

WPDE-TV, WWMB-TV
EEO PUBLIC FILE REPORT

August 1, 2016 - July 31, 2017

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
Multimedia Journalist	1-6, 11-15, 17, 19-28, 30-40, 42	32
Sales Account Executive	1-4, 6-7, 11-15, 17, 19-22, 25, 27-28, 31-32, 34-40, 42	42
Sales Account Executive	1-4, 6-7, 11-15, 17, 19-22, 25, 27-28, 31-32, 34-40, 42	7
Weekend Anchor/ Multimedia Journalist	1-6, 11-15, 17, 19-23, 25, 27-28, 31-40, 42	42
Digital Sales Account Executive	1-4, 6-7, 11-15, 17, 19-22, 25, 27-28, 31-32, 34-40, 42	7
Digital Sales Assistant	1-4, 6, 8, 11-15, 17, 19-22, 25, 27-28, 31-32, 34-40, 42	42
Multimedia Journalist	1-7, 11-15, 17-23, 25, 27-28, 31-40, 42	18
5PM Producer	1-7, 9, 11-15, 17, 19-25, 27-40, 42	9
Weekend AM Meteorologist	1-6, 11-15, 17, 19-25, 27-40, 42	15
News Photographer	1-6, 11-15, 17, 19-25, 27-40, 42	32
Creative Services Producer	1-4, 6, 11-15, 17, 19-22, 24-25, 27-32, 34-40, 42	15
PM Weekend Meteorologist	1-6, 11-15, 17, 19-25, 27-40, 42	37
Evening News Anchor	1-7, 9, 11-15, 17, 19-25, 27-40, 42	9
News Producer	1-6, 11-15, 17, 19-25, 27-40, 42	15
News Anchor	1-6, 11-15, 17, 19-25, 27-40, 42	32
Director	1-6, 10-15, 17, 19-25, 27-40, 42	10
Multimedia Journalist	1-6, 11-15, 17, 19-25, 27-42	32
Multimedia Journalist	1-6, 11-15, 17, 19-25, 27-42	41
News Producer	1-6, 11-17, 19, 21-25, 27-40, 42	42
News Anchor / Multimedia Journalist	1-6, 11-15, 17, 19, 21-25, 27-40, 42	32

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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	Benedict College 1600 Harden Street Columbia, South Carolina 29204 Phone : 803-705-4671 Url : http://www.benedict.edu Email : rutherfordk@benedict.edu Karen Rutherford	Y	0
2	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	3
3	Coastal Carolina U P.O. Box 261954 Conway, South Carolina 29528 Phone : 843-349-6433 Url : http://www.coastal.edu Email : yvonne@coastal.edu Yvonne Lesane	N	0
4	Coastal Workforce 200A Victory Lane Conway, South Carolina 29526 Phone : 843-234-9675 x125 Url : http://www.dew.sc.gov Email : scrutchfield@dew.sc.gov Susan Crutchfield	N	0
5	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	College of Charleston 66 George St Charleston, South Carolina 29424 Phone : . Url : www.cofc.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
7	Current Employee	N	6
8	Current Employee - Transfer/Promotion	N	1

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9	Current Employee/Internal Promotion	N	2
10	Employee Referral	N	1
11	Florence County DSS 2685 S. Irby Street Florence, South Carolina 29501 Phone : 843-669-3354 x217 Url : http://www.dss.sc.gov Email : margie.goodson@dss.sc.gov Margie Goodson	Y	0
12	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
13	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
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
15	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	9
16	Internet Ad-not directly contacted by SEU	N	1

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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	Job Fair	N	1
19	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	4
20	Leadership Institute 1101 N. Highland Street Arlington, Virginia 33301 Phone : 703-647-3344 Url : http://leadershipinstitute.org Email : amccarthy@limail.us Andrea McCarthy	Y	0
21	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	2
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
23	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	1

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24	NAACP P.O. Box 966 Mullins, South Carolina 29574 Phone : 843-526-0029 Email : mbnaacp@gmail.com Fax : 1-843-526-0067 Daniel Blue	Y	0
25	NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5424 Url : http://www.nab.org Email : nab@nab.org Career Services	N	0
26	Non-Employee Referral	N	1
27	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
28	Savannah College of Art and Design 342 Bull St Savannah, Georgia 31402 Phone : . Url : www.scad.edu Email : sbgresumes@sbgstv.com Career Services	N	0
29	SC Employment Commission 1558 W. Evans Street Florence, South Carolina 29501 Phone : 843-669-4271 Url : http://www.sces.org Email : hstanton@dew.sc.gov H Stanton	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
30	SCBA 1 Harbison Way Ste.112 Columbia, South Carolina 29210 Phone : 803-732-1186 Url : http://www.scba.net Email : paula@scba.net Paula Thayer	N	0
31	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
32	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	16
33	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
34	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
35	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

