

WACH-TV
EEO PUBLIC FILE REPORT
August 1, 2017 - July 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
Multimedia Journalist/Reporter	1-2, 4-8, 12, 14-17, 19-35, 37-38, 40-45, 47	12
News Producer	1-2, 4-8, 11, 14-17, 19-20, 22-35, 37-38, 40-45, 47	15
News Anchor	1-2, 4-9, 14-17, 19-20, 22-35, 37-38, 40-45, 47	34
Marketing Consultant	1-2, 4, 6-8, 12, 14-17, 19-20, 22-24, 26-35, 38, 40-45	34
Weekend News Anchor/Multimedia Journalist	1-2, 4-8, 10, 14-17, 19-20, 22-35, 37-38, 40-45, 47	10
Digital Sales Coordinator	1-2, 4, 6-8, 11, 14-17, 19-20, 22-24, 26-35, 38, 40-45	11
Master Control Operator	1-2, 4, 6-8, 14-17, 19-20, 22-24, 26-35, 38, 40-45	34
Master Control Operator	1-2, 4, 6-8, 14-17, 19-20, 22-24, 26-35, 38, 40-45	2
Sales Research Administrator	1-2, 4, 6-8, 11, 14-17, 19-20, 22-24, 26-35, 38, 40-45	11
Director	1-2, 4-8, 11, 14-17, 19-20, 22-26, 28-38, 40-45, 47	11
Broadcast Engineer	1-4, 6-9, 12, 14-17, 19-20, 22-24, 26-35, 38-45	12
Master Control Operator	1-2, 4, 6-8, 12, 14-17, 19-20, 22-24, 26-35, 38-45	34
Local Sales Assistant	1-2, 4, 6-9, 12, 14-17, 19-20, 22-24, 26-35, 38-45, 48	12
Commercial Producer	1-2, 4, 6-9, 12, 14-17, 19-20, 22-24, 26-35, 38-46, 48	19
10PM News Anchor	1-2, 4-8, 12, 14-20, 22-35, 37-45, 47-48	12
Producer	1-2, 4-8, 10, 14-20, 22-35, 37-45, 47-48	10
Multimedia Journalist/Reporter	1-2, 4-8, 14-20, 22-35, 37-48	23
Marketing Consultant	1-2, 4, 6-8, 13-24, 26-35, 38-45, 48	13
Local Sales Assistant	1-2, 4, 6-9, 14-20, 22-24, 26-35, 38-45, 48	9

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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	Benedict College 1600 Harden St., Columbia, South Carolina 29204 Phone : 803 705-4815 Email : Sonya.Johnson@benedict.edu Fax : 1-803-705-6889 Sonya Johnson	N	0
2	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	3
3	Claflin University Office of Career Development 400 Magnolia St. Orangeburg, South Carolina 29115 Phone : 803-535-5338 Email : csnell@claflin.edu Fax : 1-803-535-5379 Carolyn Snell	N	0
4	Clemson University Box 340533 411 Strode Tower Clemson, South Carolina 29634 Phone : 864-656-5383 Email : seddie@clemson.edu Fax : 1-864-656-0599 Eddie Smith	N	0
5	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com 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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	6
10	Current Employee - Transfer/Promotion	N	2
11	Current Employee/Internal Promotion	N	4
12	Employee Referral	N	11
13	Former Employee Referral	N	1
14	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
15	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	1
16	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

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17	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
18	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	Y	0
19	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
20	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
21	Job Fair	N	2
22	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
23	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Todd Soffian	N	2

