

WDKY
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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	1-16, 18-21, 23-32, 34-37, 39-51, 53-65	13
Marketing Consultant	1-16, 18-21, 23-32, 34-37, 39-51, 53-65	23
Social Media Coordinator	1-12, 14-23, 25-65	17

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alice Lloyd College 100 Purpose Road Lexington, Kentucky 41844 Phone : 606-368-6136 Url : http://www.alc.edu Email : janetjohnson@alc.edu Janet Johnson	N	0
2	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
3	Asbury College One Macklem Drive Wilmore, Kentucky 40390 Phone : 859-858-3511 x2351 Url : http://www.asbury.edu Email : careerandcalling@asbury.edu Michelle Kratzer	N	0
4	Bellarmino University 2001 Newburg Road Louisville, Kentucky 40205 Phone : 502-452-8154 Url : http://www.bellarmino.edu Email : azeman@bellarmine.edu Ann Zeman	N	0
5	Berea College CPO 2127 Alumni Building Berea, Kentucky 40404 Phone : 859-985-3795 Url : http://www.berea.edu Email : monica_jones@bera.edu Monica Jones	N	0
6	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-662-5371 Url : http://www.bishopcollege.edu Email : jwomack@bishop.edu Juliette Womack	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
7	Bluegrass Community & Technical College 470 Cooper Drive Academic & Technical Building, Room 102 Lexington, Kentucky 40506 Phone : 859-246-6550 Url : http://www.kctcs.edu Email : kammy.mccleery@kctcs.edu Career Services	N	0
8	Brescia University 717 Frederica Street Owensboro, Kentucky 42301 Phone : 270-686-4246 Url : http://www.brescia.edu Email : tammy.keller@brescia.edu Tammy Keller	N	0
9	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	N	0
10	Central Kentucky Job Center 1055 Industry Road Lexington, Kentucky 40505 Phone : 502.564.0871 Url : https://focustalent.ky.gov Ben Mentzer Manual Posting	N	0
11	Centre College 600 W. Walnut Street Danville, Kentucky 40422 Phone : 859-238-5949 Url : http://www.centre.edu Email : bryana.deatherage@centre.edu Bryana Deatherage	N	0
12	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-4422 Email : ir2273@columbia.edu Izabela Rutkowski	Y	0
13	Current Employee/Internal Promotion	N	1

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14	Division of Workforce Services 275 E. Main Street 2 CA Frankfort, Kentucky 40601 Phone : 502-564-5360 Url : http://www.ky.gov Email : sharon.buchanan@ky.gov Sharon Buchanan	N	0
15	Drexel University 3141 Chestnut Street Philadelphia, Pennsylvania 19104 Phone : 215-895-2185 Url : http://www.drexel.edu Email : SCDC@drexel.edu Courtney Claiborne	N	0
16	Eastern Kentucky University 521 Lancaster Ave. CPO 62, Whitlock Building, Room 468 Richmond, Kentucky 40475 Phone : 859-622-1296 Url : http://www.eku.edu The Center For Career & Coop Services Manual Posting	N	0
17	Employee Referral	N	1
18	Georgetown College 400 East College St Georgetown, Kentucky 40324 Phone : 502-863-7094 Url : http://www.georgetowncollege.edu Email : holly_james@georgetowncollege.edu Holly James	N	0
19	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Sinclair SilkRoad Source	N	0
20	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgvtv.com Broadbean Source	Y	0

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21	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
22	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
23	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Sinclair SilkRoad Source	N	6
24	Internet Ad-not directly contacted by SEU	N	1
25	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
26	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
27	Kentucky Broadcasters Assoc 101 Enterprise Drive Frankfort, Kentucky 40601 Phone : 1-888-843-5221 Url : http://www.kba.org Email : kba@kba.org Liza Livers	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
28	Kentucky State University 241 Academics Services Bldg 400, East Main St Frankfort, Kentucky 40501 Phone : 502-597-6700 Url : http://www.kysu.edu Email : Elizabeth.marcum@kysu.edu Elizabeth Marcum	N	0
29	Kentucky Wesleyan College 3000 Frederica street Owensboro, Kentucky 42303 Phone : 270-852-3302 Url : http://www.kwc.edu Email : deborah.jones@kwc.edu Deborah Jones	N	0
30	Lindsey Wilson College 210 Lindsey Wilson St Columbia, Kentucky 42728 Phone : 270-384-8065 Url : http://www.lindsey.edu Email : careerservices@lindsey.edu Ashley Miller	N	0
31	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	0
32	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
33	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	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
34	Midway College 512 E. Stephens St Midway, Kentucky 40347 Phone : 859-846-5390 Url : http://www.midway.edu Email : gcourtney@midway.edu Grayce Courtney	N	0
35	Morehead State University 428 University Blvd Morehead, Kentucky 40351 Phone : 606-783-2233 Url : http://www.moreheadstate.edu Email : careerservices@moreheadstate.edu Megan Boone	N	0
36	NAACP 1300 S 4th St Suite Lower Level 10 Louisville, Kentucky 40210 Phone : 502-776-7608 Raoul Cunnington Manual Posting	N	0
37	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Alejandra Valenzuela	N	0
38	Non-Employee Referral	N	1
39	Norfolk State University 700Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Url : http://www.nsu.edu Email : jtallmadge@nsu.edu J Tallmadge	N	0
40	Northern Kentucky University University Center 230 Highland Heights, Kentucky 41099 Phone : 859-527-5680 Url : http://www.nku.edu Email : cdc@nku.edu Career Center	N	0

