

**WCGV, WVTV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2018 - July 31, 2019**

**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
General Manager	1-3, 5-10, 13-14, 16-19, 21-22, 24-42, 44-50, 52-54, 56-57, 59-72, 74-75, 77- 78, 80	16
Sales Account Executive	1-3, 5-12, 14, 17-19, 21-22, 24-36, 38- 42, 44-78, 80	24
Sales Account Executive	1-3, 5-12, 14, 17-19, 21-22, 24-36, 38- 42, 44-78, 80	24
Promotions Producer	1-2, 5-12, 14, 17-19, 21-22, 24-36, 38- 42, 44-78, 80	24
Master Control Operator	1-2, 5-11, 14, 17-19, 21, 24-36, 38-78, 80	62
Master Control Operator	1-2, 5-11, 14, 17-19, 21, 24-36, 38-78, 80	43
Local Sales Assistant	1-2, 5-11, 14, 16-19, 21, 24-36, 38-42, 44-78, 80	16
Marketing / Sales Consultant	1-2, 4-11, 14-21, 23-35, 37-42, 44-69, 71-80	24
Marketing / Sales Consultant	1-2, 4-11, 14-21, 23-35, 37-42, 44-69, 71-80	16
Marketing / Sales Consultant	1-2, 4-11, 14-21, 23-35, 37-42, 44-69, 71-80	32
Local Sales Assistant	1-2, 4-11, 14-15, 17-19, 21-35, 38-42, 44-69, 71-78, 80	24
General Sales Manager	1-2, 4-11, 13-14, 16-19, 21-35, 38-42, 44-69, 71-78, 80	16

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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	A Stepping Stone,LLC P.O. Box 240501 Milwaukee, Wisconsin 53224 Phone : 414-324-2580 Email : Michaeladams@asteppingstonellc.com Michael Adams	N	0
2	Academy of Radio & TV Bdcst. 4914 E.McDowell Rd - STE 107 Phoenix, Arizona 85008 Phone : 877-842-0100 Email : doreen@arbradio.com Doreen Reyes	N	0
3	Alverno College P.O. Box 2343922 Milwaukee, Wisconsin Phone : 414-382-6009 Url : <a href="http://www.myinterfase.com/alverno/employer">http://www.myinterfase.com/alverno/employer</a> Fax : 1-414-382-6443 Career Education Center	N	0
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
5	Beloit College 700 College Street Beloit, Wisconsin 53511 Phone : 608-363-2673 Email : lapc@beloit.edu Career Center	N	0
6	BigShoesNetwork PO Box 11725 Milwaukee , Wisconsin 53211-1725 Phone : 414/815/4060 Url : <a href="http://bigshoesnetwork.com/">http://bigshoesnetwork.com/</a> Email : gapetrilli@sbgvtv.com Gayle Petrilli	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
7	Broadcasting Institute of Maryland 7200 Harford Road Baltimore, Maryland 21234 Phone : 410-254-2770 Url : www.bim.org Email : lc@bim.org Fax : 1-410-254-5357 Lois Carrigan	Y	0
8	Cardinal Stritch University 6801 Yates Road Milwaukee, Wisconsin 53217 Phone : 414-410-4157 Email : tekipp@stritch.edu Fax : 1-414-410-4160 Tom Kipp	Y	0
9	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
10	Carthage College 2001 Alford Park Drive Kenosha, Wisconsin 53140 Phone : 262-551-2196 Email : careerservices@carthage.edu Career Services	N	0
11	Centro Hispano of Dane County 835 Badger Road Madison, Wisconsin 53713 Phone : 608-442-4026 Email : nina@micentro.org Nina Gehan	N	0
12	Community Action Coalition 1717 N. Stoughton Road Madison, Wisconsin 53704 Phone : 608-262-9667 Email : barbk@cacscw.org Barb Kopplin	N	0
13	Current Employee	N	2

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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	Department of Civil Rights 210 Martin Luther King Jr. Blvd Rm. 523 Madison, Wisconsin 53703 Phone : 608-266-4910 Email : egivens@cityofmadison.com Fax : 1-608-266-6514 E. Pamella Givens	Y	0
15	Eastern New Mexico University 1500 S. Avenue K ENMU STATION 34 PORTALES, New Mexico 88130 Phone : 575-562-2154 Url : www.enmu.edu Email : webmaster@enmu.edu Fax : 1-575-652-2215 Web Master	Y	0
16	Employee Referral	N	5
17	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
18	Goodman Community Center 2425 Atwood Avenue Madison, Wisconsin 53704 Phone : 608-241-1574 Email : lisa@goodmancenter.org Lisa Jacob	Y	0
19	Goodwill Industries 6055 N.91st Street Milwaukee, Wisconsin 53225 Phone : 414-847-4830 Url : http://www.goodwillsew.com Email : Lisa.Norman@goodwillsew.com Fax : 1-414-358-4298 Lisa Norman	Y	0

