

WKRC

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	1, 3-11, 13, 18, 20, 23-27, 29-30, 33-34, 36-41, 44-66, 68, 70-71, 73, 75-89, 91-92	20
Sales Account Executive	1, 3-11, 13, 18, 20, 23-27, 29-30, 33-34, 36-41, 44-66, 68, 70-71, 73, 75-89, 91-92	20
Sales Account Executive	1, 3-11, 13, 18, 20, 23-27, 29-30, 33-34, 36-41, 44-66, 68, 70-71, 73, 75-89, 91-92	20
Assistant Advertising Support Operations Manager	1, 3-11, 13-14, 16, 18, 24-27, 29-30, 33-34, 36-41, 44-59, 61-62, 64-66, 68, 70-71, 73, 75-78, 80-89, 91-92	16
News Photographer/Editor	1, 3-13, 16, 18, 20, 24-27, 29-31, 33-34, 36-41, 43-48, 50-59, 61-62, 64-66, 68-69, 71, 73-78, 80-89, 91-92	16
News Photographer/Editor	1, 3-13, 16, 18, 20, 24-27, 29-31, 33-34, 36-41, 43-48, 50-59, 61-62, 64-66, 68-69, 71, 73-78, 80-89, 91-92	65
Creative Services Topical Producer	1, 3-10, 13, 16, 18, 24-27, 29-30, 33-34, 36-41, 44-54, 56-59, 61-62, 64-66, 68, 71, 73, 75-78, 80-89, 91-92	16
Sports Anchor/Reporter	1-14, 18, 20, 24-27, 29-30, 34, 36-41, 43-48, 50-54, 56-59, 61-62, 64-66, 68-69, 71, 73, 75-78, 80-89, 91-92	65
Promotions Writer/Producer	1, 3-11, 13, 16, 18, 22, 24-27, 29-30, 34, 36-41, 44-48, 50-54, 56-59, 61-62, 64-66, 68, 71, 73, 75-78, 80-89, 91-92	22
Promotions Writer/Producer	1, 3-11, 13, 16, 18, 22, 24-27, 29-30, 34, 36-41, 44-48, 50-54, 56-59, 61-62, 64-66, 68, 71, 73, 75-78, 80-89, 91-92	16
News Producer	1, 3-15, 17-18, 24-27, 29-30, 33-34, 36-41, 43-48, 50-54, 56-59, 61-62, 64-66, 68-69, 71, 73, 75-78, 80-89, 91-92	15
Master Control Operator	1, 3-11, 13, 18-19, 24-27, 29-30, 33-34, 36-41, 44-48, 50-54, 56-59, 61-62, 64-66, 68, 71, 73, 75-78, 80-89, 91-92	19
News Editor	1, 3-11, 13, 16, 18, 24-27, 29-30, 33-34, 36-42, 44-45, 47-48, 50-54, 56-59, 61-62, 64-66, 68, 71, 73, 75-78, 80-89, 91-92	16

WKRC

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

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Production Assistant	1, 3-13, 16, 18, 24-27, 29-30, 33-34, 36-45, 47-48, 50-54, 56-59, 61-62, 64-66, 68-69, 71, 73, 75-78, 80-89, 91-92	16
Regional Advertising Support Operations Manager	1, 3-5, 7-13, 16, 18, 24-27, 29-30, 33-43, 45, 47, 50-54, 56-59, 61-62, 64-66, 68-69, 71, 73, 75-78, 80-89, 91-92	16
Inventory Specialist	1, 3-11, 13, 18, 20, 24-27, 29-30, 32-42, 45, 47-48, 50-54, 56-59, 61-62, 64-66, 68, 71-73, 75-78, 80-89, 91-92	32
Inventory Specialist	1, 3-11, 13, 18, 20, 24-27, 29-30, 32-42, 45, 47-48, 50-54, 56-59, 61-62, 64-66, 68, 71-73, 75-78, 80-89, 91-92	35
Inventory Specialist	1, 3-11, 13, 18, 20, 24-27, 29-30, 32-42, 45, 47-48, 50-54, 56-59, 61-62, 64-66, 68, 71-73, 75-78, 80-89, 91-92	20
Events & Promotions Coordinator	1, 3-11, 13-14, 18, 20, 24-27, 29-30, 33-34, 36-42, 44-45, 47-48, 50-54, 56-59, 61-62, 64-66, 68, 71, 73, 75-78, 80-89, 91-92	20
Newscast Producer	1, 3-5, 7-10, 12-14, 16, 18, 22, 24-27, 29-30, 33-34, 36-45, 47-48, 50-54, 56-59, 61-62, 64-66, 68-69, 71-73, 75-78, 80-89, 91-92	16
Newscast Producer	1, 3-5, 7-10, 12-14, 16, 18, 22, 24-27, 29-30, 33-34, 36-45, 47-48, 50-54, 56-59, 61-62, 64-66, 68-69, 71-73, 75-78, 80-89, 91-92	22
Newscast Producer	1, 3-5, 7-10, 12-14, 16, 18, 22, 24-27, 29-30, 33-34, 36-45, 47-48, 50-54, 56-59, 61-62, 64-66, 68-69, 71-73, 75-78, 80-89, 91-92	16
Master Control Operator	1, 3-5, 7-10, 13-14, 16, 18, 24-27, 29-30, 33-34, 36-42, 44-45, 47-48, 50-54, 56-59, 61-62, 64-68, 71-73, 75-78, 80-89, 91-92	16
Master Control Operator	1, 3-5, 7-10, 13-14, 16, 18, 24-27, 29-30, 33-34, 36-42, 44-45, 47-48, 50-54, 56-59, 61-62, 64-68, 71-73, 75-78, 80-89, 91-92	14

