

# WKEF

## 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
Sports Reporter/Anchor	1-3, 7-10, 14-15, 17-18, 20-28, 30-31, 33-42, 44-52	38
Digital News Producer	1-3, 7-8, 10, 14-15, 17-18, 20-28, 30- 31, 33-42, 44-52	18
Marketing Consultant	1-3, 7-10, 14-15, 17, 20-25, 27-28, 30- 31, 33-40, 42, 44-52	9
Marketing Consultant	1-3, 7-10, 14-15, 17, 20-25, 27-28, 30- 31, 33-40, 42, 44-52	9
Marketing Consultant	1-3, 7-10, 14-15, 17, 20-25, 27-28, 30- 31, 33-40, 42, 44-52	17
General Assignment Reporter	1-3, 7-10, 14-15, 17, 20-28, 30-31, 33- 42, 44-52	38
Regional National Sales Assistant	1-3, 5, 8, 10, 14-15, 17-18, 20-25, 27- 28, 30-40, 42, 44-52	18
News Photographer	1, 3-6, 8-10, 13-15, 17-18, 20-28, 30- 42, 44-52	6
News Photographer	1, 3-6, 8-10, 13-15, 17-18, 20-28, 30- 42, 44-52	17
News Photographer	1, 3-6, 8-10, 13-15, 17-18, 20-28, 30- 42, 44-52	51
News Photographer	1, 3-6, 8-10, 13-15, 17-18, 20-28, 30- 42, 44-52	38
General Manager	1-3, 5, 9, 14-15, 17, 19-27, 30, 32-42, 44-52	19
Master Control Operator	1-3, 5, 8, 10, 14-15, 17, 20-25, 27-28, 30-40, 42, 44-52	17
Copy Coordinator	1-3, 5, 8, 10-11, 14-15, 17-18, 20-25, 27-28, 30-40, 42, 44-52	11
Digital Sales Manager	1-3, 5, 8-10, 14-15, 17, 20-25, 27-28, 30-40, 42, 44-52	9
Creative Services Producer	1-3, 5, 8-10, 14-15, 17-18, 20-25, 27- 28, 30-40, 42, 44-52	25
Creative Services Commercial Production Manager	1-3, 5, 8-10, 14-15, 17-18, 20-25, 27- 28, 30-40, 42, 44-52	9
Master Control Operator	1-3, 5, 8-10, 14-17, 20-25, 27-40, 42-52	29
Promotions Manager	1-3, 5, 8, 10, 14-15, 17, 19, 21-23, 25, 27-28, 30-40, 42-51	19
Sales/Marketing Consultant	1-3, 5, 8-10, 12, 14-15, 17, 20-25, 27- 28, 30-40, 42-52	51

**WKEF**  
**EEO PUBLIC FILE REPORT**

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Sales/Marketing Consultant	1-3, 5, 8-10, 12, 14-15, 17, 20-25, 27-28, 30-40, 42-52	12
Sales/Marketing Consultant	1-3, 5, 8-10, 12, 14-15, 17, 20-25, 27-28, 30-40, 42-52	17
News Anchor	1-3, 5, 8, 10, 14-15, 17, 19-28, 30-52	19
Broadcast Engineer	2-3, 5, 8-10, 14-15, 17-23, 25, 27-28, 30-40, 42-51, 53	19
Promotions Producer	1-3, 5, 8, 10, 14-15, 17-18, 20-28, 30-53	51
Traffic Reporter	1-3, 5, 8, 10, 14-15, 17, 19-28, 30-53	19
Multimedia Journalist	1-3, 5, 8, 10, 14-15, 17, 20-28, 30-53	38
Multimedia Journalist	1-3, 5, 8, 10, 14-15, 17, 20-28, 30-53	38
Digital Sales Assistant	1-3, 5, 8-10, 14-15, 17, 20-25, 27-28, 30-40, 42-53	25
Local Sales Assistant	1-3, 5, 8, 10, 14-15, 17, 19-25, 27-28, 30-40, 42-53	19
IT Engineer	1-3, 5, 8, 10, 14-17, 19-25, 27-28, 30-40, 42-53	19
News Videographer/Editor	1-3, 5, 8, 10, 14-17, 20-28, 30-53	17