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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36	Tri-County Tech 7900 Hwy 76 P.O. Box 587 Pendleton, South Carolina 29670 Phone : 864-646-1500 Url : http://www.tctc.edu Email : ghelleng@tctc.edu Glen Hellenga	Y	0
37	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	6
38	Univ. of South Carolina H. William Close Bldg. 6th flr. Columbia, South Carolina 29208 Phone : 803-777-5060 Url : http://www.sc.edu/career Email : sturdia@mailbox.sc.edu Allison Lee	Y	0
39	University of South Carolina 516 Main St Columbia, South Carolina 29208 Phone : . Url : www.sc.edu Email : sbgresumes@sbgstv.com Career Center	N	0
40	US Army Wounded Warrior Program AW2 Advocate 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Phone : na Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
41	Word of Mouth Referral	N	1
42	WPDE NewsChannel 15 website P.O. Box 51150 Myrtle Beach, South Carolina 29579 Phone : 843-234-9733 x216 Url : http://www.carolinalive.com Email : gvasselli@wpde.com Gina Vasselli	N	8

TOTAL INTERVIEWS OVER REPORTING PERIOD:

63

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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	8/4/2016	Participation in Job Fairs	The Corp Employment Manager, News Talent Manager and Director, News Training along with several station News Directors and Managers represented all Sinclair stations at NABJ/NAHJ combined journalist convention career expo. They met potential candidates and reviewed resumes and tapes for current and future openings.	5	
2	8/26/2016	Participation in events or programs sponsored by educational institutions	Mark Haggard, Anchor at WPDE, spoke with the students at Hartsville High School about career opportunities at the station and within Sinclair. He spoke about some of the jobs involved in running a newsroom and how to get started in the industry. Mark also spoke about the internship program and encouraged students to apply. the day was a huge success.	1	Anchor
3	9/1/2016	Participation in events or programs sponsored by educational institutions	On September 1, 2016 Mark Haggard went to Carolina Forest High School and spoke with students about career opportunities at the station and within Sinclair. Mark spoke about his own experiences working in broadcast. Mark encouraged the students to apply for a internship in one of our many locations to help broaden their understanding of the industry.	1	Anchor
4	9/8/2016	Participation in events or programs sponsored by educational institutions	On September 8, 2016 Victoria Spechko, News Director visited Francis Marion University and spoke to the students of an Advanced Broadcast Journalism class. She informed the students about career opportunities within broadcasting at ABC15 and through out the Sinclair Broadcasting Group as well as a host of other topics.	1	News Director

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5	9/14/2016	Participation in events or programs sponsored by educational institutions	On September 14, 2016 William Huggins, General Manager visited Winthrop University and was part of a SCBA panel discussion. There were over 40 students in attendance and the majority of those in attendance were junior and senior broadcast majors. He informed the students about the Sinclair hiring model and answered questions about careers in broadcasting.	1	General Manager
6	11/7/2016	Participation in events or programs sponsored by educational institutions	On November 7, 2016 Amanda Sellers went to Wingate University and spoke with students about career opportunities at the station and within Sinclair. Amanda spoke about her own experiences working in broadcast. Amanda encouraged the students to apply for a internship in one of our many locations to help broaden their understanding of the industry.	1	On-Air Talent

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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>	20	

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8	4/5/2017	Participation in Job Fairs	Tiffany Winslow attended the Coastal Carolina University Job Fair on April 5, 2017. It was held on the campus of Coastal Carolina University in Conway, SC. She talked with approximately 25 potential candidates and received resumes from some students. He discussed open positions in News as well as potential jobs in Sales.	2	Business Manager Digital Sales Executive
9	4/12/2017	Participation in Job Fairs	William Huggins, General Manager and Victoria Robino, News Director attended the SC Broadcasters Job Fair on April 12, 2017 in Columbia, SC. They talked with potential candidates about our current job openings and how to apply. They discussed open positions in News and Sales.	2	General Manager News Director