

**WTVZ**  
**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
Marketing Consultant	1-5, 8-9, 11-15, 17, 19-23, 25-29, 31-39	4
Marketing Consultant	1-5, 8-9, 11-15, 17, 19-23, 25-29, 31-39	28
Marketing Consultant	1-5, 8-9, 11-15, 17, 19-23, 25-29, 31-39	28
Local Sales Manager	1-2, 4-6, 8-9, 11-15, 17, 19-23, 25-29, 31-39	6
Marketing Consultant	1-2, 4-6, 8-9, 11-15, 17, 19-39	15
Copy Coordinator	1-2, 4-5, 7-9, 11-15, 17, 19-23, 25-40	7
Video Graphic Designer	1-2, 4-5, 8-9, 11-23, 25-40	16
Local Sales Assistant	1-2, 4-5, 8-15, 17-40	15

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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	602 Communication 5707 DeerFlag Dr Lakeland, Florida 33811 Url : <a href="http://602communications.com/">http://602communications.com/</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Sandy Lizik	N	0
2	Averett University 420 West Main St Danville, Virginia 24541 Url : <a href="http://www.averett.edu">http://www.averett.edu</a> Email : <a href="mailto:tyancey@averett.edu">tyancey@averett.edu</a> Tia Yancey	N	0
3	Career Fair	N	1
4	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Andrew Hamburger	N	2
5	Christopher Newport University Center for Career Planning 1 University Place Newport News, Virginia 23606-2998 Phone : 757-594-7345 Url : <a href="http://www.tvb.org/">http://www.tvb.org/</a> Email : <a href="mailto:ccp@cnu.edu">ccp@cnu.edu</a> Fax : 1-757-594-8765 Libby Westley	N	0
6	Current Employee	N	2
7	Current Employee - Transfer/Promotion	N	1
8	Department of Veterans Affairs 100 Emancipation Dr Hampton, Virginia 23667 Url : <a href="http://www.hampton.va.gov">http://www.hampton.va.gov</a> Email : <a href="mailto:vetsuccessionline@vba.va.gov">vetsuccessionline@vba.va.gov</a> Career Services	N	0

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9	ECPI 555 Greenwich Road Virginia Beach, Virginia 23462 Phone : 7576717171 Ext 55356 Url : www.ecpi.edu Email : pmirani@ecpi.edu Fax : 1-757-557-0449 Pat Mirani	N	0
10	Employee Referral	N	1
11	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	0
12	Hampton University 2 Frissel St Hampton, Virginia 23668 Url : http://www.hamptonu.edu Email : careercenter@hamptonu.edu Career Center	N	0
13	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
14	Howard University 525 Bryant St School of Communications Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
15	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	12

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16	Internet Ad-not directly contacted by SEU	N	1
17	Ithaca College 953 Danby Road Park School of Communications Ithaca, New York 14850 Url : <a href="http://ithaca.edu">http://ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sharon Pickeral	Y	0
18	Job posting on internet	N	2
19	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
20	Linkedin.com 350 5th Ave 25th Floor New York, New York 10118 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Danielle Anderson	N	3
21	Louise W Eggleston Center 1161 Ingleside Rd Norfolk, Virginia 23502 Url : <a href="http://www.egglestonservices.org">http://www.egglestonservices.org</a> Email : <a href="mailto:wilber.barbara@egglestonservices.org">wilber.barbara@egglestonservices.org</a> Barbara Wilder	N	0
22	Loving Steps/Healthy Start 606 W. 29th Street Norfolk, Virginia 23508 Url : <a href="http://www.vahealth.org/lovingsteps">www.vahealth.org/lovingsteps</a> Email : <a href="mailto:Lilly.Smith@VDH.Virginia.Gov">Lilly.Smith@VDH.Virginia.Gov</a> Lilly Smith	N	0
23	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Phone : 555-555-5555 Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
24	Non-Employee Referral	N	2

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25	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@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
26	Regent University 1000 Regent University - Comm 2 Virginia Beach, Virginia 23464 Url : <a href="http://www.regent.edu">http://www.regent.edu</a> Email : <a href="mailto:career.resources@regent.edu">career.resources@regent.edu</a> Career Center	N	0
27	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@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
28	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@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	3
29	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
30	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	0

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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>
31	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
32	Thomas Nelson Community College PO Box 9407 Hampton, Virginia 23670 Url : <a href="http://www.tncc.edu">http://www.tncc.edu</a> Email : <a href="mailto:careercenter@tncc.edu">careercenter@tncc.edu</a> Career Center	N	0
33	Tidewater Community College 1700 College Crescent Drive Virginia Beach, Virginia 23456 Url : <a href="http://www.tcc.edu">http://www.tcc.edu</a> Email : <a href="mailto:bbrock@tcc.edu">bbrock@tcc.edu</a> Babi Brock	N	0
34	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	0
35	Urban League of Central Carolinas 740 West 5th St Charlotte, North Carolina 28202 Url : <a href="http://www.urbanleaguecc.org">http://www.urbanleaguecc.org</a> Email : <a href="mailto:info@urbanleaguecc.org">info@urbanleaguecc.org</a> Career Services	N	0
36	US Army Wounded Warrior Program 200 Stovall 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
37	VA Dept of Rehabilitative Services 8004 Franklin Farms Rd Richmond, Virginia 23229 Email : <a href="mailto:drs@drs.virginia.gov">drs@drs.virginia.gov</a> Jim Rothrock	N	0

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38	VA DRS 3248 Academy Avenue - Suites 22-26 Portsmouth, Virginia 23703 Phone : 757-636-1521 Email : Melissa.edmonds@dars.virginia.gov Melissa Edmonds	N	0
39	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 555-5555 Email : mike.wong@asu.edu Michael Wong	Y	0
40	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>30</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	10/17/2017	Co Sponsoring Job Fair	Co Sponsored Spring Job fair at ODU. Spoke with potential candidates about open positions at WTVZ. Accepted resumes and directed them to apply online. Spoke with many potential people.	3	Business Manager Creative Services Manger LSM
2	2/28/2018	Participation in scholarship programs	<p>The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education.</p> <p>The Fund complements Sinclair's existing widespread internship program as well as Sinclair's long-standing relationships with numerous colleges, including historically black colleges and universities in markets where Sinclair has stations. This Fund is another way for Sinclair to invest in the future of broadcast television, by ensuring that students dedicated to careers in broadcasting can complete their educations.</p> <p>Sinclair is excited to have the opportunity to provide students with financial assistance and is now accepting applications for our 2018 scholarship. Students interested in applying must submit their applications by 11:59pm ET on Monday, April 16th, 2018.</p>	1	

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3	3/1/2018	Provision of training to management	<p>Sinclair Broadcast Group (SBG) and its stations are an equal opportunity employer. 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 will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other 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 offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment for all employees. All newly hired employees take web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment.</p> <p>Newly hired Managers and Supervisors also take web-based training courses titled "Sinclair Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment as well as bi-annually as a refresher course. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance</p>	16	

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4	3/8/2018	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.	3	Production Manager LSM Marketing Director