**WKEF**  
**EEO PUBLIC FILE REPORT**

**June 1, 2017 - May 31, 2018**

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

<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>
1	Alliance for Women in Media 1760 Old Meadow Drive Suite 500 McLean, Virginia 22102 Phone : 703-506-3290 Fax : 1-703-506-3266 Kate Niswander	N	0
2	American Women in Radio and Television 8405 Greensboro Drive Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : <a href="http://www.awrt.org">http://www.awrt.org</a> Email : <a href="mailto:info@awrt.org">info@awrt.org</a> Fax : 1-703-506-3266 Career Services	N	0
3	Careerbuilder.com 8401 Greensboro Drive Suite 250 McLean, Virginia 22102 Phone : 703-637-7912 Url : <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Andrew Hamburger	N	1
4	Cedarville University 25 N. Main Street Cedarville, Ohio 45314 Phone : 937-766-7868 Url : <a href="http://cedarville.edu/offices/career/employers.asp">http://cedarville.edu/offices/career/employers.asp</a> Kelli McCall	N	1
5	Central State University P.O. Box 1400 Wilberforce, Ohio 45384 Phone : 937-376-6348 Url : <a href="http://www.centralstate.edu/index.php">http://www.centralstate.edu/index.php</a> Email : <a href="mailto:financialaid@centralstate.edu">financialaid@centralstate.edu</a> Amy Harper	N	0
6	Corporate Recruiter	N	1

**WKEF**  
**EEO PUBLIC FILE REPORT**

**June 1, 2017 - May 31, 2018**

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7	Dayton Unit NAACP 1528 W. Dr Martin Luther King Jr Way Dayton, Ohio 45402 Phone : 937-222-2172 Email : naacpdayton3181@sbcglobal.net Career Services	N	0
8	Educational Opportunity Center 1133 S Edwin C. Moses Blvd Suite 380 Dayton, Ohio 45417 Phone : 937-223-5074 Teria Jewett Manual Posting	N	0
9	Employee Referral	N	22
10	First Baptist Church 8870 East State Route 57 New Carlisle, Ohio 45344 Phone : 845-1211 Jeff Christmas Manual Posting	N	0
11	Former Employee	N	1
12	Former Employee Referral	N	1
13	Former Intern	N	1
14	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	1
15	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 : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0

**WKEF**  
**EEO PUBLIC FILE REPORT**

**June 1, 2017 - May 31, 2018**

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16	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	Y	0
17	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	28
18	Internal Candidate	N	14
19	Internal Transfer/Promotion	N	7
20	International College of Broadcasting 6 S. Smithville Road Dayton, Ohio 45431 Phone : 937-258-8251 Fax : 1-937-258-8714 Gary Doster	N	0
21	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	N	0
22	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
23	Kent State University 800 E Summit St Kent, Ohio 44240 Phone : . Url : www.kent.edu Email : sbgresumes@sbgstv.com Career Center	N	0

**WKEF**  
**EEO PUBLIC FILE REPORT**

**June 1, 2017 - May 31, 2018**

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24	Leadership Institute 1101 North Highland Arlington, Virginia 22201 Phone : 703-247-2000 Url : <a href="http://conservativejobs.com">http://conservativejobs.com</a> Fax : 1-703-247-2001 Denise Chaykun	N	0
25	Linkedin Corporate Solution 2029 Stierlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Danielle Anderson	N	10
26	Medialine.com 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> Career Services	N	0
27	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : <a href="mailto:nab@nab.org">nab@nab.org</a> Career Services	N	0
28	National Black MBA Association - Dayton Chapter P.O. Box 3709 Dayton, Ohio 45401-3709 Phone : 937-285-0013 Url : <a href="http://www.nbmbaa.org">www.nbmbaa.org</a> Career Services Manual Posting	N	0
29	Non-Employee Referral	N	1
30	Ohio Association of Broadcasters 17 S. High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Email : <a href="mailto:cmerritt@oab.org">cmerritt@oab.org</a> Christine Merritt	N	0

