

**WABM, WBMA, WDBB, WTTO**  
**EEO PUBLIC FILE REPORT**  
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**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
Account Executive	2-12, 14, 18-20, 22-25, 27-33, 35-39, 41-59, 61, 63-70, 72-73, 75-80, 82-95	50
Account Executive	2-12, 14, 18-20, 22-25, 27-33, 35-39, 41-59, 61, 63-70, 72-73, 75-80, 82-95	50
Multimedia Journalist (MMJ)	2-12, 14, 18-20, 23-25, 27-33, 35-39, 41-49, 51-54, 56-59, 61, 63-70, 72-73, 75-80, 82-95	20
Promotions Producer	2-12, 14, 17-19, 23-25, 27-33, 35-39, 41-49, 51-54, 56-59, 61, 63-67, 69-70, 72-73, 75-80, 82-95	17
Morning Traffic Anchor/MMJ	2-12, 14, 16, 18-19, 23-25, 27-33, 35- 39, 41-49, 51-54, 56-59, 61, 63-67, 69- 70, 72-73, 75-78, 80, 82-95	66
News Producer	13, 16, 34, 38, 58, 66, 68, 76, 78	68
News Producer	13, 16, 34, 38, 58, 66, 68, 76, 78	78
Photographer	2-12, 14, 16-19, 23-25, 27-33, 35-39, 41-54, 56-59, 61, 63-67, 69-70, 72-73, 75-80, 82-88, 90-95	17
Special Assignment Reporter	2-12, 14, 16-19, 23-25, 27-33, 35-39, 41-44, 46-49, 51-54, 56-59, 61, 63-67, 69-70, 72-73, 75-78, 80, 82-95	17
Director	2-12, 14, 18-19, 23-25, 27-33, 35-39, 41-44, 46-49, 51-54, 56-59, 61, 63-67, 69-70, 72-73, 75-78, 80, 82-95	29
News Photographer	2-15, 18-21, 23-44, 46-54, 56-67, 69- 88, 90-95	50
News Assignment Editor	2-19, 21, 23-44, 46-49, 51-54, 56-59, 61-66, 69-88, 90-95	17
General Assignment Reporter	2-15, 18-19, 21, 23-44, 46-49, 51-54, 56-59, 61-66, 69-88, 90-93, 95	29
Master Control Operator	2-14, 18-21, 23-39, 41-44, 46-49, 51- 54, 56-59, 61-66, 69-70, 72-88, 90-93, 95	13
Master Control Operator	2-14, 18-21, 23-39, 41-44, 46-49, 51- 54, 56-59, 61-66, 69-70, 72-88, 90-93, 95	84
Digital Content News Producer	2-16, 18-21, 23-44, 46-49, 51-53, 56- 59, 61-66, 69-88, 90-93, 95	20
Regional Accountant	1-14, 18-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-63, 65-66, 69-70, 72- 88, 90-93, 95	1

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Regional Accountant	1-14, 18-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-63, 65-66, 69-70, 72-88, 90-93, 95	1
Regional Accountant	1-14, 18-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-63, 65-66, 69-70, 72-88, 90-93, 95	1
Regional Accountant	1-14, 18-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-63, 65-66, 69-70, 72-88, 90-93, 95	13
Regional Accountant	1-14, 18-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-63, 65-66, 69-70, 72-88, 90-93, 95	1
News Anchor / Reporter	2-16, 18-19, 21, 23-44, 46-49, 51-53, 56-59, 61-66, 68-88, 90-93, 95	68
Investigative News Reporter	2-15, 18-19, 21, 23-44, 46-49, 51-53, 56-59, 61-66, 69-88, 90-93, 95	66
Director	2-15, 18-19, 21, 23-44, 46-49, 51-53, 56-59, 61-66, 69-88, 90-93, 95	29
Digital Sales Coordinator	2-14, 17-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-66, 69-70, 72-88, 90-93, 95	17
News Producer	2-16, 18-19, 21, 23-44, 46-49, 51-53, 56-59, 61-66, 69-88, 90-93, 95	66
Collector (Credit Specialist)	2-14, 16, 18-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-66, 69-70, 72-88, 90-93, 95	29
Credit/AR Specialist (Clerk)	1-14, 18-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-66, 69-70, 72-88, 90-93, 95	1
Credit/AR Specialist (Clerk)	1-14, 18-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-66, 69-70, 72-88, 90-93, 95	29
Collector (Credit Specialist)	2-14, 16, 18-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-66, 69-70, 72-88, 90-93, 95	29
Local Sales Assistant	2-11, 13-14, 18-21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-66, 68-70, 72-88, 90-93, 95	20
Local Sales Assistant	2-11, 13-14, 18-21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-66, 68-70, 72-88, 90-93, 95	29
News Production Assistant	2-15, 17-19, 21, 23-44, 46-49, 51-53, 56-59, 61-66, 68-88, 90-93, 95	17

