

**WGXA-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2016 - November 30, 2017**

**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
IT Engineer	1, 3-5, 7, 10-21, 23-28, 30, 32-37	37
Sales Account Executive	1, 3-5, 7, 10-21, 23-28, 30, 32-38	38
News Anchor/Reporter (Weekends)	1, 3-8, 10-30, 32-37	8
Weekend Meteorologist/Reporter	1, 3-7, 10-30, 32-37	33
Newscast Director	1, 3-8, 10-30, 32-37	8
News Producer	1, 3-8, 10-30, 32-37	8
Promotions Producer	1, 3-5, 7-8, 10-21, 23-28, 30, 32-37	8
News Producer	1, 3-7, 10-30, 32-37	20
Multimedia Journalist	1, 3-7, 10-30, 32-37	20
Weekend Director/Photographer	1, 3-8, 10-17, 19-30, 32-37	8
Accounting Assistant / Receptionist	1, 3-5, 7, 10-17, 19-21, 23-28, 30, 32-37	17
Commercial Producer	1, 3-5, 7, 9-17, 19-21, 23-28, 30, 32-37	17
Local Sales Manager	1, 3-5, 7-8, 10-17, 19-21, 23-28, 30, 32-37	8
Promotions Producer	1, 3-5, 7, 9-17, 19-21, 23-28, 30, 32-37	9
Marketing Consultant	1, 3-5, 7-17, 19-21, 23-28, 30, 32-37	9
Marketing Consultant	1, 3-5, 7-17, 19-21, 23-28, 30, 32-37	9
Marketing Consultant	1, 3-5, 7-17, 19-21, 23-28, 30, 32-37	17
News Photographer	1, 3-8, 10-17, 19-30, 32-37	8
Promotions Producer	1, 3-5, 7-21, 23-28, 30, 32-37	9
Digital Executive Producer	1, 3-5, 7-8, 10-21, 23-28, 30, 32-37	8
Sports Multimedia Journalist	1, 3-7, 10-37	37
News Producer	1-2, 18, 20-21, 35	2

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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	Arizona State University 555 N Central Av.Ste 302 Source only wants News positions Phoenix, Arizona 85004 Url : <a href="http://www.asu.edu">http://www.asu.edu</a> Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Mike Wong	Y	0
2	Career Fair	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrew Hamburger	N	3
4	Central GA Technical College 3300 Macon Tech Dr Macon, Georgia 31204 Phone : 478-757-3400 Url : <a href="http://centralgatech.edu">http://centralgatech.edu</a> Email : <a href="mailto:jobsinc@centralgatech.edu">jobsinc@centralgatech.edu</a> Career Services	N	0
5	Clark Atlanta University 222 James P Brawley Dr Atlanta, Georgia 30314 Phone : 404-880-6749 Url : <a href="http://cau.experience.com">http://cau.experience.com</a> Email : <a href="mailto:cpsc@cau.edu">cpsc@cau.edu</a> Career Planning	N	0
6	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
7	Connecticut School of Broadcasting Atlanta LLC 1117 Perimeter Center W Ste N301 Atlanta, Georgia 30338 Phone : 770-552-8803 Url : <a href="http://www.gocsb.com">http://www.gocsb.com</a> Email : <a href="mailto:csbatlanta@gocsb.com">csbatlanta@gocsb.com</a> Myi Marshall	N	0
8	Current Employee	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
9	Employee Referral	N	5
10	GA. Dept of Labor 3090 Mercer University Dr Macon, Georgia 31204 Url : <a href="http://www.dol.state.ga.us">http://www.dol.state.ga.us</a> Fax : 1-478-751-6639 Department of Labor	N	0
11	Georgia Association of Broadcasters 8010 Rosewell Rd Atlanta, Georgia 30350 Phone : 770-395-7200 Url : <a href="http://www.gab.org">http://www.gab.org</a> Email : <a href="mailto:admin@gab.org">admin@gab.org</a> Donna Highberger	N	0
12	Georgia Southern University Student Placement Services 1332 Southern Dr Statesboro, Georgia 30458 Phone : 912-478-4636 Url : <a href="http://www.georgiasouthern.edu">www.georgiasouthern.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Student Placement	N	0
13	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
14	Goodwill Job Connection 3177 Macon Tech Dr Macon, Georgia 31208 Url : <a href="http://www.goodwillworks.org/jobconnection">http://www.goodwillworks.org/jobconnection</a> Email : <a href="mailto:drome@goodwillworks.org">drome@goodwillworks.org</a> Fax : 1-478-471-4845 Job Services	N	0
15	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	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
17	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	9
18	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> Sharon Pickeral	Y	0
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	1
20	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Todd Soffian Manual Posting	N	4
21	Media Match 8112 1/2 W. 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
22	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	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
23	Mercer University Career Services 1400 Coleman Ave Macon, Georgia 31207 Phone : 478-301-2863 Url : <a href="http://career.mercer.edu">http://career.mercer.edu</a> Email : <a href="mailto:bearlink@mercer.edu">bearlink@mercer.edu</a> Steve Brown	N	0
24	Middle GA State College 100 College Station Macon, Georgia 31201 Phone : 478-471-2700 Email : <a href="mailto:careerservices@mga.edu">careerservices@mga.edu</a> Barbara Warren	N	0
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	Savannah College of Art & Design PO Box 3145 Savannah, Georgia 31402 Phone : 912-525-4653 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Student Placement	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	1
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@sbgi.net">employment@sbgi.net</a> Sharon Pickeral	N	3

