

WPGH, WPNT
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017

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	1-14, 16-22, 24-29, 31-37, 39-47, 49-66	28
Sales Account Executive	1-14, 16-29, 31-37, 39-47, 49-66	28
Sales Account Executive	1-14, 16-29, 31-37, 39-47, 49-66	28
Sales Account Executive	1-14, 16-29, 31-37, 39-47, 49-66	19
Sales Account Executive	1-14, 16-29, 31-37, 39-47, 49-66	23
Sales Account Executive	1-14, 16-29, 31-37, 39-47, 49-66	28
Regional Accountant	1-14, 16-18, 20-22, 24-37, 39-47, 49-66	28
Regional National Sales Assistant	1-22, 24-29, 31-37, 39-47, 49-66	28
Regional National Sales Assistant	1-22, 24-29, 31-37, 39-47, 49-66	15
Regional National Sales Assistant	1-22, 24-29, 31-37, 39-47, 49-66	28
Local Sales Assistant	1-14, 16-18, 20-22, 24-29, 31-37, 39-47, 49-54, 56-66	28
Regional Accountant	1-14, 16-18, 20-22, 24-29, 31-66	48
Regional Accountant	1-14, 16-18, 20-22, 24-29, 31-66	35
Master Control Operator	1-14, 16-29, 31-37, 39-47, 49-66	50
Master Control Operator	1-14, 16-29, 31-37, 39-47, 49-66	50
Master Control Operator	1-14, 16-29, 31-37, 39-47, 49-66	23
Regional Accountant	1-14, 16-18, 20-22, 24-29, 31-37, 39-65	28

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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	Allegheny Community College 808 Ridge Ave Pittsburgh, Pennsylvania 15212 Phone : 412-237-2525 Email : csteale@ccac.edu Christopher Caresani	N	0
2	Baltimore Assoc of Black Media Workers 6400 York Road Baltimore, Maryland 21212 Phone : 410-377-2246 Email : newsroom@wmar.com Terry Owens	N	0
3	Bidwell Training Center 1815 Metropolitan Street Pittsburgh, Pennsylvania 15233 Phone : 412-323-4000 Email : jbarnes@mcg-btc.org Jarene Barnes	N	0
4	Bishop State Community College 351 N Broad Street Mobile, Alabama Phone : 251-405-7000 Email : jwomack@bishop.edu Juliette Womak	N	0
5	Cambria County Carrerlink 445 Schoolhouse Rd Johnston, Pennsylvania Phone : 814-553-2493 Email : jedick@pa.gov Career Services	N	0
6	Careerbuilder.com 8401 Greensboro Dr Suite 250 McLean, Virginia 22102 Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	9
7	Carlow College 3333 5th Ave Rm 321 Pittsburgh, Pennsylvania 15213 Phone : 412-578-6067 Email : careercenter@carlow.edu Career Services	N	0

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8	Catholic Youth Association Of Pittsburgh Inc Stephen Foster Community Center 286 Main Street Pittsburgh, Pennsylvania 15201 Phone : 412-621-3342 Email : gretchcya@comcast.net Grethchen Fay	N	0
9	Chatham College 106 Woodland Rd Pittsburgh, Pennsylvania 15238 Phone : 412-365-1209 Email : careers@chatham.edu Eileen Bucher	N	0
10	Clairtin Family Center 734 Miller Ave Clairton, Pennsylvania 15025 Phone : 412-233-8325 Fax : 1-412-233-3735 Pam Puryear	N	0
11	Clarion University of PA 114 Egbert Hall Clarion, Pennsylvania 16214 Phone : 814-393-2323 Email : recruit@clarion.edu Diana Brusg	N	0
12	Clariton School District 501 Waddel St Clairton, Pennsylvania 15025 Phone : 412-233-4755 Fax : 1-412-233-5101 Eric Brown	N	0
13	Community College of Beaver 1 Campus Drive Monaca, Pennsylvania 15061 Phone : 724-775-8561 Email : anne.farls@ccbc.edu Kelly Todd	N	0
14	Council of Three Rivers American Indian Center, Inc 120 Charles St Dorseyville, Pennsylvania 15238 Phone : 412-782-4457 Email : kjevsevar@cotraic.org John Richard	N	0