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive	2-14, 18-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-66, 68-70, 72-88, 90- 93, 95	38
News Production Assistant	2-15, 17-19, 21, 23-44, 46-49, 51-53, 56-59, 61-66, 69-78, 80-88, 90-93, 95	17
News Assignment Editor	2-15, 18-19, 21, 23-44, 46-49, 51-53, 56-59, 61-66, 69-88, 90-93, 95	34
Regional Accountant	1-14, 18-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-66, 69-70, 72-78, 80- 88, 90-93, 95	1
Regional Accountant	1-14, 18-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-66, 69-70, 72-78, 80- 88, 90-93, 95	1
Regional Accountant	1-14, 18-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-66, 69-70, 72-78, 80- 88, 90-93, 95	1
Regional Accountant	1-14, 18-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-66, 69-70, 72-78, 80- 88, 90-93, 95	1
Regional Accountant	1-14, 18-19, 21, 23-39, 41-44, 46-49, 51-53, 56-59, 61-66, 69-70, 72-78, 80- 88, 90-93, 95	1
News Photographer	2-15, 18-21, 23-44, 46-53, 56-59, 61- 66, 68-78, 80-88, 90-93, 95	29
News Photographer	2-15, 18-21, 23-44, 46-53, 56-59, 61- 66, 68-78, 80-88, 90-93, 95	68
Multimedia Journalist	2-15, 18-19, 21, 23-44, 46-49, 51-53, 56-59, 61-66, 69-84, 86-88, 90-93, 95	78
News Producer	2-15, 18-19, 21, 23-44, 46-49, 51-53, 56-59, 61-66, 69-84, 86-88, 90-93, 95	38

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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	17
2	Alabama A&M University 4900 Meridian Street Normal, Alabama 35762 Phone : 256-372-8181 Url : <a href="http://www.aamu.edu">http://www.aamu.edu</a> Email : <a href="mailto:info@aamu.edu">info@aamu.edu</a> Fax : 1-256-372-5689 Tangela Rutledge-Gale	Y	0
3	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Url : <a href="http://www.al-ba.com">http://www.al-ba.com</a> Email : <a href="mailto:lrice@al-ba.com">lrice@al-ba.com</a> Fax : 1-205-982-0015 Les Rice	N	0
4	Alabama Job Link / State Employment Service PO Box 59482 Birmingham, Alabama 35259 Phone : 205-870-3275 Url : <a href="https://joblink.alabama.gov/ada">https://joblink.alabama.gov/ada</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sonny Miller	Y	0
5	Alabama Media Professionals Alabama Email : <a href="mailto:cwatson310@charter.net">cwatson310@charter.net</a> Rick Watson	Y	0
6	Alabama State University P.O. Box 271 Montgomery, Alabama Phone : 334-229-4493 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Fax : 1-334-229-4976 Dr. David Okeowo	Y	0
7	American Broadcasting School 4511 SE 29th Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Email : <a href="mailto:staci@radioschool.com">staci@radioschool.com</a> Staci Cockrell	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
8	Auburn University 217 Tichenor Hall Auburn University, Alabama 36249 Phone : 334-844-2727 Email : smithrw@auburn.edu Ric Smith	Y	0
9	Birmingham Career Center 3440 3rd Ave. South Birmingham, Alabama 35222 Phone : 205-254-1300 Fax : 1-205-254-1387 Joel Williams	N	0
10	Birmingham Southern College 900 Arkadelphia Road Box 549010 Birmingham, Alabama 35254 Phone : 205-226-4719 Fax : 1-205-226-3084 Michael Lebeau	Y	0
11	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-690-6801 Url : <a href="http://www.bishop.edu">http://www.bishop.edu</a> Email : <a href="mailto:jwomack@bishop.edu">jwomack@bishop.edu</a> Juliette Womack	N	0
12	California Chicano News Media Association 725 Arizona Ave Suite 206 Santa Monica, California Phone : 424-229-9482 Email : <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a> Job Listings	N	0
13	Careerbuilder 8401 Greensboro Dr Suite 250 McLean, Virginia 22102 Phone : . Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrew Hamburger	N	3

