

WKRC

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 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 |
|--|---|-----------------------|
| News Investigative Reporter | 1, 4-13, 15, 17-18, 22, 28, 30-31, 34-37, 40, 42, 44-46, 48-55, 57-60, 62, 64, 68, 72-74, 76-78, 80-82, 85, 87-88, 90-93, 95-98, 100, 102-106 | 55 |
| Executive Producer (Creative Services) | 1, 4-7, 9-10, 12-15, 18, 21-22, 27-30, 32, 34-36, 39-46, 49-51, 53, 55-61, 63, 65-69, 71-78, 81-84, 87-91, 93-102, 105-106 | 21 |
| Broadcast Engineer | 1, 4-7, 9-10, 12-15, 18, 22-23, 25, 27-30, 32, 34-36, 40-46, 49-51, 53, 57-61, 63, 65-69, 71-78, 81-84, 87-91, 93-102, 105-106 | 23 |
| Creative Services Topical Producer | 1, 3-7, 9-10, 12-15, 18, 20, 22, 27-30, 32, 34-36, 40-44, 46, 49-51, 53-54, 57-61, 63, 65-69, 71-78, 83-84, 87-90, 93-102, 105-106 | 20 |
| Social Media Manager | 1, 4-7, 9-10, 12-15, 18, 21-23, 27-30, 32, 34-36, 40-44, 46, 49-51, 53-54, 57-61, 63, 65-69, 71-78, 83-84, 87-90, 93-102, 105-106 | 21 |
| Digital Content Producer- Overnight | 1, 4-7, 9-10, 12-15, 18, 20, 22, 27-30, 32, 34-36, 40-44, 46, 49-51, 53-54, 57-61, 63, 65-69, 71-78, 83-84, 87-90, 93-102, 105-106 | 20 |
| News Producer | 1, 4-7, 9, 12-16, 18, 20, 22, 27-32, 35-36, 40-44, 46-47, 49-51, 53-54, 57-61, 63, 65-67, 69, 71, 73-79, 83-84, 87-91, 93-102, 105-106 | 20 |
| Sales Account Executive | 1, 4-7, 9, 12-15, 18, 22-23, 26-32, 35-36, 40-44, 46, 49-51, 53-55, 57-61, 63, 65-67, 69-71, 73-78, 83-84, 87-91, 93-102, 105-106 | 26 |
| Sales Account Executive | 1, 4-7, 9, 12-15, 18, 22-23, 26-32, 35-36, 40-44, 46, 49-51, 53-55, 57-61, 63, 65-67, 69-71, 73-78, 83-84, 87-91, 93-102, 105-106 | 23 |
| Sales Account Executive | 1, 4-7, 9, 12-15, 18, 22-23, 26-32, 35-36, 40-44, 46, 49-51, 53-55, 57-61, 63, 65-67, 69-71, 73-78, 83-84, 87-91, 93-102, 105-106 | 55 |

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|---|---|-----------------------|
| Sales Account Executive | 1, 4-7, 9, 12-15, 18, 22-23, 26-32, 35-36, 40-44, 46, 49-51, 53-55, 57-61, 63, 65-67, 69-71, 73-78, 83-84, 87-91, 93-102, 105-106 | 23 |
| Sales Account Executive | 1, 4-7, 9, 12-15, 18, 22-23, 26-32, 35-36, 40-44, 46, 49-51, 53-55, 57-61, 63, 65-67, 69-71, 73-78, 83-84, 87-91, 93-102, 105-106 | 23 |
| Sales Account Executive | 1, 4-7, 9, 12-15, 18, 22-23, 26-32, 35-36, 40-44, 46, 49-51, 53-55, 57-61, 63, 65-67, 69-71, 73-78, 83-84, 87-91, 93-102, 105-106 | 70 |
| Assistant Editor | 1, 4-7, 9, 12-16, 18, 22-23, 27-32, 35-36, 40-44, 46-47, 49-51, 53-54, 57-61, 63, 65-67, 69, 71, 73-79, 83-84, 87-91, 93-102, 105-106 | 102 |
| Master Control Operator | 1, 4-7, 9, 12-15, 18, 22-23, 27-32, 35-36, 40-44, 46, 49-51, 53-54, 57-61, 63, 65-67, 69, 71, 73-78, 83-84, 87-91, 93-102, 105-106 | 59 |
| Master Control Operator | 1, 4-7, 9, 12-15, 18, 22-23, 27-32, 35-36, 40-44, 46, 49-51, 53-54, 57-61, 63, 65-67, 69, 71, 73-78, 83-84, 87-91, 93-102, 105-106 | 23 |
| Master Control Operator | 1, 4-7, 9, 12-15, 18, 22-23, 27-32, 35-36, 40-44, 46, 49-51, 53-54, 57-61, 63, 65-67, 69, 71, 73-78, 83-84, 87-91, 93-102, 105-106 | 23 |
| Master Control Operator | 1, 4-7, 9, 12-15, 18, 22-23, 27-32, 35-36, 40-44, 46, 49-51, 53-54, 57-61, 63, 65-67, 69, 71, 73-78, 83-84, 87-91, 93-102, 105-106 | 46 |
| Creative Services Producer / Videographer | 1, 4-7, 9, 12-15, 18-19, 21-22, 27-32, 35-36, 40-44, 46, 49-51, 53-54, 57-61, 63, 65-67, 69, 71, 73-78, 83-84, 87-91, 93-102, 105-106 | 21 |
| IT Manager | 1, 4-7, 9, 12-15, 18, 21-22, 27-32, 35-36, 40-44, 46, 49-51, 53-54, 57-61, 63, 65-67, 69, 71, 73-78, 83-84, 87-90, 93-102, 105-106 | 21 |