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15	Current Employee	N	2
16	Duquesne University G-12 Rockwell Hall 600 Forbes Ave Pittsburgh, Pennsylvania 15213 Phone : 412-396-6644 Email : sbgresumes@sbgstv.com Laura Aber	N	0
17	East Allegheny Family Center 200 Westinghouse Ave Wilmerding, Pennsylvania 15148 Phone : 412-829-6171 Fax : 1-412-829-6173 Juliann Tamsula	N	0
18	Edinboro University 106 McNerney Hall Edinboro, Pennsylvania 16444 Phone : 814-832-2781 Email : jgallagher@edinboro.edu Fax : 1-814-732-2909 Jody Gallagher	N	0
19	Employee Referral	N	5
20	Family Foundations 501 Mitchell Ave Clairton, Pennsylvania 10525 Phone : 412-233-9430 Email : rhodes_angela@hotmail.com Christopher Dunkerley	N	0
21	Family Foundations 710 Thompson Ground Floor Ste 9 Mckees Rocks, Pennsylvania 15136 Phone : 412-771-2810 Ext 11 Email : sstiffler@forstorox.org Sue Stiffler	N	0
22	Family Resources 141 South Highland Ave Pittsburgh, Pennsylvania 15206 Phone : 412-363-1702 Ext 1409 Email : adelaney@familyresourcesofpa.org Elaina Rickella Delany	N	0
23	Former Employee	N	2

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24	Gannon University University Square Erie, Pennsylvania 16541 Phone : 814-871-7680 Email : cdes@gannon.edu James Finegan	N	0
25	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
26	Grove City College 100 Campus Dr Grove City, Pennsylvania Phone : 724-458-3371 Email : career@gcc.edu Linda Reash	N	0
27	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
28	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	31
29	Indiana University of PA 302 Pratt Hall IUP Indiana, Pennsylvania 15705 Phone : 724-357-2235 Email : career-services@iup.edu Diane Stipcak	N	0
30	Internet Ad-not directly contacted by SEU	N	1

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31	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
32	Juniata College 1700 Moore St Huntington, Pennsylvania 16652 Phone : 814-641-3350 Email : careers@juniata.edu Dr. Darwin Kysor	N	0
33	LaRoche College 9000 Babcock Blvd Pittsburgh, Pennsylvania 15237 Phone : 412-536-1130 Email : rebecca.rosswog@laroche.edu Beck Rosswog	N	0
34	Lincoln University PO Box 179 Lincoln University, Pennsylvania 19352 Phone : 610-932-8300 Email : mmc Gill@lincoln.edu Maria McGill	N	0
35	Linkedin Corporate Solutions 2029 Stierlin Ct Mountan View, California 94043 Todd Sofian Manual Posting	N	5
36	Medialine.com PO Box 51909 Pacific Grove, Pennsylvania 93950 Email : medialine@medialine.com Mark Shilston	N	0
37	Mercyhurst College 501 East 38th St 204 Old Main Erie, Pennsylvania 16545 Phone : 814-824-2424 Email : frizzone@mercyhurst.edu Frank Rizzone	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
38	Monster.com Pennsylvania Career Services Manual Posting	N	1
39	Ms Foundation for Women 12 Metrotech Center Brooklyn, New York Phone : 212-742-2300 Email : info@ms.foundation.org Fax : 1-212-742-1653 Career Services	N	0
40	PA Assoc of Broadcasters 8501 Paxton St Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Barbara Wycoff Manual Posting	N	0
41	PA Career Link 304 Wood St Pittsburgh, Pennsylvania 15221 Phone : . Fax : 1-412-552-7051 PA Career Link Workforce	N	3
42	Penn State University Beaver 100 University Dr Monaca, Pennsylvania 16061 Phone : 724-773-3953 Email : saw163@psu.edu Stephaine DeMaro	N	0
43	Penn State University Fayette PO Box 519 Route 119N Uniontown, Pennsylvania 15041 Phone : 724-430-4123 Email : cede@psu.edu Cheryl Duncan	N	0
44	Penn State University McKeesport 108 Frable Building 400 University Dr McKeesport, Pennsylvania 15132 Phone : 412-675-9070 Fax : 1-412-675-9278 Career Services	N	0

