast Group. Our open position was for a Production internship and we also directed them to the Sinclair website for all open positions within our company.	1	Promotion Manager

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6	3/17/2016	Participation in events or programs sponsored by educational institutions	We participated in the CTE Career Fair at East Forsyth High School on March 17, 2016. The goal of the career fair was to expose students to local businesses and show them the variety of jobs, from entry level to senior level management that each company has. It is also important for the students to know that preparation for their future begins with choosing the correct classes during their educational journey that will help them be marketable in their future. Our exposure to the students was primarily one-on-one conversations about the types of jobs available in television and the educational background necessary for the different positions.	1	Promotion Manager
7	3/24/2016	Participation in scholarship programs	<p>The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education.</p> <p>The Fund complements Sinclair's existing widespread internship program as well as Sinclair's long-standing relationships with numerous colleges, including historically black colleges and universities in markets where Sinclair has stations. This Fund is another way for Sinclair to invest in the future of broadcast television, by ensuring that students dedicated to careers in broadcasting can complete their educations.</p>	1	Promotion Manager

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8	3/30/2016	Participation in Job Fairs	Guilford College Career Fair 2016 - students from High Point University, Bennett College, Greensboro College, and Salem College were also invited to attend. This job fair was held for students to allow them the opportunity to meet with area companies to discuss available full-time and part-time positions. We spoke with students about career opportunities and internships, not only at our local stations, but within Sinclair Broadcast Group. Our open positions were for Account Executives and Production Intern. We also directed students to the Sinclair Website for all open positions within our company. Additionally, we distributed information regarding the Sinclair Diversity Scholarship - what it is and how to apply by the deadline of April 29, 2016.	1	Promotion Manager
9	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
10	4/22/2016	Establishment of an intern program designed to assist members of the community	Credited internship program for Juniors or Seniors in College that have a field of study in the area pertaining to the need at the station. This internship will be in production. Kayla Mills is a senior majoring in Media Studies at the University of North Carolina at Greensboro.	1	Production Manager