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41	Ohio Media School 6703 Madison Road Cincinnati, Ohio Email : tc@beonair.com TC Sommers	Y	0
42	Purdue University 100 S. Grant St Rawls Hall Room 3029 West Lafayette, Indiana 47907 Phone : 765-494-5059 Url : http://www.purdue.edu Email : sbgresumes@sbgstv.com David Reseigh	N	0
43	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Sinclair SilkRoad Source	N	0
44	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Sinclair SilkRoad Source	N	0
45	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	0
46	Southland Christian Church 5001 Harrodsburg Road Nicholasville, Kentucky 40514 Phone : 859-224-1600 Url : http://www.southlandchristian.org Email : ekelly@southlandchristian.org Elizabeth Kelly	N	0

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47	Spencerial College 1575 Winchester Road Lexington, Kentucky 40514 Phone : 859-977-5423 Url : http://www.spencerian.edu Email : crivard@spencerian.edu Caitlin Rivard	N	0
48	Sullivan University 2355 Harrodsburg Road Lexington, Kentucky 40514 Phone : 859-514-7680 Url : http://www.sullivan.edu Email : jsaifullah@sullivan.edu Julianne Saifullah	N	0
49	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
50	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
51	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Sinclair SilkRoad Source	N	0
52	Thomas More University 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-344-3386 Url : http://www.thomasmore.edu Email : nortonr@thomasmore.edu Robin Norton	N	0

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53	Transylvania University 300 N Broadway Lexington, Kentucky 40508 Phone : 859-233-8193 Url : http://www.transy.edu Email : srayer@transy.edu Susan Rayer	N	0
54	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
55	UK Minority Learning Services center 660 S. Limestone Lexington, Kentucky 40506 Phone : 859-323-6347 Url : http://www.uky.edu Email : kim.toomey@uky.edu Kim Toomey	N	0
56	Union College 310 College St D-19 Barboursville, Kentucky 40906 Phone : 606-546-1258 Url : http://www.unionky.edu Email : dphillips@unionky.edu Daleana Phillips	N	0
57	University of Kentucky 408 Rose St Lexington, Kentucky 40506 Phone : 859-257-4067 Url : http://www.uky.edu Email : sbgresumes@sbgstv.com Career Services	N	0
58	University of KY - Center for Academic & Tutorial Services Memorial Coliseum Lexington, Kentucky 40506 Phone : 859-257-5360 Url : http://www.uky.edu Email : dustin.lewis@uky.edu Dustin Lewis	N	0

