

WRLH
EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 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
Chief Engineer	1-3, 5, 7-12, 14-16, 18-26, 28-38	29
Local Sales Assistant	1-3, 5, 7-16, 18-38	12
Local Sales Assistant	1-3, 5, 7-16, 18-38	12
Local Sales Assistant	1-3, 5, 7-16, 18-38	13
Local Sales Manager	1-3, 5, 7-12, 14-16, 18-38	29
Master Control Operator	1-3, 5-12, 14-15, 18-35, 38	6
Master Control Operator	1-3, 5-12, 14-15, 18-35, 38	19
Master Control Operator	1-3, 5-12, 14-15, 18-35, 38	6
Sales Account Executive	1-6, 8, 10-12, 14-15, 17-35, 38	4
Sales Account Executive	1-6, 8, 10-12, 14-15, 17-35, 38	6
Digital Sales Coordinator	1-5, 8, 10-12, 14-15, 18-35, 38	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	Bishop State Community 351 N. Broad St. Mobile, Alabama 36603 Phone : 251-662-5371 Url : http://www.bishop.edu Email : jwomack@bishop.edu Julia Womack	N	0
2	Careerbuilder.Com 8401 Greensboro Dr. Ste 250 McLean, Virginia 22102 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	1
3	Christopher Newport University 1 Avenue of the Arts Newport News, Virginia 23606 Phone : 757-594-8286 Url : cnu.edu/ccp Email : kelly.gooch@cnu.edu Kelly Gooch	Y	0
4	Current Employee/Internal Promotion	N	2
5	ECPI College of Technology 800 Moorefield Park Dr. Richmond, Virginia 23236 Phone : 866-499-0338 Url : http://www.ecpi.edu Email : jdjohnson@ecpi.edu Jeremy Johnson	N	0
6	Employee Referral	N	3
7	FOX Richmond 1925 Westmoreland St. Richmond, Virginia 23230 Phone : 804-358-3535 Url : http://www.foxrichmond.com Email : dsbrady@sbgvtv.com Donna Brady	N	0

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8	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
9	Goodwill of Central VA 6301 Midlothian TrnPk Richmond, Virginia 23225 Phone : 804-417-6721 Url : http://www.goodwillrichmond.org Email : penny.porter@goodwillvirginia.org Penny Porter	N	0
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	Howard University 525 Bryant St., NW Job Placement Office Washington, District of Columbia 20059 Phone : 202-806-7513 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
12	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	8
13	Internal Candidate	N	1
14	Ithaca College 953 Danby Rd. Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0

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15	ITT Technical Institute 300 Gateway Centre Pkwy Career Services Office Richmond, Virginia 23235 Phone : 804-330-4992 Url : http://www.itt-tech.edu Email : cbarrafato@itt-tech.edu Carl Barrafato	N	0
16	J. Sargeant Reynolds College 1651 E. Parham Rd. Career Center Richmond, Virginia 23285 Phone : 804-523-5061 Url : http://www.jsr.vccs.edu Career Services Manual Posting	N	0
17	Job Fair	N	1
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 Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	3
20	Media Match 8112 1/2 West 3rd St. Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
21	Metropolitan Business League 115 East Marshall St. Richmond, Virginia 23219 Phone : 804-649-7473 Url : http://www.theembl.org/ Email : info@thembl.com Oliver Singleton	N	0

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22	National Black MBA Associates 180 N. Michigan Ave. Chicago, Illinois 60601 Phone : 312-236-2622 Url : http://www.nbmbaa.org/ Email : employmentnetwork@nbmbaa.org Dana Webster	N	0
23	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Career Services	N	0
24	Native American Public Telecommunications 1800 No. 33rd St Lincoln, Nebraska 68583 Phone : 402-472-3522 Url : http://www.nativetelecom.org Email : native@unl.edu Rachael Danay	N	0
25	Norfolk State University 2401 Corprew Ave. Norfolk, Virginia 23504 Phone : 757-832-8600 Url : http://www.nsu.edu/ Email : pdsaunders@nsu.edu Pamela Saunders	N	0
26	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
27	Richmond Technical Ctr. 2020 Westwood Ave. Attn: Job Opening Richmond, Virginia 23227 Phone : 804-780-6272 Url : http://web.richmond.k12.va.us Fax : 1-804-780-6040 Nancy Holmes	N	0