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|--|--|-----------------------|
| Inventory Specialist | 1, 4-7, 9, 12-15, 18-19, 22, 27-32, 35-36, 40-44, 46, 49-51, 53-54, 57-61, 63, 65-67, 69, 71, 73, 75-78, 83-84, 87-90, 93-102, 105-106 | 32 |
| Local Sales Assistant | 1, 4-7, 9, 12-15, 18, 22, 27-32, 35-36, 40-44, 46, 49-51, 53-54, 57-61, 63, 65-67, 69, 71, 73, 75-78, 83-84, 87-90, 93-102, 105-106 | 102 |
| Assistant Advertising Support Operations Manager | 1, 4-7, 9, 12-15, 18-19, 21-22, 27-32, 35-36, 40-44, 46, 49-51, 53-55, 57-61, 63, 65-67, 69, 71, 73, 75-78, 83-84, 87-90, 93-102, 105-106 | 21 |
| Copy Coordinator | 1, 4-7, 9, 12-15, 18, 22, 24-25, 27-32, 35-36, 40-44, 46, 49-51, 53-54, 57-61, 63, 65-67, 69, 71, 73, 75-78, 83-84, 87-90, 93-102, 105-106 | 25 |
| News Producer | 1, 4-7, 9, 12-16, 18-19, 22-23, 27-32, 35-36, 40-44, 46-47, 49-51, 53-54, 57-61, 63, 65-67, 69, 71, 73, 75-79, 83-84, 87-90, 93-102, 105-106 | 23 |
| Meteorologist | 1-2, 4-7, 9, 12-16, 18, 22, 27-32, 35-36, 40-44, 46-47, 49-51, 53-54, 57-61, 63, 65-67, 69, 71, 73, 75-79, 83-84, 87-90, 93-102, 105-106 | 2 |
| News Photographer/Editor | 1, 4-7, 9, 12-16, 18, 22, 27-33, 35-36, 40-44, 46-47, 49-51, 53-55, 57-61, 63, 65-67, 69, 71, 73, 75-79, 83-84, 86-90, 93-102, 105-106 | 102 |
| Production Assistant | 1, 4-7, 9, 12-16, 18-19, 21-22, 27-32, 35-36, 40-44, 46-47, 49-51, 53-54, 57-61, 65-67, 69, 71, 73, 75-79, 83-84, 87-90, 93-102, 105-106 | 21 |
| Production Assistant | 1, 4-7, 9, 12-16, 18-19, 21-22, 27-32, 35-36, 40-44, 46-47, 49-51, 53-54, 57-61, 65-67, 69, 71, 73, 75-79, 83-84, 87-90, 93-102, 105-106 | 21 |
| Digital Content Producer-Nightside | 1, 4-7, 9, 12-16, 18, 22, 27-32, 36, 38, 40-44, 46-47, 49-51, 53-54, 57-61, 65-67, 69, 71, 73, 75-79, 83-84, 87-90, 93-102, 105-106 | 46 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 1 | Ad Club Job Bank 602 Main St Suite Cincinnati, Ohio 45202 Judy Thompson Manual Posting | N | 0 |
| 2 | Agency Referral | N | 1 |
| 3 | Art Institute of Cincinnati 8845 Governors Hill Dr Cincinnati, Ohio 45249 Url : http://www.aii.edu Email : sbgresumes@sbgvtv.com Career Center | N | 0 |
| 4 | Baptist Ministries Conference St. John Baptist Church 818 South Fred Shuttlesworth Circle Cincinnati, Ohio 45229 Phone : 513-281-5942 Email : Morningstarbc@fuse.net Rev Pankey | N | 0 |
| 5 | Bishop St. Community College 351 N. Broad St Mobile, Alabama Email : jwomack@bishop.edu Juliette F. Womack | N | 0 |
| 6 | Broadcast Image Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : 210-828-6664 Url : http://www.broadcastimage.com Fax : 1-210-828-6225 Larry Rickel | N | 0 |
| 7 | Brown Mackie - Cincinnati 1011 Glendale -Milford Road Cincinnati, Ohio 45215 Phone : 513-672-1580 Url : http://www.brownmackie.edu Email : cwking@brownmackie.edu Charles King | N | 0 |