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14	Clark/Atlanta University 223 James P Brawley Drive Atlanta, Georgia 30314 Phone : 404-880-8000 Email : amckinney@cau.edu Andrea McKinney	N	0
15	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : bille@michaelsmedia.com Michael Bille	N	0
16	Current Employee	N	12
17	Current Employee/Internal Promotion	N	7
18	East Tennessee State University 807 University Parkway Johnson City, Tennessee 37614 Phone : 423-439-7572 Email : langes@mail.etsu.edu Tammy Hayes	Y	0
19	Emma L. Bowen Foundation 524 W. 57th Street New York, New York 10019 Phone : 212-975-2545 Email : ebfoundation@cbs.com Sandra Rice	Y	0
20	Employee Referral	N	12
21	Florida A & M 1676 South Martin Luther King Blvd Tallahassee, Florida 32307 Phone : 850-599-3000 Email : sbgresumes@sbgstv.com Melony Washington	N	0
22	Former Employee	N	1
23	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

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24	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	1
25	Herzing University 280 West Valley Avenue Birmingham, Alabama 35209 Phone : 205-916-2800 Url : <a href="http://www.herzing.edu/birmingham">http://www.herzing.edu/birmingham</a> Email : <a href="mailto:bgrindle@herzing.edu">bgrindle@herzing.edu</a> Brian Grindle	N	0
26	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source Alicia Lawrence	N	0
27	Howard University 525 Bryant St. NW Rm#107 Washington, District of Columbia 20059 Phone : 202-806-5806 Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
28	Huntingdon College 1500 E. Fairview Ave Montgomery, Alabama 36106 Phone : 334-833-4556 Email : <a href="mailto:ftaylor@hawks.huntingdon.edu">ftaylor@hawks.huntingdon.edu</a> Fran Taylor	Y	0
29	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	32

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Ithaca College 953 Danby Rd Ithaca, New York 14850 Phone : m/a Email : eloise@ithaca.edu Eloise Green	Y	0
31	J.F. Drake State Technical College 3421 Meridian St N Huntsville, Alabama 35811 Phone : 256-551-7264 Url : <a href="http://www.dstc.cc.al.us">http://www.dstc.cc.al.us</a> Email : tomea.cross@drakestate.edu Tomeka Cross	N	0
32	Jacksonville University 700 Pelham Road North Jacksonville, Alabama 36265 Phone : 256-782-5482 Email : careerservices@jsu.edu Becka Turner	Y	0
33	Jefferson State Community College 2601 Carson Road Birmingham, Alabama 35215 Phone : 205-856-8588 Email : tlpayne@jeffstateonline.com Tamara Payne	Y	0
34	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgvtv.com Broadbean Source	N	1
35	Judson College 302 Bobb Street Marion, Alabama 36756 Phone : 800-447-9472 Email : sjones@judson.edu Susan Jones	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
36	Lawson State Community College 1100 Ninth Avenue SW Bessemer, Alabama 35022 Phone : 205-925-2515 Url : <a href="http://www.lawsonstate.edu">http://www.lawsonstate.edu</a> Email : <a href="mailto:krankin@lawsonstate.edu">krankin@lawsonstate.edu</a> Kristy Rankin	N	0
37	Lee Hecht Harrison 3800 Colonnade Pkwy Suite 480 Birmingham, Alabama 35243 Phone : 205-968-0098 Url : <a href="http://www.lhh.com">http://www.lhh.com</a> Email : <a href="mailto:beth.hosmer@lhh.com">beth.hosmer@lhh.com</a> Beth Hosmer	N	0
38	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Danielle Anderson Manual Posting	N	8
39	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Phone : m/a Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
40	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
41	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Phone : 205-929-1000 Url : <a href="http://www.miles.edu">http://www.miles.edu</a> Email : <a href="mailto:gbrown_wade@miles.edu">gbrown_wade@miles.edu</a> Glenda Brown-Wade	N	0

