

WKEF, WRGT

EEO PUBLIC FILE REPORT

June 1, 2012 - May 31, 2013

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	2, 5-8, 10-11, 13-14, 16-17, 19-23, 25-27, 30-31, 33-35	23
Multi Media Journalist	1-2, 5-11, 14, 16, 19-22, 26-27, 29, 31, 35	9
Multi Media Journalist	1-2, 5-11, 14, 16, 19-22, 26-27, 29, 31, 35	31
Multi Media Journalist	1-2, 5-11, 14, 16, 19-22, 26-27, 29, 31, 35	1
Account Executives	2, 5-11, 14, 16, 19-22, 25-27, 30, 33-35	9
Account Executives	2, 5-11, 14, 16, 19-22, 25-27, 30, 33-35	9
DIRECTOR / TECHNICAL DIRECTOR	2, 5-8, 10-11, 13-14, 16, 19-22, 26-27, 30-31, 33-35	13
Web Social Media News Manager	2, 5-8, 10, 12, 14, 16, 19-22, 26-31, 33-35	12
Traffic Anchor/Producer/Reporter	1-2, 5-8, 10-11, 14, 16, 19-22, 26-27, 29-31, 33-35	31
COMMERCIAL PRODUCTION PRODUCER	2, 5-14, 16, 19-22, 25-28, 30-31, 33-35	12
Local Sales Manager	2, 4-11, 14, 16, 19-22, 26-28, 30, 35	9
Promotion Director	13	13
Meteorologist / Reporter	1-2, 5-11, 13-14, 16, 19-22, 25-27, 30-31, 33-35	13
Associate Producer	9, 25, 33-34	9
Master Control Operator -- Full-Time	2, 5-8, 10-12, 14, 16, 19-22, 26-27, 31, 35	12
Sales Assistant	2, 4-12, 14, 16, 19-22, 26-28, 30-31, 33-35	4
Sales Assistant	2, 4-12, 14, 16, 19-22, 26-28, 30-31, 33-35	28
Evening Anchor	9, 13, 25, 31, 33-34	9
Account Executive	2-10, 14-16, 18-20, 22, 24-28, 30-35	4
Account Executive	2-10, 14-16, 18-20, 22, 24-28, 30-35	28
Account Executive	2-10, 14-16, 18-20, 22, 24-28, 30-35	9
Account Executive	2-10, 14-16, 18-20, 22, 24-28, 30-35	9
Photographer/Editor	4, 25, 28, 31, 33-34	28
Digital Interactive Manager	17	17
Director-Newscast	2, 5-8, 10-11, 14, 16-17, 19-22, 26-27, 30-31, 33-35	31

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Sports Anchor/Reporter	2, 5-11, 14, 16-17, 19-22, 25-27, 30-31, 33-35	9
Weekend Meteorologist/Reporter	2, 5-8, 10-11, 14, 16-17, 19-21, 26-27, 30-31, 33-35	31
Anchor Morning Newscast	13	13
Master Control Operator -- Full-Time	2-3, 5-8, 10, 12, 14, 16, 18-20, 22, 24- 26, 28-31, 33-35	12

