

WCIV
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
News Producer	1-8, 10, 12-14, 17, 20-22, 24-25, 27-32, 34, 36-51, 53-56, 58-61, 63-64, 66-75, 77-79, 81	59
News Director	1-8, 10, 12-15, 20-22, 24-25, 27-32, 34, 36-38, 40-51, 53-56, 58-61, 63-64, 66-75, 77-79, 81	34
Digital Producer	1-8, 10, 12, 14, 20-22, 24-25, 27-32, 34, 36-40, 42-51, 53-56, 58-61, 64, 66-75, 77-79, 81	59
Multimedia Journalist	1-8, 10, 12-14, 20-25, 27-32, 34, 36-51, 53-56, 58-61, 63-64, 66-75, 77-79, 81	23
Digital Manager	1-8, 10, 12, 14, 16, 20-22, 24-25, 27-32, 34, 36-40, 42-51, 53-56, 58-62, 64-73, 75, 77-79, 81	16
Promotions Producer	1-6, 8-12, 14, 19-22, 24-32, 34, 36-40, 42-51, 53-56, 58-61, 64-75, 77-81	26
Assistant News Director	1-6, 8-12, 14-15, 17, 19-22, 24-25, 27-32, 34, 36-40, 42-51, 53-56, 58-61, 64-75, 77-81	17
News Editor	1-6, 8-14, 16, 19-25, 27-32, 34, 36-51, 53-56, 58-61, 63-75, 77-81	34
Associate Producer	1-6, 8-14, 19-22, 24-25, 27-32, 34, 36-51, 53-56, 58-61, 63-75, 77-81	37
Local Sales Assistant	1-6, 8-12, 14, 19-22, 24-25, 27-32, 34, 36-40, 42-51, 53-56, 58-61, 64-75, 77-81	34
Master Control Operator	1-12, 14, 19-25, 27-34, 36-40, 42-51, 53-61, 64-75, 77-81	34
Master Control Operator	1-12, 14, 19-25, 27-34, 36-40, 42-51, 53-61, 64-75, 77-81	23
Chief Photographer	1-6, 8-14, 17, 19-22, 24-25, 27-34, 36-51, 53-61, 63-75, 77-81	17
Evening Content Manager	1-6, 8-14, 19-22, 24-25, 27-34, 36-61, 63-75, 77-81	27
News Production Assistant / Audio Operator	1-6, 8-14, 19-22, 24-25, 27-34, 36-51, 53-75, 77-81	59
Engineering Technician	1-6, 8-12, 14, 17, 19-22, 24-25, 27-34, 36-40, 42-61, 64-81	17
Assistant Chief Engineer	1-6, 8-12, 14, 16, 19-22, 24-25, 27-34, 36-40, 42-61, 64-81	38
Digital Content Producer	1-6, 8-14, 16, 19-22, 24-25, 27-34, 36-61, 63-81	16

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News Producer	1-6, 8-14, 18-22, 24-25, 27-34, 36-61, 63-81	55
Marketing Producer	1-6, 8-12, 14, 17, 19-22, 24-25, 27-40, 42-61, 64-81	17
Marketing Consultant	1-6, 8-12, 14, 19-22, 24-25, 27-34, 36- 40, 42-61, 64-81	34
Local Sales Assistant	1-6, 8-12, 14, 19-22, 24-25, 27-34, 36- 40, 42-61, 64-81	34

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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	Benedict College 1600 Harden Street Columbia, South Carolina 29204 Phone : 803-705-4519 Url : http://www.benedict.edu Email : hunterk@benedict.edu Kymm Hunter	Y	0
2	Berkeley County DSS 2 Belt Drive Moncks Corner, South Carolina 29461 Phone : 843-761-8044 Email : enid.b.jenkins@dss.sc.gov Jeanna Watson	N	0
3	Bishop State Community College 351 North Broad St. Mobile, Alabama 36608 Phone : 251-662-5371 Email : jwomack@bishop.edu Juliette Womack	Y	0
4	Careerbuilder.com 11750 Tyson's Blvd. 4th Floor McClean, Virginia 22102 Phone : 410-988-9740 Email : sbgresumes@sbgstv.com Andrew Hamburger	N	1
5	Carolina Film Alliance P.O. Box 62166 Charleston, South Carolina 29419 Phone : 843-766-8990 Email : rfutchcasting@gmail.com Richard Futch	Y	0
6	Carolina Film Alliance P.O. Box 62166 North Charleston, South Carolina 29419 Phone : 843-766-8990 Email : jim@acecommunications.net Jim Gooden	N	0

