

**WNWO-TV**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2017 - May 31, 2018**

**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	1-5, 7, 9-13, 15-16, 18-24, 27-28, 30-33, 35-38, 40, 42-50, 52	9
Receptionist / Administrative Assistant	1-5, 7, 9-13, 15-16, 18-24, 27-28, 30-33, 35-40, 42, 44-50, 52	39
Business Manager	1-5, 7, 10-13, 15-16, 18-24, 26-28, 30-33, 35-38, 40, 42-45, 47-50, 52	43
Multimedia Journalist	1-7, 10-13, 15-22, 24-28, 30-38, 40-45, 47-50, 52	16
Creative Services Producer	1-5, 7, 10-13, 15-22, 24, 27-28, 30-33, 35-38, 40, 42-45, 47-50, 52	17
Managing Editor	1-7, 10-13, 15-16, 18-22, 24-28, 30-33, 35-38, 40-50, 52	37
Multimedia Journalist/Fill-In Weather	1-8, 10-13, 15-16, 18-22, 24-28, 30-33, 35-38, 40-50, 52	8
Automotive Sales / Marketing Consultant	1-5, 7-8, 10-13, 15-16, 18-24, 26-27, 29-38, 40, 42-45, 47-52	8
News Production Assistant	1-8, 10-16, 18-27, 29-38, 40-45, 47-52	8
General Manager	1-7, 10-22, 24-25, 27, 29-33, 35-38, 40-45, 47-52	17

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Board of Community Relations One Government Center Suite 2200 Toledo, Ohio 43604 Email : bcr1@toledo.oh.gov Linda Alvarado	N	0
2	Bowling Green State University 302 W. Hall Bowling Green, Ohio 43403 Phone : 4193722531 Email : lorilig@bgsu.edu Lori Liggett	N	1
3	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : sbgresumes@sbgstv.com Andrew Hamburger	N	2
4	Central Ohio Technical College 1179 University Dr. Newark, Ohio 43055 Phone : 7403669494 Email : dthatche@cotc.edu Derek Thatcher	N	0
5	Cleveland State University 2121 Euclid Ave Cleveland, Ohio 44155 Phone : 2166872000 Email : sbgresumes@sbgstv.com Career Services	N	0
6	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : bille@michaelsmedia.com Michael Bille	N	0

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7	Davis College 4747 Monroe St Toledo, Ohio 43623 Phone : 419-473-2700 Url : <a href="http://www.daviscollege.edu">www.daviscollege.edu</a> Email : <a href="mailto:dbrunner@daviscollege.edu">dbrunner@daviscollege.edu</a> Diane Brunner	N	0
8	Employee Referral	N	3
9	Former Employee	N	2
10	Fredrick Douglas Community Association 1001 Indiana Ave Toledo, Ohio 43607 Phone : 4192446722 Email : <a href="mailto:info@fdcatoledo.org">info@fdcatoledo.org</a> Sonya Harper Williams	N	0
11	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	1
12	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source Alicia Lawrence	N	0
13	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	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
14	Husson University 1 College Circle New England School of Communication Bangor, Maine 04401 Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	Y	0
15	IBEW Local 245 705 Lime City Rd Rossford, Ohio 43460 Phone : 4196667439 Email : larry@ibew245.com Larry Tscherne	N	0
16	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	6
17	Internal Transfer/Promotion	N	5
18	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
19	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
20	Kent State Univ. Kent, Ohio 44242 Phone : 3306723000 Url : http://www.kent.edu/career Email : sbgresumes@sbgstv.com Career Services	N	0

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21	Lawrence Technical College 21000 West Ten Mile Road Southfield, Michigan 48075 Phone : 8002255588 Url : <a href="http://www.ltu-csm/symplicity.com">http://www.ltu-csm/symplicity.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Services	N	0
22	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Todd Soffian	N	0
23	Lourdes College 6832 Covent Blvd. Sylvania, Ohio 45360 Phone : 4198853211 Url : <a href="http://WWW.Collegecentral.com/lourdes">WWW.Collegecentral.com/lourdes</a> Kay Bishop Manual Posting	N	0
24	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
25	Medialine.com 1209 Wood Valley Rd Augusta, Georgia 30909 Url : <a href="http://www.medialine.com">www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
26	Monroe County Community College 1555 S. Raisinville Rd Monroe, Michigan 48161 Phone : 7343844270 Mary Ann Biscorner Manual Posting	N	0

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27	Northwestern University 633 Clark St Evanston, Illinois 60208 Phone : 8474913741 Email : sbgresumes@sbgstv.com Career Services	N	0
28	Ohio Association of Broadcasters 88 E Broad St Suite 1180 Columbus, Ohio 43215 Phone : 6142284052 Url : <a href="http://www.oab.org">http://www.oab.org</a> Career Services Manual Posting	N	0
29	Ohio Media School 9885 Rockside Rd, Ste 160 Valley View, Ohio 44125 Phone : 2342032768 Url : <a href="https://beonair.com">https://beonair.com</a> Email : janatra@beonair.com Jennifer Anatra	N	0
30	Ohio Northern University 525 South Main St. Ada, Ohio 45810 Url : <a href="http://www.onu-csm.symplicity.com/employers">http://www.onu-csm.symplicity.com/employers</a> Email : career@onu.edu Career Services	N	0
31	Ohio State Alumni Assoc 2200 Olentangy River Rd Columbus, Ohio Phone : . Url : <a href="http://www.osu.edu/alumni">www.osu.edu/alumni</a> Email : sbgresumes@sbgstv.com Alumni Association	N	0
32	Ohio State University Mount Hall 1050 Carmack Rd Columbus, Ohio 43210 Phone : 6142928860 Email : sbgresumes@sbgstv.com Career Services	N	0

