

WWMT

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	3-6, 9-18, 21-40, 42-44, 46-49	9
Sales Account Executive	3-6, 9-18, 21-40, 42-44, 46-49	33
Sales Account Executive	3-6, 9-18, 21-40, 42-44, 46-49	9
Reporter/Multimedia Journalist	1, 3-7, 9-17, 20-32, 34-40, 42-44, 46-49	43
Reporter/Multimedia Journalist	1, 3-7, 9-17, 20-32, 34-40, 42-44, 46-49	9
Reporter/Multimedia Journalist	1, 3-7, 9-17, 20-32, 34-40, 42-44, 46-49	20
Digital Content Manager	3-6, 9-18, 21-32, 34-40, 42-44, 46-49	23
News Producer	3-6, 10-17, 20-32, 34-40, 42-44, 46-49	20
Director of Sales	2-6, 8-17, 21-32, 34-40, 42-44, 46-49	8
Assignment Desk/Digital Producer	3-6, 10-17, 21-32, 34-40, 42-44, 46-49	17
Master Control Operator	3-6, 9-17, 21-32, 34-40, 42-44, 46-49	17
Sports/News Multimedia Journalist	3-6, 9-17, 21-32, 34-40, 42-44, 46-49	37
Local Sales Manager	3-6, 9-17, 21-32, 34-40, 42-44, 46-49	49
News Photographer	3-6, 9-17, 21-32, 34-40, 42-49	37
News Photographer	3-6, 9-17, 21-32, 34-40, 42-49	45
Digital Content Producer	3-6, 9-19, 21-32, 34-44, 46-49	9
News Producer	3-6, 8-17, 21-32, 34-44, 46-49	8
News Producer	3-6, 8-17, 21-32, 34-44, 46-49	25
Newscast Director	3-6, 10-17, 21-29, 31-32, 35-44, 46-49	37
Copy Coordinator	3-6, 10-17, 21-29, 31-32, 34-44, 46-49	17
Promotions Producer	3-6, 8, 10-18, 21-29, 31-32, 34-44, 46- 50	8

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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	Agency Referral	N	1
2	Call In	N	1
3	Careerbuilder.com 1101 15th Street NW Ste 1200 Washington, District of Columbia 20005 Url : http://www.careerbuilders.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
4	Central Michigan Univesirty 340 Moore Hall Mt. Pleasant, Michigan 48859 Phone : 989-774-3068 Email : careers@cmich.edu Career Services	N	0
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-4422 Email : cujsschool.careers@gmail.com Anusha Shrivastava	Y	0
7	Current Employee - Transfer/Promotion	N	1
8	Current Employee/Internal Promotion	N	3
9	Employee Referral	N	20
10	Ferris State University 1201 S State St Big Rapids, Michigan 49307 Phone : . Url : www.ferris.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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11	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
12	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgvtv.com Broadbean Source Alicia Lawrence	N	0
13	Hispanic American Council 930 Lake Street Kalamazoo, Michigan 49001 Phone : 269-385-6279 Email : lizabeth_obregon@yahoo.com Career Services	Y	0
14	Howard University School of Communications 525 Bryant Street St, NW Room 107 Washington, District of Columbia 20059 Phone : 202-806-5806 Email : cdudley@howard.edu Carol Dudley	Y	1
15	Idaho State - Dept of Mass Communications 921 South 8th Ave Stop 8242 Pocatello, Idaho 83209 Phone : 208-282-6453 Email : careers@isu.edu Tom Hallaq	Y	0
16	Illinois Center For Broadcasting Chicago Campus 530 South State Street Chicago, Illinois 60605 Phone : 312-884-8000 Email : dclark@beonair.com Don Clark	Y	0

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17	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	18
18	Internal Candidate	N	5
19	Internal Posting	N	1
20	Internal Transfer/Promotion	N	2
21	Ithaca College Professional Development Coordinator Park School of Communications, 953 Danby Rd Ithaca, New York 14850 Phone : 607-274-3244 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
22	Job Bank-MI Chapter NATAS 24903 Lois Land Drive Southfield, Michigan 48075 Phone : 248-592-0086 Email : smottley@comcast.net Stacia Mottley	Y	0
23	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	4
24	Lansing Community College PO Box 40010 Lansing, Michigan 48901 Url : http://www.lcc.edu Email : cesjoblink@lcc.edu Career Center	N	0

