

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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
Marketing Consultant	1-12, 17-20, 22-27, 29-40, 42-52, 54-56, 58-65, 67-70, 72-74, 76-88	19
Marketing Consultant	1-12, 17-20, 22-27, 29-40, 42-52, 54-56, 58-65, 67-70, 72-74, 76-88	19
News Editor	1-14, 19-20, 22-27, 29, 31-37, 39-48, 50-52, 54-56, 58-69, 71-89	29
Automotive / Marketing Consultant	1-12, 19-20, 22-29, 31-37, 39-40, 42-48, 50-52, 54-63, 65, 67-89	57
News Producer	1-13, 15, 17-18, 20, 22-29, 31-37, 39-40, 42-48, 50-52, 54-56, 58-67, 69-89	64
News Producer	1-13, 15, 17-18, 20, 22-29, 31-37, 39-40, 42-48, 50-52, 54-56, 58-67, 69-89	64
Multimedia Journalist	1-13, 15, 17-18, 20, 22-29, 31-37, 39-48, 50-52, 54-56, 58-63, 65-67, 69-89	15
Regional National Sales Assistant	1-12, 17, 19-20, 22-37, 39-40, 42-48, 50-52, 54-56, 58-63, 65, 67, 69-89	11
Creative Services Videographer / Editor	1-14, 16-17, 20, 22-29, 31-37, 39-48, 50-52, 54-56, 58-63, 65-67, 69-74, 76-89	16
Anchor / Reporter	1-15, 17, 20, 22-29, 31-37, 39-48, 50-52, 54-56, 58-63, 65-67, 69-74, 76-89	15
News Producer	1-13, 15, 17, 19-20, 22-29, 31-37, 39-48, 50-52, 54-56, 58-63, 65-67, 69-74, 76-89	29
News Producer	1-13, 15, 17, 19-20, 22-29, 31-37, 39-48, 50-52, 54-56, 58-63, 65-67, 69-74, 76-89	15
News Producer	1-13, 15, 17, 19-20, 22-29, 31-37, 39-48, 50-52, 54-56, 58-63, 65-67, 69-74, 76-89	63
Web Producer	1-12, 15, 17, 20, 22-29, 31, 33-37, 39-40, 42-48, 50-56, 58-65, 67, 69-89	15
News Photographer	1-13, 16-17, 20, 22-29, 31, 33-37, 39-48, 50-56, 58-63, 65-67, 69-74, 76-89	63
News Photographer	1-13, 16-17, 20, 22-29, 31, 33-37, 39-48, 50-56, 58-63, 65-67, 69-74, 76-89	16
Meteorologist	1-13, 17, 20, 22-29, 31, 33-37, 39-48, 50-56, 58-63, 65-67, 69-74, 76-89	74
News Anchor / Reporter (Weekends)	1-15, 17, 20, 22-31, 33-37, 39-48, 50-56, 58-63, 65-67, 69-74, 76-89	15

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

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Copy Coordinator	1-12, 17, 19-29, 31, 33-37, 39-40, 42-56, 58-63, 65, 67, 69-74, 76-89	21
Marketing Associate	1-12, 16-17, 20, 22-29, 31, 33-37, 39-40, 42-48, 50-56, 58-63, 65, 67, 69-74, 76-89	16
Digital Sales Coordinator	1-12, 17, 20, 22-29, 31, 33-37, 39-40, 42-48, 50-51, 53-56, 59-63, 65, 67, 69-74, 76-89	29
Marketing Associate (Sales)	1-12, 17, 19-20, 22-29, 31, 33-37, 39-40, 42-56, 59-63, 65, 67, 69-74, 76-89	29
Marketing Associate (Sales)	1-12, 17, 19-20, 22-29, 31, 33-37, 39-40, 42-56, 59-63, 65, 67, 69-74, 76-89	19
Marketing Associate (Sales)	1-12, 17, 19-20, 22-29, 31, 33-37, 39-40, 42-56, 59-63, 65, 67, 69-74, 76-89	49
News Editor	1-13, 17, 19-20, 22-29, 31, 33-37, 39-48, 50-56, 59-63, 65-67, 69-74, 76-89	19