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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	Agency Referral	N	3
2	Alliance for Women in Media 1760 Old Meadow Drive Suite 500 McLean, Virginia 22102 Phone : 703-506-3290 Fax : 1-703-506-3266 Kate Niswander	N	0
3	American Women in Radio and Television 8405 Greensboro Drive Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : http://www.awrt.org Email : info@awrt.org Fax : 1-703-506-3266 Career Services	N	0
4	Career Builder 8401 Greensboro Drive Suite 250 McLean, Virginia 22102 Phone : 703-637-7912 Andrew Hamburger Manual Posting	N	5
5	Central State University 1400 Brush Row Road Wilberforce, Ohio 45384 Phone : 937-376-66189 Url : http://www.centralstate.edu/index.php Email : jmckenna@centralstate.edu Mr. McKenna	N	0
6	Dayton Unit NAACP 1528 W. Dr Martin Luther King Jr Way Dayton, Ohio 45402 Phone : 937-222-2172 Email : naacpdayton3181@sbcglobal.net Career Services	N	0
7	Dayton Volunteer Employment 1133 S Edwin C. Moses Blvd Suite 390 Dayton, Ohio 45405 Phone : 937-225-4183 Bob Winfree Manual Posting	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
8	Educational Opportunity Center 1133 S Edwin C. Moses Blvd Suite 380 Dayton, Ohio 45417 Phone : 937-223-5073 Teria Jewett Manual Posting	N	0
9	Employee Referral	N	17
10	First Baptist Church 8870 East State Route 57 New Carlisle, Ohio 45344 Phone : 845-1211 Jeff Christmas Manual Posting	N	0
11	Hispanic Link News Service 1420 North Street N.W. Washington, District of Columbia 20005 Phone : 202-234-0280 Url : http://www.carlose@hispaniclink.org Fax : 1-202-234-4090 Carlos Erickson	N	0
12	Indeed.com	N	6
13	Internal Candidate	N	8
14	International College of Broadcasting 6 S. Smithville Road Dayton, Ohio 45431 Phone : 937-258-8251 Fax : 1-937-258-8714 Gary Doster	N	0
15	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : Eloise@ithaca.edu Eloise Green	N	0
16	Leadership Institute 1101 North Highland Arlington, Virginia 22201 Phone : 703-247-2000 Url : http://conservativejobs.com Fax : 1-703-247-2001 Denise Chaykun	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
17	LinkedIn Corporate Solution 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	1
18	Medialine.com PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Career Services	N	0
19	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Email : tjohnson@nabj.org Fax : 1-301-314-1714 Tiane Johnson	N	0
20	National Association of Broadcasters 88 East Broad Street Suite 1180 Columbus, Ohio 43215 Phone : 614-228-4052 Email : oab@oab.org Fax : 1-614-228-8133 Career Services	N	0
21	National Association of Hispanic Journalists 1050 Connecticut Avenue NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : http://www.nahj.org Fax : 1-202-772-7144 Kevin Olivas	N	0
22	National Black MBA Association, Inc P.O. Box 3709 Dayton, Ohio 45401 Phone : 937-285-0113 Url : http://www.nbmbaa-dayton.org Career Services Manual Posting	N	0
23	Non-Employee Referral	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Ohio Association of Broadcasters 17 S. High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Email : oab@oab.org Career Services	N	0
25	Sinclair Broadcast Group, Inc 10706 Beaver Dam Road Cockeysville, Maryland 21030 Phone : 410-568-1517 Url : http://www.sbgi.net Sharon Pickeral Manual Posting	N	0
26	Sinclair Community College 444 West Third Street Dayton, Ohio 45402 Phone : 937-512-2772 Email : connie.marshall@sinclair.edu Connie Marshall	N	0
27	Society of Professional Journalists 3909 North Meridian Street Indianapolis, Indiana 46208 Phone : 317-927-8000 Url : http://www.spj.org Fax : 1-317-920-4789 Julie Grimes	N	0
28	Station Website	N	12
29	Talent Dynamics 600 Las Colinas Blvd Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	1
30	The Job Center 1111 S Edwin C. Moses Blvd Dayton, Ohio 45422 Phone : 937-225-5627 Barbara Allen Manual Posting	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
31	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Career Services	N	8
32	University of Dayton 300 College Park Dayon, Ohio 45469 Phone : 937-229-2045 Url : http://www.udayton.edu/careerservices Eileen Plummer	N	1
33	WKEF 45 Broadcast Plaza Dayton, Ohio 45417 Phone : 937-263-4500 Url : http://www.abc22now.com Amy Erickson Manual Posting	N	0
34	WRGT 45 Broadcast Plaza Dayton, Ohio 45417 Phone : 937-263-4500 Url : http://www.fox45now.com Amy Erickson Manual Posting	N	0
35	Wright State University 3640 Colonel Glenn Highway Student Union Fairborn, Ohio 45435 Phone : 937-775-2556 Email : career.services@wright.edu Fax : 1-937-775-3381 Tonya Miller	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			63