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42	Miles College P.O. Box 3800 Birmingham, Alabama 35208 Phone : 205-929-1415 Email : dmitchell@miles.edu Darlene Mitchell	Y	0
43	NAACP PO Box 1268 Birmingham, Alabama 35201 Phone : 205-714-5860 Url : <a href="http://www.naacpalabama.org">http://www.naacpalabama.org</a> Email : bsimelton@aol.com B Melton	N	0
44	NAACP UAB 1530 3rd Street S Hill University Birmingham, Alabama 35205 Phone : 678-900-7991 Email : naacp@uab.edu Job Listings	Y	0
45	NABJ 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Keona Davis Manual Posting	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@nlgja.org Matthew Rose	Y	0

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49	Native American Public Telecommunications 1800 N 33rd Street Lincoln, Nebraska 68503 Phone : 402-472-3611 Url : <a href="http://www.nativetelecom.org">http://www.nativetelecom.org</a> Email : <a href="mailto:native@unl.edu">native@unl.edu</a> Lynn Warren	N	0
50	Non-Employee Referral	N	5
51	Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-2384 Url : <a href="http://www.nsu.edu">http://www.nsu.edu</a> Email : <a href="mailto:pcbriggs@nsu.edu">pcbriggs@nsu.edu</a> Paula Briggs	N	0
52	Northwestern College 101 7th Street SW Oragne City, Iowa 51041 Phone : 712-707-7000 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Fax : 1-712-707-7404 Bill Minnick	Y	0
53	Oakwood University 7000 Adventist Blvd Huntsville, Alabama 35896 Phone : 256-726-7134 Url : <a href="http://www.oakwood.edu">http://www.oakwood.edu</a> Email : <a href="mailto:careerservices@oakwood.edu">careerservices@oakwood.edu</a> Career Services	N	0
54	Ohio Center for Broadcasting 5330 East Main Suite 200 Columbus, Ohio 43213 Phone : 614-655-5250 Email : <a href="mailto:twilson@beonair.com">twilson@beonair.com</a> Alvis Moore	N	0
55	On Air Recruitment Ad	N	1
56	Organizations of Chinese American 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Email : <a href="mailto:oca@ocanational.org">oca@ocanational.org</a> Job Listings	N	0

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57	Patterson State Technical College P.O. Box 10048 Montgomery, Alabama 36108 Phone : 334-420-4200 Email : mrichardson@trenholmstate.edu Ms. Richardson	Y	0
58	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : sbgresumes@sbgtv.com Sinclair SilkRoad Source	N	0
59	Roger Williams Unviversity 1 Old Ferry Road Bristol, Rhode Island 2809 Phone : 401-253-1040 Email : pfournier@rwu.edu Pam Fournier	N	0
60	RTDNA 529 14th St. NW Suite 425 Washington, District of Columbia 20045 Phone : 202-495-8730 Url : <a href="http://www.rtdna.org">http://www.rtdna.org</a> Email : derrickh@rtdna.org Derrick Hinds	N	0
61	Samford University 800 Lakeshore Drive Birmingham, Alabama 35229 Phone : 205-726-2980 Url : <a href="http://www.samford.edu">http://www.samford.edu</a> Email : career@samford.edu Heather Mitchell	N	0
62	Savannah College of Art and Design PO Box 2072 Savannah, Georgia 31402 Phone : . Email : sbgresumes@sbgtv.com Student Placement	N	0