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45	Pittsburgh Technical Institute 111 McKee Rd Oakdale, Pennsylvania 15071 Phone : 412-809-5150 Email : sbgresumes@sbgstv.com Josephine Smith	N	0
46	Point Park College 201 Wood St Pittsburgh, Pennsylvania 15222 Phone : 412-392-3950 Email : ascaramucci@pointpark.edu Angela scaramucci	N	0
47	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
48	Recruiter	N	3
49	Robert Morris College 881 Narrows Run Rd Moon Township, Pennsylvania 15108 Phone : 412-262-8224 Email : careers@rmu.edu John Michaelenko	N	0
50	SBG Website 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone : 412-568-1500 Email : employment@sbgstv.com Sharon Pickeral	N	7
51	Seton Hill College Seton Hill Dr. Greensburg, Pennsylvania 15601 Phone : 724-838-4247 Email : wiessbock@setonhill.edu Becky Campbell	N	0

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52	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
53	Slippery Rock University 103 Malby Center Slippery Rock, Pennsylvania 16057 Phone : 724-738-2028 Email : sbgresumes@sbgstv.com Career Services	N	0
54	St. Francis University 114 Sullivan Hall Loretto, Pennsylvania 15940 Phone : 814-472-3019 Email : careerservices@francis.edu BM McGregor	N	0
55	The Art Institute of Pittsburgh 420 Boulevard of the Allies Pittsburgh, Pennsylvania 15219 Phone : 412-291-6272 Email : dmelvin@aai.edu Dana Melvin	N	1
56	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
57	The Sheffield Institute for the Recording Arts 13816 Sunnybrook Rd Phoenix, Maryland 21131 Phone : 800-355-6613 Email : josh@sheffieldav.com Josh Scarff	N	0
58	The Work Center 332 5th Ave Pittsburgh, Pennsylvania 15222 Fax : 1-412-765-3570 Sandra Smith	N	0

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59	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
60	Thiel College 75 College Ave Greenville, Pennsylvania 16125 Phone : 724-589-2372 Email : mblack@thiel.edu Martin Black	N	0
61	TV Jobs.com Pennsylvania Email : admin@tvjobs.com Career Services	N	0
62	University of Pittsburgh- Johnston G-52 Student Union Johnstown, Pennsylvania 15904 Phone : 724-838-8040 Url : https://www.upj.pitt.edu/ Email : dmz17@pitt.edu Dorthy Marie Zilic	N	0
63	Us Army Wounded Warrior Program AW2 Advocate 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Viki Mullen	Y	0
64	Waynesburg University 51 West College St Waynesburg, Pennsylvania 15370 Phone : 724-852-3372 Url : http://www.waynesburg.edu/undergraduate/academic-resources/academic-support/career-services Email : mcoffman@waynesburg.edu Career Services	N	0
65	Wilkinsburg Family Center 807 Wallace Ave Suite 205 Pittsburgh, Pennsylvania 15221 Phone : 412-871-7948 Email : pdavis@wfsc.org Paulette Davis	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
66	Youthworks 401 Wood St Ste 1500 Pittsburgh, Pennsylvania 15222 Phone : 412-821-6629 Email : dpeterson@youthworksinc.org Fax : 1-412-281-6678 Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			70

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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	4/20/2016	Participation in Job Fairs	<p>Allison Kiniry – Regional HR Manager, Eunice Parrish – Human Resources, Sheila Holland – Business Manager, Manny Fantis - Director of Digital Content & Solutions</p> <p>Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.</p>	4	Regional HR Manager Hum Resources Business Manager Director of Digital Content & Solutions
2	4/20/2016	Participation in Job Fairs	Sue Nolan represented WPGH/WPNT at The Community College of Beaver County Job Fair. She spoke to 20 students about careers and internships in broadcasting and the importance of obtaining an internship. Students were provided with information on how to apply to the Sinclair Broadcast Group website.	1	HR Coordinator
3	9/22/2016	Participation in events or programs sponsored by educational institutions	Carrie Samarco and Kerry Check participated The Art Institute of Pittsburgh Career Services Portfolio Show. Carrie and Kerry, along with other employers, reviewed resumes and completed senior projects. Afterwards, they met with the school staff to review curriculum and make suggestions for areas for improvement for students preparing for a career in broadcasting. Following the staff-employer meeting, recent graduates and possible interns had the opportunity to be interviewed.	2	Director of Engineering Master Control Supervisor