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|-----------|---|---|--|
| 8 | Brown Mackie College 209 Buttermilk Pike Ft. Ft. Mitchell, Kentucky 41017 Phone : 859-341-5627 Fax : 1-859-341-6483 Melissa McMamahon | N | 0 |
| 9 | Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger | N | 4 |
| 10 | Central State Univeristy WCSU Cosby Mass Communications Center Wilberforce, Ohio 45384 Phone : 937-376-6383. Url : http://www.centralstate.edu Email : twatson@centralstate.edu Fax : 1-937-376-6011 Tracy Watson | N | 0 |
| 11 | Central State University PO Box 1004 Wilberforce, Ohio 45384 Phone : 937-376-6444 Email : careerservices@scu.ces.edu Fax : 1-937-376-6562 Lesa Taylor-Devond | N | 0 |
| 12 | Cincinnati State College 3520 Central Parkway Cincinnati, Ohio 45223 Phone : 513-569-1565 Url : http://www.cincinnatiastate.edu Email : terri.reynolds@cincinnatiastate.edu Fax : 1-513-569-1719 Terri Reynolds | N | 0 |
| 13 | Cincinnati Works / Ohio Means Jobs 37 W. 7th Street Suite 700 Cincinnati, Ohio 45202 Phone : 513-744-5605 Email : lhartung@cincinnatiworks.org Laura Hartung | N | 0 |

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|-----------|--|---|--|
| 14 | Cincinnati-Hamilton County Community Action Agency 1740 Landgon Farm Road Cincinnati, Ohio 45237 Phone : 513-569-4810 Url : http://www.cincy-caa.org Email : smaul@cincy-caa.org Fax : 1-513-569-1251 Workforce Development | N | 0 |
| 15 | Cincinnati-Hamilton County Community Action Agency 2904 Woodburn Avenue Cincinnati, Ohio 45206 Phone : 513-569-1840 Url : http://www.cincy-caa.org Email : k.mundy@cincy-caa.org Fax : 1-513-569-1251 Katrina Mundy | N | 0 |
| 16 | Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille | N | 0 |
| 17 | College of Mt. St. Joseph 5701 Delhi Road Cincinnati, Ohio 45223 Phone : 513-244-4484 Url : http://www.msj.edu Email : career_center@mail.msj.edu Fax : 1-513-244-4509 Kenita Kelly | N | 0 |
| 18 | Columbia Journalism School 207 Journalism, MC3801 New York , New York 10027 Phone : 212-854-4422 Email : cujsschool.careers@gmail.com Anusha Schrivastava | Y | 0 |
| 19 | Current Employee | N | 5 |
| 20 | Current Employee - Transfer/Promotion | N | 3 |
| 21 | Current Employee/Internal Promotion | N | 7 |