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63	Selma University 1501 Lapsley Street Selma, Alabama 36701 Phone : 334-872-2533 Url : <a href="http://www.selmauniversity.org">http://www.selmauniversity.org</a> Email : <a href="mailto:selmau@bellsouth.net">selmau@bellsouth.net</a> Frankie Hutchins	N	0
64	Shelton State Community College 9500 Old Greensboro Rd Tuscaloosa, Alabama 35405 Phone : 205-391-2461 Email : <a href="mailto:careerservices@sheltonstate.edu">careerservices@sheltonstate.edu</a> Mike Fields	Y	0
65	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
66	Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, Maryland 21030 Phone : 410-568-1517 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	11
67	Snead College P.O. Box 734 Boaz, Alabama 35957 Phone : 256-840-4151 Email : <a href="mailto:teresa.walker@snead.edu">teresa.walker@snead.edu</a> Fax : 1-256-593-7180 Brittany Goble	Y	0
68	Station Website	N	11
69	Stillman College PO Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-349-4241 Url : <a href="http://www.stillman.edu">http://www.stillman.edu</a> Email : <a href="mailto:codongo@stillman.edu">codongo@stillman.edu</a> Concetta Odongo	N	0

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**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
70	Stillman College P.O. Box 1430 Tuscaloosa, Alabama Phone : 205-366-8894 Email : jcurrie@stillman.edu Jacqueline Curry	Y	0
71	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentdynamics.com">http://www.talentdynamics.com</a> Email : hedding@talentdynamics.com Christina Hedding	N	1
72	Talladega College 627 Battle Street West Talladega, Alabama 35160 Phone : 205-362-0206 Url : <a href="http://www.talladega.edu">http://www.talladega.edu</a> Email : brhoden@talladega.edu Veronica Miller	N	0
73	Talladega College 627 West Battle Street Talladega, Alabama 35160 Phone : 256-761-6246 Email : ddtraylor@talladega.edu Dolores Traylor	Y	0
74	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : sbgresumes@sbgstv.com Broadbean Source	N	0
75	The Leadership Institute 1101 N. Highland Street Arlington, Virginia Phone : 703-247-2000 Fax : 1-703-247-2001 Ainsley Harrison	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
76	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
77	Troy University 104 Eldridge Hall Troy, Alabama 36082 Phone : 334-670-3217 Email : <a href="mailto:troycareer@troy.edu">troycareer@troy.edu</a> Lauren Cole	Y	0
78	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	4
79	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
80	University of AL -Birmingham/ Career & Professional Development 936 19th Street S. Birmingham, Alabama 35294 Phone : 205-975-4406 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Kelly Holmes	Y	0
81	University of Alabama PO Box 870172 Tuscaloosa, Alabama 35487 Phone : 205-348-5848 Url : <a href="http://www.ua.edu">http://www.ua.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Jim Oakley	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
82	University of Mobile 5735 College Parkway Mobile, Alabama 36613 Phone : 251-442-2877 Email : success@umobile.edu Brenda Davis	Y	0
83	University of Montevallo 75 College Drive Montevallo, Alabama 35115 Phone : 205-665-6263 Url : www.montevallo.edu Email : akelly3@montevallo.edu Angela Kelly	N	0
84	University of Montevallo Station 6262 Montevallo, Alabama 35115 Phone : 205-665-6262 Email : jyoung3@montevallo.edu Jahzmin Young	Y	1
85	University of Montevallo Station 6625 Montevallo, Alabama 35115 Phone : 205-665-6625 Fax : 1-205-665-6619 Pat Ebrahimi	Y	0
86	University of North Alabama UNA Box 5066 Florence, Alabama Phone : 256-765-4276 Email : careerservices@una.edu Melissa Medlin	Y	0
87	University of Oklahoma 900 Asp Avenue Suite 323 Norman, Oklahoma 73019 Phone : 405-325-1974 Email : abatchelor@ou.edu Alex Batchelor	Y	0
88	University of South Alabama 390 Alumni Circle Meisler Hall Mobile, Alabama Phone : 251-460-6188 Fax : 1-251-460-6091 Delia Ingram	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
89	University of the District of Columbia 4200 Connecticut Ave. NW Washington, District of Columbia 20008 Phone : 202-274-6920 Email : careerservices@udc.edu Dept. of Television	N	0
90	University of West Alabama Station 29 Livingston, Alabama 35470 Phone : 205-652-3651 Email : sedmonds@uwa.edu Tammy White	Y	0
91	US Army Wounded Warrior Program AW2 Advocated 200 Stovall St, Rm 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
92	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	Y	0
93	West Virginia University P.O. Box 6008 Morgantown, West Virginia Phone : 304-293-2221 Email : sarah.glenn@mail.wvu.edu Sarah Glenn	Y	0
94	Women in Film & Video 3628 12th Street NE Washington, District of Columbia 20017 Phone : 202-429-9438 Url : **source requested removal 10/23/15** Email : membership@wifv.org Jillian Dinardo	N	0
95	Women's Employment Network 920 Main Street Kansas City, Missouri 64015 Phone : 816-822-8083 Email : tbomar@kcwen.org Tonia Bomar	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>128</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	12/8/2015	Participation in scholarship programs	<p>The program awarded 1 high school scholar athletes, 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.</p> <p>Program Objective:            In order to enhance the educational value of Friday Night Rivals and MY68 continued to sponsor the Scholar Athlete Award for the 2015 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"> <li>• Each school submitted a Scholar Athlete candidate to be recognized during the week that their school was featured on FNR</li> <li>• Athletes were nominated from any sport, male or female.</li> <li>• 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.</li> <li>• The weekly winner received a plaque from the stations to commemorate their accomplishment.</li> <li>• Weekly winners from the schools were at the sole discretion of the schools administration and faculty.</li> <li>• 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.</li> <li>• Each Scholar Athlete was judged on the following criteria: GradePoint Average/Academic standing, Athletic Achievement, Community Activities</li> </ul>	3	Promotion Manager Director of Sales News Director