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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	Alabama A&M University 4900 Meridian Street Normal, Alabama 35762 Phone : 256-372-8181 Url : http://www.aamu.edu Email : info@aamu.edu Fax : 1-256-372-5689 Tangela Rutledge-Gale	Y	0
2	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://www.al-ba.com Email : lrice@al-ba.com Fax : 1-205-982-0015 Les Rice	N	2
3	Alabama Job Link / State Employment Service PO Box 59482 Birmingham, Alabama 35259 Phone : 205-870-3275 Url : https://joblink.alabama.gov/ada Email : Birmingham@alcc.alabama.gov Birmingham Career Center	Y	0
4	Alabama Media Professionals Alabama Email : cwatson310@charter.net Rick Watson	Y	0
5	Alabama State University P.O. Box 271 Montgomery, Alabama Phone : 334-229-4493 Email : sbgresumes@sbgstv.com Fax : 1-334-229-4976 Dr. David Okeowo	Y	0
6	American Broadcasting School 4511 SE 29th Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Email : staci@radioschool.com Staci Cockrell	Y	0

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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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	Auburn University 217 Tichenor Hall Auburn University, Alabama 36249 Phone : 334-844-2727 Email : smithrw@auburn.edu Ric Smith	Y	0
8	Birmingham Southern College 900 Arkadelphia Road Box 549010 Birmingham, Alabama 35254 Phone : 205-226-4719 Fax : 1-205-226-3084 Michael Lebeau	Y	0
9	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-690-6801 Url : http://www.bishop.edu Email : jwomack@bishop.edu Juliette Womack	N	0
10	California Chicano News Media Association 725 Arizona Ave Suite 206 Santa Monica, California Phone : 424-229-9482 Email : ccnmainfo@ccnma.org Job Listings	N	0
11	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Cole Rowley	N	1
12	Clark/Atlanta University 223 James P Brawley Drive Atlanta, Georgia 30314 Phone : 404-880-8000 Email : amckinney@cau.edu Andrea McKinney	N	0
13	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Current Employee	N	7
15	Current Employee - Transfer/Promotion	N	6
16	Current Employee/Internal Promotion	N	3
17	East Tennessee State University 807 University Parkway Johnson City, Tennessee 37614 Phone : 423-439-7572 Email : langes@mail.etsu.edu Tammy Hayes	N	0
18	Emma L. Bowen Foundation 524 W. 57th Street New York, New York 10019 Phone : 212-975-2545 Email : ebfoundation@cbs.com Sandra Rice	N	0
19	Employee Referral	N	14
20	Florida A & M 1676 South Martin Luther King Blvd Tallahassee, Florida 32307 Phone : 850-599-3000 Email : sbgresumes@sbgstv.com Melony Washington	N	0
21	Former Employee Referral	N	1
22	Gadsden State Community College P. O. Box 227 Gadsden, Alabama Phone : 256-549-8605 Email : careerservices@gadsdenstate.edu Fax : 1-256-549-8688 Pamela Satcher	Y	0
23	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	6

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Herzing University 280 West Valley Avenue Birmingham, Alabama 35209 Phone : 205-916-2800 Url : http://www.herzing.edu/birmingham Email : bgrindle@herzing.edu Brian Grindle	N	0
25	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
26	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
27	Huntingdon College 1500 E. Fairview Ave Montgomery, Alabama 36106 Phone : 334-833-4556 Email : ftaylor@hawks.huntingdon.edu Fran Taylor	Y	0
28	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
29	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	26
30	Internet Ad-not directly contacted by SEU	N	4

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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31	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
32	J.F. Drake State Technical College 3421 Meridian St N Huntsville, Alabama 35811 Phone : 256-551-7264 Url : http://www.dstc.cc.al.us Email : terell.jackson@drakestate.edu Terell Jackson	N	0
33	Jacksonville University 700 Pelham Road North Jacksonville, Alabama 36265 Phone : 256-782-5482 Email : careerservices@jsu.edu Becka Turner	Y	0
34	Jefferson State Community College 2601 Carson Road Birmingham, Alabama 35215 Phone : 205-856-8588 Email : tlpayne@jeffstateonline.com Tamara Payne	Y	0
35	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
36	Lawson State Community College 1100 Ninth Avenue SW Bessemer, Alabama 35022 Phone : 205-925-2515 Url : http://www.lawsonstate.edu Email : krankin@lawsonstate.edu Kristy Rankin	N	0

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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37	Lee Hecht Harrison 3800 Colonnade Pkwy Suite 480 Birmingham, Alabama 35243 Phone : 205-968-0098 Url : http://www.lhh.com Email : beth.hosmer@lhh.com Beth Hosmer	N	0
38	Linked In	N	1
39	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	5
40	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com 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	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Phone : 205-929-1000 Url : http://www.miles.edu Email : gbrown_wade@miles.edu Glenda Brown-Wade	N	0
43	Miles College P.O. Box 3800 Birmingham, Alabama 35208 Phone : 205-929-1141 Email : ymarshall@miles.edu Yoruba Marshall	Y	0