WKRC
EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018

I. VACANCY LIST

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Meteorologist	1, 3-5, 7-13, 18, 20-21, 24-27, 29-30, 33-34, 36-45, 47-48, 50-54, 56-59, 61-62, 64-66, 68-69, 71-73, 75-78, 81-89, 91-92	21
Investigative/Special Projects Producer	1, 3-5, 7-13, 18, 24-27, 29-30, 33-34, 36-45, 47-48, 50-54, 56-59, 61-62, 64-66, 68-69, 71-73, 75-78, 81-92	30
Multimedia Journalist	1, 3-4, 7-13, 15, 18, 24-27, 29-30, 32-34, 36-45, 47-48, 50-54, 56-59, 61-62, 64-66, 68-69, 71-73, 75-78, 81-92	15
Multimedia Journalist	1, 3-4, 7-13, 15, 18, 24-27, 29-30, 32-34, 36-45, 47-48, 50-54, 56-59, 61-62, 64-66, 68-69, 71-73, 75-78, 81-92	15
Marketing Consultant	1, 3-4, 7-11, 13, 18, 20, 24-30, 33, 36-42, 44-45, 47-48, 50-54, 56-59, 61-62, 64-66, 68, 71-73, 75-78, 81-92	20
Marketing Consultant	1, 3-4, 7-11, 13, 18, 20, 24-30, 33, 36-42, 44-45, 47-48, 50-54, 56-59, 61-62, 64-66, 68, 71-73, 75-78, 81-92	20
Assignment Desk Coordinator	16, 89	16
News Photographer/Editor	1, 3-4, 7-14, 18, 24-30, 33, 36-45, 47-48, 50-54, 56-59, 61-62, 64-66, 68-69, 71-73, 75-78, 81-92	65
News Producer	1, 3-4, 7-13, 18, 20, 24-30, 33, 36-48, 50-54, 56-59, 61-62, 64-66, 68-69, 71-73, 75-78, 81, 83-92	20
Digital Sales Assistant	1, 3-4, 7-11, 13, 18, 24-30, 33, 36-42, 44-45, 47-48, 50-54, 56-59, 61-62, 64-66, 68, 71-73, 75-78, 81, 83-92	30

WKRC
EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

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 312 Walnut Suite 1600 Cincinnati, Ohio 45202 Phone : 513-241-2324 Email : j.thompson@aafcincinnati.org Judy Thompson	N	0
2	Agency Referral	N	1
3	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
4	Bishop St. Community College 351 N. Broad St Mobile, Alabama Email : jwomack@bishop.edu Juliette F. Womack	N	0
5	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
6	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
7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	2

WKRC
EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Cincinnati State College 3520 Central Parkway Cincinnati, Ohio 45223 Phone : 513-569-1565 Url : http://www.cincinnati-state.edu Email : terri.reynolds@cincinnati-state.edu Fax : 1-513-569-1719 Terri Reynolds	N	0
9	Cincinnati Works / Ohio Means Jobs 37 W. 7th Street Suite 700 Cincinnati, Ohio 45202 Phone : 513-744-5605 Email : lhartung@cincinnati-works.org Laura Hartung	N	0
10	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
11	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 Katrina Mundy	N	0
12	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
13	Columbia Journalism School 207 Journalism, MC3801 New York , New York 10027 Phone : 212-854-4422 Email : cuj-school-careers@gmail.com Anusha Schrivastava	Y	0

WKRC
EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018

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
14	Current Employee	N	11
15	Current Employee - Transfer/Promotion	N	3
16	Current Employee/Internal Promotion	N	12
17	Current Intern	N	1
18	Easter Seals Tristate (Jewish Vocational) 4300 Ross Plain Cincinnati, Ohio 45236 Phone : 513-985-0515 Email : jsvarda@eastersealstristate.org Josh Svarda	N	0
19	Employee Promotion	N	1
20	Employee Referral	N	17
21	Facebook post	N	1
22	Former Employee	N	2
23	Former Employee Referral	N	1
24	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
25	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
26	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

