

WPEC, WTCN-CA, WTVX, WWHB-CA**EEO PUBLIC FILE REPORT****October 1, 2017 - September 30, 2018****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
General Assignment Reporter	1-15, 17-23, 25-27, 30-48, 50-52, 54-60, 62-65	47
Broadcast Engineer	2-7, 10-15, 17-23, 25-35, 37-48, 51-52, 54-60, 62-65	29
Promotions Manager	2, 4-7, 10-15, 18-23, 25-26, 28, 30-35, 37-48, 51-52, 54-60, 62-65	28
News Photographer	2-8, 10-14, 18-23, 25-26, 28-48, 50-52, 54-60, 62-65	28
Breaking News Anchor/Reporter	2-8, 10-14, 18-23, 25-28, 30-48, 50-52, 54-56, 58-60, 62-65	28
News Editor	2-8, 10-14, 18-23, 25-26, 29-37, 39-48, 50-56, 58-60, 62-65	26
Newscast Director	2-8, 10-14, 16, 18-23, 25-37, 39-60, 62-65	16
Newscast Director	2-8, 10-14, 16, 18-23, 25-37, 39-60, 62-65	28
Hub Master Control Operator	2-7, 10-14, 18-23, 25-26, 30-35, 37, 39-48, 51-56, 58-60, 62-65	10
News Anchor/Reporter	2-7, 10-14, 18-23, 25-27, 30-35, 37, 39-48, 51-56, 58-60, 62-65	47
News Photographer	2-7, 10-13, 15, 18-23, 25-28, 30-35, 37, 39-48, 51-60, 62-65	28
News Photographer	2-7, 10-13, 15, 18-23, 25-28, 30-35, 37, 39-48, 51-60, 62-65	15
News Photographer	2-7, 10-13, 15, 18-23, 25-28, 30-35, 37, 39-48, 51-60, 62-65	26
Chief Photographer	2-7, 10-13, 18-23, 25-26, 28, 30-35, 37, 39-48, 51-60, 62-65	28
Reporter	1-8, 10-14, 18-23, 25-27, 30-37, 39-48, 50-60, 62-65	1
Master Control Operator	2-7, 10-14, 18-23, 25-26, 30-35, 37, 39-48, 51-56, 58-60, 62-65	47
IT Engineer	2-7, 10-14, 18-23, 25-27, 30-35, 37, 39-48, 51-60, 62-65	47
Creative Services Director	2-7, 10-15, 18-23, 25-26, 30-35, 37, 39-48, 51-60, 62-66	15
Content Center Editor/Producer	2-7, 10-15, 18-23, 25-26, 29-35, 37, 39-48, 51-60, 62-66	29
Content Center Editor/Producer	2-7, 10-15, 18-23, 25-26, 29-35, 37, 39-48, 51-60, 62-66	15
Copy Coordinator	2-7, 10-15, 18-23, 25-28, 30-35, 37, 39-48, 51-56, 58-60, 62-66	28