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29	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
30	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
31	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
32	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
33	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	1
34	University of Georgia Clark Howard Hall 2nd floor Athens, Georgia 30602 Phone : 706-542-3375 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Frances Purcell	N	1
35	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

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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>
36	Wesleyan College 4760 Forsyth Rd Macon, Georgia 31210 Email : kcrownover@wesleyancollege.edu Kathleen Crownover	N	0
37	WGXA 559 Martin Luther King Jr Blvd Macon, Georgia 31201 Phone : 478-745-2424 Url : <a href="http://www.wgxa-tv.com">http://www.wgxa-tv.com</a> Email : krhobday@wgxa-tv.com Katelyn Hobday	N	3
38	Word of Mouth Referral	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>50</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	2/6/2017	Establishment of an intern program designed to assist members of the community	For Spring & Summer semesters 2017, WGXA held 7 internships within the News department. Internships allowed students to learn all aspects of our newsroom operation. The interns were involved in editorial meetings, interacted with the assignment desk, producers, reporters and photographers. The internship was designed with a goal of giving the students the tools to work in a newsroom post degree.	8	News Director Assistant News Director Executive Producer Assignment Editor
2	2/8/2017	Participation in Job Fairs	Jenna Huff, News Director, attended the 2017 GAB/ UGA Career Fair, which took place on February 8th, 2017. Jenna represented WGXA & WFXL by holding a table at the event. She recruited for open positions and internships. She also informed students and faculty about Sinclair Broadcast Groups and the opportunities we offer UGA.	1	News Director
3	4/13/2017	Participation in Job Fairs	Katelyn Hobday attended the College Transfer and Career Fair at Georgia Military College on Thursday, April 13th, from 3:30pm – 5:30pm, located at the student center in Elliot Hall. Katelyn spoke with students about career opportunities in Broadcasting/ Media in the Georgia area.	1	Regional HR Manager
4	4/13/2017	Participation in Job Fairs	Katelyn Hobday attended the College Transfer and Career Fair at Georgia Military College on Thursday, April 13th, from 3:30pm – 5:30pm, located at the student center in Elliot Hall. Katelyn spoke with students about career opportunities in Broadcasting/ Media in the Georgia area.	2	HR Manager
5	5/1/2017	Establishment of training programs for station personnel	Karen Lincoln, Jenna Huff, and Katelyn Hobday put on an 8 session, leadership training for managers. The training was built to review the skills and guidelines to being an effective leader within the station. Attendees included : Tony Thomas, Mary Johnson, Teresa Godwin, Mallory Huff.	7	General Manager News Director HR Manager Local Sales Manager



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6	6/29/2017	Participation in other activities designed by the station employment unit	On June 29th, students from Christian Fellowship Church visited the morning show team. Students were given the opportunity to have a behind the scenes look at jobs essential to a news operation. They were allowed to shadow different members among the news team, including anchors, directors, producers, and production staff.	10	Anchor Anchor News Director Executive Producer
7	7/20/2017	Participation in other activities designed by the station employment unit	On Thursday, July 20th, a group of 6 students and Professor Jason Brown from Valdosta State University visited the station for a tour. Students got a behind the scenes look at our news operation, and interacted with members from the news team to discuss career opportunities in Broadcast/ Journalism.	5	Executive Producer Executive Digital Producer Assignment Editor General Manager
8	9/13/2017	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, September 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
9	10/3/2017	Participation in Job Fairs	On October 3, News Director Jenna Huff attended Georgia College's Fall Career & Internship Expo. This fair allowed us to network with undergraduate students, graduate students, and alumni to discuss opportunities in open positions and internships.	1	News Director

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	<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>
10	10/25/2017	Participation in Job Fairs	Executive Producer Mallory Huff and News Manager Kerri Copello attended the Fall Career Expo at Valdosta State University on October 25, 2017. They networked with students and alumni during the expo and discussed openings for jobs and internships at WGXA & WFXL.	2	Executive producer News Manager