

WJLA-TV

EEO PUBLIC FILE REPORT

June 1, 2017 - May 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 Photographer	2-6, 9-12, 14-19, 21-23, 26-32, 34-36, 38, 41-42, 44, 46-51, 53-65	12
News Photographer	2-6, 9-12, 14-19, 21-23, 26-32, 34-36, 38, 41-42, 44, 46-51, 53-65	49
News Producer	2-7, 9-12, 14-19, 21-23, 25-32, 34-36, 38, 41-42, 44, 46-51, 53, 55-64	9
Associate Producer	2-8, 10-12, 14-19, 21-23, 26-32, 34-36, 38, 41-42, 44-48, 50-51, 53, 55-64	8
Local Sales Assistant	2-5, 9-11, 14-19, 21-23, 26-31, 34-36, 38, 41-42, 44, 46-48, 51, 53, 55-65	9
Local Sales Assistant	2-5, 9-11, 14-19, 21-23, 26-31, 34-36, 38, 41-42, 44, 46-48, 51, 53, 55-65	65
Studio Operations Technician	2-5, 9-12, 14-19, 21-23, 26-31, 33-36, 38, 41-42, 44, 46-49, 51-53, 55-64	9
Studio Operations Technician	2-5, 9-12, 14-19, 21-23, 26-31, 33-36, 38, 41-42, 44, 46-49, 51-53, 55-64	48
Studio Operations Technician	2-5, 9-12, 14-19, 21-23, 26-31, 33-36, 38, 41-42, 44, 46-49, 51-53, 55-64	9
Studio Operations Technician	2-5, 9-12, 14-19, 21-23, 26-31, 33-36, 38, 41-42, 44, 46-49, 51-53, 55-64	12
Newscast Director	2-5, 7-11, 14-19, 21-23, 26-31, 34-36, 38, 41-42, 44, 46-49, 51, 53, 55-64	8
Investigative Reporter	2-7, 10-12, 14-19, 21-23, 26-32, 34-36, 38, 41-42, 44, 46-48, 50-51, 53, 55, 57- 64	12
Marketing Consultant	2-5, 9-11, 14-23, 26-31, 34-38, 41-42, 44, 46-48, 51-53, 55-65	9
Marketing Consultant	2-5, 9-11, 14-23, 26-31, 34-38, 41-42, 44, 46-48, 51-53, 55-65	27
News Editor	2-7, 10-12, 14-19, 21-23, 26-32, 34-36, 38, 41-42, 44, 46-48, 50-51, 53, 55-64	21
News Editor	2-7, 10-12, 14-19, 21-23, 26-32, 34-36, 38, 41-42, 44, 46-48, 50-51, 53, 55-64	12
Chief Meteorologist	2-7, 9-11, 14-19, 21-23, 26-36, 38, 41- 42, 44, 46-48, 50-51, 53, 55-64	9
Investigative Associate Producer	2-7, 10-11, 13-19, 21-23, 26-32, 34-36, 38, 41-42, 44, 46-48, 50-51, 53, 55-64	48
Regional National Sales Assistant	2-5, 10-11, 14-19, 21-23, 26-31, 33-36, 38, 41-42, 44, 46-48, 51, 53, 55-64	21
News Assignment Editor	2-6, 10-12, 14-19, 21-23, 26-27, 29-36, 38, 41-42, 44, 46-48, 50-51, 53, 55-64	12