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AM News Photographer	2-7, 10-14, 18-23, 25-26, 30-35, 37, 39-48, 52-60, 62-66	26
Sales Marketing Coordinator	2-7, 10-14, 18-23, 25-26, 30-35, 37, 39-48, 51-60, 62-66	26
Sales Marketing Coordinator	2-7, 10-14, 18-23, 25-26, 30-35, 37, 39-48, 51-60, 62-66	26
Promotions Producer	2-7, 10-14, 18-26, 28, 30-35, 37, 39-48, 51-60, 62-66	28
Digital Automotive Manager	2-7, 10-15, 18-26, 30-35, 37, 39-48, 51-56, 58-60, 62-66	15
Promotions Producer	2-7, 10-14, 18-26, 28, 30-35, 37-48, 51-60, 62-66	28
News Content Center Producer	2-8, 10-15, 18-26, 30-48, 50-60, 62-66	15
News Content Center Producer	2-8, 10-15, 18-26, 30-48, 50-60, 62-66	34
News Producer	2-8, 10-13, 15, 18-27, 30-48, 50-60, 62-66	15
Sales Marketing Coordinator	2-7, 10-13, 15, 18-26, 30-35, 37-48, 51-60, 62-66	15
Marketing Producer	2-7, 10-13, 18-26, 28, 30-35, 37-48, 51-60, 62-66	28
Digital Sales Coordinator	2-7, 10-13, 18-26, 30-35, 37-48, 51-56, 58-60, 62-66	26
News Editor	2-8, 10-13, 18-26, 28, 30-32, 34-48, 50-56, 58-66	61
News Editor	2-8, 10-13, 18-26, 28, 30-32, 34-48, 50-56, 58-66	28
News Photographer	2-8, 10-13, 18-28, 30-32, 34-48, 50-56, 58-60, 62-66	62
News Photographer	2-8, 10-13, 18-28, 30-32, 34-48, 50-56, 58-60, 62-66	28
Receptionist	2-7, 10-13, 18-26, 30-32, 34-35, 37-48, 51-60, 62-66	62
Morning News Producer	2-8, 10-13, 18-26, 30-32, 34-48, 50-60, 62-66	47
Director of Sales	2-7, 10-13, 18-27, 30-32, 34-35, 37-48, 51-60, 62-66	47
Chief Meteorologist	1-8, 10-13, 18-27, 30-32, 34-48, 50-60, 62-66	1
News Editor	2, 4-8, 10-13, 18-26, 28, 30-32, 34-48, 50-60, 62-66	28

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	2, 4-7, 10-13, 15, 18-26, 30-32, 34-35, 37-48, 51-60, 62-66	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	4
2	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Url : http://www.asu.edu Email : mike.wong@asu.edu Mike Wong	Y	0
3	Art Institute of Fort Lauderdale 1799 SE 17th Street Ste. 228 Fort Lauderdale, Florida 33316 Phone : 954-308-2231 Email : gortiz-velazquez@aii.edu Grizelle Ortiz-Velazquez Prong 2 Ended Date: 7/30/2018	N	0
4	Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Student Services Daytona Beach, Florida 32114 Phone : 386-481-2141 Email : owensa@cookman.edu Anthony Owens	N	0
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
6	Central Florida Association of Black Journalists PO Box 745 Orlando, Florida 32801 Email : cfabj1@gmail.com Career Services	N	0
7	City College-Fort Lauderdale Campus 2000 West Commercial Blvd Fort Lauderdale, Florida 33309 Phone : 954-492-5353 Email : hmcfadden@citycollege.edu Holly McFadden	Y	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
8	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Columbia Journalism School Graduate School 207 Journalism School New York, New York 10027 Phone : 212-854-4422 Julie Hartenstein Manual Posting	N	0
10	Connecticut School of Broadcasting 3450 Northlake Blvd. Ste. 110 Palm Beach Gardens, Florida 33403 Phone : 561-847-4126 Email : csbpalmbeach@gocsb.com Harley Rhodes	N	1
11	Creative Jobs Central 324 W. 38th St. Ste. #1002 New York, New York 10018 Phone : 646-202-9538 Url : http://www.creativejobcentral.com Email : livejobsites@gmail.com Cara Silverman	N	0
12	Emerson College 100 Beacon Street Boston, Massachusetts Phone : 617-824-8586 Url : http://www.emerson.edu Email : carol_spector@emerson.edu Carol Spector	N	0
13	Emma L. Bowen Foundation For Minority Interests In Media, Inc. 825 - 7th Avenue 2nd Floor New York, New York 10019 Phone : 212-664-3773 Email : everette.harrison@nbcuni.com Everette Harrison	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	Employ Florida-State of FL Unemployment Office-Veteran's Div. 3400 Belvadere Rd West Palm Beach, Florida 33406 Phone : . Email : sbgresumes@sbgstv.com Fax : 1-561-340-1057 West Palm Beach Career Source	N	0
15	Employee Referral	N	15
16	Facebook post	N	2
17	Florida A & M University Career Center Martin Luther King Blvd. Ste. 100 Tallahassee, Florida 32307 Phone : 850-599-8514 Email : delores.dean@famuedu.edu Delores Dean	N	0
18	Florida A&M University 100 Student Union Plaza, Tallahassee, Florida 32307 Url : http://www.careercenter.famuedu.edu Email : sbgresumes@sbgstv.com Career Services	N	0
19	Florida Association of Broadcasters 201 S Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 800.802.5322 Email : intern@fab.org Career Services	N	0
20	Florida Atlantic University 777 Glades Road P.O. Box 3091 Boca Raton, Florida Phone : 561-297-3536 Url : http://www.myinterface.com/fau/employed Email : sbgresumes@sbgstv.com James Watson	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
21	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	2
22	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
23	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
24	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
25	Idaho State - Department of Mass Communications 921 South 8th Ave Stop 8242 Pocatello, Idaho Phone : 208-282-0211 Email : careers@isu.edu Career Center	Y	0
26	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	27
27	Internal Candidate	N	32
28	Internal Hire	N	14

