

WGXA-TV
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 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
Marketing Consultant	1, 3-5, 7, 9, 12-14, 16-20, 22, 25-27, 29-34, 36, 38-43	12
News Producer	1, 3-7, 9-10, 12-14, 16-20, 22, 24-36, 38-43	10
Multimedia Journalist	1, 3-7, 12-14, 16-20, 22-36, 38-43	34
Multimedia Journalist	1, 3-7, 12-14, 16-20, 22-36, 38-43	34
Multimedia Journalist	1, 3-7, 12-14, 16-20, 22-36, 38-43	34
Sports Multimedia Journalist	1, 3-7, 13-14, 16-20, 22, 24-43	34
Digital Sales Manager	1, 3-5, 7, 12-14, 16-20, 22, 24-27, 29-34, 36-43	12
News Anchor	1, 9, 12, 24, 27, 39, 41, 43	43
News Anchor	1, 9, 12, 24, 27, 39, 41, 43	39
News Producer	1-2, 12, 24, 26-27, 41	2
Digital/Web Producer	1, 3-5, 7, 13-14, 16-20, 22, 24-27, 29-34, 36-44	25
Multimedia/Sports Journalist	1, 3-7, 13-14, 16-20, 22-44	23
Promotions Producer	1-5, 7, 13-14, 16-22, 24-34, 36-44	2
Promotions Producer	1-5, 7, 13-14, 16-22, 24-34, 36-44	22
Promotions Producer	1-5, 7, 13-14, 16-22, 24-34, 36-44	22
News Producer	1, 3-7, 13-22, 24-44	34
News Producer/ Multimedia Journalist	1, 3-7, 14, 16-22, 24-44	39
Multimedia Journalist	1, 3-7, 14, 16-22, 24-44	34
Multimedia Journalist	1, 3-7, 14, 16-22, 24-44	43
Multimedia Journalist	1, 3-7, 14, 16-22, 24-44	39
Weekend Director/ Photographer	1, 3-7, 11, 14, 16-22, 24-44	11
Assistant News Director	1, 3-7, 9, 11, 14, 16-22, 24-44	11
Executive Producer	1, 3-7, 10, 14, 16-22, 24-44	10
Senior Marketing Producer	1, 3-5, 7, 12, 14, 16-22, 24-27, 29-34, 36-44	12
Commercial Producer	1, 3-7, 12, 14, 16-22, 24-44	12
Broadcast Engineer	1, 3-5, 7, 12, 14, 16-22, 24-27, 29-34, 36-44	12
Morning News Anchor	1, 3-8, 11, 14, 16-22, 24-44	11
Newscast Director	1, 3-7, 11, 14, 16-22, 24-44	11
Newscast Director	1, 3-7, 11, 14, 16-22, 24-44	11

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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/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
2	Career Fair	N	3
3	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
4	Central GA Technical College 3300 Macon Tech Dr Macon, Georgia 31204 Phone : 478-757-3400 Url : http://centralgatech.edu Email : jobsinc@centralgatech.edu Career Services	N	0
5	Clark Atlanta University 222 James P Brawley Dr Atlanta, Georgia 30314 Phone : 404-880-6749 Url : http://cau.experience.com Email : cppc@cau.edu Career Planning	N	0
6	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0

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7	Connecticut School of Broadcasting Atlanta LLC 1117 Perimeter Center W Ste N301 Atlanta, Georgia 30338 Phone : 770-552-8803 Url : http://www.gocsb.com Email : csbatlanta@gocsb.com Myi Marshall	N	0
8	Corporate Recruiter	N	1
9	Current Employee	N	5
10	Current Employee - Transfer/Promotion	N	2
11	Current Employee/Internal Promotion	N	5
12	Employee Referral	N	13
13	GA. Dept of Labor 3090 Mercer University Dr Macon, Georgia 31204 Url : http://www.dol.state.ga.us Fax : 1-478-751-6639 Department of Labor	N	0
14	Georgia Association of Broadcasters 8010 Rosewell Rd Atlanta, Georgia 30350 Phone : 770-395-7200 Url : http://www.gab.org Email : admin@gab.org Donna Highberger	N	0
15	Georgia College & State Univ. 54 Highway 22 West Milledgeville, Georgia Phone : 478.757.3515 Email : mary.roberts@gcsu.edu Student Placement Services	N	1
16	Georgia Southern University Student Placement Services 1332 Southern Dr Statesboro, Georgia 30458 Phone : 912-478-4636 Url : www.georgiasouthern.edu Email : sbgresumes@sbgstv.com Student Placement	N	0