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Social Media Coordinator	2-5, 7, 9-11, 14-19, 21-23, 26-27, 29-31, 33-36, 38, 41-42, 44, 46-48, 51, 53, 55-64	9
General Assignment Reporter	1-6, 10-12, 14-19, 21-24, 26-27, 29-36, 38, 41-42, 44, 46-48, 50-51, 53, 55-64	1
General Assignment Reporter	1-6, 10-12, 14-19, 21-24, 26-27, 29-36, 38, 41-42, 44, 46-48, 50-51, 53, 55-64	1
Multimedia Journalist	2-6, 10-12, 14-19, 21-23, 26-27, 29-36, 38, 41-42, 44, 46-51, 53, 55-64	49
Morning Executive Producer	2-6, 10-12, 14-19, 21-23, 26-27, 29-36, 38, 41-42, 44, 46-48, 50-53, 55-64	12
Local Sales Manager	2-5, 9-11, 14-19, 21-23, 26-27, 30-31, 33-36, 38, 41-42, 44, 46-48, 51, 53, 55-64	9
Web Editor	2-6, 10-12, 14-19, 21-23, 26-27, 30-36, 38, 41-42, 44, 46-48, 50-51, 53, 55-64	48
Segment Producer	2-7, 10-12, 14-19, 21-23, 26-27, 29-36, 38, 41-42, 44, 46-48, 50-51, 53, 55-64	26
Investigative Producer	2-6, 10-19, 21-23, 26-27, 29-36, 38, 41-42, 44, 46-48, 50-51, 53, 55-64	12
Master Control Operator	2-5, 10-11, 14-19, 21-23, 26-27, 29-31, 33-36, 38, 41-42, 44, 46-49, 51, 53, 55-65	49
Newscast Director	2-6, 10-12, 14-19, 21-23, 26-27, 29-36, 38, 41-42, 44, 46-48, 50-53, 55-64	12
News Photographer	2-6, 10-12, 14-19, 21-23, 26-27, 29-36, 38, 41-42, 44, 46-48, 50-53, 55-64	12
Freelance Executive Producer	2-5, 10-11, 14-16, 18-19, 21-22, 26-27, 29-31, 34-36, 39-42, 44, 47-48, 51-53, 55-60, 62, 64	48
Broadcast Engineer	2-5, 10-11, 14-19, 21-23, 26-31, 34-36, 38, 41-42, 44, 46-48, 51-53, 55-64	27
Broadcast Engineer	2-5, 10-11, 14-19, 21-23, 26-31, 34-36, 38, 41-42, 44, 46-48, 51-53, 55-64	21
Assistant Producer (Government Matters)	2-5, 10-11, 14-19, 21-23, 26-27, 29-31, 34-36, 38, 41-42, 44, 46-48, 51-53, 55-64, 66	15
Sales Activation Coordinator	27, 48, 65	48
Web Editor (Government Matters)	2-5, 10-11, 14-19, 21-23, 26-27, 29-31, 34-36, 38, 41-42, 44, 46-48, 51-53, 55-64, 66	48

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Digital Sales Manager	2-5, 10-12, 14-19, 21-23, 26-27, 29-31, 34-36, 38, 41-42, 44, 46-48, 51-53, 55- 64, 66	12
Sports Producer	2-6, 10-11, 14-19, 21-23, 26-27, 30-32, 34-36, 38, 41-44, 46-48, 50-53, 55-64, 66	43
Automotive Sales / Marketing Consultant	2-5, 10-12, 14-19, 21-23, 26-27, 29-31, 34-36, 38, 42, 44, 47-48, 51-53, 55-64, 66	12
Executive Producer of Digital News	2-6, 10-12, 14-23, 26-27, 29-32, 34-36, 38, 42, 44, 47-48, 50-53, 55-64, 66	48
News Assignemtn Editor	2-6, 10-11, 13-23, 26-27, 29-32, 34-38, 42, 44, 46-48, 50-53, 55-64, 66	13