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20	GREAT LAKES INTER-TRIBAL COUNCIL P.O.Box 9 Lac du Flambeau, Wisconsin 54538 Phone : 715-588-3324 Email : gitc@gitc.org Fax : 1-715-588-7900 Karen Campbell	Y	0
21	Hire A Hero PO Box 6808 Morango, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : sbgresumes@sbgvtv.com Broadbean Source	Y	0
22	Hispanic Chamber of Commerce 1021 W. National Ave. Milwaukee, Wisconsin 53204 Phone : 414-643-6963 Url : <a href="http://www.hccw.org">www.hccw.org</a> Email : Nathan@HCCW.org Fax : 1-414-643-6994 Nathen Jones	N	0
23	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : cdudley@howard.edu Carol Dudley	N	0
24	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 : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	8
25	International College of Broadcasting 6 South Smithville Road Dayton, Ohio 45431 Phone : 937-258-8251 Email : zenaicb@aol.com Gail Basine	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
26	Iowa Central Community College One Triton Circle Ft. Dodge, Iowa 50501 Phone : 515-574-1910- Email : careerservices@iowacentral.edu Fax : 1-515-955-2233 Career Services Office	Y	0
27	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 : sbgresumes@sbgvtv.com Broadbean Source	Y	0
28	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
29	La Casa de Esperanza Inc 410 Arcadian Ave. Waukesha, Wisconsin 53103 Phone : 262-547-0887 Email : jobs@lacasadeesperanza.org Fax : 1-262-547-0735 Veronica Davis-Quiroz	N	0
30	Lakeland College 5001 Lake Land Blvd. Mattoon, Illinois 61938 Phone : 217-234-5271 Url : <a href="http://www.lakelandcollege.edu/careerservices">www.lakelandcollege.edu/careerservices</a> Email : sbgresumes@sbgvtv.com Ken Beno	N	0
31	LGBT OUTREACH OF ROCK COUNTY 600 Williamson Street Suite P1 Madison, Wisconsin 53713 Phone : 608-255-8582 Email : angier@lgbtoutreach.org Fax : 1-608-255-0018 Angie Rehling	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>
32	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Laura Rehn	N	2
33	Luther College 700 College Drive Decorah, Iowa 52101 Phone : 563-387-1025 Email : <a href="mailto:career@luther.edu">career@luther.edu</a> Keley Smith-Keller	Y	0
34	Marquette University PO Box 1881 Milwaukee, Wisconsin Phone : 414-288-3495 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
35	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
36	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 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
37	Milw. Center For Independence 2020 W.Wells Street Milwaukee, Wisconsin Phone : 414-272-1344 Url : <a href="http://www.mcfi.net">http://www.mcfi.net</a> Email : <a href="mailto:heidi.chada@mcfi.net">heidi.chada@mcfi.net</a> Carrie Belsky	N	0

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38	Milw.Branch NAACP 2745 N.Dr.Martin Luther King Dr. Milwaukee, Wisconsin Phone : 414-562.1000 Email : naacpmkeorg@gmail.com Linda Carr	N	0
39	Milw.School of Eng. 1025 N.Broadway Milwaukee, Wisconsin 53202 Phone : 414-277-7120 Url : <a href="http://www.msoe.edu">http://www.msoe.edu</a> Email : ferraro@msoe.edu Cathlyn Ferraro	N	0
40	Milwaukee Christian Center 2137 W.Greenfield Avenue Milwaukee, Wisconsin 53204 Phone : 414-645-5350 Email : emunoz@mccwi.org Fax : 1-414-645-1859 Elida Munoz	N	0
41	Milwaukee Institute of Art & Design 273 E. Erie Street Milwaukee, Wisconsin 53202 Phone : 414-847-3274 Url : <a href="http://www.miad.edu/careerservices">http://www.miad.edu/careerservices</a> Email : christinawickheiser@miad.edu Duane Seidensticker	Y	0
42	Milwaukee Urban League 435 W North Ave Milwaukee, Wisconsin 53212 Phone : 414-374-5850 Url : <a href="http://www.tmul.org">www.tmul.org</a> Email : bspeed@tmul.org Betty Speed	N	0
43	Milwaukeejobs.com Website Job Board Milwaukee, Wisconsin Phone : 414-278-0700 Email : info@milwaukeejobs.com Not Applicable Not Applicable	N	1