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|-----------|--|---|--|
| 22 | Easter Seals Tristate (Jewish Vocational) 4300 Ross Plain Cincinnati, Ohio 45236 Phone : 513-985-0515 Email : jsvarda@eastersealstristate.org Josh Svarda | N | 0 |
| 23 | Employee Referral | N | 9 |
| 24 | Employment Agency | N | 1 |
| 25 | Former Employee | N | 2 |
| 26 | Former Employee Referral | N | 1 |
| 27 | 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 |
| 28 | Goodwill Industries 10600 Springfield Pike Cincinnati, Ohio 45215 Phone : 513-771-4800 Url : http://www.goodwill.org Email : mcaffrey@cincingoodwill.org Fax : 1-513-612-5989 Marty Caffrey | N | 0 |
| 29 | 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 |
| 30 | Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley | N | 0 |

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|-----------|--|---|--|
| 31 | Hyde Park Job Search Focus Group 1345 Grace Avenue Cincinnati, Ohio 45208 Phone : 513-871-0320 Url : http://www.jobsearchfocusgroup.com Email : onfo@jobsearchfocusgroup.com Fax : 1-513-871-3745 Bob Pautke | N | 0 |
| 32 | 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 | 16 |
| 33 | Indeed.com | N | 1 |
| 34 | Interdenominational Ministerial Alliance Hilltop United Methodist Church 1930 Weest Galbraith Road Cincinnati, Ohio 45239 Phone : 513-931-3585 Rev. Roland Moore | N | 0 |
| 35 | Ithaca College 953 Danby Road Park School of Communications Ithaca , New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral | Y | 0 |
| 36 | ITT Technical Institute 4750 Wesley Avenue Norwood, Ohio 45212 Phone : 513-531-8368 Email : rbyrd@itt-tech.edu Fax : 1-513-531-8368 Nonnie Byrd | N | 0 |
| 37 | Job Bank/ACC PO Box 43243 Cincinnati, Ohio 45243 Phone : 513-984-9990 Email : acampbell@fuse.net Fax : 1-513-984-9191 Elliot Campbell | N | 0 |
| 38 | Job Board | N | 1 |

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|-----------|---|---|--|
| 39 | Job posting on internet | N | 1 |
| 40 | Jobs Plus Employment 1625 Vine Street Cincinnati, Ohio 45202 Phone : 513-241-1800 Email : awoolfolk@jobsplusnetwork.org Abe Woolfolk Jr. | N | 0 |
| 41 | Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |
| 42 | JVS Career Services - Cincinnati Career Network 4300 Rossplain Road Cincinnati, Ohio 45236 Phone : 513-347-1566 Email : dperlmutter@jvscinti.org Barry Wolfson | Y | 0 |
| 43 | Kent State 800 E Summit St Kent , Ohio 44240 Phone : . Url : www.kent.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 44 | Kling Marketing 5550 Anna Marie Ct Cincinnati, Ohio 45247 Phone : 513-385-7370 Bill Kling Manual Posting | N | 0 |
| 45 | Lamar Advertising 1260 Edison Drive Cincinnati, Ohio 45216 Phone : 513-793-5040 Email : mferrara@lamar.com Michelle Fererra | N | 0 |

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|-----------|---|---|--|
| 46 | <p>Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting</p> | N | 6 |
| 47 | <p>Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone</p> | N | 0 |
| 48 | <p>Mercy Franciscan at St. John 1800 Logan Street Cincinnati, Ohio 45202 Phone : 513-981-5826 Cheryl Greiner Manual Posting</p> | N | 0 |
| 49 | <p>Metropolitan Area Religious Coalition Quinn Chapel AME Church 10988 Southland Road Cincinnati, Ohio 45250 Phone : 513-825-4900 Fax : 1-513-825-5349 Rev.dr. Fredrick Wright</p> | N | 0 |
| 50 | <p>Miami University 200 Hoyt Hall Oxford, Ohio 45056 Phone : 513-529-3835 Email : careerlink@miamioh.edu Melissa Brown</p> | N | 0 |
| 51 | <p>Miami University 241 Hoyt hall Miami University Oxford, Ohio 45056 Phone : 513-529-3831 Url : http://www.miami.muohio.edu Email : CimmunityEngagement@MiamiOH.edu Fax : 1-513-529-3822 Community Engagement</p> | N | 0 |

