

WKEF, WRGT

EEO PUBLIC FILE REPORT

June 1, 2013 - May 31, 2014

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter	1-5, 8-10, 12-13, 15-24, 26-27, 30-33, 37-39	26
Promotion Manager	1-4, 8-10, 12-13, 16-27, 31-33, 37-39	25
Executive Producer - AM Newscasts	1-5, 8-10, 12-13, 15-24, 26-28, 31-34, 36-39	15
Photographer/Editor	1-4, 8-10, 12, 15-24, 26-27, 31-33, 36- 39	15
Account Executive	1-4, 8, 10-12, 14, 16-24, 26-27, 32-34, 36-39	11
Account Executive	1-4, 8, 10-12, 14, 16-24, 26-27, 32-34, 36-39	11
Account Executive	1-4, 8, 10-12, 14, 16-24, 26-27, 32-34, 36-39	11
Senior Producer	1-3, 7-8, 10-12, 17-24, 26-27, 30-34, 36 -39	7
Senior Producer	1-3, 7-8, 10-12, 17-24, 26-27, 30-34, 36 -39	30
Associate Producer (Full Time)	1-3, 8, 10-12, 16-24, 26-27, 31-34, 36- 39	11
News Director	1-3, 8, 10-12, 16-24, 26, 31-34, 36-39	11
Accounting Manager	1-3, 8, 10-12, 16-23, 26-27, 31-34, 36- 39	11
Local Sales Manager	19	19
Sports Director	1-3, 8, 10-12, 15-24, 26-27, 31, 33-34, 36-39	11
Master Control Operator -- Full-Time	1-3, 8, 10, 12, 14, 16-24, 26-27, 30, 32- 34, 36-39	14
Master Control Operator -- Full-Time	1-3, 5, 8, 10, 12, 14, 16-24, 26-27, 32- 34, 36-39	33
Digital Sales Manager	1-3, 6, 8, 10-12, 16-24, 26, 29, 31-39	3

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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	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
2	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
3	Career Builder 8401 Greensboro Drive Suite 250 McLean, Virginia 22102 Phone : 703-637-7912 Andrew Hamburger Manual Posting	N	1
4	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
5	Civilian Jobs 1825 Barrett Lakes Kennesaw, Georgia 30144 Phone : 866-801-4418 Url : http://civilianjobs.com Don Johnson Manual Posting	N	0
6	Current Employee	N	1
7	Current Employee/Internal Promotion	N	1
8	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Dayton Volunteer Employment 1133 S Edwin C. Moses Blvd Suite 390 Dayton, Ohio 45405 Phone : 937-225-4183 Bob Winfree Manual Posting	N	0
10	Educational Opportunity Center 1133 S Edwin C. Moses Blvd Suite 380 Dayton, Ohio 45417 Phone : 937-223-5074 Teria Jewett Manual Posting	N	0
11	Employee Referral	N	11
12	First Baptist Church 8870 East State Route 57 New Carlisle, Ohio 45344 Phone : 845-1211 Jeff Christmas Manual Posting	N	0
13	Hero 2 Hired 2400 Army Pentagon Washington, District of Columbia 20310 Phone : 877-450-4473 Url : www.h2h.jobs Crystal Arcilla Manual Posting	N	0
14	Indeed.com	N	8
15	Internal Candidate	N	7
16	International College of Broadcasting 6 S. Smithville Road Dayton, Ohio 45431 Phone : 937-258-8251 Fax : 1-937-258-8714 Gary Doster	N	0
17	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : Eloise@ithaca.edu Eloise Green	N	0

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18	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
19	Linkedin Corporate Solution 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	1
20	Medialine.com PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Career Services	N	0
21	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Fax : 1-301-314-1714 Main Office .	N	0
22	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : nab@nab.org Career Services	N	0
23	National Black MBA Association - Dayton Chapter P.O. Box 3709 Dayton, Ohio 45401-3709 Phone : 937-285-0013 Url : www.nbmbaa.org Career Services Manual Posting	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
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	Other Source	N	1
26	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	3
27	Sinclair Community College 444 West Third Street Dayton, Ohio 45402 Phone : 937-512-2772 Email : connie.marshall@sinclair.edu Connie Marshall	N	0
28	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
29	Specs Howard School of Media Arts 19900 West 9 Mile Road Southfield, Michigan 48075 Phone : . Email : KBurns@specshoward.edu Kristin Burns	Y	0
30	Station Website	N	4
31	Talent Dynamics 600 Las Colinas Blvd Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	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
32	The Job Center 1111 S Edwin C. Moses Blvd Dayton, Ohio 45422 Phone : 937-225-5627 Barbara Allen Manual Posting	N	0
33	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Career Services	N	3
34	University of Dayton 300 College Park Dayon, Ohio 45469 Phone : 937-229-2045 Url : http://www.udayton.edu/careerservices Email : careerservices@udayton.edu Eileen Plummer	N	0
35	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
36	Volunteers of America of Greater Ohio 4100 W. Third Street Bldg 400 Dayton, Ohio 45428 Phone : 937-253-9610, ext 1459 Email : greg.tucker@voago.org Greg Tucker	Y	0
37	WKEF 45 Broadcast Plaza Dayton, Ohio 45417 Phone : 937-263-4500 Url : http://www.abc22now.com Amy Erickson Manual Posting	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
38	WKEF / WRGT 45 Broadcast Plaza Dayton, Ohio 45417 Phone : 937-263-4500 Url : http://www.fox45now.com Amy Erickson Manual Posting	N	0
39	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:			41

