

WWMT EEO PUBLIC FILE REPORT

June 1, 2013 - May 31, 2014

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 |
|----------------------------------------|-----------------------------------------------------------------|-----------------------|
| Producer | 2, 4-5, 7, 9, 11-13, 17-18, 20-21, 23, 25-28, 31, 33, 35-40 | 9 |
| Associate Producer | 8, 40 | 8 |
| Sales Research/Marketing Director | 1-2, 4, 6-7, 11, 15, 18, 20-21, 23-26, 28, 31-32, 35-36, 39-40 | 15 |
| Copy and Continuity Coordinator | 3-7, 9, 11-13, 16-18, 20, 22-23, 25-28, 31, 33-34, 36, 39-40 | 16 |
| AM Anchor | 2-5, 7, 11-13, 15, 17-18, 20-21, 23, 25-28, 30-31, 33-36, 38-40 | 34 |
| Producer | 2-5, 7, 11-13, 15, 17-18, 20-21, 23, 25-28, 31, 33-36, 39-40 | 34 |
| Producer | 2-5, 7, 11-13, 15, 17-18, 20-21, 23, 25-28, 31, 33-36, 39-40 | 15 |
| Photojournalist | 2-5, 7, 9, 11-14, 17-18, 20-21, 23, 25-28, 31, 33-36, 39-40 | 34 |
| Marketing Producer | 2-5, 7, 9-15, 17-18, 20-21, 23, 25-28, 31, 33-36, 39-40 | 10 |
| Marketing Producer | 2-5, 7, 9-15, 17-18, 20-21, 23, 25-28, 31, 33-36, 39-40 | 15 |
| Master Control / Operations Technician | 2-7, 11-14, 17-21, 23, 25-28, 31, 33-34, 36, 39-40 | 6 |
| Master Control / Operations Technician | 2-7, 11-14, 17-21, 23, 25-28, 31, 33-34, 36, 39-40 | 6 |
| Master Control Supervisor | 2-5, 7, 11-13, 17-18, 20-21, 23, 25-29, 31, 33-36, 38-40 | 29 |
| Maintenance Engineer | 2-5, 7, 9, 11-13, 17-18, 20-21, 23, 25-28, 31, 33-36, 38-40 | 34 |

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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 | Broadcast Employment Services P.O. 4116 Oceanside, California Phone : 800-374-0119 Url : http://www.tvjobs.com Career Services Manual Posting | N | 0 |
| 2 | Careerbuilder.com 1101 15th Street NW Ste 1200 Washington, District of Columbia 20005 Url : http://www.careerbuilders.com Andrew Hamburger Manual Posting | N | 0 |
| 3 | Central Michigan Univesirty 340 Moore Hall Mt. Pleasant, Michigan 48859 Phone : 989-774-3068 Email : careers@cmich.edu Career Services | N | 0 |
| 4 | Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille | N | 0 |
| 5 | Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-4422 Email : cujsschool.careers@gmail.com Anusha Shrivastava | Y | 0 |
| 6 | Current Employee David Drzick | N | 4 |
| 7 | Dept of Mass Communications 921 South 8th Ave Stop 8242 Pocatello, Idaho 83209 Phone : 208-282-6453 Email : masscomm@isu.edu Tom Hallaq | Y | 0 |
| 8 | Employee Promotion Steve Koles | N | 1 |

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|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 9 | Employee Referral Jim Steffey | N | 6 |
| 10 | Former Employee Referral Harry Phillips | N | 1 |
| 11 | Hispanic American Council 930 Lake Street Kalamazoo, Michigan 49001 Phone : 269-385-6279 Email : lizabeth_obregon@yahoo.com Career Services | Y | 0 |
| 12 | Howard University School of Communications 525 Bryant Street St, NW Room 107 Washington, District of Columbia 20059 Phone : 202-806-5806 Email : cdudley@howard.edu Carol Dudley | Y | 0 |
| 13 | Illinois Center For Broadcasting Chicago Campus 530 South State Street Chicago, Illinois 60605 Phone : 312-884-8000 Email : dclark@beonair.com Don Clark | Y | 0 |
| 14 | Indeed.com | N | 3 |
| 15 | Internal Candidate | N | 9 |
| 16 | Internal Posting | N | 1 |
| 17 | Ithaca College Professional Development Coordinator Park School of Communications, 953 Danby Rd Ithaca, New York 14850 Phone : 607-274-3244 Email : eloise@ithaca.edu Eloise Green | Y | 0 |
| 18 | Job Bank-MI Chapter NATAS P.O. Box 251987 W.Bloomfield, Michigan 48325 Phone : 248-592-0086 Email : mdesign04@yahoo.com Michelle Souza | Y | 0 |
| 19 | Job posting on internet | N | 1 |

