

WNWO
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
News Producer	1-10, 13, 16-19, 21-25, 30, 33-34, 37, 40, 42-47, 50-58	46
Multimedia Journalist	2-3, 5-6, 11-12, 16-27, 30-31, 33, 36- 40, 42-56, 58	46
Local Sales Manager	2-3, 5-6, 11, 13, 15-16, 18-27, 30, 33, 35-40, 42-47, 49-56, 58	15
Director	2-3, 5-6, 11-12, 16, 18-27, 30-33, 35- 56, 58	23
Sales Account Executive	2-3, 5-6, 11, 16, 18-30, 33, 35-40, 42- 45, 47, 49-56, 58	5
Multimedia Journalist	2-3, 5-6, 11-12, 14, 16, 18-28, 30-33, 35-45, 47-56, 58	14
News Editor	2-3, 5-6, 11-12, 16, 18-28, 30-33, 35- 56, 58	46
Sales Account Executive	2-3, 5-6, 11, 16, 18-30, 33, 35, 37-40, 42-45, 47, 49-56, 58	23
Multimedia Journalist	2-3, 5-6, 11-12, 16-28, 30-33, 35, 37- 45, 47-56, 58	17

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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	Aspira Association, Inc. 1444 I. St. NW Suite 800 Washington, District of Columbia 20005 Phone : 2028353600 Email : info@aspira.org Career Services	N	0
2	Board of Community Relations One Government Center Suite 2200 Toledo, Ohio 43604 Email : bcr1@toledo.oh.gov Linda Alvarado	N	0
3	Bowling Green State University 302 W. Hall Bowling Green, Ohio 43403 Phone : 4193722531 Email : lorilig@bgsu.edu Lori Liggett	N	0
4	Career Fair	N	1
5	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	2
6	Central Ohio Technical College 1179 University Dr. Newark, Ohio 43055 Phone : 7403669494 Email : dthatche@cotc.edu Derek Thatcher	N	0
7	Central State University PO Box 1004 Wilberforce, Ohio 45384 Phone : 9373766011 Lesa Taylor DeVond Manual Posting	N	0
8	Chicago State University 9501 South King Dr Chicago, Illinois 60628 Phone : 7739952000 Career Services Manual Posting	N	0

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9	Cincinnati Technical College 3520 Central Parkway Cincinnati, Ohio 45223 Phone : 5138617700 Sue Dolan Manual Posting	N	0
10	Cleveland Institute of Electronics 1776 E. 17th St. Cleveland, Ohio 44114 Phone : 8002436446 Ted Sheronke Manual Posting	N	0
11	Cleveland State University 2121 Euclid Ave Cleveland, Ohio 44155 Phone : 2166872000 Email : sbgresumes@sbgvtv.com Career Services	N	0
12	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
13	Current Employee	N	4
14	Current Employee - Transfer/Promotion	N	1
15	Current Employee/Internal Promotion	N	1
16	Davis College 4747 Monroe St Toledo, Ohio 43623 Phone : 4194732700 Email : nnigro@daviscollege.edu Nick Nigro	N	0
17	Employee Referral	N	4
18	Fredrick Douglas Community Association 1001 Indiana Ave Toledo, Ohio 43607 Phone : 4192446722 Email : info@fdcatoledo.org Sonya Harper Williams	N	0

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19	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
20	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
21	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
22	IBEW Local 245 705 Lime City Rd Rossford, Ohio 43460 Phone : 4196667439 Email : larry@ibew245.com Larry Tscherne	N	0
23	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	4
24	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

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25	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
26	Kent State Univ. Kent, Ohio 44242 Phone : 3306723000 Url : http://www.kent.edu/career Email : sbgresumes@sbgstv.com Career Services	N	0
27	Lawrence Technical College 21000 West Ten Mile Road Southfield, Michigan 48075 Phone : 8002255588 Url : http://www.ltu-csm/symplicity.com Email : sbgresumes@sbgstv.com Career Services	N	0
28	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	0
29	Lourdes College 6832 Covent Blvd. Sylvania, Ohio 45360 Phone : 4198853211 Url : WWW.Collegecentral.com/lourdes Kay Bishop Manual Posting	N	0
30	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