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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	9/17/2013	Participation in Job Fairs	On 9/17/13, Sarah Mouse, Local Sales Manager and Wes Finley, News Director attended Creative Careers Recruiting Day hosted by Wright State University. Sarah and Wes spoke to Wright State alumni and students about careers and internships within the broadcasting industry. They also had information on how to check our internet site for other job opportunities within Sinclair Broadcast Group.	2	Local Sales Manager News Director	0.25
2	9/28/2013	Participation in events sponsored by community groups	Jackie Couture, Reporter, participated in the "Walk To End Alzheimer's" which was held at the University of Dayton River Campus. Jackie emceed the event along with participating in the opening ceremony. At least 2500 people attended this event to raise money and awareness for the Alzheimer's Association Miami Valley Chapter. Jackie also represented the stations by chairing the walk throughout the year along with 4 PSA's which aired on ABC 22 and FOX 45.	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
3	12/15/2013	Provision of training to management	<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 will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), 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.</p> <p>Newly hired Managers and Supervisors also took web-based training courses titled "Sinclair/ /Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment. All other employees newly hired employees took web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance</p>	4		1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	3/6/2014	Participation in events sponsored by community groups	Mike Thomas, News Production Manager conducted 4 station tours to local organizations. MCA-1 Ohio Valley Chapter 9/10/13, Via Quest Day Services, an organization for special needs adults, 1/13/14, Cub Scout Troup Pack # 813 from Springboro 1/28/14 and American Heritage Girls Club from Centerville, 3/6/14 . During each tour, Mike goes to the Control Room and explains how everyone at the station works together to bring the newscast to this room and puts the final product on the air. Explaining what each person does in the room and what they do during the day to get the news on the air. Mike also shows each tour the Studio and Newsroom and explains the function of each area. He talks about the education needed and answers any questions. Tours last about an hour.	1	Production Manager	0.25
5	3/18/2014	Participation in Job Fairs	Patrick Donnelly, Local Sales Manager attended the Spring 2014 Career Fair at Wright State University. Patrick spoke to Wright State students about sales opportunities, careers and internships within the broadcasting industry. He also had information on how to check our internet site for other job opportunities within Sinclair Broadcast Group.	1	Local Sales Manager	0.25

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6	4/8/2014	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 Wright State University. Earlier in the year, we had interns from Wright State University, Miami University,</p>	2	Assistant News Director News Production Manager	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
			Oxford, Ohio and Loyola University, Chicago, Illinois.			
7	4/12/2014	Participation in events or programs sponsored by educational institutions	Rhonda Moore, Wale Aliyu and Amber Watson participated in a "Journalism Boot Camp" presented by the Greater Dayton Area Black Journalist's. This annual event is for high school and college students interested in journalism. About 35-40 students attended the "Boot Camp" where they received hands on training about broadcast, print and digital journalism. This event was held at the Cox Media Center in Dayton, Ohio.	3	Reporter Reporter Reporter	0.25
8	5/1/2014	Participation in events or programs sponsored by educational institutions	Shaun Elliott, Photographer, was invited to Central State University for Communication Week. This annual event is for students interested in broadcasting, journalism and other communication career fields. Shaun held a workshop on photography techniques and talked about trends in television, his career as a videographer and talked about our internship program.	1	Photographer	0.25
9	5/14/2014	Participation in events sponsored by community groups	Chris Mulcahy, Meteorologist was the guest speaker at the 2014 AAA Safety Patroller of the Year Banquet. About 200 people attended the event including patrollers, advisors, teachers and superintendents as well as local law enforcement. Chris also spoke about his career as a Broadcast Meteorologist.	1	Meteorologist	0.25
10	5/15/2014	Participation in events or programs sponsored by educational institutions	Lisa Barhorst, General Manager participated in the 2014 Ohio Broadcaster Foundation Scholarships Program. Lisa was a member of the Scholarship Committee and participated in evaluating the scholarship applicants and the selection of the scholarship recipients.	1	General Manager	0.25

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11	5/29/2014	Participation in events sponsored by community groups	Lee Furry, Chief Meteorologist participated in Career Day at Dennis Elementary School. Lee gave several 25 minute presentations about his job as a Videographer and gave demonstrations on shooting and interveiwing techniques to a group of rotating students throughout the day. This event lasted from 9 Am to 3PM at the school.	1	Chief Videographer	0.25
TOTAL POINTS OVER REPORTING PERIOD:						4.25