

**WACH-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2016 - July 31, 2017**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Photographer	2-8, 10, 13-18, 20-33, 35-43	10
Multimedia Journalist/Reporter	2-8, 12-33, 35-43	32
Multimedia Journalist/Reporter	2-8, 12-33, 35-43	12
Multimedia Journalist/Reporter	2-8, 12-33, 35-43	19
Local Sales Account Coordinator	2-4, 6-10, 13-18, 20-22, 24-32, 36-42	10
Director	2-9, 13-18, 20-32, 35-43	38
Multi Media Journalist	1-8, 13-18, 20-43	34
Web Content Specialist	2-4, 6-10, 13-18, 20-22, 24-33, 36-42	10
News Producer	2-8, 11, 13-18, 20-33, 35-43	11
Morning Traffic Reporter	2-9, 13-18, 20-33, 35-43	38
Programming Coordinator	2-4, 6-8, 13-18, 20-22, 24-33, 36-42	17
Graphic Designer	2-4, 6-9, 13-18, 20-22, 24-33, 36-42	32
Programming Coordinator	2-4, 6-8, 12-18, 20-22, 24-33, 36-42	12

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Allen University 1530 Harden St. Columbia, South Carolina 29204 Phone : 803-376-5749 Email : gyoung@allenuniversity.edu Fax : 1-803-376-5733 Gwendolyn Young	N	0
2	Benedict College 1600 Harden St., Columbia, South Carolina 29204 Phone : 803-705-4671 Email : rutherfordk@benedict.edu Fax : 1-803-705-6889 Karen Rutherford	N	0
3	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
4	Clemson University Box 340533 411 Strode Tower Clemson, South Carolina 29634 Phone : 864-656-5383 Email : seddie@clermson.edu Fax : 1-864-656-0599 Eddie Smith	N	0
5	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : bille@michaelsmedia.com Michael Bille	N	0
6	College of Charleston 66 George St Charleston, South Carolina 29424 Email : sbgresumes@sbgstv.com Career Center	N	0

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7	Columbia College 1301 Columbia College Rd Columbia, South Carolina 29203 Phone : 803-786-3662 Email : c2success@columbiasc.edu Fax : 1-803-786-3806 Fiona Lofton	N	0
8	Columbia Urban League PO Box 50125 Columbia, South Carolina 29250 Phone : 803-799-8150 Fax : 1-803-254-6052 Career Services	N	0
9	Current Employee	N	7
10	Current Employee - Transfer/Promotion	N	3
11	Current Employee/Internal Promotion	N	1
12	Employee Referral	N	5
13	Ft. Jackson Employment Readiness 5450 Strom Thurmond Blvd Fort Jackson, South Carolina 29207 Phone : 803-751-5452 Email : barbara.martin@us.army.mil Fax : 1-803-751-9978 Barbara Martin	Y	0
14	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@sbgstv.com Sinclair SilkRoad Source	N	1
15	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0

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16	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
17	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	9
18	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sharon Pickeral	Y	0
19	Job Fair	N	1
20	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
21	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Todd Soffian Manual Posting	N	3
22	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0

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23	Medialine 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> Mark Shilstone	N	0
24	Midlands Technical College PO Box 2408 Columbia, South Carolina 29202 Phone : 803-738-8324 Email : <a href="mailto:askmtc@midlandstech.edu">askmtc@midlandstech.edu</a> Fax : 1-803-738-7784 Career Services	N	0
25	NAACP 1114 Blanding St. Columbia, South Carolina 29201 Phone : 803-754-4584 Email : <a href="mailto:scaacp@bellsouth.net">scaacp@bellsouth.net</a> Fax : 1-803-754-5457 Dwight James	Y	0
26	Newberry College 2100 College St Newberry, South Carolina 29108 Phone : 803-321-5219 Email : <a href="mailto:mmaddy@newberry.edu">mmaddy@newberry.edu</a> Marshall Maddy	N	0
27	Recruit.Net 2706, The Centrum 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Sinclair SilkRoad Source	N	0
28	Savannah College of Art and Design 342 Bull St Savannah, Georgia 31402 Phone : . Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0

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29	SC Works Online 700 Taylor St Columbia, South Carolina 29202 Phone : 803-737-0179 Url : <a href="http://www.midlandsworks.org/columbia">http://www.midlandsworks.org/columbia</a> Fax : 1-803-978-0191 Career Services	N	0
30	SCBA 1 Harbison Way Suite 112 Columbia, South Carolina 29210 Phone : 803-732-1186 Url : <a href="http://www.scba.net/job_bnk/index.php">http://www.scba.net/job_bnk/index.php</a> Email : Paula@scba.net Fax : 1-803-732-4085 Paula Thayer	N	0
31	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
32	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : employment@sbgstv.com Sharon Pickeral	N	8
33	South University 9 Science Ct Columbia, South Carolina 29203 Phone : 803-935-4302 Email : sucoladmis@southuniversity.edu Fax : 1-803-935-4384 Nicole Williams	Y	0
34	Station Website	N	1
35	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : hedding@talentedynamics.com Christina Hedding	N	0