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24	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
25	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
26	Midlands Technical College PO Box 2408 Columbia, South Carolina 29202 Phone : 803-738-8324 Email : askmtc@midlandstech.edu Fax : 1-803-738-7784 Career Services	N	0
27	NAACP 1114 Blanding St. Columbia, South Carolina 29201 Phone : 803-754-4584 Email : scnaacp@bellsouth.net Fax : 1-803-754-5457 Dwight James	Y	0
28	Newberry College 2100 College St Newberry, South Carolina 29108 Phone : 803-321-5219 Email : mmaddy@newberry.edu Marshall Maddy	N	0
29	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Savannah College of Art and Design 342 Bull St Savannah, Georgia 31402 Phone : . Email : sbgresumes@sbgstv.com Career Center	N	0
31	SC Works Online 700 Taylor St Columbia, South Carolina 29202 Phone : 803-737-0179 Url : http://www.midlandsworks.org/columbia Fax : 1-803-978-0191 Career Services	N	0
32	SCBA 1 Harbison Way Suite 112 Columbia, South Carolina 29210 Phone : 803-732-1186 Url : http://www.scba.net/job_bnk/index.php Email : Paula@scba.net Fax : 1-803-732-4085 Paula Thayer	N	0
33	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
34	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	11
35	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Station Website Posting (One or More SEU Stations)	N	2
37	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
38	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
39	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
40	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
41	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	1
42	US Army Wounded Warrior Program AW2 Advocate 200 Stovall St., Room 7N53 Alexandria, Vermont 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0

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43	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
44	USC College of Journalism 911 Sumter St. Univ. of SC Columbia, South Carolina 29201 Phone : 803-777-3347 Email : sbgresumes@sbgstv.com Beverly Dominick	N	1
45	WACH Bulletin Board 1400 Pickens St., Columbia, South Carolina 29201 Email : kstoneberg@chestv.com Career Services	N	0
46	WACH.com 1400 Pickens St., Suite 600 Columbia, South Carolina 29201 Phone : 803-252-5757 Url : http://www.midlandsconnect.com Email : kstoneberg@chestv.com Karyn Stoneberg	N	2
47	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
48	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:			54

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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	8/8/2017	Participation in Job Fairs	The Corporate Sr. Employment Manager, News Talent Manager, along with several station News Managers and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA August 8-11, 2017. The 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.	3	Sr. Employment Manager News Talent Manager Director of News Training&Development
2	8/29/2017	Establishment of an intern program designed to assist members of the community	College internship program. Through cooperative effort with Career counselors, WACH sponsors semester long internships. Various students during the Fall and Summer semesters come in to get hands on practice and earned course credit.	3	Asst. News Director News Director MMJ
3	9/5/2017	Participation in events or programs sponsored by educational institutions	Brian Mcconchie, Anchor, presented to a group of middle schoolers studying Journalism and Broadcasting at Heathwood Hall. He discussed the typical day in the life of a broadcaster. The conversation was driven by questions they had on story ideas, how we cover them and general questions about photography and video editing. Class was around 25 students.	1	Anchor
4	9/28/2017	Participation in events or programs sponsored by educational institutions	Jessica Wright, Commercial Producer, participated with Action for Unity at Dutchfork Middle School. This program is a year long Anti-Bullying Project with the students. Ms. Wright mentors and works on projects with the students, that are video related and entails showing them what her job does and shows them the many ways her skills can be used outside of the job for the good of the community.	1	Commercial Producer

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5	9/30/2017	Participation in events sponsored by community groups	Dana Fulton, Meteorologist, and several other female employee's participated in the Women's Empowerment Convention on 9/30/2017 in Columbia SC. This convention is filled with booths of companies and career opportunities highlighting females in general. Dana discussed her job as a Meteorologist/journalist, how she decided to go into broadcasting and giving mini sessions on the green screen to attendees. Attendance was 1k and up.	4	Meteorologist Anchor Anchor Promotion Administrator
6	10/18/2017	Provision of training to management	Business Manager, Karyn Stoneberg attended a Webinar from Pillsbury Winthrop Shaw Pittman LLP on The Changing Face of the FCC's EEO Rule in 2017, on October 18, 2017. This was an informative session on changes and proposals for change to the EEO requirements that can be shared with other management staff at the station.	1	Business Manager
7	11/6/2017	Participation in events or programs sponsored by educational institutions	Kevin Pazdernik, Manager, guest lectured on 11/6/2017 at the University of SC University 101 class. The topic was Media Bias and Being a Savvy Content Consumer. There were around 20 students in attendance.	1	Special Projects Mgr
8	11/21/2017	Participation in events or programs sponsored by educational institutions	Darryl Huger, News Director participated in Career Day at Richland NE High School on November 21, 2017. Darryl talked to students and responded to questions regarding the broadcasting industry and job opportunities available. Around two hundred students came through.	1	News Director
9	1/30/2018	Participation in events or programs sponsored by educational institutions	Anchor Brian Mcconchie spent a half day speaking with Heathwood Hall Middle School students at their Career Day. 30 minutes was spent discussing a career in broadcasting with four different classes. He was one of 20 speakers who rotated through the classrooms throughout the day. Q&A also allowed at end of presentation.	1	Anchor