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|------------------|---|--|---|
| 52 | Monsterjob.com 5 Clock Tower Town Suite 500 Maynar, Massachusetts 1754 Phone : 978-461-8304 Url : http://www.monster.com Email : nancy.pilsch@monster.com Fax : 1-978-823-4304 Nancy Pilsch | N | 0 |
| 53 | NAACP 4139 Reading Rd Cincinnati, Ohio 45229 Phone : 513-281-1900 Robert Richardson Manual Posting | N | 0 |
| 54 | NAACP, Cincinnati Chapter 4439 Rading Road Cincinnati, Ohio 45229 Phone : 513-281-1900 Url : http://www.naacpcincinnati.org Fax : 1-513-281-4454 Ishton Morton | N | 0 |
| 55 | Non-Employee Referral | N | 5 |
| 56 | None indicated (Source Unknown) | N | 1 |
| 57 | Norfolk State university 700 Park Avenue Dept of Mass Communication Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbriggs@nsu.edu Paula Briggs | N | 0 |
| 58 | Northern Kentucky University University Centers Suite 230 Nunn Drive Highland Heights, Kentucky 41099 Phone : 859-572-5680 Url : http://www.nku.edu Email : cdc@nku.edu Julian Stockman | N | 0 |

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|-----------|--|---|--|
| 59 | Ohio Association of Broadcasters 17 S High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Url : http://www.oab.org Email : oab@oab.org Patricia Geary | N | 1 |
| 60 | Ohio Bureau Employment Services 1000 S. Ft. Thomas Avenue Ft. Thomas, Kentucky 41075 Phone : 859-572-6213 Url : http://www.jfs.ohio.gov Email : mahilt@hotmail.com Fax : 1-859-572-6222 Mark Hilt | N | 0 |
| 61 | Ohio Center for Broadcasting Cincinnati 6703 Madison Road Cincinnati, Ohio 45227 Phone : 513-271-6060 Email : tc@beonair.com Fax : 1-513-271-6153 TC Sommers | Y | 0 |
| 62 | Ohio Center of Broadcasting 6703 Madison Ave Cincinnati, Ohio 45227 Phone : 216-447-9117 Email : aconnolly@beonair.com Amber Connolly | N | 0 |
| 63 | Ohio Means Jobs / Bureau Employment Services 1916 Central Parkway Cincinnati, Ohio 45214 Phone : 513-731-9800 Url : http://www.jfs.ohio.gov Email : sbgresumes@sbgstv.com Fax : 1-513-458-6148 Bruce Bufford | N | 0 |

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|-----------|---|---|--|
| 64 | Ohio Rehabilitation Services Commission 8050 Beckett Center Dr Ste 216 West Chester, Ohio 45069 Phone : 513-942-8909 Url : http://www.rsc.ohio.gov Email : Cynthia.Crews@ood.ohio.gov Fax : 1-513-942-3045 Cynthia Crews | N | 0 |
| 65 | Ohio State Alumni Assoc 2200 Olentangy River Rd Columbus, Ohio Phone : . Url : www.osu.edu/alumni Email : sbgresumes@sbgstv.com Alumni Association | N | 0 |
| 66 | Ohio State University 281 W Lane Ave Columbus, Ohio Url : www.osu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 67 | Ohio University 120 Chubbs Hall Athens, Ohio 45701 Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 68 | Ohio/Illinois Center for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-447-9117 Url : http://www.beonair.com Email : Egrattan@beonair.com Fax : 1-216-642-9232 Elizabeht Grattan | N | 0 |
| 69 | Pittsburgh Techincal College 1111 McKee Road Career Services Center Oakdale, Pennsylvania 15071 Email : sbgresumes@sbgstv.com Sandra Morrow | N | 0 |
| 70 | Previous Employee | N | 1 |

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|------------------|---|--|---|
| 71 | Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source | N | 0 |
| 72 | RSC-BVR Rehabilitation Services Commission 895 Central Avenue Cincinnati, Ohio 45202 Phone : 513-852-3260 Fax : 1-513-651-3309 Mark Fay | N | 0 |
| 73 | Santa Maria Community Services 3301 Warsaw Avenue Cincinnati, Ohio 45205 Phone : 513-557-2700 Url : http://www.santamaria-cincy.org Fax : 1-513-557-2726 Shari Patrick | N | 0 |
| 74 | Senior Employment Services 644 Linn Street Suite 1200 Cincinnati, Ohio 45203 Rita Stall Manual Posting | N | 0 |
| 75 | SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source | N | 0 |
| 76 | Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Sharon Pickeral | N | 10 |
| 77 | Specs Howard School of Media Arts 1990 West 9 Mile Road Southfield, Michigan 48075 Kristin Burns Manual Posting | Y | 0 |