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31	Medialine.com 1209 Wood Valley Rd Augusta, Georgia 30909 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
32	Monroe County Community College 1555 S. Raisinville Rd Monroe, Michigan 48161 Phone : 7343844270 Mary Ann Biscorner Manual Posting	N	0
33	Northwestern University 633 Clark St Evanston, Illinois 60208 Phone : 8474913741 Email : sbgresumes@sbgstv.com Career Services	N	0
34	Oberlin College Wilder Hall Box 03 Oberlin, Ohio 44074 Phone : 4407758121 David Kamitsuka Manual Posting	N	0
35	Ohio Association of Broadcasters 88 E Broad St Suite 1180 Columbus, Ohio 43215 Phone : 6142284052 Url : http://www.oab.org Career Services Manual Posting	N	0
36	Ohio Means Jobs Ohio Phone : 8882967541 Url : http://www.ohiomeansjobs.com Email : sbgresumes@sbgstv.com Career Services	N	0
37	Ohio Northern University 525 South Main St. Ada, Ohio 45810 Url : http://www.onu-csm.symplicity.com/employers Email : career@onu.edu Career Services	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
38	Ohio State Alumni Assoc 2200 Olentangy River Rd Columbus, Ohio Phone : . Url : www.osu.edu/alumni Email : sbgresumes@sbgstv.com Alumni Association	N	0
39	Ohio State University Mount Hall 1050 Carmack Rd Columbus, Ohio 43210 Phone : 6142928860 Email : sbgresumes@sbgstv.com Career Services	N	0
40	Ohio University Baker University Center 533 1 Ohio University Athens, Ohio 45701 Phone : 7405932909 Url : http://www.ohio-csm.symplicity.com/employers Email : sbgresumes@sbgstv.com Career Services	N	0
41	Owens College 30335 Oregon Rd Perrysburg, Ohio 43551 Url : http://www.ohio-csm.symplicity.com/employers Career Services Manual Posting	N	0
42	Recruit.Net 2706, The Centrum 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	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

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44	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.com Sharon Pickeral	N	0
45	Specs Howard School of Broadcast Arts 19900 W Nine Mile Rd Southfield, Michigan 48075 Phone : 2483589000 Email : kburns@specshoward.edu Kristin Burns	Y	0
46	Station Website	N	8
47	Stautzenberger College 1796 Indianwood Circle Maumee, Ohio 43537 Phone : 4198660261 Url : http://www.stautzenberger.com Email : ragarver@stautzenberger.com Career Services	N	0
48	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
49	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbg.com Broadbean Source	N	0
50	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbg.com Sinclair SilkRoad Source	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
51	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
52	University of Findlay 1000 N Main St Findlay, Ohio 45840 Phone : 8004729505 Url : http://www.purplebriefcase.com/findlay/employer Email : resumes@sbgvtv.com Career Services	N	0
53	University of Michigan 515 E Jefferson 3200 SAB Ann Arbor, Michigan 48109 Phone : 7347641817 Email : sbgresumes@sbgvtv.com Career Services	N	0
54	University of Toledo 2801 W Bancroft Toledo, Ohio 43606 Phone : 4195304341 Email : sbgresumes@sbgvtv.com Career Services	N	0
55	US Army Wounded Warrior Program 200 Stavall St., Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
56	Walter Cronkite School of Journalism 555 N. Central Ave, Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Michael K. Wong	Y	0
57	Wilberforce University PO Box 1001 Wilberforce, Ohio 45384 Phone : 9373762911 Career Services Manual Posting	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
58	Youngstown State University One University Plaza Youngstown, Ohio 44555 Phone : 3309413000 Url : http://www.y-su-csm.symplicity.com Email : sbgresumes@sbgvtv.com Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			27

