

# WKEF, WRGT

## EEO PUBLIC FILE REPORT

June 1, 2014 - May 31, 2015

### 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
Producer	1-3, 5, 7-9, 11, 14, 17-23, 25, 27-28, 33-34, 36, 38-39, 41, 43-45	7
Newscast Director	1-3, 7-9, 11, 17-23, 25, 27-28, 33-34, 38-39, 41, 43-45	7
Local Sales Assistant	1-3, 6, 8-9, 11, 17-23, 25, 27-28, 33-34, 38-39, 41, 43-45	3
Promotion Producer	1-3, 6, 8-11, 17-23, 25, 27-29, 33-34, 38-39, 41, 43-45	10
Multimedia Journalist	1-3, 6, 8-11, 17-23, 25-28, 31, 33-36, 38-41, 43-45	10
Multimedia Journalist	1-3, 6, 8-11, 17-23, 25-28, 31, 33-36, 38-41, 43-45	38
News Investigative Reporter	1-3, 7-9, 11, 17-23, 25, 27-28, 33, 35-36, 38-41, 43-45	7
Graphic Artist	1-5, 8-12, 16-23, 25, 27-28, 33, 35, 38-41, 43-45	16
Account Executive	1-4, 8-11, 15-20, 22-28, 33-35, 38-41, 44-45	16
Account Executive	1-4, 8-11, 15-20, 22-28, 33-35, 38-41, 44-45	26
Account Executive	1-4, 8-11, 15-20, 22-28, 33-35, 38-41, 44-45	10
Commercial Producer	1-4, 6, 8-9, 11, 15-20, 22-25, 27-28, 33, 35, 38-41, 44-45	16
News Producer	3-4, 8-11, 15, 17-20, 22-25, 27-28, 33-35, 38-41, 44-45	10
Executive Producer	2-4, 7-9, 11, 13, 15-20, 22-28, 30, 32-35, 37-42, 44-45	7
Weekend Meteorologist/Anchor	20, 33, 44	33
Master Control Operator	1-4, 8-9, 11, 13, 15-20, 22-25, 27-28, 30, 32-35, 37-42, 44-45	33
Associate Producer	1, 3-4, 8-9, 11, 13, 15-20, 22-25, 27-28, 30, 32-35, 37-42, 44-45	3
Morning Traffic & Entertainment Anchor	3-4, 8-11, 13, 15-20, 22-25, 27-28, 30, 32-35, 37-42, 44-45	10
Assistant Chief Engineer	1, 3-4, 7-9, 11, 13, 15-20, 22-25, 27-28, 30, 32-35, 37-42, 44-45	7
News Editor	1, 3-4, 8-11, 13, 15-20, 22-25, 27-28, 30, 32-35, 37-42, 44-45	10
Weekend News Anchor/ Reporter	3-4, 6-9, 11, 13, 15-20, 22-28, 30, 32-35, 37-42, 44-45	7

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Photographer/Editor	1, 3-4, 6, 8-9, 11, 13, 15-20, 22-25, 27-28, 30, 32-35, 37-42, 44-45	45
Photographer/Editor	1, 3-4, 6, 8-9, 11, 13, 15-20, 22-25, 27-28, 30, 32-35, 37-42, 44-45	33
IT Engineer	1, 3-4, 8-9, 11, 13, 15-20, 22-25, 27-30, 32-35, 37-42, 44-45	29

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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 : <a href="http://www.awrt.org">http://www.awrt.org</a> Email : <a href="mailto:info@awrt.org">info@awrt.org</a> Fax : 1-703-506-3266 Career Services	N	0
3	Careerbuilder.com 8401 Greensboro Drive Suite 250 McLean, Virginia 22102 Phone : 703-637-7912 Url : <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrew Hamburger	N	9
4	Central State University P.O. Box 1400 Wilberforce, Ohio 45384 Phone : 937-376-6348 Url : <a href="http://www.centralstate.edu/index.php">http://www.centralstate.edu/index.php</a> Email : <a href="mailto:aharper@centralstate.edu">aharper@centralstate.edu</a> Amy Harper	N	0
5	Civilian Jobs 1825 Barrett Lakes Kennesaw, Georgia 30144 Phone : 866-801-4418 Url : <a href="http://civilianjobs.com">http://civilianjobs.com</a> Don Johnson Manual Posting	N	0
6	Current Employee	N	7
7	Current Employee/Internal Promotion	N	6