**WKEF**  
**EEO PUBLIC FILE REPORT**

**June 1, 2017 - May 31, 2018**

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<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>
31	Ohio Means Jobs 1111 S Edwin C. Moses Blvd Dayton, Ohio 45422 Phone : 937-225-6135 Aminah Costner Manual Posting	N	0
32	Ohio Media School 6703 Madison Road Cincinnati, Ohio 45227 Phone : 513-342-3512 Email : apowell@beonair.com Alex Powell	Y	0
33	Ohio State Alumni Assoc 2200 Olentangy River Rd Columbus, Ohio 43210 Email : sbgresumes@sbgstv.com Alumni Association	N	0
34	Ohio State University 281 W Lane Ave Columbus, Ohio 43210 Email : sbgresumes@sbgstv.com Career Center	N	0
35	Ohio University Baker Career Center Athens, Ohio 45701 Email : sbgresumes@sbgstv.com Career Center	N	0
36	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@sbgstv.com Sinclair SilkRoad Source	N	0

**WKEF**  
**EEO PUBLIC FILE REPORT**

**June 1, 2017 - May 31, 2018**

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37	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	1
38	Sinclair Broadcast Group, Inc 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	12
39	Sinclair Community College 444 West Third Street Dayton, Ohio 45402 Phone : 937-512-2920 Email : <a href="mailto:careerservices@sinclair.edu">careerservices@sinclair.edu</a> Connie Marshall	N	0
40	Specs Howard School of Media Arts 19900 West 9 Mile Road Southfield, Michigan 48075 Phone : . Email : <a href="mailto:KBurns@specshoward.edu">KBurns@specshoward.edu</a> Kristin Burns	Y	0
41	Talent Dynamics 600 Las Colinas Blvd Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:hedding@talentedynamics.com">hedding@talentedynamics.com</a> Christina Hedding	N	0
42	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0



**WKEF**  
**EEO PUBLIC FILE REPORT**

**June 1, 2017 - May 31, 2018**

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43	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
44	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
45	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Career Services	N	2
46	University of Dayton 300 College Park Dayon, Ohio 45469 Phone : 937-229-2045 Url : http://www.udayton.edu/careerservices Email : careerservices@udayton.edu Eileen Plummer	N	0
47	University of Findley 1000 N Main St Findlay, Ohio 45840 Email : sbgresumes@sbgstv.com Career Center	N	0
48	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0

**WKEF**  
**EEO PUBLIC FILE REPORT**

**June 1, 2017 - May 31, 2018**

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49	Volunteers of America of Greater Ohio 4100 W. Third Street Bldg 400 Dayton, Ohio 45428 Phone : 937-253-9610, ext 1459 Email : info@voago.org Greg Tucker	Y	0
50	Walter Cronkite School of Journalism 555 N. Central Ave, Suite 302 Phoenix, Arizona 85004 Url : NEWS ONLY Email : mike.wong@asu.edu Michael Wong	Y	0
51	WKEF / WRGT website 45 Broadcast Plaza Dayton, Ohio 45417 Phone : 937-263-4500 Url : http://www.fox45now.com Email : aerickso@sbgvtv.com Amy Erickson	N	8
52	Wright State University 3640 Colonel Glenn Highway Student Union Fairborn, Ohio 45435 Phone : 937-775-2556 Email : career.services@wright.edu Fax : 1-937-775-3381 Charlene Thornton	N	0
53	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>113</b>

**WKEF**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2017 - May 31, 2018**

**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	8/8/2017	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	Employment Manager News Talent Manager Director, News Training and Development
2	1/15/2018	Participation in Job Fairs	Mike Thomas, News Production Manager and Tina Rezash, Director of Sales participated in a Media Career Fair. This event was hosted by the International College of Broadcasting on January 15th, 2018. They talked to at least 20 current and former students who attended looking for job opportunities. We had information about job opportunities and internships within Sinclair Broadcast Group. As a result of this Career Fair, we were able to offer an news internship to one of the students.	2	Director of Sales News Production Manager