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59	University of KY - Center for Academic Resources and Enrichment Services 660 South Limestone Street Lexington, Kentucky 40506 Phone : 859-323-6347 Url : http://www.uky.edu Email : toni@uky.edu Toni Thomas	N	0
60	University of Louisville 2011 South Brook Street Houchens LL03-04 Louisville, Kentucky 40292 Phone : 502-852-7363 Url : http://www.louisville.edu Email : cclinku@louisville.edu Matthew Real	N	0
61	University of Pikeville 147 Sycamore Street Pikeville, Kentucky 41501 Phone : 606-218-5270 Url : www.upike.edu Email : lakiabailey@upike.edu Lakia Bailey	N	0
62	University of the Cumberlands 7528 College Station Drive Williamsburg, Kentucky 40769 Phone : 606-539-4259 Url : http://www.ucumberland.edu Email : career.services@ucumberland.edu Debbie Harp	N	0
63	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
64	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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65	YMCA Black Achievers 239 East High Street Lexington, Kentucky 40507 Phone : 859-367-7327 Url : http://www.ymca.org Email : panderson@ymcacky.org Paula Anderson	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/9/2019	Participation in Job Fairs	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
2	4/13/2019	Participation in events or programs sponsored by educational institutions	On Saturday, April 13, 2019, Fox 56's Marvin Bartlett was emcee for the 20th Anniversary of Jarrett's Joy Cart at the Bluegrass Aviation Museum. There were approximately 275 in attendance at this event. Jarrett's Joy Cart supports children with cancer by distributing toys to those children in the hospital. In his role as emcee, Marvin promoted journalism and his role in broadcasting.	1	News Anchor
3	4/23/2019	Provision of training to management	On April 18, during the regional Business Manager Meeting, Kristin Swansiger, Regional HR Manager, gave all 13 BM's, 3 Regional Accountants and 1 Corporate Accountant HR 101 for Supervisors and Managers and discussed it with the group. There were also situational stories to give everyone practice on questions to ask and how to respond to various situations. All BM's will now take this handout and distribute it to Department Managers in their home stations. The benefit of this is to educate managers and supervisors the correct policy and approach to take, using company policy.	1	Business Manager

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	4/27/2019	Participation in events or programs sponsored by educational institutions	On Saturday, April 27, 2019, Fox 56's Marvin Bartlett was emcee at the Epicurean Experience at the Kentucky United Methodist Homes for Children. There were approximately 250 in attendance at this event. The mission of the Kentucky United Methodist Homes for Children is to provide a safe living and learning environment for abused and neglected children. In his role as emcee, Marvin promoted journalism and his role in broadcasting.	1	News Anchor
5	5/8/2019	Establishment of training programs for station personnel	On 5/8/2019 Rhonda Malone trained the department heads at WDKY in the areas of station and employment law and equal opportunity. Topics discussed were correct recruitment and hiring, annual performance reviews, and absences that include medical leave, leave of absence and other types of leave. A discussion of fairness, consistency, and policies and procedures took place to help the managers and what their responses should be during unique circumstances to continue to foster equal opportunity, appropriate workforce behavior including workplace harassment.	6	Business Manager
6	10/1/2019	Participation in Job Fairs	WDKY attended the Morehead State University Fall Job Fair on October 1, 2019 in Morehead, KY. Barbara Jarvis met with a variety of job seekers and students who were interested in all aspects of broadcasting including current trends which demonstrated outreach of broadcasting to those seeking positions in television. There was a table set up with a tablecloth with the FOX56 logo and fliers with information explaining all current open positions with a strong emphasis on the website to see opportunities at Sinclair.	1	Business Office Asst

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7	10/9/2019	Participation in Job Fairs	WDKY attended the Eastern Kentucky University Fall Job Fair on October 9, 2019 in Richmond, KY. Barbara Jarvis met with a variety of job seekers and students who were interested in all aspects of broadcasting including current trends which demonstrated outreach of broadcasting to those seeking positions in television. There was a table set up with a tablecloth with the FOX56 logo and fliers with information explaining all current open positions with a strong emphasis on the website to see opportunities at Sinclair.	1	Business Office Asst
8	11/22/2019	Participation in events or programs sponsored by educational institutions	Marvin Bartlett spoke to two classes of 6th-grade journalism students at West Jessamine Middle School on Friday, Nov. 22 as part of a career day (about 60 students in all). He showed examples of his work and answered a lot of questions about the TV news business.	1	News Anchor
9	11/26/2019	Participation in events or programs sponsored by educational institutions	On November 26, 2019, James Hicks, Digital Sales Manager for WDKY, attended Career Day at Dixie Elementary School in Lexington, KY. He showed examples of his work and answered a lot of questions about the TV and digital advertising business.	1	Digital Sales Manager
10	12/7/2019	Participation in events sponsored by community groups	Marvin Bartlett, Kristen Pflum, JD Florence & Barbara Jarvis (as Frosty Fox) participated in the Lexington Holiday Parade on December 7, 2019. While being driven by JD Florence, Marvin, Kristen & Frosty Fox promoted WDKY Fox56 by cheerfully waving and greeting the crowd of approximately 700 attendees thereby promoting broadcasting in the community.	4	News Anchor News Anchor Business Office Asst Engineer
11	12/19/2019	Participation in events or programs sponsored by educational institutions	Marvin Bartlett spoke to a group of 8th grade students at The Lexington School on December 19, 2019 as part of a class on learning to interview people. There were approximately 40 students in attendance. He showed examples of his work and answered a lot of questions about the TV news business and how to interview people for the news.	1	News Anchor