

WWMT EEO PUBLIC FILE REPORT

June 1, 2016 - May 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
Photojournalist	3-12, 14-16, 20-25, 27-46	36
News Producer	2-12, 14-15, 17-18, 20-25, 27-46	18
News Producer	2-12, 14-15, 17-18, 20-25, 27-46	17
News Producer	2-12, 14-15, 17-18, 20-25, 27-46	2
News Photographer	3-12, 14-17, 20-25, 27-46	17
News Photographer	3-12, 14-17, 20-25, 27-46	36
News Photographer	3-12, 14-17, 20-25, 27-46	36
Broadcast Engineer	3-6, 8-12, 14-17, 19-46	17
Reporter/Multimedia Journalist	3-6, 8-12, 14-15, 17, 20-25, 27-46	17
Reporter/Multimedia Journalist	3-6, 8-12, 14-15, 17, 20-25, 27-46	38
Master Control Operator	3-17, 20-25, 27-46	7
Master Control Operator	3-17, 20-25, 27-46	17
Copy Coordinator	3-15, 20-25, 27-46	24
News Anchor	3-6, 8-16, 18, 20-25, 27-46	18
Special Projects Producer	3-15, 17, 20-25, 27-46	17
Building Maintenance	3-6, 8-15, 20-25, 27-46	9
News Photographer	3-16, 20-25, 27-46	46
News Photographer	3-16, 20-25, 27-46	15
Reporter/Multimedia Journalist	1, 3-15, 20-25, 27-46	46
Master Control Operator	3-6, 8-15, 18, 20-25, 27-46	18
Sports Anchor	3-6, 8-16, 20-25, 27-46	41
Creative Services Producer	3-17, 20-25, 27-46	17
Creative Services Producer	3-17, 20-25, 27-46	15
Newscast Director	3-6, 8-16, 20-24, 27-46	15
News Producer	3-6, 8-15, 20-25, 27-46	46

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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	Agency Referral	N	1
2	Career Fair	N	1
3	Careerbuilder.com 1101 15th Street NW Ste 1200 Washington, District of Columbia 20005 Url : http://www.careerbuilders.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	2
4	Central Michigan Univesirty 340 Moore Hall Mt. Pleasant, Michigan 48859 Phone : 989-774-3068 Email : careers@cmich.edu Career Services	N	0
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-4422 Email : cujsschool.careers@gmail.com Anusha Shrivastava	Y	0
7	Employee Referral	N	13
8	Ferris State University 1201 S State St Big Rapids, Michigan 49307 Phone : . Url : www.ferris.edu Email : sbgresumes@sbgstv.com Career Center	N	0
9	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	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	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
11	Hispanic American Council 930 Lake Street Kalamazoo, Michigan 49001 Phone : 269-385-6279 Email : lizbeth_obregon@yahoo.com Career Services	Y	0
12	Howard University School of Communications 525 Bryant Street St, NW Room 107 Washington, District of Columbia 20059 Phone : 202-806-5806 Email : cdudley@howard.edu Carol Dudley	Y	0
13	Idaho State - Dept of Mass Communications 921 South 8th Ave Stop 8242 Pocatello, Idaho 83209 Phone : 208-282-6453 Email : sbgresumes@sbgstv.com Tom Hallaq	Y	0
14	Illinois Center For Broadcasting Chicago Campus 530 South State Street Chicago, Illinois 60605 Phone : 312-884-8000 Email : dclark@beonair.com Don Clark	Y	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	22
16	Internal Candidate	N	13
17	Internal Hire	N	8
18	Internal Transfer/Promotion	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Internet Ad-not directly contacted by SEU	N	1
20	Ithaca College Professional Development Coordinator Park School of Communications, 953 Danby Rd Ithaca, New York 14850 Phone : 607-274-3244 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
21	Job Bank-MI Chapter NATAS 24903 Lois Land Drive Southfield, Michigan 48075 Phone : 248-592-0086 Email : smottley@comcast.net Stacia Mottley	Y	0
22	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
23	Lansing Community College PO Box 40010 Lansing, Michigan 48901 Url : http://www.lcc.edu Email : cesjoblink@lcc.edu Career Center	N	0
24	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Dannielle Anderson Manual Posting	N	5
25	MediaLine Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	Y	0

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26	MI Broadcasters Lansing Lansing, Michigan Phone : 517-484-7444 Email : beeskow@michmab.com Fax : 517-484-5810	N	1
27	Michigan Association of Broadcasters 819 N. Washington Ave Lansing, Michigan 48906 Phone : 517-484-7444 Url : http://www.mimab.com Email : jobbank@michmab.com Dan Kelley	Y	0
28	Michigan Indian Employment 724 W. Center Street Portage, Michigan 49002 Phone : 269-323-0339 Angeline Francisco-Eileen Yeager Manual Posting	Y	0
29	Michigan Tech University 1400 Townsend Dr Houghton, Michigan 49931 Url : www.mtu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
30	Northern Michigan University 1401 Presque Isle Ave Marquette, Michigan 49855 Phone : . Url : www.nmu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
31	Ohio Center for Broadcasting 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-937-7070 Email : tcuff@beonair.com Terry Cuff	N	0

