

WNWO
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
Copy Coordinator	1-6, 10-11, 13-26, 28-40, 42-45, 47-51	10
Digital Sales Manager	1-7, 11, 13-45, 47-51	38
Receptionist / Accounting Assistant	1-6, 11-26, 28, 30-40, 42-51	19
Meteorologist / Reporter	1-8, 10-51	10
Marketing Consultant	1-6, 11-26, 28-40, 42-51	19
Creative Services Producer	1-7, 11, 13-28, 30-51	38
Multimedia Journalist (Weather)	1-7, 9, 11, 14-28, 30-51	9
Meteorologist	1-8, 11-12, 14-31, 33-51	12

WNWO
EEO PUBLIC FILE REPORT
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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	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	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	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
5	Central Ohio Technical College 1179 University Dr. Newark, Ohio 43055 Phone : 7403669494 Email : dthatche@cotc.edu Derek Thatcher	N	0
6	Cleveland State University 2121 Euclid Ave Cleveland, Ohio 44155 Phone : 2166872000 Email : sbgresumes@sbgstv.com Career Services	N	0

WNWO
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7	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	Current Employee	N	2
9	Current Employee - Transfer/Promotion	N	1
10	Current Employee/Internal Promotion	N	2
11	Davis College 4747 Monroe St Toledo, Ohio 43623 Phone : 419-473-2700 Url : www.daviscollege.edu Email : dbrunner@daviscollege.edu Diane Brunner	N	0
12	Employee Referral	N	4
13	Fredrick Douglas Community Association 1001 Indiana Ave Toledo, Ohio 43607 Phone : 4192446722 Email : info@fdcatoledo.org Sonya Harper Williams	N	0
14	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
15	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0

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16	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
17	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
18	IBEW Local 245 705 Lime City Rd Rossford, Ohio 43460 Phone : 4196667439 Email : larry@ibew245.com Larry Tscherne	N	0
19	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	7
20	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
21	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0

WNWO
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22	Kent State Univ. Kent, Ohio 44242 Phone : 3306723000 Url : http://www.kent.edu/career Email : sbgresumes@sbgvtv.com Career Services	N	0
23	Lawrence Technical College 21000 West Ten Mile Road Southfield, Michigan 48075 Phone : 8002255588 Url : http://www.ltu-csm/symplicity.com Email : sbgresumes@sbgvtv.com Career Services	N	0
24	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgvtv.com Laura Rehn	N	3
25	Lourdes College 6832 Covent Blvd. Sylvania, Ohio 45360 Phone : 4198853211 Url : WWW.Collegecentral.com/lourdes Kay Bishop Manual Posting	N	0
26	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
27	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0

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28	Northwestern University 633 Clark St Evanston, Illinois 60208 Phone : 8474913741 Email : sbgresumes@sbgstv.com Career Services	N	0
29	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
30	Ohio Media School 9885 Rockside Rd, Ste 160 Valley View, Ohio 44125 Phone : 2342032768 Url : https://beonair.com Email : janatra@beonair.com Jennifer Anatra	N	0
31	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
32	Ohio State Alumni Assoc 2200 Olentangy River Rd Columbus, Ohio Phone : . Url : www.osu.edu/alumni Email : sbgresumes@sbgstv.com Alumni Association	N	0
33	Ohio State University Mount Hall 1050 Carmack Rd Columbus, Ohio 43210 Phone : 6142928860 Email : sbgresumes@sbgstv.com Career Services	N	0

WNWO
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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34	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
35	Owens College 30335 Oregon Rd Perrysburg, Ohio 43551 Url : http://www.ohio-csm.symplicity.com/employers Career Services Manual Posting	N	0
36	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
37	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
38	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	3
39	Specs Howard School of Broadcast Arts 19900 W Nine Mile Rd Southfield, Michigan 48075 Phone : 2483589000 Email : kburns@specshoward.edu Kristin Burns	Y	0

WNWO
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40	Stautzenberger College 1796 Indianwood Circle Maumee, Ohio 43537 Phone : 4198660261 Url : http://www.stautzenberger.com Email : ragarver@stautzenberger.com Career Services	N	0
41	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
42	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
43	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
44	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
45	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1

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46	University of Findlay 1000 N Main St Findlay, Ohio 45840 Phone : 8004729505 Url : http://www.purplebriefcase.com/findlay/empoyer Email : sbgresumes@sbgstv.com Career Services	N	0
47	University of Michigan 515 E Jefferson 3200 SAB Ann Arbor, Michigan 48109 Phone : 7347641817 Email : sbgresumes@sbgstv.com Career Services	N	0
48	University of Toledo 2801 W Bancroft Toledo, Ohio 43606 Phone : 4195304341 Email : sbgresumes@sbgstv.com Career Services	N	0
49	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
50	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
51	Youngstown State University One University Plaza Youngstown, Ohio 44555 Phone : 3309413000 Url : http://www.y-su-csm.symplcity.com Email : sbgresumes@sbgstv.com Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

WNWO
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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	8/3/2018	Participation in Job Fairs	The Corporate Sr. 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 convention/career expo in Detroit, MI July 31st to August 4th. 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.	3	Sr. Employment Manager Director - Training and Development News Talent Manager
2	9/27/2018	Participation in Job Fairs	Business Manager represented WNWO/Sinclair Broadcast Group at annual career fair for graduating students. Potential candidates studying Arts & Sciences, Business Administration, Law, and Engineering majors were in attendance as well as school faculty. Those who visited our table were given brief points on what kinds of careers Sinclair offers with an introduction into what we do as a TV station. Information regarding where to find open positions and apply was also provided for those interested.	1	Business Manager
3	1/2/2019	Participation in events sponsored by community groups	Chief Meteorologist, Kimberly Newman, heads a Weather Kid program at the Station. She has students from across our DMA apply to present the weather cast each Wednesday on our 6:00 news.	1	Chief Meteorologist Managing Editor General Manager
4	4/19/2019	Provision of training to management	HR 101 training refresher with all Moody region Business Managers. This covers that job vacancies be posted by the HR contact and candidates are reviewed in Silkroad Recruiting by the hiring manager. E-Applications must be complete prior to all interviews. Also, when hiring managers participate in recruitment activities, they need to notify the HR contact.	1	Business Manager

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5	5/16/2019	Participation in events or programs sponsored by educational institutions	Meteorologists Chris Arbino and Jessica Van Meter represented Sinclair Communications/WNWO NBC 24 at Maumee's Wayne Trail Elementary School. They participated in the school's career day and talked to students about what they do each day as meteorologists at the station.	2	MMJ/Meteorologist Chief Meteorologist