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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44	NAACP PO Box 1268 Birmingham, Alabama 35201 Phone : 205-714-5860 Url : http://www.naacpalabama.org Email : bsimelton@aol.com B Melton	N	0
45	NAACP UAB 1530 3rd Street S Hill University Birmingham, Alabama 35205 Phone : 678-900-7991 Email : naacp@uab.edu Job Listings	Y	0
46	NATAS Mid-america Emmy 3655 Olive St. Louis, Missouri 63108 Phone : 314-533-2993 Email : maggie@emmymid-america.org Maggie Eubanks	Y	0
47	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
48	National Lesbian and Gay Journalists Association 2120 L Street NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nljja.org Matthew Rose	Y	0
49	Non-Employee Referral	N	4
50	Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-2384 Url : http://www.nsu.edu Email : pbriggs@nsu.edu Paula Briggs	N	0

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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51	Northwestern College 101 7th Street SW Oragne City, Iowa 51041 Phone : 712-707-7000 Email : sbgresumes@sbgstv.com Fax : 1-712-707-7404 Bill Minnick	Y	1
52	Oakwood University 7000 Adventist Blvd Huntsville, Alabama 35896 Phone : 256-726-7134 Url : http://www.oakwood.edu Email : careerservices@oakwood.edu Career Services	N	0
53	Ohio Center for Broadcasting 5330 East Main Suite 200 Columbus, Ohio 43213 Phone : 614-655-5250 Email : twilson@beonair.com Alvis Moore	N	0
54	Organizations of Chinese American 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Email : oca@ocanational.org Job Listings	N	0
55	Patterson State Technical College P.O. Box 10048 Montgomery, Alabama 36108 Phone : 334-420-4200 Email : mrichardson@trenholmstate.edu Ms. Richardson	Y	0
56	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
57	Recruiter	N	1

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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58	Roger Williams Unviversity 1 Old Ferry Road Bristol, Rhode Island 2809 Phone : 401-253-1040 Email : pfournier@rwu.edu Pam Fournier	N	0
59	Samford University 800 Lakeshore Drive Birmingham, Alabama 35229 Phone : 205-726-2980 Url : http://www.samford.edu Email : career@samford.edu Heather Mitchell	N	0
60	Savannah College of Art and Design PO Box 2072 Savannah, Georgia 31402 Phone : . Email : sbgresumes@sbgstv.com Student Placement	N	0
61	Shelton State Community College 9500 Old Greensboro Rd Tuscaloosa, Alabama 35405 Phone : 205-391-2461 Email : careerservices@sheltonstate.edu Mike Fields	Y	0
62	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
63	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	14
64	Station Website	N	5

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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65	Stillman College P.O. Box 1430 Tuscaloosa, Alabama Phone : 205-366-8894 Email : jcurrie@stillman.edu Jacqueline Curry	Y	0
66	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
67	Talladega College 627 Battle Street West Talladega, Alabama 35160 Phone : 205-362-0206 Url : http://www.talladega.edu Email : brhoden@talladega.edu Veronica Miller	N	0
68	Talladega College 627 West Battle Street Talladega, Alabama 35160 Phone : 256-761-6246 Email : ddtraylor@talladega.edu Dolores Traylor	Y	0
69	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
70	The Leadership Institute 1101 N. Highland Street Arlington, Virginia Phone : 703-247-2000 Fax : 1-703-247-2001 Ainsley Harrison	Y	0

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
71	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
72	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
73	Troy University 104 Eldridge Hall Troy, Alabama 36082 Phone : 334-670-3217 Email : troycareer@troy.edu Lauren Cole	Y	0
74	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	2
75	United States Pan Asian American Chamber of Commerce 1329 18th Street NW Washington, District of Columbia 20036 Phone : 202-296-5221 Fax : 1-202-296-5225 Michelle Yin	N	0
76	University of AL -Birmingham/ Career & Professional Development 936 19th Street S. Birmingham, Alabama 35294 Phone : 205-975-4406 Email : sbgresumes@sbgstv.com Kelly Holmes	Y	1