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|-----------|---|---|--|
| 78 | Super Jobs Center / Ohio Means Jobs 1916 Central Parkway Cincinnati, Ohio 45214 Phone : 513-458-6140 Email : PETERR@jfs.hamilton-co.org Fax : 1-513-946-7260 Rosemary Peterson | N | 0 |
| 79 | Talent Dynamics 600 Las Colinas Blvd Irving, Texas 45039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding | N | 0 |
| 80 | The Art Institute of Fort Lauderdale 1799 SE 17th Street Ft. Lauderdale, Florida 33316 Email : lsanchez@aif.edu LuWin Sanchez | N | 0 |
| 81 | The Clovernook Center 7000 Hamilton Avenue Cincinnati, Ohio 45231 Phone : 513-522-3860 Url : http://www.clovernook.org Email : cgeiger@clovernook.org Chuck Geiger | N | 0 |
| 82 | The Clovernook Center 7000 Hamilton Avenue Cincinnati, Ohio 45231 Url : http://www.clovernook.org Email : dsimmons@clovernook.org Debra Simmons | N | 0 |
| 83 | 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 |

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|------------------|---|--|---|
| 84 | 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 |
| 85 | Thomas More College 333 Thomas More Pakrway Crestview Hills, Kentucky 41017 Phone : 859-344-3386 Url : http://www.thomasmore.edu Email : julie.mueller@thomasmore.edu Fax : 1-859-344-4042 Julie Mueller | N | 0 |
| 86 | Trade Website | N | 1 |
| 87 | TV JOBS.COM PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway | N | 2 |
| 88 | UC Blue Ash Campus 9555 Plainfield Rd Cincinnati, Ohio 45242 Phone : 513-936-1639 Email : denniscy@ucmail.uc.edu Christin Jackson | N | 0 |
| 89 | UC Raymond Walters College 9555 Plainfield Road Cincinnati, Ohio 45236 Phone : 513-745-5671 Url : http://www.ucblueash.edu Email : tresha.lewis@ue.edu Fax : 1-513-792-8626 Tresha Lewis | N | 0 |

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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 |
|----------------------|---|--|---|
| 90 | University of Cincinnati PO Box 210092 Cincinnati, Ohio 45221 Phone : 513-556-6008 Url : http://www.uc.edu Fax : 1-513-556-5805 Brandi Hutchins | N | 0 |
| 91 | University of Cincinnati PO Box 210115 Cincinnati, Ohio 45221 Phone : 513-556-3471 Url : http://www.uc.edu Fax : 1-513-556-0650 Patricia Carroll | N | 0 |
| 92 | University of Cincinnati -Clermont College 4200 Clermont College Drive Batavia, Ohio 45102 Phone : 513-732-5277 Url : http://www.ucclermont.edu Email : clermontcareerservices@uc.edu Fax : 1-513-732-5503 Ann Appleton | N | 0 |
| 93 | University of Cincinnati Career 140 University Pavilion Development Center Cincinnati, Ohio Phone : 513-556-3471 Email : sbgresumes@sbgstv.com Kay Allen | N | 1 |
| 94 | University of Findley 1000 N Main St Findlay, Ohio 45840 Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 95 | Urban League Greater Cincinnati 3458 Reading Rd Cincinnati, Ohio 45229 Phone : 513-281-9955 Fax : 1-513-281-0466 Robin Ewing | N | 0 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 96 | Urban League of Greater Cincinnati 3458 Reading Road Cincinnati, Ohio 45229 Phone : 513-283-9955 Url : http://www.gcul.org Email : rshabazz@gcul.org Fax : 1-513-281-0466 Rocky Shabazz | N | 0 |
| 97 | Urban League of Greater Cincinnati 3458 Reading Road Cincinnati, Ohio 45229 Phone : 513-281-9955 Url : http://www.gcul.org Email : raewing@gcul.org Fax : 1-513-281-0466 Robin Ewing | N | 0 |
| 98 | US Army Wounded Warrior Program 200 Stovall Street, Room 7N53 Alexandria, Virginia 22332 Phone : na Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen | Y | 0 |
| 99 | Walter Cronkite School of Journalism 555 N. Central Avenue Suite 302 Phoenix, Arizona 85004 Url : News Only Email : mike.wong@asu.edu Mike Wong | Y | 0 |
| 100 | Wilmington College 1870 Quaker Way Wilmington, Ohio 45177 Phone : 937-382-6661 Url : http://www.wilmu.edu Email : erika_goodwin@wilmington.edu Fax : 1-937-383-8528 Erika Goodwin | N | 0 |
| 101 | Wright University 3640 Colonel Glen Highway Dayton, Ohio 45435 Email : sbgresumes@sbgvtv.com Career Center | N | 0 |