**WKEF**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2017 - May 31, 2018**

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3	2/12/2018	Participation in events sponsored by community groups	<p>Many of the top female executives in the Dayton region came together on Feb. 12 to offer coaching to other women. Our Director of Sales, Tina Rezash participated in this event.</p> <p>The event — from 8 a.m. to 10 a.m. at Sinclair Community College — is one of 43 that is being held by Business Journals all over the country. The event brought together 33 Dayton area businesswomen from a variety of industries, including education, nonprofit organizations, real estate and technology, who served as career coaches and mentors to roughly 50 attendees.</p> <p>The event offered the opportunity to choose from mentors in the business community for one-on-one coaching sessions for seven minute conversations. The attendees will stand in line and wait for a particular mentor or move to the next mentor available. This will allow the attendees to network with each other while they are waiting, which is just as important as the coaching sessions.</p>	1	Director of Sales
4	2/21/2018	Participation in Job Fairs	<p>ABC6 (WSYX in Columbus, OH) hosted a Job Boot Camp. Over 30 employers participated in the job fair and over 400 job seekers were in attendance. There were also workshop sessions hosted by professionals (e.g., Job Searching at 50+, Preparing Yourself for Your Job Search, Developing and Building Your Confidence for Your "ASK", LinkedIn-Your Online Networking Resource, Developing Your Professional Presence, and a resume lab with laptops available so that candidates could hone their resume while getting advice from professionals).</p>	10	Regional HR Manager Local Sales Manager General Sales Manager HR Coordinator

**WKEF**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2017 - May 31, 2018**

**III. RECRUITMENT INITIATIVES**

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5	2/24/2018	Participation in events sponsored by community groups	Hundreds of area walkers joined the American Heart Association's fight heart disease and stroke at the annual Clark and Champaign Counties Heart Walk on February 24, 2018 at the Upper Valley Mall in Springfield, Ohio. The family fun event featured vendor booths and a health fair where walkers could learn more about risk factors for heart disease. Anchor Elyse Coulter was the emcee for the event and Reporters Clancy Burke and Rachel Aragon participated in the walk. The walkers stopped by our table to meet our on air talent, play a game and win a prize. We also had information on the table where to go to find out about job opportunities within Sinclair Broadcast Group.	4	Anchor Reporter Reporter Creative Services Director
6	3/15/2018	Participation in events or programs sponsored by educational institutions	The TV class at Butler High School in Vandalia visited the station on March 15th, 2018. It was a group of 30 students and their instructor Mr. Andy Amlin. Reporter Nathan Edwards, Anchor Megan O'Rourke, Producer Kristen Cornett & Meteorologist Greg Bobos explained how the TV business works, what a career in this industry looks like and the education needed. We had students do anchor reads at the desk and pretend to do live weather reports at the wall. We also gave them a tour of the control room to show possible careers behind the camera as well. They stayed at the station for an hour and a half.	4	Reporter Anchor Producer Meteorologist

**WKEF**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2017 - May 31, 2018**

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7	4/18/2018	Participation in Job Fairs	ABC6 (WSYX in Columbus, OH) hosted a Job Boot Camp. Over 25 employers participated in the job fair and over 400 job seekers were in attendance. There were also workshop sessions hosted by professionals (e.g., Giving a Second Chance to Restored Citizens, and a resume lab with laptops available so that candidates could hone their resume while getting advice from professionals).	2	HR Coordinator General Sales Manager
8	4/21/2018	Participation in events or programs sponsored by educational institutions	The Greater Dayton Area of Black Journalist (GDABJ) puts on an annual journalism “boot camp” to encourage high school and college students to get into the profession. It’s a day long, hands on training session for students. They get to learn how to anchor the news, do standups, write news stories, read the news on radio, and report on a breaking news story. They also take a current event quiz, hear from professional journalists about the business and get to ask questions. GDABJ has been putting on the “boot camp” for approximately 13 years. This year there were 30 students from Ponitz High School, Stivers High School, Northmont High School, Central State University, Wilberforce University, Wittenberg University, University of Dayton, Wright State University and a high school in Kentucky. The event was held at the Cox Media Building in Dayton, Ohio.	1	Reporter