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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	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
9	Educational Opportunity Center 1133 S Edwin C. Moses Blvd Suite 380 Dayton, Ohio 45417 Phone : 937-223-5074 Teria Jewett Manual Posting	N	0
10	Employee Referral	N	9
11	First Baptist Church 8870 East State Route 57 New Carlisle, Ohio 45344 Phone : 845-1211 Jeff Christmas Manual Posting	N	0
12	Former Employee	N	1
13	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
14	Hero 2 Hired 2400 Army Pentagon Washington, District of Columbia 20310 Phone : 877-450-4473 Url : <a href="http://www.h2h.jobs">www.h2h.jobs</a> Crystal Arcilla Manual Posting	N	0
15	Hispanic Link News Service 1420 North Street N.W. Washington, District of Columbia 20005 Phone : 202-234-0280 Url : <a href="http://www.carlose@hispaniclink.org">http://www.carlose@hispaniclink.org</a> Email : charlie@hispaniclink.org Charlie Ericksen	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
16	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	2
17	International College of Broadcasting 6 S. Smithville Road Dayton, Ohio 45431 Phone : 937-258-8251 Fax : 1-937-258-8714 Gary Doster	N	1
18	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : <a href="mailto:Eloise@ithaca.edu">Eloise@ithaca.edu</a> Eloise Green	N	0
19	Leadership Institute 1101 North Highland Arlington, Virginia 22201 Phone : 703-247-2000 Url : <a href="http://conservativejobs.com">http://conservativejobs.com</a> Fax : 1-703-247-2001 Denise Chaykun	N	0
20	Linkedin Corporate Solution 2029 Stierlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Danielle Anderson Manual Posting	N	0
21	Medialine.com PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Career Services	N	0
22	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

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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>
23	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
24	National Association of Hispanic Journalists 1050 Connecticut Avenue NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7168 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Fax : 1-202-662-7144 Kevin Olivas	N	0
25	National Black MBA Association - Dayton Chapter P.O. Box 3709 Dayton, Ohio 45401-3709 Phone : 937-285-0013 Url : <a href="http://www.nbmbaa.org">www.nbmbaa.org</a> Career Services Manual Posting	N	0
26	Non-Employee Referral	N	5
27	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
28	Ohio Means Jobs 1111 S Edwin C. Moses Blvd Dayton, Ohio 45422 Phone : 937-225-6135 Aminah Costner Manual Posting	N	0
29	Other Source Monster.com	N	2
30	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	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
31	Self Referral	N	1
32	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
33	Sinclair Broadcast Group, Inc 10706 Beaver Dam Road Cockeysville, Maryland 21030 Phone : 410-568-1517 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	10
34	Sinclair Community College 444 West Third Street Dayton, Ohio 45402 Phone : 937-512-2920 Email : <a href="mailto:careerservices@sinclair.edu">careerservices@sinclair.edu</a> Connie Marshall	N	0
35	Specs Howard School of Media Arts 19900 West 9 Mile Road Southfield, Michigan 48075 Phone : . Email : <a href="mailto:KBurns@specshoward.edu">KBurns@specshoward.edu</a> Kristin Burns	Y	0
36	Talent Dynamics 600 Las Colinas Blvd Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:hedding@talentedynamics.com">hedding@talentedynamics.com</a> Christina Hedding	N	0
37	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Sinclair SilkRoad Source	N	0

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38	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Career Services	N	1
39	University of Dayton 300 College Park Dayton, Ohio 45469 Phone : 937-229-2045 Url : <a href="http://www.udayton.edu/careerservices">http://www.udayton.edu/careerservices</a> Email : careerservices@udayton.edu Eileen Plummer	N	0
40	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
41	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
42	Walter Cronkite School of Journalism 555 N. Central Ave, Suite 302 Phoenix, Arizona 85004 Url : NEWS ONLY Email : mike.wong@asu.edu Michael Wong	Y	0
43	WKEF 45 Broadcast Plaza Dayton, Ohio 45417 Phone : 937-263-4500 Url : <a href="http://www.abc22now.com">http://www.abc22now.com</a> Amy Erickson Manual Posting	N	0



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44	WKEF / WRGT website 45 Broadcast Plaza Dayton, Ohio 45417 Phone : 937-263-4500 Url : <a href="http://www.fox45now.com">http://www.fox45now.com</a> Email : <a href="mailto:aerickso@sbgvtv.com">aerickso@sbgvtv.com</a> Amy Erickson	N	6
45	Wright State University 3640 Colonel Glenn Highway Student Union Fairborn, Ohio 45435 Phone : 937-775-2556 Email : <a href="mailto:career.services@wright.edu">career.services@wright.edu</a> Fax : 1-937-775-3381 Charlene Thornton	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>61</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>	<b>Points</b>
1	6/23/2014	Participation in events or programs sponsored by educational institutions	Troy Miami County Library asked Meteorologist Christopher Mulcahy to be the quest speaker for their Wacky Weather Program. Chris gave a weather presentation, talked about his career as a Broadcast Meteorologist and answered questions about weather during this program.	1	Meteorologist	0.25
2	7/23/2014	Participation in events sponsored by community groups	The Montgomery County Board of DDS asked Jeff Booth, Chief Meteorologist to talk to a group of adults with developmental disabilities. Jeff talked about the weather along with other aspects of news and broadcasting.	1	Chief Meteorologist	0.25
3	8/2/2014	Participation in Job Fairs	Sharon, Stan and Blaise represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Boston, MA; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager News Talent Manager News Director for WOAI	0.25
4	8/8/2014	Participation in Job Fairs	Sharon and Stan represented ALL news stations for Sinclair at the career expo at the National Association of Hispanic Journalists convention in San Antonio, TX; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	2	Corporate Employment Manager News Talent Manager	0.25

