

WRLH
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
Master Control Operator	1-3, 6, 10, 12-23, 25-30, 32-36	29
Marketing Consultant / Sales	1-3, 6, 8, 10-23, 25-30, 32-36	14
Local Sales Assistant	1-4, 6, 9-22, 25-30, 32-36	4
Master Control Operator	1-3, 6-7, 9-15, 17-22, 25-37	14
Copy Coordinator	1-3, 5-6, 9-15, 17-22, 25-37	5
Master Control Operator	1-3, 6-7, 9-15, 17-22, 24-37	7

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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	Bishop State Community 351 N. Broad St. Mobile, Alabama 36603 Phone : 251-662-5371 Url : http://www.bishop.edu Email : jwomack@bishop.edu Julia Womack	N	0
2	Careerbuilder.Com 8401 Greensboro Dr. Ste 250 McLean, Virginia 22102 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
3	Christopher Newport University 1 Avenue of the Arts Newport News, Virginia 23606 Phone : 757-594-8887 Url : cnu.edu/ccp Email : ccp@cnu.edu Career Services	Y	0
4	Current Employee	N	1
5	Current Employee/Internal Promotion	N	1
6	ECPI College of Technology 800 Moorefield Park Dr. Richmond, Virginia 23236 Phone : 866-499-0338 Url : http://www.ecpi.edu Email : jdjohnson@ecpi.edu Jeremy Johnson	N	0
7	Employee Referral	N	2
8	Former Employee Referral	N	1
9	FOX Richmond website 1925 Westmoreland St. Richmond, Virginia 23230 Phone : 804-358-3535 Url : http://www.foxrichmond.com Email : sbgresumes@sbgstv.com Nicole Jackson	N	0

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10	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
11	Goodwill of Central VA 6301 Midlothian TrnPk Richmond, Virginia 23225 Phone : 804-417-6721 Url : http://www.goodwillrichmond.org Email : penny.porter@goodwillvirginia.org Penny Porter	N	0
12	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
13	Howard University 525 Bryant St., NW Job Placement Office Washington, District of Columbia 20059 Phone : 202-806-7513 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
14	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	5
15	Ithaca College 953 Danby Rd. Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0

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16	ITT Technical Institute 300 Gateway Centre Pkwy Career Services Office Richmond, Virginia 23235 Phone : 804-330-4992 Url : http://www.itt-tech.edu Email : cbarrafato@itt-tech.edu Carl Barrafato	N	0
17	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
18	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Danielle Anderson	N	1
19	Media Match 8112 1/2 West 3rd St. Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
20	Metropolitan Business League 115 East Marshall St. Richmond, Virginia 23219 Phone : 804-649-7473 Url : http://www.theembl.org/ Email : info@thembl.com Oliver Singleton	N	0
21	National Black MBA Associates 180 N. Michigan Ave. Chicago, Illinois 60601 Phone : 312-236-2622 Url : http://www.nbmbaa.org/ Email : employmentnetwork@nbmbaa.org Dana Webster	N	0

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22	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Career Services	N	0
23	Native American Public Telecommunications 1800 No. 33rd St Lincoln, Nebraska 68583 Phone : 402-472-3522 Url : http://www.nativetelecom.org Email : native@unl.edu Rachael Danay	N	0
24	Non-Employee Referral	N	1
25	Norfolk State University 2401 Corprew Ave. Norfolk, Virginia 23504 Phone : 757-832-8600 Url : http://www.nsu.edu/ Email : pdsaunders@nsu.edu Pamela Saunders	N	0
26	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
27	Richmond Technical Ctr. 2020 Westwood Ave. Attn: Job Opening Richmond, Virginia 23227 Phone : 804-780-6272 Url : http://web.richmond.k12.va.us Fax : 1-804-780-6040 Nancy Holmes	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
28	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
29	Sinclair Website 10706 Beaver Dam Rd. Cockeysville, Maryland 21030 Phone : 410-568-1517 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	1
30	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
31	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
32	The Society of Broadcast Engineers 9102 North Median Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbd.org/ Email : kjones@sbe.org Scott Jones	N	0
33	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

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34	TVJOBS.com P.O. Box 4116 Oceanside, California 92052 Url : http://tvjobs.com Email : admin@tvjobs.com Career Services	N	0
35	US Army Wounded Warrior Program Vicki Mullen AW2 Advocate 200 Stovall St., Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
36	VA State University Box 9410 Petersburg, Virginia 23806 Phone : 804-524-5211 Url : http://www.vsu.edu/ Email : careerservices@vsu.edu Yolando Crewe	N	0
37	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:			13

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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	10/3/2017	Establishment of an intern program designed to assist members of the community	<p>The station has an internship program to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives: Develop links with technical schools, universities and colleges to promote WRLH as prospective employers. Create a symbiotic relationship between interns and WRLH 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 are also 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's eligibility requirements.</p>	2	Production Manager Business Manager
2	10/17/2017	Participation in Job Fairs	Participated in the Spring Job fair at ODU. Spoke with potential candidates about open positions at Sinclair Broadcast Group. Accepted resumes and directed them to apply online. Spoke with many potential people.	1	Business Manager

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3	2/9/2018	Provision of training to management	<p>Sinclair Broadcast Group (SBG) 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 or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment for all employees. All newly hired employees take 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.</p> <p>Newly hired Managers and Supervisors also take 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 as well as bi-annually as a refresher course. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance</p>	32	

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4	2/28/2018	Participation in scholarship programs	<p>The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education.</p> <p>The Fund complements Sinclair's existing widespread internship program as well as Sinclair's long-standing relationships with numerous colleges, including historically black colleges and universities in markets where Sinclair has stations. This Fund is another way for Sinclair to invest in the future of broadcast television, by ensuring that students dedicated to careers in broadcasting can complete their educations.</p> <p>Sinclair is excited to have the opportunity to provide students with financial assistance and is now accepting applications for our 2018 scholarship. Students interested in applying must submit their applications by 11:59pm ET on Monday, April 16th, 2018.</p>	1	
5	3/8/2018	Participation in Job Fairs	Participated in RVA Career Expo sponsored by the Virginia Tech Alumni Association which served over 1,000 candidates for jobs in the Richmond area. Information was provided concerning open positions and internships with WRLH FOX Richmond and careers in broadcasting.	3	Production Manager LSM Marketing Director