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
			and why they believed they should be named the Scholar Athlete of the Year. Scholar Athletes of the Week: Helen Hall - Homewood HS Rix Curtis - Mountain Brook HS Jameson Floyd - Spain Park HS Nicholas McClinton - Hueytown HS Matthew Adkins - McAdory HS Jenna McCurry - Mortimer Jordan HS Michael Rankin - Leeds HS Alex Robin - Vestavia Hills HS Nick Eldridge - Hoover HS RJ Jennings - Briarwood HS Jacob Wade - Alexandria HS Garrett Sager - Hoover HS John Michael Burrow - Gardendale HS Sarah Sims McGrath - Spain Park HS Scholar Athlete of the Year - \$5,000: Jameson Floyd - Spain Park HS		

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	2/1/2016	Participation in scholarship programs	<p>The program awarded 1 high school scholar athlete of the year, nominated by teachers and faculty of their respective schools a total of \$3,000 in scholarship funds as part of the MY 68 TV High School Hoops series. The weekly winner's awards were featured during the weekly broadcast of HSH.</p> <p>Program Objective:  In order to enhance the educational value of HSH, MY68 and CW 21 continued to sponsor the Scholar Athlete Award for the 2016 season. A season-long 'competition' culminated at the conclusion of the HSH schedule, with a \$3,000 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"> <li>• Each school submitted a Scholar Athlete candidate to be recognized during the week that their school was featured on HSH</li> <li>• Athletes were nominated from any sport, male or female.</li> <li>• The weekly Scholar Athlete was recognized on air during Halftime of the HSH game broadcast and appeared in an on-air promotion which aired during the week their school was featured on HSH.</li> <li>• The weekly winner received a plaque from the stations to commemorate their accomplishment.</li> <li>• Weekly winners from the schools were at the sole discretion of the schools administration and faculty.</li> <li>• The weekly winners were given the exclusive opportunity to compete for a \$3,000 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.</li> <li>• Each Scholar Athlete was judged on the</li> </ul>	3	Promotion Manager Director of Sales News Director