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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	9/6/2016	Participation in events or programs sponsored by educational institutions	Charity Freeman, General Manager, spoke to a senior level Broadcast Management Class at Huntington University in Huntington Indiana. The purpose was to promote broadcasting as a career. Charity talked about her experience in broadcasting, answered questions and gave advice. Eight students were present.	1	General Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	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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3	2/2/2017	Participation in events or programs sponsored by educational institutions	Fifth Grader, Grayson Dovala, job shadowed Meteorologist Kimberly Newman for a day, in order to fulfill his independent study on the Meteorology field. His day at WNWO, NBC 24, consisted of a station tour and face-to-face question and answers with a Meteorologist. Grayson also received some hands on experience with weather tools and the green screen.	1	Meteorologist
4	2/8/2017	Participation in events or programs sponsored by educational institutions	NBC 24 Promotions Producer, Jose Degollado, spoke to eight students in the Digital Video Class at Owens Community College, sharing his career path. He brought equipment and discussed camera motion and support. He invited questions and discussed tips and tricks that would be valuable for the students in their future careers in Broadcast Media Technology.	1	Promotions Producer
5	2/9/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Allison Peters participated in an alumni panel for communications majors at the University of Toledo. There were four communication professionals on the panel and approximately 20 students . Each panelist introduced themselves and what they were now doing in the communications field. They stated how they built themselves professionally, throughout college, and how it prepared them for work after college. They discussed internships, coops, and professional groups on campus. The floor was then opened for the students to ask for advice on how they might, while in school, better prepare themselves for the workplace. Allison also had time, after the presentation to mingle and speak with individuals on a one on one basis.	1	Meteorologist

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6	2/11/2017	Participation in events or programs sponsored by educational institutions	Kimberly Newman, Meteorologist, was the Keynote Speaker at the Imagination Station's "Girl Power" event, representing WNWO and Women in Science. The STEM Career Day for girls brings together professionals who can inspire and empower girls who may be interested in the STEM fields. She spoke to 150 girls about the fields of Meteorology and Broadcasting.	1	Meteorologist
7	3/3/2017	Participation in events or programs sponsored by educational institutions	Penta Career Center hosted a Career Interview Day to allow student a chance to interview for a real or mock position. Richard Stewart, Program Manager, provided job discriptions for news and production positions and interviewed 12 students, going throught a normal interview for the positions. This exercise helped students learn what would be expected and needed to obtain a position in broadcasting. This was the first interview experience for most of the students.	1	Program Manager
8	3/22/2017	Participation in events sponsored by community groups	A March for Science Teach-In was sponsored by the Association for Women in Science on March 22, 2017. Kimberly Newman, Meteorologist, set up a table of science, weather related demos, and hands-on activities for families that walked in the March for Science in downtown Toledo, Ohio. She worked with kids at the Imagination Station on tornado formation and severe weather safety tips, along with discussing her career in Meteorology on television. She also answered questions posed by the participants.	1	Meteorologist

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9	5/5/2017	Participation in events sponsored by community groups	WNWO has an ongoing program , every Wednesday called Weather Kid Wednesday. Kimberly Newman, Meteorologist, randomly selects a child, from submissions on our website. The student comes to the station to appear on the selected Wednesday evening show. They receive a short lesson on forecasting, working at the chrome key wall, to prepare them for the live presentation for our 6PM live newscast audience. The students range, in age, from 7 to 14.	1	Meteorologist
10	5/5/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, Kimberly Newman, was a speaker at Kenwood Elementary School's Nature Day. She gave 4, back to back, weather presentations to first and fifth grade classes. She taught about High and Low Pressure Systems, severe weather safety and daily weather forecasting. The students asked weather related and broadcast industry related questions, while working with hands-on experiments	1	Meteorologist