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28	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
29	Sinclair Website 10706 Beaver Dam Rd. Cockeysville, Maryland 21030 Phone : 410-568-1517 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	3
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	The Society of Broadcast Engineers 9102 North Median Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbd.org/ Email : kjones@sbe.org Scott Jones	N	0
32	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
33	TVJOBS.com P.O. Box 4116 Oceanside, California 92052 Url : http://tvjobs.com Email : admin@tvjobs.com Career Services	N	0

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34	US Army Wounded Warrior Program Vicki Mullen AW2 Advocate 200 Stovall St., Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
35	VA State University Box 9410 Petersburg, Virginia 23806 Phone : 804-524-5211 Url : http://www.vsu.edu/ Email : careerservices@vsu.edu Yolando Crewe	N	0
36	VAB Associate of Broadcasters 250 W. Main St., Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Url : http://www.vabonline.com Career Services Manual Posting	N	0
37	Virginia Union University 1500 N. Lombardy St. Richmond, Virginia 23220 Phone : 804-257-5600 Url : http://www.vuu.edu/ Dr. Penni Sweetenburg-Lee Manual Posting	N	0
38	Virginia Workforce / Employment Commission 703 E. Main St. HR Dept. Richmond, Virginia 23218 Phone : 804-786-1485 Url : http://www.vawc.virginia.gov Email : sbgresumes@sbgstv.com Cathy Freiburger	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			23

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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	9/20/2016	Participation in Job Fairs	Fall Job fair at ODU. Spoke with potential candidates about open positions at WRLH. Accepted resumes and directed them to apply online. Spoke with many potential people.	1	Business Manager

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III. RECRUITMENT INITIATIVES

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2	1/10/2017	Participation in scholarship programs	<p>Sinclair Broadcast Group, Inc. (Nasdaq: SBGI) has begun accepting applications for the second year of its Broadcast Diversity Scholarship Fund. The \$500,000 scholarship fund was established in 2015 to help minority students finance undergraduate educations in broadcasting or journalism.</p> <p>In its inaugural year, the fund awarded \$43,000 in scholarships to students throughout the country. The nine recipients were impressive applicants who represent the next generation of the broadcasting industry.</p> <p>In 2017 Sinclair plans to build on that success and distribute up to \$50,000 in grants up to \$5,000 each.</p> <p>“We are thrilled to be entering into the second year of a program that represents our commitment to the future of broadcasting,” said Don Thompson, SVP of Human Resources for Sinclair. “After seeing such promising talent in the applicants from the program’s first year, we look forward to hearing from more students who see their future in our industry.”</p> <p>The scholarship application period will run through March 10th, at which point a committee of Sinclair employees will review the entries. These employees will come from all areas of the Sinclair family, from on-air talent to members of the Human Resources team.</p> <p>“Having our employees involved in the selection of our scholarship recipients is an especially important part of this program,” said Steve Marks, COO of Sinclair Television Group, Inc. “Their willingness to share their time to make this effort a success speaks volumes of</p>	1	

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			<p>them and we are proud to have them as a part of this initiative and the greater Sinclair organization.” The scholarship is open to sophomore and junior minority students enrolled at an accredited four year college and who have a demonstrated financial need. Students interested in applying can find additional information and fill-out an online application here: http://sbgi.net/scholarship/. Winners of the scholarship will be announced in June of 2017.</p> <p>This was posted on the WRLH website.</p>		
3	3/10/2017	Participation in Job Fairs	Participated in RVA Career Expo sponsored by the Virginia Tech Alumni Association which served over 1,000 candidates for jobs in the Richmond area. Information was provided concerning open positions and internships with WRLH FOX Richmond and careers in broadcasting.	2	Production Manager LSM
4	3/23/2017	Participation in Job Fairs	Participated in the Spring Job fair at ODU. Spoke with potential candidates about open positions at Sinclair Broadcast Group. Accepted resumes and directed them to apply online. Spoke with many potential people.	19	Business Manager
5	4/1/2017	Participation in other activities designed by the station employment unit	Mentorship program for Varia High School's Communications program. Providing consultation on their Senior Practicum projects and feedback and direction toward a career in the broadcasting production field. Station will provide, weekly check-ins, one shadowing opportunity, and 3 face to face meetings with 2 seniors and exchange ideas, set short term goals, and provide guidance. This program starts in April and runs through the end of the school year	1	Production Manager