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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77	University of Alabama PO Box 870172 Tuscaloosa, Alabama 35487 Phone : 205-348-5848 Url : http://www.ua.edu Email : sbgresumes@sbgstv.com Jim Oakley	N	0
78	University of Mobile 5735 College Parkway Mobile, Alabama 36613 Phone : 251-442-2877 Email : success@umobile.edu Brenda Davis	Y	0
79	University of Montevallo 75 College Drive Montevallo, Alabama 35115 Phone : 205-665-6262 Url : www.montevallo.edu Email : career@montevallo.edu Jah'zmin Young	N	0
80	University of Montevallo Station 6262 Montevallo, Alabama 35115 Phone : 205-665-6262 Email : jyoung3@montevallo.edu Jahzmin Young	Y	0
81	University of North Alabama UNA Box 5066 Florence, Alabama Phone : 256-765-4276 Email : careerservices@una.edu Melissa Medlin	Y	0
82	University of Oklahoma 900 Asp Avenue Suite 323 Norman, Oklahoma 73019 Phone : 405-325-1974 Email : abatchelor@ou.edu Alex Batchelor	Y	0

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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83	University of South Alabama 390 Alumni Circle Meisler Hall Mobile, Alabama Phone : (251) 460-6188 Email : careerservices@southalabama.edu Fax : 1-251-460-6091 Career Services	Y	0
84	University of West Alabama Station 29 Livingston, Alabama 35470 Phone : 205-652-3651 Email : sedmonds@uwa.edu Tammy White	Y	0
85	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
86	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 855-278-5080 Url : "News Only" Email : mike.wong@asu.edu Michael Wong	N	0
87	West Virginia University P.O. Box 6008 Morgantown, West Virginia Phone : 304-293-2221 Email : sarah.glenn@mail.wvu.edu Sarah Glenn	Y	0
88	Women's Employment Network 920 Main Street Kansas City, Missouri 64015 Phone : 816-822-8083 Email : tbomar@kcwen.org Tonia Bomar	N	0

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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89	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:			104

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/14/2019	Establishment of an intern program designed to assist members of the community	WBMA's internship program is coordinated with colleges or universities in which a student receives academic credit for his or her work at the station. The station submits a report of the students performance to his/her faculty advisor or dept. head which may be used in determining the amount of academic credit the student shall receive. Students must have successfully completed certain classroom courses applicable to their major or area of concentration prescribed by his/her faculty advisor or department head and be at least a Junior in college. Interns assist the news dept. a minimum of 15 hours per week and are given a schedule of work assignments intended to educate them in various areas of broadcasting. The station employment unit had a total of thirteen (11) interns for the period of December 1, 2018 through November 30, 2019. The interns came to us from the University of Alabama (5), Jacksonville State University (2), University of Alabama at Birmingham (1), University of Georgia (1), Miles Community College (1) and University of Troy (1).	1	Assignment
2	1/25/2019	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at McAdory Elementary in Bessemer, AL. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist
3	1/25/2019	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at Oneonta Middle School in Oneonta, AL. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	2/19/2019	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to student at Camp Cullman Educational Facility in Cullman County, AL. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist
5	3/6/2019	Participation in events or programs sponsored by educational institutions	Multimedia Journalist, Byron Khalil Jenkins, spoke to students at his Alma Mater, University of West Georgia, during their Media Day. Bryon spoke to the students regarding a career in broadcasting/journalism and answered questions.	1	Multimedia Journalist
6	4/9/2019	Participation in Job Fairs	Description: The Corporate Employment Coordinator, and local station HR Coordinator represented all Sinclair locations at the job fair hosted by the Broadcast Education Association on April 9th, 2019, in coordination with the April 2019 NAB Show, in Las Vegas, NV. They met with potential candidates and reviewed resumes, tapes, discussed current job vacancies and future job opportunities/possibilities at the locations across the country. All candidates who visited the booth are followed-up with for relevant positions, including current and future job inquiries when applicable.	2	Corporate Employment Coordinator Station HR Coordinator
7	4/12/2019	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to students at the School for Amazing Kids in Pelham, AL. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist
8	4/29/2019	Participation in events or programs sponsored by educational institutions	Station tour given to 13 students from West Point Intermedia School to discuss the workings of a newsroom, studio, producing newscasts, and all other aspects of broadcasting.	1	Meteorologist