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25	LinkedIn Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Dannielle Anderson	N	6
26	MediaLine Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	Y	0
27	Michigan Association of Broadcasters 819 N. Washington Ave Lansing, Michigan 48906 Phone : 517-484-7444 Url : http://www.mimab.com Email : jobbank@michmab.com Dan Kelley	Y	0
28	Michigan Indian Employment 724 W. Center Street Portage, Michigan 49002 Phone : 269-323-0339 Angeline Francisco-Eileen Yeager Manual Posting	Y	0
29	Michigan Tech University 1400 Townsend Dr Houghton, Michigan 49931 Url : www.mtu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
30	Northern Michigan University 1401 Presque Isle Ave Marquette, Michigan 49855 Phone : . Url : www.nmu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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31	Ohio Center for Broadcasting 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-937-7070 Email : tcuff@beonair.com Terry Cuff	N	0
32	Ohio Center for Broadcasting/Cleveland 9885 Rockside Road Ste 160 Valley View, Ohio 44125 Phone : 216-503-5900 Email : jhardy@beonair.com Janice Hannah-Hardy	Y	0
33	Other Source	N	1
34	Pure Michigan Talent Connect 1601 S Burdick Ave Kalamazoo, Michigan 49001 Phone : . Fax : 1-269-383-3785 County Employment	N	0
35	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
36	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
37	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	21

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38	Specs Howard School of Broadcasting 19900 W. Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Email : kburns@specshoward.edu kristin Burns	Y	0
39	Talent Dynamics 600 E. LasColinas Blvd. Ste 100 Irvine, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Career Services	N	0
40	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
41	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
42	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
43	TVJobs P.O. 4116 Oceanside, California Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	6

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44	University of Michigan Ann Arbor, Michigan Phone : 734-764-7460 Url : http://www.kk8116@arbor.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
45	Unknown Referral Source	N	2
46	US Army Wounded Warrior Program 200 Stovall Street Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.viv@mail.mil Vicki Mullen	Y	0
47	Walter Cronkite School of Journalism 555 N. Central Avenue Suite 302 Phoenix, Arizona 85004 Url : News Only Email : mike.wong@asu.edu Michael Wong	Y	0
48	Western Michigan University Kalamazoo, Michigan 49001 Email : broncojobs@wmich.edu Career Services	N	0
49	WWMT website 590 W Maple St Kalamazoo, Michigan 49008 Url : http://www.wwmt.com Email : jevans@sbgvtv.com Jeannene Evans	N	8
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			101

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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	6/5/2017	Establishment of an intern program designed to assist members of the community	WWMT participates with the local and regional colleges bringing in Broadcast students in their Junior or Senior year to intern at the station for 1 semester for credit hours. WWMT had 1 intern, Savina Mucci, between 6/1/17 and 5/31/18. Savina was from Kalamazoo Valley Community College (KVCC). She worked in the News Dept, working with Producers, Reporters and Photographers learning all aspects of the news creation.	2	News Director Assistant News Director
2	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 & Development
3	10/18/2017	Participation in Job Fairs	Jon McCrary represented WWMT at the Michigan Association of Broadcasters at Western Michigan University. He met with approx. 80 potential candidates and spoke with them about current openings. When he returned to the station, he discussed the potential candidates with the appropriate managers for the open positions.	1	Assistant News Director
4	10/19/2017	Participation in events or programs sponsored by educational institutions	Discussion with meteorology students at Parchment High School and the job opportunities within the broadcast media field. Talked to approximately 28 students about Meteorology and the importance to the community of working in this field within the broadcast media field.	1	Meteorologist

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5	11/10/2017	Participation in Job Fairs	Jeannene Evans represented WWMT at the Michigan Association of Broadcasters at Lansing Community College. She met with approx. 150 potential candidates and spoke with them about current openings. When she returned to the station, she discussed the potential candidates with the appropriate managers for the open positions.	1	Business Manager
6	11/14/2017	Participation in events or programs sponsored by educational institutions	Discussion with meteorology students at St. Margaret School in Otsego, MI and the job opportunities within the broadcast media field. Talked to approximately 8 students about Meteorology and the importance to the community of working in this field within the broadcast media field	1	Meteorologist
7	1/17/2018	Participation in events or programs sponsored by educational institutions	Discussion with meteorology students at Oakland Academy in Portage, MI and the job opportunities within the broadcast media field. Talked to approximately 32 students about Meteorology and the importance to the community of working in this field within the broadcast media field	1	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	1/31/2018	Provision of training to management	<p>SBG Inc. and its stations is 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, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law. 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 also took web-based training courses titled "Workplace Ethics for Supervisors", and "Sexual Harassment-What Supervisors Need to Know" within 90 days of the start of their employment. All other employees newly hired employees took web-based training courses titled "Sexual Harassment-What Employees Need to Know" and "Sinclair Business Ethics-What Employees Need to Know" also within 90 days of the start of their employment. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.</p>	10	General Manager Business Manager General Sales Manager News Director

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9	2/6/2018	Participation in events or programs sponsored by educational institutions	Discussion with meteorology students at Park Elementary in Three Rivers, MI and the job opportunities within the broadcast media field. Talked to approximately 50 students about Meteorology and the importance to the community of working in this field within the broadcast media field	1	Meteorologist
10	3/15/2018	Participation in events sponsored by community groups	Jeannene Evans, Steve Koles and Keith Thompson represented WWMT at the Otsego High School Career Day. They met with approx. 75 potential candidates and spoke with them about current openings. When they returned to the station, they discussed the potential candidates with the appropriate managers for the open positions.	3	Business Manager News Director Chief Meteorologist