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7	Center for Women 129 Cannon Street Charleston, South Carolina 29403 Phone : 843-763-7333 Email : paulina.graham@c4women.org Paulina Graham	Y	0
8	Charleston Area Senior Citizens 259 Meeting Street Charleston, South Carolina 29401 Phone : 843-722-4127 Url : http://www.charlestonareaseniors.org/ Email : casc@charlestonareaseniors.com Joyce Bliesener	Y	0
9	Charleston Branch NAACP P.O. Box 20296 Charleston, South Carolina 2943 Phone : 843-805-8030 Url : http://naacpcharlestonbranch.org Email : naacpcharleston@bellsouth.net Fax : 1-843-805-8040 Dot Scott	Y	0
10	Charleston County DSS 3366 Rivers Avenue N Charleston, South Carolina 29405 Phone : 843-953-9400 Email : Betty.jones@dss.sc.gov Kris Plexico	Y	0
11	Clafin University 400 Magnolia Street Orangeburg, South Carolina 29115 Phone : 803-535-5631 Email : lsalley@claflin.edu Fax : 1-803-535-5379 Latasha Salley	N	0
12	Clemson University 316 Hendrix Center Clemson, South Carolina 29634 Email : sbgresumes@sbgvtv.com Tenniel Moody	N	0

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13	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
14	College of Charleston 66 George Street Charleston, South Carolina 29424 Phone : 843-953-5692 Url : http://careercenter.cofc.edu/employers/listjobs.ph Email : sbgresumes@sbgvtv.com Linda Robinson	Y	0
15	Current Employee	N	3
16	Current Employee - Transfer/Promotion	N	4
17	Current Employee/Internal Promotion	N	5
18	Current Intern	N	1
19	Disabilities Board of Charleston County P.O. Box 22708 Charleston, South Carolina 29413 Phone : 843-576-6752 Email : ttisdale@dsncc.com Tameika Tisdale	Y	0
20	Dorchester County DSS 216 Orangeburg Rd. Summerville, South Carolina 29483 Phone : 843-821-0444 Email : timothy.nix@dss.sc.gov Glenda Howard	N	0
21	E. Carolina University- College of Business 3016-B Bate Building Greenville, North Carolina 27858 Phone : 252-737-1238 Url : http://www.ecu.edu/business/careers/ Email : brownjo@ecu.edu Lee Brown	Y	0

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22	Emma Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-664-3757 Url : http://www.emmabowenfoundation.com Email : Everette.Harrison@nbcuni.com Everette Harrison	Y	0
23	Employee Referral	N	3
24	Equal Opportunity Publication 445 Broad Hollow Rd. Ste 425 Melville, New York 11747 Phone : 631-421-9421 Email : jmiller@eop.com John Miller	Y	0
25	Family Services, Inc. 4925 Lacross Road Suite 215 N Charleston, South Carolina 29406 Phone : 843-744-1348 Email : smasula@fsisc.org Stephanie Masula	Y	0
26	Former Employee Referral	N	1
27	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	3
28	Goodwill Industries of Lower SC 2150 Eagle Drive, Bldg. 100 N Charleston, South Carolina 29406 Phone : 843-566-0072 Email : respy@palmettogoodwill.org Ruth Espy	Y	0
29	Grace on the Ashley 2014 Bees Ferry Rd. Charleston, South Carolina 29414 Phone : 843-556-6802 Email : info@graceontheashley.com Greg Smith	Y	0

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30	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
31	Horry-Georgetown Tech. College South Carolina Email : april.garner@hgtc.edu April Garner	N	0
32	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
33	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Phone : . Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	Y	0
34	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	17
35	Internet Ad-not directly contacted by SEU	N	1
36	Ithaca College Park School of Communications 953 Danby Road Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0

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37	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
38	Linkedin Corporate Solutions 2029 Stierlin Ct. Mountain View, California 94043 Email : sbgresumes@sbgstv.com Danielle Anderson	N	4
39	Livingstone College 701 W. Monroe Street Salisbury, North Carolina 28144 Phone : 704-216-6222 Email : sogaither@livingstone.edu Sophia Gaither	Y	0
40	Media Match 8112 1/2 West 3rd St. Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
41	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
42	Morris Brown AME Church 13 Morris Street Charleston, South Carolina 29403 Phone : 843-723-1961 Url : http://morisbrownonline.org Email : 13morrisstree@gmail.com Helen Giyard	N	0