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	6/21/2012	Participation in events sponsored by community groups	Luke Notestine, Sports Anchor was the emcee at the Arthritis Walk and Expo sponsored by Southview Medical Center. This event was held to raise awareness and money for those who suffer with arthritis. This event took place on the Southview Medical Center Campus from 4:00P to 8:00P. Information was taken on how to check our website for job opportunities within Sinclair Broadcast Group.	1	Sports Anchor	0.25
2	6/22/2012	Participation in events sponsored by community groups	Nathan Baker, Sports Anchor and Meghan Mongillo, Anchor participated in the Bridge Riding for the Disabled Annual Golf Outing at Heatherwoode Golf Club in Springboro, Ohio. This event is to raise awareness and funds for the disabled. Bridge's mission is to help disabled people find new freedom through their experiences with horses.	2	Sports Anchor Anchor	0.25
3	6/30/2012	Participation in events sponsored by community groups	Dan Carroll, Anchor was the emcee for the Ohio Valley MuckRuckus MS 2012 event which was held at Fulton Farm in Troy, Ohio. This event is to raise money for the 400,000 people affected by MS in the United States and fund critical MS research around the world. Dan also took information on how to find job opportunities within Sinclair Broadcast Group.	1	Anchor	0.25
4	8/7/2012	Participation in events sponsored by community groups	Riverfront Park in the City of Miamisburg was the location for the event called "Touch a Truck". This event is for young children to be able to get an upclose look at vehicles from different occupations. Lee Furry, Chief Videographer took one of our live trucks to this event and demonstrated what it takes to put a live shot on the air.	1	Chief Videographer	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
5	8/16/2012	Participation in events sponsored by community groups	Shannon Sims, Anchor participated in Media Day 2012 sponsored by the Public Relations Society of America. Shannon was on a panel with 10 other local journalists who had 5 minutes to pitch a story, get feedback, ask questions and possibly place a story in a local media outlet. The event was from 9AM to 1PM and was held at the Conference Center in KeyBank Tower in Dayton, Ohio.	1	Anchor	0.25
6	9/4/2012	Participation in events or programs sponsored by educational institutions	September 4, 2012 - Chief Meteorologist Jeff Booth visited Bell Creek Intermediate School located in Bellbrook, Ohio where he spoke to 3 classes of third graders on weather and his career as a Meteorologist. Jeff ended his talk by pointing out the importance of getting an education in both math and science.	1	Chief Meteorologist	0.25
7	9/23/2012	Participation in events sponsored by community groups	ALS Association Central and Southern Ohio Chapter invited Rhonda Moore, Reporter to participate in the ALS Lou Gehrig Walk at Community Park in Fairborn, Ohio. The walk was to raise awareness and funds for ALS.	1	Reporter	0.25
8	10/10/2012	Participation in events or programs sponsored by educational institutions	Jeff Booth, Chief Meteorologist was invited to J F Kennedy Elementary School in Kettering, Ohio to talk to a group of students about weather. Jeff also talked about his career as a Meteorologist and the education needed.	1	Chief Meteorologist	0.25
9	11/14/2012	Participation in events or programs sponsored by educational institutions	The Eco Club at Driscoll Elementary School in Centerville, Ohio invited Jeff to speak to a group of 35 3rd, 4th and 5th graders on weather. He showed the students the various models he uses every day when he predicts the weather and talked about what goes into putting a forecast together. As always, Jeff ended his presentation emphasizing the need for a strong core in both science and math if meteorology is a desired career.	1	Chief Meteorologist	0.25