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5	8/15/2014	Participation in Job Fairs	Sharon and Stan represented ALL news stations for Sinclair at the career expo at the Asian American Journalist Association convention in Washington DC; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager News Talent Manager	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
6	8/17/2014	Establishment of an intern program designed to assist members of the community	<p>Internship Program</p> <p>Program Goal:</p> <p>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:</p> <p>Develop links with universities and colleges to promote Sinclair Broadcast Group and its stations as prospective employers.</p> <p>Create a symbiotic relationship between interns and Sinclair employees.</p> <p>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><b>ELIGIBILITY REQUIREMENTS</b></p> <p>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.</p> <p>The applicant must be in good academic standing, as defined by his or her academic institution.</p> <p>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.</p> <p>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> <p>Earlier in the year, we had 3 interns from the International College of</p>	2	News Production Manager Assistant News Director	1.00

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			Broadcasting of which one intern was hired as a Part Time Production Assistant.			
7	10/22/2014	Participation in Job Fairs	Natasha Williams, Reporter and Shaun Elliott, Photographer manned the station table and talked to several dozen Central State students who were looking for internships and jobs. The fair lasted for about four hours. They also provided information on how to check our station website for other job opportunities within Sinclair Broadcast Group.	2	Reporter Photographer	0.25
8	11/11/2014	Participation in events sponsored by community groups	Mike Thomas, News Production Manager conducted 5 station tours to local organizations and schools. International College of Broadcasting on 10/31/14, West Carrollton High School Media Group on 11/11/14, International College of Broadcasting on 12/23/14 and Tiger Cubs Pac 101 from Oakwood, Ohio on 5/1/15 and the Wavelength Class from Greenville High School on 5/14/15. 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	News Production Manager	0.25
9	11/14/2014	Participation in events sponsored by community groups	Main Anchor, Jack Atherton participated in a Radio Reading Service in conjunction with Goodwill Easter Seals Miami Valley. Every Friday from November 2014 through January 2015, Jack read books to visually impaired listeners for 1 hour.	1	Main Anchor	0.25

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### III. RECRUITMENT INITIATIVES

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10	3/2/2015	Participation in events or programs sponsored by educational institutions	Jeff Booth, Chief Meteorologist participated in an event called "Read Across America". Jeff read the book "Cloudy With A Chance of Meatballs" to students from Oakview Elementary School on 3/2/15 and Dayton Horizon Science Academy on 3/23/15. Jeff also talks to the students about the different types of severe weather that affect our area and about the education that goes into being a Meteorologist.	1	Chief Meteorologist	0.25
11	3/6/2015	Participation in Job Fairs	Elyse and I went to the Cleveland Convention Center on Friday for a Career Expo for Kent State students... it was a chance for us to talk to mass comm students, who are either looking for work or searching for internships. I estimate we talked to a good 60 students about opportunities in Dayton and at Sinclair.	2	Assistant News Director Reporter	0.25
12	3/14/2015	Participation in events sponsored by community groups	Jeff Booth, Chief Meteorologist, was asked to be a guest speaker at the National Weather Service's spotter training class. National Weather Service/Dayton Skywarn hosted this event which was held at Miami Valley Hospital. Jeff spoke to the class for approximately one hour. Jeff spoke to the class about the different types of severe weather that affects the Miami Valley and when we are most likely to see severe weather in our region. Jeff also talked about some of the tools Meteorologists use to predict the weather and why it's important to have spotters on the ground helping us in real-time with getting information to the public.	1	Chief Meteorologist	0.25

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13	4/18/2015	Participation in events or programs sponsored by educational institutions	Shaun Elliott, Amber Watson, Natasha Williams, Alexandra Lewis and Rhonda Moore participated in a Student Journalism Boot Camp, presented by the Dayton Association of Black Journalists. This annual event is for high school and college students interested in journalism. 20 students participated in the all day session where they received hands on training about television, radio, print and digital journalism. The Boot Camp was held at Cox Media Center in Dayton Ohio.	5	Photographer Reporter Reporter Reporter	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>4.00</b>