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10	2/1/2018	Participation in events or programs sponsored by educational institutions	Rachel Stoudenmire, Marketing Consultant, served on a panel for Journalism 202 at the University of SC on 2/1/2018. There were around 100 students in attendance. The session was held in Q&A style, discussing Advertising & promotion agencies and how they are compensated, the importance of networking, how and when to apply for Mass Communications jobs, and important trends in the industry.	1	Marketing Consultant
11	2/3/2018	Participation in events sponsored by community groups	Sharonne Hayes, Journalist, participated in a Indivisible Midlands panel of journalists, organizational committee specialists and progressive organizers on 2/3/18. The topic was "Navigating the Media Landscape for a Pathway to Impactful Progressive Organizing" One of the specific topics discussed was How new forms of media, such a social media live-streaming have changed the media landscape as far as what and how stories are covered.	1	Journalist
12	2/9/2018	Participation in events or programs sponsored by educational institutions	Natalie Parsons, Traffic Reporter, conducted a station tour with Hyatt Park Elementary School on February 9, 2018. Students had the opportunity to try sitting at the Anchor desk, reading prompter, presenting in front of the green screen(traffic report), The 12 students enjoyed immensely and found it very informative.	1	Traffic Reporter
13	2/22/2018	Participation in events sponsored by community groups	Fraendy Clervaud, Anchor, was a speaker at Black History Month Celebration at Dutch Fork Middle School. This was hosted by student organization called "Action" which stands for Assisting Communities Together Inspiring our Neighbors. Discussion was on "Making a Change that lasts a lifetime" Approx 40 in attendance	1	Anchor

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14	3/21/2018	Participation in Job Fairs	Tiffany Winslow, Business Manager represented Sinclair Broadcast Group, stations WPDE/WACH at the Coastal Carolina Career Fair. Approximately 20 students stopped by the table and inquired on openings and internships. Resume's were collected. Open position listings were distributed along with station swag.	1	Business Manager
15	3/22/2018	Participation in Job Fairs	Karyn Stoneberg, Business Manager and Ryan Kitchell, Asst. News Director attended the University of SC School of Journalism job fair on 3/22/2018 representing Sinclair Broadcast Group stations WACH and WPDE. The fair was well attended, approximately 50 students showed interest in internships and the open positions for those graduating soon. Resumes were collected and distributed to department heads upon our return.	2	Business Manager Asst. News Director
16	3/29/2018	Participation in events or programs sponsored by educational institutions	Jamal Goss, MMJ attended and presented at the Herbert A Wood Elementary School Career Day on 3/29/2018. Approximately 150 students attended. Discussion was held on what it's like to be a reporter and the skills needed to do the job. Also discussed education, job outlooks and the importance of developing communication skills early. Video presented and Q&A session held.	1	Multi Media Journalist
17	4/4/2018	Participation in Job Fairs	John Farmer, General Sales Mgr, Ashleigh McAlister, Digital Sales Mgr, and Kevin Pazdernik represented Sinclair Broadcast Group (WACH, WFXL, WCIV) at the South Carolina Broadcaster Association job fair on 4/4/2018. Approximately 125 broadcasting students from colleges across the state attended. Resumes were collected and students briefly interviewed as potential applicants. A listing of job postings was provided for all stations.	3	General Sales Manager Digital Sales Manager Special Projects