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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	Agency Referral	N	5
2	Art Institute of Washington, Career Services 1820 North Fort Myers DR Arlington, Virginia 22209 Phone : 703-358-9550 Url : http://www.artinstitutes.edu Fax : 1-703-247-3590 Job Listings	N	0
3	Baltimore American Indian Center 113 South Broadway Baltimore, Maryland 21231 Phone : 410-675-3535 Url : http://www.baicenter.org Email : boardmember3@baicmuseum.org Ashley Miner	N	0
4	Bowie State University Department of Communications 14000 Jericho Park Rd Bowie, Maryland 20715 Url : http://www.bowiestate.edu Email : drice@bowiestate.edu Donna Rice	N	0
5	Careerbuilder.com 1101 15th St NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
6	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
7	Current Employee	N	14
8	Current Employee - Transfer/Promotion	N	2
9	Current Employee/Internal Promotion	N	14

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10	DC Center for Immigration Studies 1629 K ST. NW Suite 600 Washington, District of Columbia 20006 Phone : 202-466-8185 Url : http://www.cis.org Email : press@cis.org Bryan Griffith	N	0
11	DC Department of Employment Services 609 H ST. NE Washington, District of Columbia 20009 Phone : 202-724-7000 Url : http://www.does.dc.gov Michael Watts Jr. Manual Posting	N	0
12	Employee Referral	N	29
13	Former Intern	N	3
14	George Mason University University Center Service-MSn-3B6 4400 University DR Fairfax, Virginia 22030 Phone : 703-993-2370 Url : http://www.gmu.edu Rebekah Troug Manual Posting	N	1
15	Georgetown University Career Education Center 37th & O ST, NW Washington, District of Columbia 20057 Phone : 202-687-3493 Url : http://www.georgetown.edu Email : sbgresumes@sbgstv.com Gregory Wilson	N	1
16	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	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Greater Washington Urban League 2901 14th ST. NW Washington, District of Columbia 20009 Phone : 202-265-8200, ext 255 Url : http://www.gwul.org Fax : 1-202-265-6122 Audrey Epperson	N	0
18	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
19	Howard University 5258 Bryant St NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
20	Husson University 1 College Circle New England School of Communication Bangor, Maine 04401 Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	Y	0
21	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	14
22	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Jewish Women International 2000 M ST. NW Suite 720 Washington, District of Columbia 20036 Phone : 202-857-1300 Url : http://www.jwi.org Fax : 1-202-857-1380 Sari Winetraub	N	0
24	Job Fair	N	1
25	Journalism Jobs No Address provided San Francisco, California Url : www.journalismjobs.com Journalism Jobs Classifieds Manual Posting	N	1
26	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	3
27	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Todd Soffian	N	5
28	Maryland Institute College of Art 1300 W. Mt Royal Ave Baltimore, Maryland 21217 Url : http://www.micanetwork.com Email : mrogers@mica.edu Megan Rogers	N	0
29	Maryland Workforce Online Only Annapolis, Maryland Phone : (301) 929-6880 Url : https://mwejobs.maryland.gov/vosnet/Default.aspx Fax : 1-301-386-5533 Customer Service	N	0