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43	Morris College 100 West College Street Sumter, South Carolina 29150 Phone : 803-934-3191 Url : www.morris.edu Email : careerservices@morris.edu Fax : 1-803-774-7046 Career Services	Y	0
44	MS Foundation for Women 12 MetroTech Center, 26th Floor Brooklyn, New York Phone : 212-742-2300 Url : http://forwomen.org Email : info@ms.foundation.org Andrea Briscoe	N	0
45	National Alliance of State Broadcasters Assoc. South Carolina Url : http://www.careerpage.org Email : shani@scba.net Career Services	N	0
46	National Assoc. of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-532-6136 Email : lojelks@aol.com Lo Jelks	Y	0
47	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, California 91105 Email : info@nhmc.org n/a n/a	N	0
48	New Jerusalem Apostolic Assembly 355 Rentz Drive Walterboro, South Carolina 29488 Phone : 843-538-3264 Email : talikamock@yahoo.com Talika Mock	Y	0

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49	Norfolk State University Dept. of Mass Communications & Journalism 700 Park Ave. Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pbriggs@nsu.edu Paula C. Biggs, Ph.D	Y	0
50	North Carolina State University 1000 Main Campus Drive Raleigh, North Carolina 27695 Email : sbgresumes@sbgvtv.com Career Center	N	0
51	Orangeburg-Calhoun Technical College 3250 St. Matthews Road Orangeburg, South Carolina 29118 Email : boylestonc@octech.edu Cindy Boyleston	Y	0
52	Palmetto Community Action Partnership P.O. Box 20968 Charleston, South Carolina 29413 Phone : 843-724-6760 Url : http://www.cchscom.com Email : mgadsden@palmettocap.org Career Services	Y	0
53	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
54	Savannah College of Art Design 342 Bull St Savannah, Georgia 31402 Email : sbgresumes@sbgvtv.com Shaketta Sanders	N	0

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55	SC Broadcasters Assoc. One Harbison Way, Ste. 112 Columbia, South Carolina 29212 Phone : 803-732-1186 Url : http://www.scba.net/ Email : paula@scba.net Margaret Wallace	Y	1
56	SC State University 300 College Stree NE Orangeburg, South Carolina 29117 Phone : 803- 536-7033 Url : http://www.scsu.edu/currentstudents/careercenter.a Email : careercenter@scsu.edu Joseph Thomas	N	0
57	SC Works Charleston 1930 Hanahan Rd N Charleston, South Carolina 29405 Phone : 843-574-1895 Email : charlestonjoborders@dew.sc.gov Tia Heyward	Y	0
58	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
59	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgi.net Sharon Pickeral	N	12
60	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Url : http://sbe.org Email : kjones@sbe.org Scott Jones	N	0

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61	Southern Wesleyan University 4055 Faber Place Drive, Ste 301 N Charleston, South Carolina 29405 Phone : 843-266-7981 Email : dgrile@swu.edu Dean Grile	Y	0
62	Station Website	N	2
63	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
64	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
65	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
66	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
67	Tri-County Technical College P.O. Box 587 Pendleton, South Carolina 29670 Phone : 864-646-1314 Email : jwoodso1@tctc.edu John Woodson	Y	0

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68	Trident Technical College P.O. Box 118067 Charleston, South Carolina Phone : 843-574-6111 Email : audrey.mccants@tridenttech.edu Audrey McCants	Y	1
69	Trident Urban League, Inc. P.O. Box 20249 Charleston, South Carolina 29413 Phone : 843-965-4037 Email : maggie.bresnihan@ctul.org Maggie Bresnihan	Y	0
70	TVJOBS.com P.O. Box 4116 Oceanside, California 92052 Phone : 877-988-9808 Email : admin@tvjobs.com Mark Holloway	Y	2
71	University of NC - Chapel Hill Career Center Chapel Hill, North Carolina 27599 Email : sbgresumes@sbgtv.com Julie Pendergraph	N	0
72	Urban League of Central Carolinas 740 West Fifth Street Charlotte, North Carolina 28202 Phone : 704-373-2256 Email : denise.moses@urbanleaguecc.org Denise Moses	N	0
73	US Army Wounded Warrior Program 200 Stovall St., Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0