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36	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	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@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
38	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	2
39	US Army Wounded Warrior Program AW2 Advocate 200 Stovall St., Room 7N53 Alexandria, Vermont 22332 Email : <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0
40	USC Career Center H. William Close BA Building 6th FL Columbia, South Carolina 29208 Phone : 803-777-1247 Fax : 1-803-777-7556 Celia Goetowski Carroll	Y	0
41	USC College of Journalism 911 Sumter St. Univ. of SC Columbia, South Carolina 29201 Phone : 803-777-3347 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Beverly Dominick	N	0
42	WACH Bulletin Board 1400 Pickens St., Columbia, South Carolina 29201 Email : <a href="mailto:kstoneberg@chestv.com">kstoneberg@chestv.com</a> Career Services	N	0

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43	Walter Cronkite School of Journalism 555. N. Central Ave. Suite 102 Phoenix, Arizona 85004 Url : NEWS Only Email : mike.wong@asu.edu Michael K. Wong	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>41</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>
1	8/3/2016	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	5	Corporate Employment Manager News Talent Manager Director of News Training&Development
2	8/29/2016	Establishment of an intern program designed to assist members of the community	Conducted successful Fall, and summer internship program for multiple students. Under the direction and guidance of staff, all students had the opportunity to develop skills in editing, producing, reporting, web editing and directing. Each student was able to add to their reel of work and were thankful for the opportunity.	5	Asst. News Director Photographer Sports MMJ/Anchor MMJ
3	9/22/2016	Participation in events or programs sponsored by educational institutions	Two news employee's Destiny Chance and Taylor Rose spoke with Claflin University's Mass Communication 101 Course. It was an open ended forum where students asked questions as to how they got their career started, what goes into a daily routine as a news employee, diversity in the newsroom and how business is changing. 25 students in attendance.	2	MMJ Producer
4	10/26/2016	Participation in events or programs sponsored by educational institutions	General Sales Manager John Farmer spoke with the University of SC graduate students at the School of Journalism and Mass Communications. Sales and Marketing was discusses, and the various positions available in the industry as an alternative just news positions. Also discussed was "branding", and the effects of media that goes "public". 20-25 students in attendance	1	General Sales Mgr

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### III. RECRUITMENT INITIATIVES

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5	11/2/2016	Participation in events or programs sponsored by educational institutions	Destiny Chance was a panelist for #PluggedIn and University of SC event for students. Destiny shared her story of how life after graduation is. Timeframe and hunt involved in getting a job, what her position has been like since she started in the industry, does she ever compare herself to others and their success and whether or not race has discouraged her in the broadcasting industry. Approximately 150 in attendance.	10	MMJ
6	11/18/2016	Participation in events or programs sponsored by educational institutions	John Farmer, Scott Harris, Ashleigh McAlister and Gini Resnick participated in the Students in Action Leadership Conference at Columbia College on 11/18/16. The presentation was on the importance of Marketing and Media Relations: Telling your story effectively. They discussed the importance of businesses being active in the community and shared how one of our largest community efforts each year is the large food drive we sponsor and host for Harvest Hope Food Bank in Columbia. Approx 105-115 juniors/senior high school students in attendance from all over the state.	4	GSM Research LSM DSM
7	2/16/2017	Participation in events or programs sponsored by educational institutions	General Sales Manager, John Farmer led the Sales and Promotions class at University of SC. Students(25) are from a variety of majors, Advertising, PR, Broadcast, English, Finance & Marketing /Management. Items discussed were how to get started in Sales with in the broadcasting industry: Terminology, basic steps, ideas, attitudes and expectations, Prospecting and Cold Calls.	1	General Sales Mgr
8	2/23/2017	Participation in events or programs sponsored by educational institutions	Anchor Fraendy Clervaud participated in the Eau Claire High School Career Day on 2/23/17. Fraendy discuss careers involved in broadcasting industry, and fielded questions from students. He strongly focused on Journalism and the importance of it.	1	Anchor

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9	3/16/2017	Participation in events or programs sponsored by educational institutions	News Director Darryl Huger participated in the Richland NE High School Career Day on 3/16/17 in Columbia SC. Two 30 minute sessions were held in groups of 30 students. Information about the industry, positions involved, education required, what the News Director position responsibilities are, etc. were discussed. Question and answers followed.	1	News Director
10	3/22/2017	Participation in Job Fairs	Participated in job fair at University of SC School of Journalism. Assistant News Director Ryan Kitchell and Business Manager Karyn Stoneberg attended. We spoke with with potential applicants upon graduation and also students interested in internships. Collected resumes, and handed out open position listing.	2	Business Manager Asst. News Director
11	4/12/2017	Participation in Job Fairs	The Assistant News Director along with one other employee attended the SC Broadcaster's Association job fair in Columbia SC. Over 200 hundred students from various colleges throughout the state attended. Information on open positions and internships were handed out along with collecting resumes from the potential applicants.	2	Asst. News Director Commercial Producer