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30	Maymount University 2807 N. Glebe RD Arlington, Virginia 22207 Phone : 703-522-5600 Url : http://www.marymount.edu Email : career.services@marymount.edu Fax : 1-703-284-5961 Jessica O'Donnell	N	0
31	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
32	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
33	Montgomery County 3966 Fieldcrest Dr Riner, Virginia 24149 Phone : 5403942007 Url : http://www.montgomerycountyva.gov Email : edmondska@montgomerycountyva.gov Karen Edmonds	N	0
34	Montgomery County Industry Council/ MD Workforce Exchange MontgomeryWorks Business Center 11002 Viers Mill RD, Suite 510 Wheaton, Maryland 20902 Url : http://www.mwejobs.maryland.gov Aneta Lefterov Manual Posting	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
35	Montgomery County Private Industry Council 12900 Middlebrook RD #1600 Germantown, Maryland 20874 Phone : 540-403-3600 Url : http://www.montgomerycountymd.gov Bob Donohue Manual Posting	N	0
36	NABET-CWA, Local 31 4483-B. Forbes Blvd Lanham, Maryland 20706 Url : http://www.nabet31.org Email : rich@nabet31.org Richard McDermott	N	0
37	National Association of Black Journalists 8701 A-Adelphi RD Adelphi, Maryland Phone : 301-405-0248 Url : http://www.nabj.org Lisa Waldschmitt Manual Posting	N	0
38	National Association of Broadcasters 529 14th ST, NW Suite 937 Press Building Washington, District of Columbia 20045 Phone : 202-429-5395 Url : http://www.nab.org Fax : 1-202-517-1617 Amanda Smith	N	0
39	National Association of Hispanic Journalists 1000 National Press Building 529 14th St., NW Washington, District of Columbia 20045 Phone : 202-662-7145 Email : jobbank@nahj.org Fax : 1-202-662-7144 Michelle Vignoli	N	0
40	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nlgja.org Brian Salkin	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
41	National Organization for Women 1100 H ST. NW 3rd floor Washington, District of Columbia 20005 Phone : 202-628-8669 Url : http://www.now.org Email : now@now.org Doris Steppe	N	0
42	Opportunities in Public Affairs Employment Services, Inc. 700 Graves ST Charlottesville, Virginia 22902 Phone : 1-888-315-2373 Url : http://www.opajobs.com Email : jobs@opajobs.com Fax : 1-888-342-2629 Betty Brubach	N	0
43	Re-hire	N	1
44	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
45	Recruiter	N	1
46	SAG-AFTRA 7735 Old Georgetown Rd #950 Bethesda, Maryland 20814 Phone : 3016572560 Url : http://www.sagaftra.org Email : anee.raulerson@sagaftra.org Fax : 1-800-253-9730 Patricia O'Donnell	N	0
47	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

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48	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgi.net Sharon Pickeral	N	17
49	Station Website	N	8
50	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
51	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
52	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	1
53	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
54	Trade Website	N	1
55	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	4

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56	UDC Department of Mass Media 4200 Connecticut Ave. NW Washington, District of Columbia 20008 Phone : 202-274-5194 Url : http://www.udc.edu Email : ovassell@udc.edu Olive Vassell	N	0
57	University of Maryland Graduate School Career Services 660 W. Redwood ST, Rm 021 Baltimore, Maryland 21201 Phone : 410-706-7214 Url : http://www.gradschool.umd.edu Terri Goode Manual Posting	N	0
58	University of Massachusetts Career Center/Employment Relations 101 South College Amherst, Massachusetts Phone : 413-545-2224 Url : http://www.umass.edu/careers/ Sharon Jefferson Manual Posting	N	0
59	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
60	US Department of Human Services Arlington Employment Center 3033 Wilson Blvd, Suite 700A Arlington, Virginia 22201 Phone : 703-228-1400 Url : http://www.aec.arlingtonva.us Pam Egner Manual Posting	N	0
61	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Url : "News Only" postings requested Email : mike.wong@asu.edu Michael Wong	Y	0

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62	Washington Adventist University Office of Human Resources 7600 Flower Ave, 4th floor #431 Takoma Park, Maryland 20912 Url : http://www.wau.edu Email : hr@wau.edu Fax : 1-301-891-4020 Daniella Williams	N	0
63	WHRO-TV 5200 Hampton Blvd Norfolk, Virginia 23508 Phone : 757-889-9400 Url : http://www.whro.org Fax : 1-757-489-0007 Sherby Wilkes	N	0
64	Women in Film and Video 3628 12th ST. Washington, District of Columbia 20009 Phone : 202-429-9438 Url : http://www.wifv.org Email : director@wifv.org Melissa Houghton	N	0
65	Word of Mouth Referral	N	6
66	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:			134