WKRC
EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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27	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
28	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Phone : . Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	Y	0
29	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
30	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
31	Indeed.com	N	1
32	Internal Candidate	N	3
33	Ithaca College 953 Danby Road Park School of Communications Ithaca , New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0

WKRC
EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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34	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
35	Job posting on internet	N	2
36	Jobs Plus Employment 1625 Vine Street Cincinnati, Ohio 45202 Phone : 513-241-1800 Email : awoolfolk@jobsplusnetwork.org Abe Woolfolk Jr.	N	0
37	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
38	JVS Career Services - Cincinnati Career Network 4300 Rossplain Road Cincinnati, Ohio 45236 Phone : 513-347-1566 Email : dperlmutter@jvscinti.org Barry Wolfson	Y	0
39	Kent State 800 E Summit St Kent , Ohio 44240 Phone : . Url : www.kent.edu Email : sbgresumes@sbgstv.com Career Center	N	0
40	Kling Marketing 5550 Anna Marie Ct Cincinnati, Ohio 45247 Phone : 513-385-7370 Bill Kling Manual Posting	N	0

WKRC
EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

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41	<p>Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Danielle Anderson</p>	N	0
42	<p>Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : . Email : info@media-match.com Tammy Romaniuk</p>	Y	0
43	<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
44	<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
45	<p>Miami University 200 Hoyt Hall Oxford, Ohio 45056 Phone : 513-529-3835 Email : careerlink@miamioh.edu Melissa Brown</p>	N	0
46	<p>Miami University 241 Hoyt hall Miami University Oxford, Ohio 45056 Phone : 513-529-3831 Url : http://www.miami.muohio.edu Email : CommunityEngagement@MiamiOH.edu Community Engagement</p>	N	0

WKRC
EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

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
47	NAACP 4139 Reading Rd Cincinnati, Ohio 45229 Phone : 513-281-1900 Robert Richardson Manual Posting	N	0
48	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
49	Non-Employee Referral	N	3
50	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
51	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
52	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	0

WKRC
EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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53	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
54	Ohio Center for Broadcasting Cincinnati 6703 Madison Road Cincinnati, Ohio 45227 Phone : 513-271-6060 Email : hparr@beonair.com Heather Parr	Y	0
55	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
56	Ohio State Alumni Assoc 2200 Olentangy River Rd Columbus, Ohio Phone : . Url : www.osu.edu/alumni Email : sbgresumes@sbgstv.com Alumni Association	N	0
57	Ohio State University 281 W Lane Ave Columbus, Ohio Url : www.osu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
58	Ohio University 120 Chubbs Hall Athens, Ohio 45701 Email : sbgresumes@sbgstv.com Career Center	N	0

WKRC
EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

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
59	Pittsburgh Technical College 1111 McKee Road Career Services Center Oakdale, Pennsylvania 15071 Email : sbgresumes@sbgstv.com Sandra Morrow	N	0
60	Previous Employee	N	1
61	Recruit.Net 2706, The Centrum 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
62	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
63	Senior Employment Services 644 Linn Street Suite 1200 Cincinnati, Ohio 45203 Rita Stall Manual Posting	N	0
64	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
65	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	12

WKRC
EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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66	Specs Howard School of Media Arts 1990 West 9 Mile Road Southfield, Michigan 48075 Kristin Burns Manual Posting	Y	0
67	Station Website	N	1
68	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
69	Talent Dynamics 600 Las Colinas Blvd Irving, Texas 45039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
70	The Clovernook Center 7000 Hamilton Avenue Cincinnati, Ohio 45231 Url : http://www.clovernook.org Email : dsimmons@clovernook.org Debra Simmons	N	0
71	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
72	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	1

WKRC
EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

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
73	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
74	Trade Website	N	1
75	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	0
76	UC Blue Ash Campus 9555 Plainfield Rd Cincinnati, Ohio 45242 Phone : 513-936-1639 Email : denniscy@ucmail.uc.edu Christin Jackson	N	0
77	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
78	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

WKRC
EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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79	University of Cincinnati PO Box 210115 Cincinnati, Ohio 45221 Phone : 513-556-3471 Url : http://www.uc.edu Recruiter UC Manual Posting	N	0
80	University of Cincinnati Career 140 University Pavilion Development Center Cincinnati, Ohio Phone : 513-556-3471 Email : sbgresumes@sbgvtv.com Kay Allen	N	1
81	University of Findley 1000 N Main St Findlay, Ohio 45840 Email : sbgresumes@sbgvtv.com Career Center	N	0
82	Urban League Greater Cincinnati 3458 Reading Rd Cincinnati, Ohio 45229 Phone : 513-281-9955 Fax : 1-513-281-0466 Robin Ewing	N	0
83	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
84	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