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
			<p>following criteria: Grade Point Average/Academic standing, Athletic Achievement, Community Activities and why they believed they should be named the Scholar Athlete of the Year.</p> <p>Scholar Athletes of the Week:            Johah Tibbs - Spain Park HS            Jack Kline - Mountain Brook HS            Christopher Coleman - Woodlawn            Drew Smith - Mountain Brook</p> <p>Scholar Athlete of the Year - \$3000 was not awarded due to selected athletes not submitting DVD.</p>		
3	2/25/2016	Participation in events or programs sponsored by educational institutions	Station tour given to fourteen students from Hemphill Elementary to introduce them to the workings of a newsroom, master control, studio, engineering, and all other aspects of broadcasting.	1	Master Control Supervisor
4	3/7/2016	Participation in events or programs sponsored by educational institutions	Linda Mays, Anchor, spoke to an English class at Tarrant High School regarding her career in Broadcasting/Journalist and answered their questions. This was in conjunction with the Child Abuse Prevention/Anger Mgmt group within the high school.	1	Anchor
5	3/24/2016	Participation in events or programs sponsored by educational institutions	Shadow observation of Senior Producer by one individual. Shadower is affiliated with Paul W. Bryant High School. Shadower may observe news producing, creating scripts, directing, use of control room equipment, and observe other various positions in broadcasting.	1	Senior Producer/Internship Coordinator

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
6	4/20/2016	Participation in Job Fairs	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.	4	Regional HR Mgr Human Resources Business Mgr Director of Digital Content & Solutions
7	5/11/2016	Participation in scholarship programs	Station matched winners of the Buck Creek Festival 2016 Scholarship. Three winners received \$250 from the Buck Creek Festival and the station, for a total of \$500 each. To be considered for the scholarship, applicants must: - Be a graduating high school senior - Resident of the City of Helena - Submit a completed application - Submit two letters of recommendation, one from a representative of their school and one from a member of the community - Submit a typed essay no more than one page in length describing what this scholarship means to them - Submit required items by 2/1/16	1	General Manager
8	5/13/2016	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at Helena Elementary in Shelby County. 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

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
9	6/29/2016	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at Stephens Elementary in Alexander City. 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
10	7/14/2016	Participation in events or programs sponsored by educational institutions	Our Traffic Reporter/Co-Anchor 'Talk of Alabama', Javante Ingram, spoke to students participating in the Educational Talent Search Summer Enrichment Program at Jefferson State Junior College. Javante spoke to the students regarding a career in broadcasting/journalism and answered questions.	1	Traffic Reporter/Co-Host
11	7/14/2016	Participation in events or programs sponsored by educational institutions	Shadow observation of Senior Producer by one individual. Shadower is affiliated with Hayden High School. Shadower may observe news producing, creating scripts, directing, use of control room equipment, and observe other various positions in broadcasting.	1	Senior Producer/Internship Coordinator
12	8/3/2016	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/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. 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	Corporate Employment Manager News Talent Manager Director of News Training & Development
13	9/20/2016	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at Graham Elementary in Talladega County. 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



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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
14	10/18/2016	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at Leeds Elementary in Jefferson County. 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
15	10/31/2016	Provision of training to management	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.	139	Director of Sales General Manager News Director Director of Engineering

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16	11/1/2016	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at Brookwood Elementary in Tuscaloosa County. 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
17	11/9/2016	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at Deer Valley Elementary in the City of Hoover. 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	11/16/2016	Establishment of an intern program designed to assist members of the community	WBMA's internship program is 9 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 nine (9) interns for the period of December 1, 2015 through November 30, 2016. The interns came to us from the University of Alabama (6), Saint Vincent College (1), Valpraiso University (1), and Mississippi State University (1).	1	Senior Producer/Internship Coordinator