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	4/29/2019	Participation in events or programs sponsored by educational institutions	Station tour hosted by Chief Meteorologist, James Spann, given to 1 student and parent from Paine Elementary to discuss the workings of a newsroom, studio, producing newscasts, and all other aspects of broadcasting.	1	Chief Meteorologist
10	5/14/2019	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at Haleyville Elementary in Winston County, AL. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist
11	5/14/2019	Participation in events or programs sponsored by educational institutions	Station tour given by Meteorologist, Meaghan Thomas, to 7 students from Corner High School to discuss the workings of a newsroom, studio, producing newscasts, and all other aspects of broadcasting.	1	Meteorologist
12	6/7/2019	Participation in events or programs sponsored by educational institutions	Anchor, Sarah Snyder White, is being shadowed by Briarwood Christian High School student, Sarah Shea Hill, as part of a high school project she has been assigned. The class project is to shadow an individual in the industry the student wants to be a part of in their career.	1	Anchor
13	6/25/2019	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to student at Double Springs Public Library in Winston County, AL. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	7/10/2019	Participation in scholarship programs	<p>The program awarded 1 high school scholar athlete of the year out of 18 scholar athlete weekly winners, nominated by teachers and faculty of their respective schools a total of \$5,000 in scholarship funds as part of the MY 68 TV Friday Night Rivals series. The weekly winner's awards were featured during the weekly broadcast of Friday Night Rivals. Program Objective: In order to enhance the educational value of Friday Night Rivals and MY68 continued to sponsor the Scholar Athlete Award for the 2018 season. A season long 'competition' culminated at the conclusion of the FNR schedule, with a \$5,000 scholarship being awarded to a Scholar Athlete of the Year from one of the participating schools.</p> <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> • Each school submitted a Scholar Athlete candidate to be recognized during the week that their school was featured on FNR. • Athletes were nominated from any sport, male or female. • The weekly Scholar Athlete was recognized on air during Halftime of the FNR game broadcast and appeared in an on-air promotion which aired during the week their school was featured on FNR. • The weekly winner received a plaque from the stations to commemorate their accomplishment. • Weekly winners from the schools were at the sole discretion of the school's administration and faculty. • The weekly winners were given the exclusive opportunity to compete for a \$5,000 scholarship, by submitting a two minute video produced solely by the Scholar Athlete of the Week, stating their case to be named Scholar Athlete of the Year. • Each Scholar Athlete was judged on the following criteria: Grade Point Average/Academic standing, 	3	Promotion Mgr Director of Sales News Director

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
			<p>Athletic Achievement, Community Activities, and why they believe they should be named the Scholar Athlete of the Year.</p> <p>Scholar Athletes of the Week: Steven Pate - Spain Park High School Burton Drawhorn - Hillcrest High School Donnie Ryan - Gadsden City Peyton Howard - Oxford High School Benjamin Hendrix - Hoover High School Karley Garner - Pinson Valley High School Logan Pruett - Clay Chalkville High School Matthew Gray - Spain Park High School Cameron Bledsoe - Hewitt Trussville Matthew Rye - Pelham High School Clay Collins - Oak Mountain High School Karleigh Duncan - Mortimer Jordan High School Campbell Brabston - Homewood High School Kaleb Tindall - Chelsea High School Creed Parker - Hewitt Trussville High School Wesley Chambless - Tuscaloosa County High School Jabari Moore - Hoover High School Daniel Wilbanks - Mountain Brook High School Scholar Athlete of the Year - \$5,000: Logan Pruett – Clay Chalkville High School</p>		
15	7/23/2019	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to student at Oxford Civic Center in Oxford, AL. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	8/7/2019	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Miami, FL August 7 – 9th, 2019. 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	Employment Manager News Training and Development News Talent Manager
17	9/13/2019	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to students at Roy Downs Memorial Library in Calera, AL. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist
18	10/2/2019	Participation in events or programs sponsored by educational institutions	Anchor, Sarah Snyder White, is being shadowed by Jacksonville High School senior student as part of a high school project she has been assigned. The class project is to shadow an individual in the industry the student wants to be a part of in their career.	1	Anchor
19	10/16/2019	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to students at Cullman Primary School in Cullam, AL. James taught the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos were taken during the class and we shared it during our evening newscast.	1	Chief Meteorologist

WTTO / WABM / WBMA
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
20	11/1/2019	Provision of training to management	<p>SBG, Inc. and its stations are 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 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. 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 which 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>	134	<p>General Manager Director of Sales News Director Director of Engineering</p>
21	11/11/2019	Participation in events or programs sponsored by educational institutions	Station tour given to 12 boy scouts and parents with Boy Scouts of America Troop 247 to discuss the workings of a newsroom, studio, producing newscasts, and all other aspects of broadcasting.	1	Anchor