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44	Mt.Zion Missionary Baptist Church 2207 N.2nd Street Milwaukee, Wisconsin 53212 Phone : 414-372-7811 Url : <a href="http://www.mtzionmissionary.tripod.com">http://www.mtzionmissionary.tripod.com</a> Email : <a href="mailto:kennethhoward@mtzmke.org">kennethhoward@mtzmke.org</a> Kenny Howard	N	0
45	Northcott Neighborhood House 2460 N.6th Street Milwaukee, Wisconsin 53212 Phone : 414-372-3770 Url : <a href="http://www.northcotthouse.org">http://www.northcotthouse.org</a> Email : <a href="mailto:agriffin@northcott.org">agriffin@northcott.org</a> Fax : 1-414-372-3619 Adrian Griffin	N	0
46	Ohio State - Arts and Sciences Career Services 190 W.17th Ave 05 Brown Hall Columbus, Ohio 43210 Phone : 614-292-7055 Email : <a href="mailto:sridharan.1@osu.edu">sridharan.1@osu.edu</a> Fax : 1-614-688-3036 Sriram Sridharan	Y	0
47	Operation Fresh Start 1925 Winnebago Street Madison, Wisconsin 53704 Phone : 608-576-9068 Email : <a href="mailto:shoepfner@operationfreshstart.org">shoepfner@operationfreshstart.org</a> Fax : 1-608-244-8162 Shelley Hoepfner	Y	0
48	Ottawa University - Career Development 245 S. Executive Drive Ste 110 Brookfield, Wisconsin 53005 Phone : 262-879-0200-ext 107 Email : <a href="mailto:struckm@ottawa.edu">struckm@ottawa.edu</a> Fax : 1-262-879-0096 MaryKae Struck	N	0
49	Project Return 2821 N.4th Street, Dept. 35 STE. 202 Milwaukee, Wisconsin 53212 Email : <a href="mailto:andre@projectreturnmilwaukee.org">andre@projectreturnmilwaukee.org</a> Andre Brown	N	0

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50	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Sinclair SilkRoad Source	N	0
51	Sauk Co. Job Center & WorkSmart 2891 2nd Avenue North MS 9014 Madison, Wisconsin Phone : 608-355-2094 Email : <a href="mailto:kposs@worksmartnetwork.org">kposs@worksmartnetwork.org</a> Fax : 1-608-355-4816 Kelsey Poss	Y	0
52	SER Jobs for Progress 611 W.National Avenue STE 310 Milwaukee, Wisconsin 53204 Phone : 414-649-2640 Email : <a href="mailto:scsepwi@ser-national.org">scsepwi@ser-national.org</a> Career Services	N	0
53	Sherman Park Community Assoc. 3526 W.Fond du Lac Avenue Milwaukee, Wisconsin 53216 Phone : 414-444-9803 Url : <a href="http://www.shermanpark.org">http://www.shermanpark.org</a> Email : <a href="mailto:fred@shermanpark.org">fred@shermanpark.org</a> Fred Curzan	N	0
54	Silver Lake College 2406 S. Alverno Road Manitowoc, Wisconsin 54220 Phone : 920-686-6199 Email : <a href="mailto:jan.algozine@sl.edu">jan.algozine@sl.edu</a> Jan Algozine	N	0
55	Silver Spring Neighborhood Center, Inc. 5460 N.64th Street Milwaukee, Wisconsin 53218 Phone : 414-463-7950 Url : <a href="http://www.ssnc-milw.org">http://www.ssnc-milw.org</a> Email : <a href="mailto:TEllis@ssnc-milw.org">TEllis@ssnc-milw.org</a> Fax : 1-414-463-4858 Devin Hudson	N	0