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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 |
|--|--|---|--|
| 102 | WSTR / WKRC - website 1906 Highland Avenue Cincinnati, Ohio 45216 Phone : 513-763-5675 Email : lsobrien@sbgvtv.com Linda O'Brien | N | 7 |
| 103 | Xavier Univeristy 3800 Victory Parkway Cincinnati, Ohio 45207 Phone : 513-745-3141 Url : http://www.xavier.edu Email : ridgej@xavier.edu Fax : 1-513-745-3523 Julie Ridge | N | 0 |
| 104 | Xavier University Caps 3800 Victory Pkwy Cincinnati, Ohio 45207 Phone : 513-745-3181 Email : howardt@xavier.edu Tekie Howard | N | 0 |
| 105 | YMCA 898 Walnut Street Cincinnati, Ohio 45202 Phone : 513-241-7090 Email : cwilliams@ywcacin.org Chan Williams | N | 0 |
| 106 | YWCA 898 Walnut Street Cincinnati, Ohio 45202 Phone : 513-241-7090 Url : http://www.ywca.org Email : alilburn@ywcacin.org Fax : 1-513-768-4381 Allyson Lilburn | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 87 |

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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 | 6/1/2016 | 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 within the broadcast industry.</p> <p>Program Objectives: Develop links with universities and colleges to promote WKRC/WSTR as a prospective employer. Create a symbiotic relationship between interns and WKRC/WSTR employees. Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.</p> | 6 | Digital Media Manager Managing Editor Director of Operations MMJ |
| 2 | 7/14/2016 | Participation in events or programs sponsored by educational institutions | <p>Our Meteorologists visit various local area schools throughout the year to speak with students and educate them on the field of Meteorology. Overview of visit. 1. Talk about and explain various types of weather sensing equipment; 2. Talk about how a weather forecast is made; 3. Demonstrate how various weather instruments work; 4. Discuss severe weather safety, including where to take cover during severe weather; 5. Discuss the difference between watches, warnings and advisories; 6. Talk about various types of precipitation, their impacts and how they are forecast; 7. Answer all questions about the weather from students.</p> | 1 | Meteorologist |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|---|
| 3 | 7/20/2016 | Participation in Job Fairs | ABC 6 On Your Side (WSYX) Job Boot Camp / Job Fair. Our Columbus station produced and executed a Job Fair to help prospective job seekers enhance their skills with respect to resume writing, interviewing and networking as well as had several employers on hand who were seeking potential employees. We heavily advertised on our website and on air. Position openings for Columbus, Cincinnati, Dayton, Steubenville, and Charleston, WV were all presented. | 3 | Regional HR Manager HR/PR Coordinator HR Coordinator |
| 4 | 8/3/2016 | Participation in Job Fairs | The Corporate 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/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. 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 | Corporate Employment Manager Director, News Development News Talent Manager |
| 5 | 8/10/2016 | Participation in events or programs sponsored by educational institutions | A Day With the Professionals-Full day event for local high school senior entering college in the communications field. Student spent one-on-one time with directors, anchors and assignment editors. Participation in the editorial meeting, assignment desk and live news broadcasting as well as Social Media production. Scheduled meeting with Director of Operations (responsible for news internship program) and a scheduled meeting with on-air Anchor Brad Johansen. Student came away from the "Day" with solid feelings about broadcast journalism as a path for his college career. | 12 | Anchor Director of Operations Assignment Desk Editor General Manager |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|---|
| 6 | 10/17/2016 | Participation in events or programs sponsored by educational institutions | A Day With the Professionals-Full day event for local high school senior entering college in the communications field. Student spent one-on-one time with directors, anchors, assignment editors and General Manager. Participation in the editorial meeting, assignment desk and live news broadcasting as well as Social Media production. Scheduled meeting with Director of Operations (responsible for news internship program) and a scheduled meeting with on-air Anchor Paula Toti. Student came away from the "Day" with solid feelings about news production and social media production as a path for her college career. | 10 | General Manager Assignment Editor News Director Anchor |