WKRC
EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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85	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
86	Walter Cronkite School of Journalism 555 N. Central Avenue Suite 302 Phoenix, Arizona 85004 Phone : . Url : News Only Email : mike.wong@asu.edu Mike Wong	Y	0
87	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
88	Wright University 3640 Colonel Glen Highway Dayton, Ohio 45435 Email : sbgresumes@sbgstv.com Career Center	N	0
89	WSTR / WKRC - website 1906 Highland Avenue Cincinnati, Ohio 45216 Phone : 513-763-5675 Email : lsobrien@sbgstv.com Linda O'Brien	N	2
90	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

WKRC
EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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91	YMCA 898 Walnut Street Cincinnati, Ohio 45202 Phone : 513-241-7090 Email : cwilliams@ywcacin.org Chan Williams	N	0
92	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:			90

WKRC
EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/19/2017	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>	193	<p>Director of Sales Assistant News Director Chief Engineer SASO Assistant Manager</p>

WKRC
EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	7/17/2017	Sponsorship of events in the community designed to increase public awareness	Station WKRC facilitates many community groups in hosting Station Torus of our facility. Local Boy Scouts, Learning Centers, Senior Centers and more are given a group tour of our station by our Newsroom Assistant. The tour educated 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 studio and how weather forecasts are delivered. Each group, here at the appropriate time, are also featured in an on-air newscast.	2	Meteorologist News Assistant
3	8/18/2017	Establishment of an intern program designed to assist members of the community	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. 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.	8	Director of Operations Managing Editor Manager New Media Multimedia Journalist
4	10/9/2017	Sponsorship of events in the community designed to increase public awareness	Student's school requires that every student shadow in a workplace for 40 hours. Student took detailed notes at meetings, sat in on a high-profile meeting where an investigative piece of journalism was being discussed, referenced those notes days later in a separate meeting. Student was able to participate in creation of a commercial from concept to filming/editing/final cut. Student gained much information of how much of television works at the local level.	11	Director Creative Services Executive Producer Production Manager Investigative Reporter

WKRC
EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	10/10/2017	Participation in events or programs sponsored by educational institutions	Meteorologist visits to area schools- Burlington Elementary School/Burlington, KY 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
6	11/3/2017	Participation in events or programs sponsored by educational institutions	Meteorologist visit to area schools- Mother Teresa Catholic Elementary/Liberty Township, OH 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

WKRC
EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	11/8/2017	Participation in events or programs sponsored by educational institutions	Meteorologist visit to area schools- Mariemont Elementary School 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
8	11/14/2017	Participation in events or programs sponsored by educational institutions	Meteorologist visit to area schools- Calvary Christian School Covington, KY 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

WKRC
EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	2/7/2018	Co Sponsoring Job Fair	University of Cincinnati CCM Media Career Day-The first portion (meet and greet) was from 1:00 – 3:30. Students picked up flyers on open positions from WKRC/WSTR and presented and discussed their resumes with HR representative and SASO Assistant Manager. Activity resumed at 4:00 with a media/ career discussion panel where participants 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.	2	Assistant SASO Manager Human Resources Coordinator
10	2/21/2018	Participation in Job Fairs	ABC6 (WSYX in Columbus, OH) hosted a Job Boot Camp. Over 30 employers participated in the job fair and over 400 job seekers were in attendance. There were also workshop sessions hosted by professionals (e.g., Job Searching at 50+, Preparing Yourself for Your Job Search, Developing and Building Your Confidence for Your "ASK", LinkedIn-Your Online Networking Resource, Developing Your Professional Presence, and a resume lab with laptops available so that candidates could hone their resume while getting advice from professionals).	10	Regional HR Manager Local Sales Manager General Sales Manager HR Coordinator
11	3/23/2018	Sponsorship of events in the community designed to increase public awareness	A Day With the Professionals-full day event for local high school senior entering college in the journalism/communication field. Student spent time with directors, anchors, assignment editors, commercial producers and in the live studio. Participation in editorial meetings and one-on-one with two on-air meteorologists who directed the student in the use of the weather kiosk as well as other equipment in the Weather Center.	9	Meteorologist Group Manager Meteorologist News Assistant

WKRC
EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	4/18/2018	Participation in Job Fairs	ABC6 (WSYX in Columbus, OH) hosted a Job Boot Camp. Over 25 employers participated in the job fair and over 400 job seekers were in attendance. There were also workshop sessions hosted by professionals (e.g., Giving a Second Chance to Restored Citizens, and a resume lab with laptops available so that candidates could hone their resume while getting advice from professionals).	2	HR Coordinator General Sales Manager