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Internet Ad-not directly contacted by SEU	N	5
30	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
31	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
32	Latin Chamber of Commerce 1417 W. Flagler Street Miami, Florida 33135 Phone : 305-642-3870 Email : bettyg@camacol.org Betty Gradera	N	0
33	Lincoln College of Technology 2410 Metrocenter Blvd West Palm Beach, Florida 33407 Phone : 561.842.8324 Email : jsherrard@lincolntech.com Joan Sherrard	N	0
34	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	3
35	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
37	Nat'l Association of Hispanic Journalists 1000 National Press Building 529 14 th Street NW Washington, District of Columbia Phone : 202.662.7145 Email : kolivas@nahj.org Kevin Olivas	N	0
38	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301.405.0248 Url : http://www.nabj.org Email : lwaldschmitt@nabj.org Lisa Waldschmitt	N	0
39	National Association of Broadcasters (NAB) 1771 North Street N Washington, District of Columbia 20036 Phone : 202.429.5496 Email : nmann@nab.org Nate Mann	N	0
40	Norfolk State University 700 Ark Avenue Norfolk, Virginia 23504 Email : pcbriggs@nsu.edu Career Services	N	0
41	Ohio Center for Broadcasting Ohio 9885 Rockside Road Suite 160 Valley View, Ohio 4125 Phone : 216-447-9117 Email : jhardy@beonair.com Janice Hardy	Y	0

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42	Palm Beach Atlantic University 901 S.Flagler Drive West Palm Beach, Florida 33401 Email : kimberly_ladd@pba.edu Kimberly Ladd	N	0
43	Palm Beach County Film & Television Commission 1555 Palm Beach Lakes Boulevard Suite 414 West Palm Beach, Florida 33401 Phone : 561-233-1000 Email : ctricoli@pbfilm.com Christy Tricoli	Y	0
44	Palm Beach State College Central Campus 4200 Congress Avenue Lake Worth, Florida 33461 Phone : 561-868-3049 Url : http://www.pbcc.edu Gail Tomei Manual Posting	Y	0
45	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
46	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
47	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	Society of Broadcast Engineers, Inc. 8445 Keystone Crossing Ste. 140 Indianapolis, Indiana 46240 Phone : 317-253-1640 Email : kjones@sbe.org Scott Jones	N	0
49	Station Website	N	1
50	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
51	The Institute of Production and Recording 312 Washington Avenue North Minneapolis, Minnesota 55401 Phone : 612-244-2807 Email : DWelter@ipr.edu Diane Welter	Y	0
52	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
53	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
54	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

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55	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
56	Urban League of Greater Miami 8500 N.W. 25th Avenue Miami, Florida 33147 Phone : 305-696-4450 Email : twfair@miamiurbanleague.org T. Willard Fair	N	0
57	Urban League of Palm Beach County 1700 N Australian Avenue West Palm Beach, Florida 33407 Email : mellis@ulpbc.org Fax : 1-561-833-6050 Career Services	N	0
58	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
59	West Virginia University of Journalism Florida Email : maryanne.reed@mail.wvu.edu Marianne Reed	N	0
60	Women In Communications, Inc c/o P.B. Co. School Board 3320 Forest Hill Blvd West Palm Beach, Florida Phone : 561-434-8000 Email : stewartde@palmbeach.k12.fl.us Deborah Stewart	N	0
61	Word of Mouth Referral	N	1