| 7 | 11/17/2016 | Participation in events or programs sponsored by educational institutions | Our Meteorologists visit various local area schools throughout the year to speak with students and educate them on the field of Meteorology. Overview of visit. 1. Talk about and explain various types of weather sensing equipment; 2. Talk about how a weather forecast is made; 3. Demonstrate how various weather instruments work; 4. Discuss severe weather safety, including where to take cover during severe weather; 5. Discuss the difference between watches, warnings and advisories; 6. Talk about various types of precipitation, their impacts and how they are forecast; 7. Answer all questions about the weather from students. | 1 | Meteorologist |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|--------------------------|
| 8 | 2/3/2017 | Participation in events or programs sponsored by educational institutions | Our Meteorologists visit various local area schools throughout the year to speak with students and educate them on the field of Meteorology. Overview of visit. 1. Talk about and explain various types of weather sensing equipment; 2. Talk about how a weather forecast is made; 3. Demonstrate how various weather instruments work; 4. Discuss severe weather safety, including where to take cover during severe weather; 5. Discuss the difference between watches, warnings and advisories; 6. Talk about various types of precipitation, their impacts and how they are forecast; 7. Answer all questions about the weather from students. | 1 | Meteorologist |
| 9 | 3/17/2017 | Participation in events or programs sponsored by educational institutions | Our Meteorologists visit various local area schools throughout the year to speak with students and educate them on the field of Meteorology. Overview of visit. 1. Talk about and explain various types of weather sensing equipment; 2. Talk about how a weather forecast is made; 3. Demonstrate how various weather instruments work; 4. Discuss severe weather safety, including where to take cover during severe weather; 5. Discuss the difference between watches, warnings and advisories; 6. Talk about various types of precipitation, their impacts and how they are forecast; 7. Answer all questions about the weather from students. | 1 | Meteorologist |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|--|--|-------------------------------------|--|
| 10 | 3/29/2017 | Participation in Job Fairs | University of Cincinnati College Conservatory of Music Media Career Day-The first portion (meet and greet) was from 1:00 – 3:45. Students picked up flyers on open positions from WKRC/WSTR and presented and discussed their resumes with HR, photographer and producer. Activity resumed at 4:00 with a media/ career discussion panel in another room. Eric Gerhardt (WKRC photographer) and Tim Fair (WKRC Executive Producer) contributed to the media panel at the Career Day for a round table with about 10 professionals and 40 students from the e-Media program at UC. | 3 | Human Resources Coordinator Photographer/Editor Executive Producer |
| 11 | 4/20/2017 | Participation in Job Fairs | ABC 6 On Your Side Job Boot Camp / Job Fair. We produced and executed a Job Fair to help prospective job seekers enhance their skills with respect to resume writing, interviewing and networking as well as had several employers on hand who were seeking potential employees. We heavily advertised on our website and on air. Resume assistance, interviewing skills, networking discussion of current openings as well as positions in broadcast journalism. | 3 | Regional HR Manager General Sales Manager Programming Manager |
| 12 | 4/24/2017 | Participation in events sponsored by community groups | Station WKRC facilitates many community groups in hosting Station tours of our facility. Local Boy Scouts, Cub Scouts, Learning Centers, Home school organizations, Boy Scouts, Girl Scouts and other groups are given a group tour of our station by our Newsroom assistant. The tour educates on the general operations of the station with meet and greets with several on-air talent employees. They also learn the general operations of the news studio, and how the weather forecasts are delivered. Each group,if here at the appropriate time, are also featured in an on air newscast. | 3 | Newsroom Assistant Meteorologist |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|--|---|-------------------------------------|-----------------------------|
| 13 | 5/3/2017 | Establishment of training programs for station personnel | <p>SBG, Inc. 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 are based on merit, qualifications, and abilities. We recruit, hire, train, promote, and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, 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 take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know" and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL Employees are required to complete bi-annual online training which reviews these same policies and procedures; these courses are designed to increase and renew awareness as well as provide for manager and supervisor development, and FCC Compliance.</p> | 189 | Human Resources Coordinator |