

WTWC
EEO PUBLIC FILE REPORT
October 1, 2012 - September 30, 2013

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
Sales – Account Executive	1-18, 20-21, 24-25, 27-34, 36, 38-46	5
Local Sales Assistant	1-2, 4-12, 14-15, 17-21, 25, 27-31, 33-34, 36, 38-39, 41-43, 45-46	36
Commercial Producer	2-6, 8-11, 13-14, 16-21, 23-25, 27-31, 33-39, 41-43, 45-46	10
Copy Coordinator	2-6, 8-9, 11, 13-14, 16-22, 24-31, 33-39, 41-43, 45-46	36

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Abilities of Florida 2323 Hansen Court Tallahassee, Florida 32301 Phone : 850-274-0204 Url : http://www.ourpeoplework.org Email : hservais@ourpeoplework.org Heather Servais	N	0
2	Alabama State University PO Box 271 Montgomery, Alabama Phone : 334-229-4493 Url : http://www.alasu.edu Fax : 1-334-229-4976 A.David Okeowo, Ph.D	N	0
3	Art Institute of Fort Lauderdale 1799 SE 17th Street Fort Lauderdale, Florida 33316 Phone : 954-308-2615 Email : lsanchez@aif.edu LuWin Sanchez	N	0
4	Bishop State College 351 N. Broad Street Mobile, Alabama Phone : 251-662-5371 Url : http://www.bishop.edu Email : jwomack@bishop.edu Juliette F. Womack	N	0
5	Carrer Bulilder 8401 Greensboro Dr Ste 250 McLean, Virginia 22102 Phone : 703-253-5511 Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	1
6	CBS School of Broadcasting 3901 Coconut Palm Drive Suite 105 Tampa, Florida 33619 Phone : 813-740-0990 Url : http://www.gocsb.com Email : sclark@gocsb.com Stephen F. Clark	N	0

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7	Civilianjobs.com 1825 Barrett Lakes Road Kennesaw, Georgia 30144 Url : http://www.civilianjobs.com Don Johnson Manual Posting	N	0
8	Craigslist PO Box 225159 San Francisco, California Url : http://www.craigslist.com Career Services Manual Posting	N	0
9	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Email : brownjo@ecu.edu Lee Brown	N	0
10	Employee Referral Jamey McQuade	N	4
11	EmployFlorida 325 John Knox Road Tallahassee, Florida 32303 Phone : 850-414-6085 Lauren Green Manual Posting	N	0
12	Florida A&M University Career Center Tallahassee, Florida 32307 Phone : 850-599-3700 Email : joan.sweet@fam.u.edu Joan Sweet	N	0
13	Florida A&M University Dept. of Journalism Tallahassee, Florida 32307 Phone : 850-599-3379 Email : ygordon2005@yahoo.com Yanela Gordon	N	0

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14	Florida Association of Broadcasters 101 E. College Ave Suite 301 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : intern@fab.org Karen Hickey	N	0
15	Florida Department of Education-Division of Blind Services 1320 Executive Center Drive Atkins Building, Suite 201 Tallahassee, Florida 32399 Phone : 850-245-0371 Email : david.hand@dbs.fldoe.org David Hand	N	0
16	Florida State University Marketing Department Tallahassee, Florida 32306 Phone : 850-644-7875 Email : ppallent@cob.fsu.edu Pat Pallentino	N	0
17	Florida State University Delta Sigma Pi-College of Business Tallahassee, Florida 32306 Phone : 850-644-7892 Email : ldiez@cob.fsu.edu Lisa Diez-Arguelles	N	0
18	Florida State University School of Communication Tallahassee, Florida 32306 Phone : 850-644-5034 Email : steve.mcdowell@cci.fsu.edu Stephen D. McDowell	N	0
19	Florida State University 600 W. College Ave Tallahassee, Florida 32303 Phone : 850-644-9698 Career Services Manual Posting	N	0
20	Georgia Department of Labor 2551 E. Pinetree Blvd Thomasville, Georgia 31799 Phone : 229-225-5013 Fax : 1-229-225-5013 Tina Cooney	N	0

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21	Hero 2 Hired 2400 Army Pentagon Washington, District of Columbia 20310 Url : www.h2h.jobs Crystal Arcilla Manual Posting	N	0
22	Indeed.com	N	1
23	Internal Candidate	N	2
24	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : eloise@ithaca.edu Eloise Green	N	0
25	ITT Technical Institute 2639 North Monroe Street Building A, Suite 100 Tallahassee, Florida 32303 Email : mmalone22@itt-tech.edu Maicel Malone	N	0
26	Job posting on internet	N	1
27	Jobspider.com Florida Url : http://www.thejobspider.com Chris McGarry Manual Posting	N	0
28	Jubilee Job Link/Echo 702 W. Madison Street Tallahassee, Florida 32304 Phone : 850-224-3246 Url : http://www.echotally.org Email : assistance.cm@echotally.org Erica Simonian	N	0
29	Keiser Univerity 1700 Halstead Blvd Tallahassee, Florida 32309 Phone : 850-906-9494 Email : romills@keiseruniversity.edu Roger Mills	N	0