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62	WPEC website 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : http://www.cbs12.com Email : upeak@sbgvtv.com Ursula Peak	N	4
63	WTCN my15 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : http://my15wtcn.com Email : lpuzino@sbgvtv.com Ursula Peak	N	0
64	WTVX 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : http://www.wearewestpalm.com Email : kferraro@sbgvtv.com Ursula Peak	N	0
65	WWHB - Azteca 48 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : http://azteca48.com Email : CMahecha@sbgvtv.com Ursula Peak	N	0
66	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			127

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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	10/5/2017	Participation in Job Fairs	The Fall Job Fair for Palm Beach State College was held on October 5, 2017 at the Palm Beach Gardens North Campus in Palm Beach Gardens, Florida in the BioScience Technology Complex from 1:00 PM to 4:00 PM. Bob Butterfield, Michael Sheffer and Ursula Peak represented WPEC/WTVX/WTCN/WWHB. We talked to possible applicants about our open positions. Handed out open position information and encouraged them to go to our website for more information and to apply for any positions they are interested in. They had around 62 businesses participating in the Job Fair. Around 600 people were at the Job Fair looking for jobs. We brought back some resumes for our hiring managers	3	General Manger Director of Engineering HR Coordinator

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2	10/30/2017	Establishment of an intern program designed to assist members of the community	<p>The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs with the broadcast industry.</p> <p>Program Objectives: Develop links with universities and colleges to promote WPEC as prospective employer. Create a symbiotic relationship between interns and WPEC employees. Provide interns with opportunities for translating classroom theories into industry applications. Interns will have a chance to develop practical skills that will improve their chances for success within the broadcast industry.</p> <p>Eligibility Requirements: The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably applicants should be communications majors, though other majors may be considered. The applicant must be at least 18 years of age. The applicant must be in good academic standing, as defined by his or her academic institution. The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid. In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.</p> <p>From October 1, 2017 through September 30, 2018 the Station Employment Unit provided an Internship for six (5) students. The Interns came to us from Florida Atlantic University – Boca Raton, FL (1), University of Miami – Coral Gables, FL (1), University of Central Florida – Orlando, FL (1), Florida State University – Tallahassee, FL (1) and Florida International University – Miami, FL (1). The Interns worked with</p>	3	Sports Director Chief Meteorologist News Content Manager

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			our News Department, Sports and Weather Departments.		
3	11/30/2017	Participation in events or programs sponsored by educational institutions	Chris Farrell did a tour for about 15 students from the Inlet Grove Community High School Television Production Class. They had the opportunity to see live working television newsroom, studio and facilities. These are students hopeful of a career in the Broadcast Industry.	1	News Weather Anchor
4	3/20/2018	Participation in events sponsored by community groups	Suzanne Boyd hosted a tour for 8 home schooled students & their parents who wanted to learn more about local news and how it is produced. The group was given a comprehensive tour of the newsroom, content center, studio, control room and master control They were able to sit on the set and see what the anchors see and also run the TelePrompter. They also got a lesson on the Green screen from our meteorologists and spend some time talking to our directors about what it's like behind the scenes of a newscast.	3	News Anchor News Weather Anchor News Director
5	4/11/2018	Participation in Job Fairs	The Spring Job Fair for Palm Beach State College was held on April 11, 2018 at the Lake Worth Campus in Lake Worth, Florida in the Elizabeth Erling Gymnasium from 10:00 AM to 1:00 PM. Jose Garcia and Ursula Peak represented WPEC/WTVX/WTCN/WWHB. We talked to possible applicants about our open positions. Handed out open position information and encouraged them to go to our website for more information and to apply for any positions they are interested in. They had around 58 businesses participating in the Job Fair. We brought back some resumes for our hiring managers.	2	Operations Supervisor HR Coordinator

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6	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