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4	9/27/2016	Participation in Job Fairs	Sue Nolan represented WPGH/WPNT at The Point Part University's Annual Internship & Job Fair. Sue Nolan discussed internships and careers in broadcasting. Students were provided with information on how to apply to the Sinclair Broadcast Group website.	1	HR Coordinator
5	10/12/2016	Participation in Job Fairs	Sue Nolan WPGH/WPNT at the Western PA Collegiate Job & Internship Fair. There were 171 employers represented and more than 1,000 students, consisting of alumni, graduating students and underclassmen. Sue Nolan spoke to approximately 100 students and alumni, explaining the various positions within a broadcast station and the importance of obtaining an internship. Students were given information on how to apply through the Sinclair Broadcast Group website.	1	HR Coordinator
6	10/19/2016	Participation in Job Fairs	Sue Nolan represented WPGH/WPNT at The Community College of Allegheny County Job Fair. She spoke to approximately 50 students about careers and internships in broadcasting and the importance of obtaining an internship. Students were provided with information on how to apply to the Sinclair Broadcast Group website.	1	HR Coordinator
7	11/18/2016	Participation in Job Fairs	Carrie Samarco represented WPGH/WPNT at Pittsburgh Technical College. She spoke to approximately 35 students about careers and internships in broadcasting and available within Sinclair Broadcast Group. Students were provided with information on how to apply to the Sinclair Broadcast Group website.	1	Master Control Supervisor

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8	12/19/2016	Provision of training to management	<p>SBG, Inc. and its stations are Equal Opportunity Employers. 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 are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all 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, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment. Newly hired managers and supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	20	
9	2/9/2017	Participation in Job Fairs	Sue Nolan represented WPGH/WPNT at The Point Part University's Annual Internship & Job Fair. Sue Nolan discussed internships and careers in broadcasting. Students were provided with information on how to apply to the Sinclair Broadcast Group website.	1	HR Coordinator

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10	3/3/2017	Participation in Job Fairs	Human Resources Coordinator Nancy Shull and Administrative Assistant Laura Kelly Attended the Pitt-Johnstown Career and Internship Fair. They distributed material on careers in Television, current openings at WJAC in Johnstown and sister-station WPGH in Pittsburgh, and info on how to apply through the Sinclair Broadcast Group website.	2	HR Coordinator Admintrative Assistant
11	3/8/2017	Participation in Job Fairs	Sue Nolan represented WPGH/WPNT at the Community College Of Allegheny County Career Fair. She met with over fifty students either seeking internships in broadcasting or information regarding the broadcasting industry. Students were provided with information on how to apply through the Sinclair Broadcast Group website.	1	HR Coordinator
12	3/15/2017	Participation in Job Fairs	Sue Nolan and Ross Brown WPGH/WPNT at the Western PA Collegiate Job & Internship Fair. There were 123 employers represented and more than 1,000 students, consisting of alumni, graduating students and underclassmen. Sue Nolan and Ross Brown spoke to approximately 130 students and alumni, explaining the various positions within a broadcast station and the importance of obtaining an internship. Students were given information on how to apply through the Sinclair Broadcast Group website.	2	HR Coordinator Local Sales Manager
13	3/23/2017	Participation in events or programs sponsored by educational institutions	Carrie Samarco and Kerry Check participated The Art Institute of Pittsburgh Career Services Portfolio Show. Carrie and Kerry, along with other employers, reviewed resumes and completed senior projects. Afterwards, they met with the school staff to review curriculum and make suggestions for areas for improvement for students preparing for a career in broadcasting. Following the staff-employer meeting, recent graduates and possible interns had the opportunity to be interviewed.	2	Director of Engineering Master Control Supervisor

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14	3/24/2017	Participation in Job Fairs	News Director James Platzer and Human Resources Coordinator Nancy Shull attended the Penn State Job Expo 2017 at the Penn State School of Communications. They spoke to students about internship opportunities and job openings at WJAC-TV in Johnstown and sister-station WPGH in Pittsburgh. Information was shared about how to apply for jobs through the Sinclair Broadcast Group website.	2	News Director Human Resources Coordintor