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|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 20 | Lansing Community College PO Box 40010 Lansing, Michigan 48901 Url : http://www.lcc.edu Email : cesjoblink@lcc.edu Career Center | N | 0 |
| 21 | Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Dannielle Anderson Manual Posting | N | 0 |
| 22 | Local Newspaper | N | 1 |
| 23 | MediaLine Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone | Y | 0 |
| 24 | MI Broadcasters Lansing Lansing, Michigan Phone : 517-484-7444 Email : beeskow@michmab.com Fax : 517-484-5810 | N | 0 |
| 25 | Michigan Association of Broadcasters 819 N. Washington Ave Lansing, Michigan 48906 Phone : 517-484-7444 Url : http://www.mimab.com Email : jobbank@michmab.com Dan Kelley | Y | 0 |
| 26 | Michigan Indian Employment 724 W. Center Street Portage, Michigan 49002 Phone : 269-323-0339 Angeline Francisco-Eileen Yeager Manual Posting | Y | 0 |

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|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 27 | Ohio Center for Broadcasting 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-937-7070 Email : jmurphy@beonair.com James Murphy | N | 0 |
| 28 | Ohio Center for Broadcasting/Cleveland 9885 Rockside Road Ste 160 Valley View, Ohio 44125 Phone : 216-503-5900 Email : james.g@beonair.com Gary James | Y | 0 |
| 29 | Previous Applicant | N | 1 |
| 30 | Recruiter | N | 2 |
| 31 | Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Sharon Pickeral Manual Posting | N | 3 |
| 32 | Specs Howard School of Broadcast Arts 19900 West Nine Mile Southfield, Michigan 48075 Phone : 248-358-9000 x. 248 Email : kscollin@specshoward.edu Kevin Sequin-Scollin | N | 0 |
| 33 | Specs Howard School of Broadcasting 19900 W. Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Email : kburns@specshoward.edu kristin Burns | Y | 0 |
| 34 | Station Website Jim Steffey | N | 22 |
| 35 | Talent Dynamics 600 E. LasColinas Blvd. Ste 100 Irvine, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Career Services | N | 0 |

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|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 36 | TVJobs Michigan Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway | N | 1 |
| 37 | University of Michigan Ann Arbor, Michigan Phone : 734-764-7460 Url : http://www.kk8116@arbor.edu Career Services Manual Posting | N | 0 |
| 38 | US Army Wounded Warrior Program 200 Stovall Street Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.viv@mail.mil Vicki Mullen | Y | 0 |
| 39 | Western Michigan University Kalamazoo, Michigan 49001 Email : broncojobs@wmich.edu Career Services | N | 0 |
| 40 | WWMT website 590 W Maple St Kalamazoo, Michigan 49008 Url : http://www.wwmt.com Jeannene Evans Manual Posting | N | 3 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 59 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title | Points |
|---|-------------|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-----------------------------------------------------------------------------------------|---------------|
| 1 | 7/3/2013 | Participation in Job Fairs | Sharon Pickeral, Corporate Employment Manager; Carl Puliese, WPEC Operations Manager and David Seals, Assistant News Director from WZTV attended NABJ Career expo in Orlando, Florida. They saw over 200 potential applicants in all areas of News including: anchors, reporters, producers and photographers. Sharon and David reviewed and critiqued tapes and talked about Company wide openings in our newsrooms. Tapes and resumes were forwarded to stations at the close of the job fair. Several reporters and station personnel helped at the booth as well. | 3 | Employment Manager WPEC Operatons Manager WZTV Assist News Director | 0.25 |
| 2 | 7/15/2013 | Establishment of an intern program designed to assist members of the community | Internships | 3 | News Director Assistant News Director Sports Director | 1.00 |
| 3 | 7/23/2013 | Participation in events sponsored by community groups | Lecturer for the SSI Political Summer Camp | 1 | Reporter | 0.25 |
| 4 | 8/12/2013 | Establishment of a mentoring program | Producer boot camp | 4 | Sinclair News Talent Manager General Manager Group News Director News Director | 1.00 |
| 5 | 9/17/2013 | Participation in events or programs sponsored by educational institutions | Speaking engagement for Otesego High School Journalism class | 1 | Photographer | 0.25 |
| 6 | 10/15/2013 | Participation in Job Fairs | MAB Job Fair at Western Michigan University | 1 | Business Manager | 0.25 |
| 7 | 12/4/2013 | Participation in events or programs sponsored by educational institutions | Winter Weather and climate discussion | 1 | Meteorologist | 0.25 |
| 8 | 12/11/2013 | Participation in events sponsored by community groups | Host Journlism classic films | 1 | Reporter | 0.25 |

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|---|-------------|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------|---------------|
| 9 | 12/15/2013 | Provision of training to management | <p>SBG, Inc. and its stations is 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, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), 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.</p> <p>Newly hired Managers and Supervisors also took 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. All other employees newly hired employees took 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. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance</p> | 4 | | 1.00 |

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|--------------------------------------------|-------------|--------------------------------------------------------|--------------------------------------|-------------------------------------|--------------------------|---------------|
| 10 | 2/28/2014 | Participation in events sponsored by community groups | Emcee Women's Lifestyle Expo | 1 | Anchor | 0.25 |
| 11 | 3/12/2014 | Participation in Job Fairs | MABF Broadcast Mevia Career Fair | 1 | General Manager | 0.25 |
| TOTAL POINTS OVER REPORTING PERIOD: | | | | | | 5.00 |