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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	Goodwill Job Connection 3177 Macon Tech Dr Macon, Georgia 31208 Url : http://www.goodwillworks.org/jobconnection Email : drome@goodwillworks.org Fax : 1-478-471-4845 Job Services	N	0
19	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
20	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
21	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
22	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	9
23	Internet Ad-not directly contacted by SEU	N	2

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24	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
25	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	5
26	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	0
27	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
28	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	3
29	Mercer University Career Services 1400 Coleman Ave Macon, Georgia 31207 Phone : 478-301-2863 Url : http://career.mercer.edu Email : bearlink@mercer.edu Steve Brown	N	1

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30	Middle GA State College 100 College Station Macon, Georgia 31201 Phone : 478-471-2700 Email : careerservices@mga.edu Barbara Warren	N	0
31	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
32	Savannah College of Art & Design PO Box 3145 Savannah, Georgia 31402 Phone : 912-525-4653 Email : sbgresumes@sbgstv.com Student Placement	N	0
33	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
34	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	12
35	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0

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36	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
37	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
38	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
39	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	6
40	University of Georgia Clark Howard Hall 2nd floor Athens, Georgia 30602 Phone : 706-542-3375 Email : sbgresumes@sbgstv.com Frances Purcell	N	0
41	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0

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42	Wesleyan College 4760 Forsyth Rd Macon, Georgia 31210 Email : kcrownover@wesleyancollege.edu Kathleen Crownover	N	0
43	WGXA 559 Martin Luther King Jr Blvd Macon, Georgia 31201 Phone : 478-745-2424 Url : http://www.wgxa-tv.com Email : krhobday@wgxa-tv.com Katelyn Hobday	N	6
44	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:			74

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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	2/8/2018	Participation in events or programs sponsored by educational institutions	Noelle Kachinsky attended the GAB/UGA Career Fair at University of Georgia on February 8th to discuss employment opportunities in the Broadcast industry with college students, specifically interested in jobs in media.	1	Assistant News Director
2	3/7/2018	Participation in other activities designed by the station employment unit	On Wednesday, March 7, Anchor Ashley Kirklen and Multimedia Journalists Tavares Jones and Shannon Lilly visited Georgia College in Milledgeville, GA. They met with students in their junior and senior year of the Media Law and Ethics class and shared information about careers in broadcasting.	3	Anchor MMJ MMJ
3	4/11/2018	Participation in Job Fairs	Michael Dixon attended the Georgia Military College Career Fair on 4/1//18. This career fair allowed students, alumni, as well as community citizens to attend the fair to network with potential employers, such as WGXA.	1	Director of Engineering
4	4/28/2018	Establishment of training programs for station personnel	Two WGXA MMJs, Claudia Coco and Tavares Jones, attended the 2018 Sinclair Broadcast Group News Bootcamp in Nashville, TN on April 28th. This training, conducted by Regional News Directors, as well as the Nashville news management, highlighted skills and applications to successful news coverage.	2	Multimedia Journalist Multimedia Journalist
5	5/10/2018	Participation in Job Fairs	Several hiring managers attended the iHeart Radio Career Fair held at Anderson Conference Center in Macon, GA on 5/10/18. Managers met with applicants, held interviews, and networked with other companies in the area.	6	Creative Services Director HR Manager Executive Producer Director of Sales

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6	6/12/2018	Participation in Job Fairs	On Tuesday June 12th and Wednesday June 13th, WGXA General Manager Karen Lincoln and Lauren Brannen, Corporate Employment Specialist attended the NABOB Media Sales Institute at the AUC at Morehouse College in Atlanta, GA. The event allowed for Karen and Lauren to network, discuss opportunities within the company and review presentations by candidates interested in Media Sales opportunities.	2	GM Employment Specialist
7	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
8	8/21/2018	Participation in events sponsored by community groups	On August 21, Mallory Huff, Aaron Leedy, Nakell Williams and Katie Thurber attended the Georgia Chamber's annual luncheon. The luncheon allowed them to collaborate with over 2,000 elected officials and business leaders to hear about on issues that directly impact the state's business climate, including recruiting and hiring in the state.	4	Asst. News Director Anchor Anchor Anchor
9	10/3/2018	Participation in Job Fairs	Mallory Huff attended Georgia College & State University's Fall Career & Internship Expo on October 3, 2018. She networked with over 100 students interested in careers and internships in media.	1	Asst. News Director