**WKEF**  
**EEO PUBLIC FILE REPORT**

**June 1, 2017 - May 31, 2018**

**III. RECRUITMENT INITIATIVES**

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9	4/23/2018	Participation in events or programs sponsored by educational institutions	<p>Fox45 is committed to help keep you safe - to alert you, help protect you and empower you. FOX45 Team Tornado is taking the Miami Valley by storm this spring! The team is visiting schools throughout the Miami Valley helping to educate students and their families on how they can be safe during severe weather.</p> <p>As we enter storm season here in the Miami Valley, Team Tornado is here to help educate kids about staying safe in the storm.</p> <p>Our team of meteorologists, Jamie Simpson, Greg Bobos and Mike Joyce are traveling to local schools to talk with students about where they need to go when the weather turns bad.</p> <p>Our Team Tornado presentation began on 4/23/18 and will end on May 18, 2018, reaching out to over 6000 students.</p>	3	Chief Meteorologist Meteorologist Meteorologist
10	5/1/2018	Participation in events sponsored by community groups	<p>Anchor Elyse Coulter, Reporter Nathan Edwards and Meteorologist Mike Joyce participated in the American Heart Association's Move More Day on May 1 at the Dayton VA.</p> <p>Around 250 people came out and took part in the health fair and walked in the fun. Elyse and Nathan also acted as event emcees. In addition to meeting our on air talent, at our ABC22/FOX 45 table, we had information about how to find out about job opportunities with Sinclair Broadcast Group.</p>	4	Anchor Reporter Meteorologist Promotion Producer

**WKEF**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2017 - May 31, 2018**

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11	5/6/2018	Participation in events sponsored by community groups	The Kettering Medical Center Foundation Women's Walk was held on May 6, 2018 at the Kettering Center Plaza. Main Anchor, Megan O'Rourke served as emcee at the event. Walk for Women's Wellness is a family event that raises funds in support of women's wellness and to ensure cost is never an obstacle to breast health. Approximately 1000 walkers participated. ABC22/FOX45 had a table at the event to support the walkers. We also had information about job opportunities within Sinclair Broadcast Group.	4	Main Anchor Creative Services Director Graphic Artist Promotion Producer



**WKEF**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2017 - May 31, 2018**

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12	5/14/2018	Establishment of an intern program designed to assist members of the community	<p>Internship Program 2</p> <p>Program Goal: The goal of our internship program is to recruit students primarily juniors and seniors, from colleges or universities and prepare them for entry-level jobs within the broadcasting industry.</p> <p>Program Objectives: Develop links with universities and colleges to promote Sinclair Broadcast Group and its stations as prospective employers. Create a symbiotic relationship between interns and Sinclair employees. Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.</p> <p><b>ELIGIBILITY REQUIREMENTS</b></p> <p>The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered. The applicant must be at least 18 years of age. The applicant must be in good academic standing, as defined by his or her academic institution. The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid. In addition to meeting the institution's eligibility requirements, the applicant must meet the station and or company's eligibility requirements. From 6/1/17 to 5/31/18 our news, production and sales department had 7 interns. 1 from Ball Sate University, 1 from Wright State University, 1 from Eastern Michigan University, 1 from The Ohio State</p>	3	Assistant News Director News Production Manager Director Of Sales

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**EEO PUBLIC FILE REPORT**

**June 1, 2017 - May 31, 2018**

**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>
			University , 1 from Bowling Green University, 1 from Sinclair Community College, 1 from Ohio University,		
13	5/14/2018	Participation in events or programs sponsored by educational institutions	News Production Manager, Mike Thomas conducted 7 station tours to local organizations and schools. Lagonda Elementary School in Springfield, Ohio on 12/4/17, Adult Transition class - Kettering City Schools on 1/17/18, William Bruce Elementary School in Eaton, Ohio on 1/24/18, Kettering Fairmont High School Interactive Media class on 4/12/18, International College of Broadcasting on 5/1/18, West Carrollton High School media class on 5/2/18 and Northmont Middle School's TV Class on 5/9/17. Each tour consists of observing the Control Room and it's explained how everyone at the station works together to bring a newscast to this room and put the final product on the air. Each tour is also shown the Studio and Newsroom and the function of each area, which lasts about an hour.	1	News Production Manager Director