

**WTVZ**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Marketing Consultant	1-13, 15-35	13
Local Sales Assistant	1-13, 15-34, 36	24
Copy Coordinator	1-34, 36	8

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

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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	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	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Mike Wong	Y	0
3	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
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@sbgstv.com">sbgresumes@sbgstv.com</a> Cole Rowley	N	0
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	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:vetsuccessonline@vba.va.gov">vetsuccessonline@vba.va.gov</a> Career Services	N	0

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

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
7	ECPI 555 Greenwich Road Virginia Beach, Virginia 23462 Phone : 7576717171 Ext 55356 Url : <a href="http://www.ecpi.edu">www.ecpi.edu</a> Email : <a href="mailto:pmirani@ecpi.edu">pmirani@ecpi.edu</a> Fax : 1-757-557-0449 Pat Mirani	N	0
8	Employee Referral	N	3
9	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	0
10	Hampton University 2 Frissel St Hampton, Virginia 23668 Url : <a href="http://www.hamptonu.edu">http://www.hamptonu.edu</a> Email : <a href="mailto:careercenter@hamptonu.edu">careercenter@hamptonu.edu</a> Career Center	N	0
11	Hire A Hero PO Box 6808 Morango, California 94705 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	Y	0
12	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

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

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
13	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	5
14	Internet Ad-not directly contacted by SEU	N	2
15	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
16	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
17	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> Laura Rehn	N	0
18	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
19	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

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

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
20	Media Match 8112 1/2 West 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
21	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
22	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
23	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
24	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	3
25	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

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

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
26	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrea Siegle	N	0
27	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
28	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
29	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
30	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	0
31	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

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

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
32	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
33	VA Dept of Rehabilitative Services 8004 Franklin Farms Rd Richmond, Virginia 23229 Email : drs@drs.virginia.gov Jim Rothrock	N	0
34	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
35	Word of Mouth Referral	N	1
36	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>14</b>

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

**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	6/21/2018	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>	15	Local Sales Manager Creative Service Director



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

**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>
2	10/16/2018	Participation in Job Fairs	The Promotions Director attended the fall career fair at the Old Dominion University on October 16, 2018 from 11:00AM to 2:30PM. All college students were invited. We had a booth set up where Elise talked with students about open positions at WTVZ and within Sinclair. Many students visited the booth and inquired about both jobs and internships opportunities at the station.	1	Promotions Director