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56	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Sinclair SilkRoad Source	N	0
57	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@sbgvtv.com">employment@sbgvtv.com</a> Sharon Pickeral	N	2
58	Social Development Comm. 4041 N. Richards Street Milwaukee, Wisconsin 53212 Phone : 414-906-2709 Email : <a href="mailto:ccourtney@cr-dsc.org">ccourtney@cr-dsc.org</a> Fax : 1-414-906-2719 Carey Courtney	N	0
59	Southeast/WI. Oneida Tribal Serv. 6820 W.Wedgewood Drive Milwaukee, Wisconsin 53220 Phone : 414-329-4104 Email : <a href="mailto:mpowles1@oneidanation.org">mpowles1@oneidanation.org</a> Mark W. Pawless	N	0
60	St.Norbert College 100 Grant Street De Pere, Wisconsin 54115 Phone : 920-403-3040 Url : <a href="http://www.myinterfase.com/snc/employer">www.myinterfase.com/snc/employer</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> career Center	N	0
61	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Broadbean Source	N	0

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62	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	1
63	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
64	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
65	United Community Center 1028 S.9th Street Milwaukee, Wisconsin 53204 Phone : 414-463-7950 Email : <a href="mailto:twright@ssnc-milw.org">twright@ssnc-milw.org</a> Ms. Wright	N	0
66	University Northern Iowa 1227 West 27th Street GIL 102 Cedar Falls, Iowa 50614-0384 Phone : 319-273-6847 Email : <a href="mailto:careerservices@uni.edu">careerservices@uni.edu</a> Fax : 1-319-273-6998 Career Services	Y	0
67	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
68	UW Milwaukee 2522 E.Hartford Ave. Johnston Hall 117 Milwaukee, Wisconsin Phone : 414-229-1409 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Becky Crowder	N	0

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69	UW-Eau Claire UWEC DEPT. OF CJ HHH 152 105 GARFIELD AVE EAU CLAIRE, Wisconsin 54701 Phone : 715-836-2933 Url : www.uwec.edu/cj Email : gatlinj@uwec.edu Fax : 1-715-831-2062 Judith E. Gatlin	Y	0
70	UW-La Crosse 1725 State Street Centennial Hall, STE 1140 La Crosse, Wisconsin 54601 Phone : 608-785-8362 Email : career@uwlax.edu Fax : 1-608-785-8518 Rebecca Lee	Y	0
71	UW-Oshkosh 800 Algoma Boulevard Oshkosh, Wisconsin 549001 Phone : 920-424-7427 Email : davidsor@uwosh.edu Randall Davidson	Y	0
72	UWisc-Parkside / Career Center Wyllie Hall, D173, 900 Wood Road Kenosha, Wisconsin 53141 Phone : 262-595-2016 Email : oliver.johnson@uwp.edu Oliver Johnson	Y	0
73	Veterans of Foreign Wars Services 5400 W. National Avenue Milwaukee, Wisconsin 53214 Phone : 414-902-5748 Email : david.goeldner@va.gov Fax : 1-608-221-5277 David Goeldner	N	0
74	Wisconsin Employment & Training A. 1213 N.Sherman Ave., PMB #324 Madison, Wisconsin 53704 Phone : 608-242-7425 Url : http://www.wetainc.org Email : wetacct@gmail.com Employment Director	N	0

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75	Wisconsin Lutheran College 8800 West Bluemound Road Milwaukee, Wisconsin 53226 Phone : 414-443-8949 Email : Thad.Jahns@wlc.edu Thad Jahns	N	0
76	Wisconsin Tech Connect - Chippewa Valley Tech. 620 West Clairemont Avenue Eau Claire, Wisconsin 54701 Phone : 715-833-6381 Email : careerservices@cvtv.edu Fax : 1-715-858-1800 Stacy Bloom	Y	0
77	Wisconsin Tech Connect / Blackhawk Technical College 6004 Prairie Road Janesville, Wisconsin 53547 Phone : 608-757-7769 Email : sbgresumes@sbgvtv.com Arlana Richardson	Y	0
78	Wisconsin Tech Connect / Gateway Technical College 3520 30th Avenue Kenosha, Wisconsin 53144 Phone : 262-564-2552 Url : http://www.gtc.edu Email : sbgresumes@sbgvtv.com Ginger Beuhner	N	0
79	Word of Mouth Referral	N	1
80	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>22</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	8/16/2018	Participation in other activities designed by the station employment unit	On 8/16/2018, some of our employees participated in Thursday Night Lights football game at an area high school, one of the employees announced that we were hiring and to find out more information, stop by the tent. Outreach to students and their families attending the game.	4	Marketing Editor 1 Promotions Manager Operations Manager General Sales Manager

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2	5/14/2019	Provision of training to management	<p>Training: SBG, Inc. and its stations are Equal Opportunity Employers. 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.</p> <p>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 that 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>	9	General Manager General Sales Manager Promotions Manager Operations Manager