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10	12/5/2012	Participation in events or programs sponsored by educational institutions	Christopher Mulcahy, Meteorologist visited Eastmont Middle School in Dayton, Ohio to teach students about weather patterns and inclement weather. Chris also talked to the students about the importance of getting an education.	1	Meteorologist	0.25
11	12/7/2012	Participation in events or programs sponsored by educational institutions	Christopher Mulcahy, Meteorologist visited Magsig Middle School in Centerville, Ohio and presented a slide show about weather patterns, precipitation types, severe weather and safety. Chris also talked about his career as a Meteorologist and the importance of an education in math and science if Meteorology is a desired career.	1	Meteorologist	0.25
12	1/18/2013	Participation in events sponsored by community groups	Rhonda Moore, Reporter was invited to MC the Martin Luther King Prayer Breakfast which was held at the Mandelay Banquet Center in Dayton. Rhonda introduced community leaders and speakers who also participated in this event. Information was taken on how to check our website to find job opportunities within Sinclair Broadcast Group.	1	Reporter	0.25
13	4/10/2013	Participation in events or programs sponsored by educational institutions	Rhonda Moore, Reporter was invited to Central State University during "Career Week" to a luncheon for graduating seniors. This annual event is for students interested in broadcasting, journalism and other communication career fields. Rhonda talked to them about her career as a Reporter. She gave them advise and answered questions on starting their journalism career and told them about our internship program.	1	Reporter	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
14	4/16/2013	Participation in Job Fairs	On 11/7/2012, Anthony Giordullo, Account Executive and Amy Erickson, HR Administrator attended a Job Fair at Ashland University in Ashland, Ohio. Anthony is a graduate of the university and was invited to participate in the event. Approximately 50 employers and 210 students registered to participate in the event. We spoke to about a dozen students about careers in broadcasting, our internship program and gave information on how to check our internet site for job opportunities within Sinclair Broadcast Group.	2	HR Administrator Account Executive	0.25
15	4/20/2013	Participation in events or programs sponsored by educational institutions	Rhonda Moore, Reporter, Wale Aliyu, Reporter and Shaun Elliott, Videographer participated in a "Journalism Boot Camp" presented by the Greater Dayton Association of Black Journalist's. This annual event is for high school and college students interested in broadcast and print news. The students spent the day getting hands on training in both areas. Approximately 30 students participated in this event which was held at the Cox Media Building in downtown Dayton from 8AM - 4PM.	3	Reporter Reporter Videographer	0.25
16	4/22/2013	Participation in Job Fairs	On March 22, 2013, Wes Finley, News Director, participated in the 2nd Telecommunication Career Day at Bowling Green State University. He took part in a broadcasting panel and spoke to approximately 75 people. He spoke to students about careers in broadcasting, our Internship Program and how to check our internet site for job opportunities within Sinclair Broadcast Group.	1	News Director	0.25

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17	5/24/2013	Participation in scholarship programs	ABC22 News Producer Bootcamp WKEF/WRGT offered a weeklong program beginning August 13, 2013 to qualified people interested in learning skills needed to be a television news producer. This program covered and taught story selection, news writing and ratings just to name a few. As a result of this program, we hired one of the candidates as an Associate Producer.	2	News Director News Talent Manger	1.00

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18	5/30/2013	Establishment of an intern program designed to assist members of the community	<p>Internship Program Program Goal: The goal of our internship program is to recruit students primarily juniors and seniors, from colleges or universities and prepare them for entry-level jobs within the broadcasting industry.</p> <p>Program Objectives: Develop links with universities and colleges to promote Sinclair Broadcast Group and its stations as prospective employers. Create a symbiotic relationship between interns and Sinclair 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> <p>ELIGIBILITY REQUIREMENTS The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered. The applicant must be at least 18 years of age. The applicant must be in good academic standing, as defined by his or her academic institution. The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid. In addition to meeting the institution's eligibility requirements, the applicant must meet the station and or company's eligibility requirements.</p> <p>The newsroom presently has 1 intern from Central State University in Wilberforce, Ohio.</p>	1	Assisatnt News Director	1.00

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TOTAL POINTS OVER REPORTING PERIOD:						6.00