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32	Ohio Center for Broadcasting/Cleveland 9885 Rockside Road Ste 160 Valley View, Ohio 44125 Phone : 216-503-5900 Email : jhardy@beonair.com Janice Hannah-Hardy	Y	0
33	Pure Michigan Talent Connect 1601 S Burdick Ave Kalamazoo, Michigan 49001 Phone : . Fax : 1-269-383-3785 County Employment	N	0
34	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
35	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
36	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	25
37	Specs Howard School of Broadcasting 19900 W. Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Email : kburns@specshoward.edu kristin Burns	Y	0

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38	Talent Dynamics 600 E. LasColinas Blvd. Ste 100 Irvine, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Career Services	N	2
39	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
40	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
41	TVJobs P.O. 4116 Oceanside, California Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	8
42	University of Michigan Ann Arbor, Michigan Phone : 734-764-7460 Url : http://www.kk8116@arbor.edu Email : sbgresumes@sbgstv.com Career Services	N	0
43	US Army Wounded Warrior Program 200 Stovall Street Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.viv@mail.mil Vicki Mullen	Y	0
44	Walter Cronkite School of Journalism 555 N. Central Avenue Suite 302 Phoenix, Arizona 85004 Url : News Only Email : mike.wong@asu.edu Michael Wong	Y	0

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45	Western Michigan University Kalamazoo, Michigan 49001 Email : broncojobs@wmich.edu Career Services	N	0
46	WWMT website 590 W Maple St Kalamazoo, Michigan 49008 Url : http://www.wwmt.com Email : jevans@sbgvtv.com Jeannene Evans	N	16
TOTAL INTERVIEWS OVER REPORTING PERIOD:			123

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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	7/14/2016	Participation in events or programs sponsored by educational institutions	Meteorologist Jeff Porter had Katherine N, of Valparaiso University job shadow him for a day. Katherine is majoring in Broadcasting.	1	Meteorologist
2	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.	5	Employment Manager News Talent Manager Director of News Training
3	9/21/2016	Provision of training to management	Training by Sinclair Regional Manager, Shannon Galloway, to 8 WWMT hiring managers on hiring processes, interviewing, checking references and retaining good employees. Also included how to insure no discrimination is perceived in the interviewing, hiring and retaining processes.	8	General Manager Business Manager News Director Director of Sales
4	10/27/2016	Participation in Job Fairs	Jeannene Evans represented WWMT at the Michigan Association of Broadcasters sponsored job fair at Western Michigan University. She met with approx. 75 potential candidates and they were given a list of all open positions at WWMT. She spoke with candidates about openings. When she returned to the station, he discussed the potential candidates with the appropriate managers for the open positions.	1	Business Manager
5	11/8/2016	Participation in events or programs sponsored by educational institutions	WWMT meteorologist Jeff Porter talked to a Meteorology Class at Parchment High School, which had about 18 participants. Jeff discussed severe weather and the opportunities in media for meteorologists.	1	Meteorologist

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6	11/18/2016	Participation in Job Fairs	Jeannene Evans represented WWMT at the Michigan Association of Broadcasters sponsored job fair at Eagle Eye Golf Club & Conference Center. She met with approx. 150 potential candidates and they were given a list of all open positions at WWMT. She spoke with candidates about openings. When she returned to the station, she discussed the potential candidates with the appropriate managers for the open positions.	1	Business Manager
7	3/24/2017	Establishment of an intern program designed to assist members of the community	WWMT participates with the local and regional colleges bringing in Broadcast students in their Junior or Senior year to intern at the station for 1 semester for credit hours. WWMT had 5 interns between 6/1/16 and 5/31/17.	3	News Director Chief Meteorologist Producer
8	3/28/2017	Participation in Job Fairs	Jon McCrary represented WWMT at the Michigan Career Quest in SW Michigan's St Joseph County. He met with approx. 50 potential candidates and spoke with them about current openings. When he returned to the station, he discussed the potential candidates with the appropriate managers for the open positions.	1	Assistant News Director
9	3/30/2017	Participation in events or programs sponsored by educational institutions	10 students from Central Michigan University's RTNDA came and visited WWMT's studio site. They came before and during the evening newscasts. During their visits, they were talked to about open positions and encouraged to apply along with internships.	4	Business Manager IT Manager Commercial Producer Sr. Promotion Producer
10	4/5/2017	Participation in events or programs sponsored by educational institutions	7 students from Western Michigan University's Young Broadcasters of Tomorrow came and visited WWMT's studio site. They came before and during the evening newscasts. During their visits, they were talked to about open positions and encouraged to apply along with internships.	3	Business Manager News Director Commercial Producer

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11	4/10/2017	Participation in events sponsored by community groups	WWMT meteorologist Jeff Porter talked to the Sturgis Rotary Club, which had about 20 participants. Jeff discussed weather, WWMT and the opportunities in media for meteorologists.	1	Meteorologist
12	5/10/2017	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>	25	