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33	Ohio University Baker University Center 533 1 Ohio University Athens, Ohio 45701 Phone : 7405932909 Url : <a href="http://www.ohio-csm.symplicity.com/employers">http://www.ohio-csm.symplicity.com/employers</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Services	N	0
34	Owens College 30335 Oregon Rd Perrysburg, Ohio 43551 Url : <a href="http://www.ohio-csm.symplicity.com/employers">http://www.ohio-csm.symplicity.com/employers</a> Career Services Manual Posting	N	0
35	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Sinclair SilkRoad Source	N	0
36	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Sinclair SilkRoad Source	N	0
37	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgvtv.com">employment@sbgvtv.com</a> Sharon Pickeral	N	2
38	Specs Howard School of Broadcast Arts 19900 W Nine Mile Rd Southfield, Michigan 48075 Phone : 2483589000 Email : <a href="mailto:kburns@specshoward.edu">kburns@specshoward.edu</a> Kristin Burns	Y	0
39	Station Website	N	1

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40	Stautzenberger College 1796 Indianwood Circle Maumee, Ohio 43537 Phone : 4198660261 Url : <a href="http://www.stautzenberger.com">http://www.stautzenberger.com</a> Email : <a href="mailto:ragarver@stautzenberger.com">ragarver@stautzenberger.com</a> Career Services	N	0
41	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:hedding@talentedynamics.com">hedding@talentedynamics.com</a> Christina Hedding	N	0
42	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
43	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrea Siegle	N	1
44	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
45	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	1



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46	University of Findlay 1000 N Main St Findlay, Ohio 45840 Phone : 8004729505 Url : <a href="http://www.purplebriefcase.com/findlay/empoyer">http://www.purplebriefcase.com/findlay/empoyer</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Services	N	0
47	University of Michigan 515 E Jefferson 3200 SAB Ann Arbor, Michigan 48109 Phone : 7347641817 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Services	N	0
48	University of Toledo 2801 W Bancroft Toledo, Ohio 43606 Phone : 4195304341 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Services	N	0
49	US Army Wounded Warrior Program 200 Stavall St., Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:vicki.h.mullen.civ@mail.mil">vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0
50	Walter Cronkite School of Journalism 555 N. Central Ave, Ste 302 Phoenix, Arizona 85004 Phone : . Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Michael K. Wong	Y	0
51	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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52	Youngstown State University One University Plaza Youngstown, Ohio 44555 Phone : 3309413000 Url : <a href="http://www.y-su-csm.symplicity.com">http://www.y-su-csm.symplicity.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Services	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>25</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/9/2017	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 and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017. 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 News Talent Manager Director, News Training And Development
2	9/13/2017	Participation in Job Fairs	Richard Stewart, production manager, attended a fall job fair at Findlay college to talk to around 20 job seekers, answered questions about broadcasting, the station and the company, distributed information on the current job openings for the station and the company. Collected resumes for possible internships and employees.	1	Production Manager

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3	1/8/2018	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>	7	
4	3/1/2018	Participation in events or programs sponsored by educational institutions	Participated in Career Day Event at Genoa High School in Genoa, OH on 3/1/18. Informed students on what it is like to be a part of the Broadcast industry and how they can better prepare themselves for their future careers.	1	Production Manager

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5	3/2/2018	Participation in events or programs sponsored by educational institutions	Participated in a mock interview event at Penta Career Center in Perrysburg, OH. This was focused on improving the interview skills of students interested in the Broadcast industry as well as informing them of what they can do to be better prepared for a job in Broadcast.	1	Production Manager
6	4/20/2018	Participation in events or programs sponsored by educational institutions	Managing Editor spoke with Bowling Green State University students/faculty. This included viewing the university's newscast and offering critiques/tips.	1	Managing Editor
7	5/2/2018	Participation in events sponsored by community groups	Weather Kid program at NBC 24 allows students from across the region to be nominated and present the weather with Meteorologist, Kimberly Newman. They are shown what goes into the weathercast they see on TV at home.	2	Meteorologist Managing Editor
8	5/7/2018	Participation in events or programs sponsored by educational institutions	Meteorologists Kimberly Newman and Karaline Cohen gave presentation at Riverside Elementary School. This included weather presentations and explaining different weather phenomena to students. The two also shot a story for the late news and our website.	3	Meteorologist Managing Editor Cohen
9	5/14/2018	Participation in events or programs sponsored by educational institutions	Journalist Jay Hannah participated in a shadow program with Elmwood Middle School. Jay explained everything that he does on a daily basis as an MMJ at NBC 24. Showed student all the equipment our journalists use for stories and how our news program comes together. Met and learned the different roles of station employees.	2	Multimedia Journalist Managing Editor