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74	USC Career Center H. William Close BA Bldg., 6th Floor Columbia, South Carolina 29208 Phone : 803-777-9108 Url : http://www.sc.edu/career Email : blauvela@mailbox.sc.edu Alex Blauvelt	N	0
75	USC School of Journalism 600 Assembly Street Columbia, South Carolina 29201 Phone : 803-777-5203 Email : rspeter@mailbox.sc.edu Rick Peterson	Y	0
76	Voorhees College P.O. Box 678 Denmark, South Carolina 29042 Phone : 803-780-1269 Email : west@voorhees.edu Adrian West	Y	0
77	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
78	Winthrop University 638 Oakland Avenue Rock Hill, South Carolina 29733 Phone : 803-323-4529 Email : nortzm@winthrop.edu Mark Nortz	Y	0
79	Wofford College 429 North Church Street Spartanburg, South Carolina Phone : 864-597-4265 Email : parkerrm@wofford.edu Rebecca Parker	Y	0

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80	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
81	YWCA of Greater Charleston 106 Coming Street Charleston, South Carolina 29403 Phone : 843-722-1644 Email : Garcia.Williams1@gmail.com Garcia Williams	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			62

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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 and Director of News Training and Development, 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. 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.	3	Sr. Employment Manager News Talent Manager Director, News Training and Development
2	11/28/2017	Participation in events or programs sponsored by educational institutions	Dave Williams participated in Career Day at Buist Academy where he explained to approximately 400 students what it takes to be a meteorologist. Dave set up a monitor and computer and showed the students the basics of making a weather forecast, looking at current conditions and several different computer models. He showed them how to identify high and low pressure on a weather map, how to locate precipitation and where cold and warm air was located.	1	Chief Meteorologist

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3	2/10/2018	Participation in events or programs sponsored by educational institutions	<p>Photojournalist Dan Michener, Producer Dominique Johnson, Reporter Caroline Balchunas and News Director Cathy Hobbs went to the RTDNAC Student Workshop at WBTV in Charlotte, NC. Each of them participated on different panels.</p> <p>Dominique was in 2 producing seminars and then the "Getting your first job seminar". She spoke with students about what a producer is and does, and why it's an important role in the newsroom. She also spoke with students about what they need to know to get their foot in the door, and how they shouldn't expect to get the job they want right off the bat.</p> <p>Caroline participated in all 3 reporting/anchoring seminars. She talked about how difficult the job is, and that you shouldn't do this unless you love news because it's not just about being on TV. She also spoke about wage issues with your first job and how you will give up a lot to do this job.</p> <p>Dan participated in 2 photography/tv production seminars and one digital seminar. He spoke to students about the job duties of a photography and why he loves what he does. He explained that a photojournalist is different than an MMJ, and he explained why photogs are still needed in the industry. In the digital workshop, he discussed the role of the photog in social media and how they are expected to contribute just like a reporter.</p> <p>Cathy did 2 sessions of critiques—she critiqued a producer from Elon and a reporter at Elon. Her final session was a digital media session where they discussed the role of social media in news</p>	4	News Director Photojournalist Reporter Producer

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4	2/27/2018	Participation in events or programs sponsored by educational institutions	Assistant News Director, Dave MacQueen and Reporter, Caroline Balchunas, participated in the Ladson Elementary Career Fair. The talked to students about all jobs in the newsroom. Students asked (and they answered) many questions about being a reporter and meteorologist.	2	Assistant News Director Reporter
5	3/22/2018	Participation in events or programs sponsored by educational institutions	The news director and hr manager participated in the South Carolina School of Journalism and Mass Communications collegiate job fair. We met with 150+ potential candidates and reviewed resumes. Candidates were given lists of job openings.	2	News Director Asst Business Manager
6	3/23/2018	Participation in events or programs sponsored by educational institutions	Erica Lunsford, MMJ and Dave MacQueen, Assistant News Director, attended a career fair at Joe Pye Elementary. It doubled as a vehicle career fair so in addition to talking about jobs in journalism, they talked about how they make use of our news cars and how mobile we can be. The children ranged from kindergarten to 5th grade and there were a couple hundred children present.	2	Assistant News Director MMJ
7	4/4/2018	Participation in events sponsored by community groups	Participated in the SCBA collegiate job fair. We met with 100+ potential candidates and reviewed resumes. Candidates were given lists of job openings.	3	General Sales Manager Digital Sales Manager Former News Director
8	7/12/2018	Establishment of an intern program designed to assist members of the community	The internship program at WCIV ABC News 4 allows college students to get an in-depth experience of the news industry before they get their first job. Not only do they shadow reporters and producers, but they get to write their own news stories, practice reporting in front of the camera, and even create their own student newscast. They are challenged more with each passing week to learn programs used in the newsroom, develop a workflow, and enhance their journalism skills.	4	News Director Promotions Director GSM Producer