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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	6/17/2017	Participation in events sponsored by community groups	Station's Anchor and Meteorologist represented WJLA-TV & NewsChannel 8 at the She Rocks The World discussion an organization that inspires young girls to use their voice to make meaningful impact in the world. Our staff led a discussion for girls 7th-12 graders, about journalism and careers in journalism.	2	Anchor Meteorologist
2	7/7/2017	Participation in events or programs sponsored by educational institutions	Meteorologist Veronica Johnson spoke at George Mason University to local female high students from the FOCUS STEM Academy speaker where she spoke about the link between STEM and the meteorology field. She also spoke about skills, training and career opportunities to begin a career as a Meteorologist.	1	Meteorologist
3	7/13/2017	Participation in events or programs sponsored by educational institutions	Meteorologists provided a station tour to students in the Howard University CAREERS Weather Camp. They also discussed careers in the broadcast meteorology field, advice on colleges, and demonstrated the capabilities of the Storm Trak.	2	Meteorologist Meteorologist
4	8/3/2017	Participation in events or programs sponsored by educational institutions	Newscast Director Dante Wilson provided a guided station tour to the Junior Academy participants of the Washington DC Metropolitan Police Department. He also gave a behind-the-scenes view of various TV station careers and discussed career opportunities and education needed for various careers related to the broadcast industry.	1	Newscast Director

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5	9/14/2017	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
6	9/27/2017	Participation in events or programs sponsored by educational institutions	StormWatch 7 Meteorologist speak with 4th grade students at Rose Hill Elementary. The discussion was aimed to spark an interest in STEM through weather presentations and how the occupation of Meteorology works at a TV news station. Students also went outside to see the SchoolTrak7 vehicle to get additional hands on experience.	1	Meteorologist
7	10/18/2017	Participation in events sponsored by community groups	Kazakhstan broadcasters from the International Center for Journalist were led on a station tour by Anchor/Reporter Lindsey Mastis. She had the opportunity to sit down with the broadcasters to discuss careers opportunities in American journalism.	1	Anchor/Reporter
8	10/26/2017	Participation in Job Fairs	HR Manager, Associate Producer and Producer along with our Community Relations Director represented WJLA-TV & NewsChannel 8 at Howard University's Job & Internship Fair. Met with potential candidate and reviewed their resumes for current internship opportunities and also job openings with the station. Collected resumes and answered questions regarding our Internship Program and/or openings at the station.	4	Human Resources Manager Production Manager Associate Producer Producer

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9	11/4/2017	Participation in events sponsored by community groups	Meteorologist Veronica Johnson represented WJLA-TV & NewsChannel 8 at the STEM Festival where over 1,000 Prince George's County students and families were present. Veronica presented on-stage showing our behind-the-scenes weather video, field career and weather questions from the main stage, and hosted a booth with our StormTrak7 truck at the STEM Festival.	1	Meteorologist
10	1/8/2018	Participation in events or programs sponsored by educational institutions	Leah Henry, Associate Producer spoke with 6th grade students from Inspired Teaching Demonstration School on the steps necessary to put together a newscast. She also led a discussion on the field of Broadcast Journalism and the importance of diversity in the news.	1	Associate Producer
11	2/6/2018	Participation in events or programs sponsored by educational institutions	StormWatch7 Meteorologist aim to spark an interest in STEM (Science, Technology, Engineering and Math) through weather presentations and behind-the-scenes look at how the occupation works at a TV station.	1	Meteorologist
12	3/27/2018	Participation in Job Fairs	The Human Resources Manager and Human Resources Coordinator represented WJLA-TV/NewsChannel 8 at George Mason University's annual Communication Career Fair on March 27, 2018. They met potential candidates and reviewed resumes current and future job openings within the Station. We also talked to students about our Internship Program and provided material on how to apply and the necessary documents needed when applying.	2	Human Resources Manager Human Resources Coordinator
13	5/14/2018	Participation in events or programs sponsored by educational institutions	Anchor Larry Smith spoke on being African American in the media, what inspired him to get where he is today, the importance of diversity in newsrooms and why students should pursue broadcast as a career.	1	Anchor