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30	LinkedIn Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com/company/sinclair-broadcast Danielle Anderson Manual Posting	N	0
31	Lively Technical Center 500 N. Appleyard Drive Tallahassee, Florida 32304 Phone : 850-487-7410 Fax : 1-850-487-7416 Mary Black	N	0
32	Non-Employee Referral Dave Gruebel/ Susan Cooksey	N	1
33	Norfolk State University 700 Park Ave. Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbriggs@nsu.edu Paula C. Briggs	N	0
34	Production Hub 1809 Winter Park Road Orlando, Florida 32803 Phone : 877-629-4122 Url : http://www.productionhub.com Nick Hoefly Manual Posting	N	0
35	Radio and Television Business Report PO Box 6633 Woodbridge, Virginia 22195 Phone : 813-909-2916 Url : http://www.tvbr.com Jim Carnegie Manual Posting	N	0
36	Station Website www.wtwc40.com	N	6
37	Talent Zoo 1736 Defoor Place Atlanta, Georgia 30318 Url : http://www.talentzoo.com Amy Hoover Manual Posting	N	0

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38	Tallahassee Community College 444 Appleyard Drive Tallahassee, Florida 32304 Phone : 850-201-9970 Url : http://www.tccfuturelink.com/employers Jamina Scippio-McFadden Manual Posting	N	0
39	Tallahassee Urban League 923 Old Bainbridge Road Tallahassee, Florida 32301 Phone : 850-222-6111 Email : turbanleague@yahoo.com Yvonne Whitehead	N	0
40	Trade Website www.indeed.com	N	1
41	TV and Radio Jobs PO Box 129 Kanab, Utah 84741 Phone : 435-644-5992 Url : http://www.tvandradiojobs.com Hal Abrams Manual Posting	N	0
42	TV Jobs PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
43	University of Florida PO Box 118507 1st Floor, JW Reitz Union Gainesville, Florida 32611 Phone : 352-392-1601 Email : lennettereshard@crc.ufl.edu Lennette Reshard	N	0
44	University of Florida 1080 Weimer Hall College of Journalism and Communication Gainesville, Florida 32611 Phone : 352-392-1601 Email : pdunn@jou.ufl.edu Patricia Dunn-White	N	0

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45	Valdosta State University 1500 N. Patterson Street Powell Hall West, 2nd Floor Valdosta, Georgia 31698 Phone : 229-333-5942 Email : dhargett@valdosta.edu Delois Hargett	N	0
46	Workforce Plus-State of FL Unemployment Office- Veteran's Div. 325 John Knox Road Building B-100 Tallahassee, Florida 32303 Phone : 850-414-6085 Email : james.johnson@wfplus.org James Johnson	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/8/2012	Participation in Job Fairs	Participant attended the job fair. Participant spoke to job seekers about open positions as well as internships offered at WTWC and Sinclair Broadcast Group. Participant also answered questions about working in the broadcast industry.	1	Creative Services Director	0.25
2	1/24/2013	Participation in Job Fairs	Participant attended the job fair. Participant spoke to job seekers about open positions offered at WTWC and Sinclair Broadcast Group. Participant also answered questions about working in the broadcast industry	1	Accounting Manager	0.25
3	2/14/2013	Provision of training to personnel of unaffiliated non-profit organizations	A student from Ability 1st visited the station to observe the activities in the Creative Services department. The student shadowed commercial and promotions producers	4	Creative Services Director Promotions Producer Senior Production Producer Production Producer	1.00
4	3/25/2013	Participation in Job Fairs	Participant attended the job fair. Participant spoke to job seekers about open positions as well as internships offered at WTWC and Sinclair Broadcast Group. Participant also answered questions about working in the broadcast industry	1	Accounting Manager	0.25
5	4/17/2013	Provision of training to management	Each employee completed 2 Corpedia E-Learning courses: 1.)Workplace Harassment 2.)Sinclair Broadcast Group Code of Business Conduct and Ethics. Managers were also required to complete 2 courses: 1.) Preventing Employment Discrimination and 2.) Sinclair Broadcast Group Code of Business Conduct and Ethics.	18	General Manager Accounting Manager Cheif Engineer Creative Services Manager	1.00

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
6	8/12/2013	Establishment of an intern program designed to assist members of the community	The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry. June 18, 2013-August 8, 2013 WTWC had one intern who worked in our creative services department. The intern was from University of South Florida.	1	Creative Services Manager	1.00
TOTAL POINTS OVER REPORTING PERIOD:						3.75