

WUCW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 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
Business Development/Digital Sales Manager	1-20, 22-24, 26-29, 31-33, 35-47, 49-70, 72-82	20
Marketing Consultant	1-20, 22-24, 26-33, 35-45, 47, 49-70, 72-75, 77-82	28
Receptionist/Accounting Assistant	1-6, 8-19, 22-45, 47, 49-82	62
Creative Service Director	1-5, 8-14, 17-21, 23-29, 32, 34-36, 38-45, 47-57, 59-73, 75, 77-83	83
Creative Services Producer	1-9, 11-20, 22-29, 31-33, 35-45, 47, 49, 51-62, 64-82, 84	20
Digital Campaign Manager	1-5, 7-9, 11-19, 22-28, 31-33, 35-45, 47, 49, 51-62, 64-82, 84	28

WUCW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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	Ability Building Center PO Box 6938 1911 14th Street NW Rochester, Minnesota 55903 Phone : 507-281-6262 Url : www.abcinc.org Fax : 1-507-281-6270 Steven Hill	N	0
2	Adult Client Training Service 802 E Fairview Ave Olivia, Minnesota 56277 Phone : 320-523-5666 Url : www.acts-ability.org Email : kborden@tds.net Fax : 1-320-523-5766 Karen Borden	N	0
3	Adult Training & Habitation Center PO Box 600 Winsted, Minnesota 55395 Phone : 320-485-4191 Url : www.athc.org Email : sdwathe@tds.net Fax : 1-320-485-4763 Steven Wilson	N	0
4	African American Chamber of Commerce - MN 401 N Robert Street Suite 150 St. Paul, Minnesota 55101 Phone : 651-224-4320 Url : www.minnesotabcc.org Email : info@minnesotabcc.org n/a n/a	N	0
5	Alliance for Women in Media - Minnesota 1250 24th St NW Suite 300 DC, Washington 20037 Laurie Ferrence Manual Posting	N	0
6	American Indian Center St. Cloud State University 720 4th Ave South St. Cloud, Minnesota 56301 Phone : 320-308-5449 Fax : 1-320-308-5451 Rex Veeder	N	0

WUCW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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7	American Indian OIC, Inc 1845 East Franklin Ave Minneapolis, Minnesota 55404 Phone : 612-341-3358 Url : www.aioic.org Email : donc@aioic.org Fax : 1-612-341-3766 Don Clark	N	0
8	Bemidji State University 1500 Birchmont Drive NE Bemidji, Minnesota 55607 Phone : 218-755-2040 Email : career@bemidjistate.edu Career Services	N	0
9	Bethany Lutheran College 700 Luther Drive Mankato, Minnesota 56001 Phone : 507-344-7321 Url : http://www.blc.edu/career-services Email : careerservices@blc.edu Fax : 1-507-344-7376 Brittany Nash	N	0
10	Brown College 1345 Mendota Heights Road Room 1091 Mendota Heights, Minnesota 55120 Phone : 651-905-3509 Url : https://my.browncollege.edu/mycampus/employer Email : ckleckner@sb-mendotaheights.com Christine Kleckner	N	0
11	CAPI - Center for Asians & Pacific Islanders 3702 East Lake Street #200 Minneapolis, Minnesota 55406 Phone : 612-721-0122 Email : jilian.clearman@capiusa.org Jilian Clearman	N	0
12	Career Planning and Placement 37 College Ave College of St. Benedict St. Joseph, Minnesota 56374 Phone : 320-363-5707 Email : careerstwrk@csbsju.edu Amanda Thompson	N	0

WUCW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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13	Careerbuilder 1101 15th St, NW Washington, District of Columbia Phone : 000-000-0000 Url : www.careerbuilder.com Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	0
14	Carver County Workforce Center 602 East Fourth Street Chaska, Minnesota 55318 Phone : 952-361-1711 Email : mrudloff@co.carver.mn.us Fax : 1-952-361-1636 Mary Rudloff	N	0
15	Cedar Valley Services 2111 4th Street NW Austin, Minnesota 55912 Phone : 507-433-2303 Url : www.cedarvalleyservices.org Fax : 1-507-433-8880 Jim Mueller	N	0
16	Central MN Jobs & Training Services 106 Pine Street Monticello, Minnesota 55362 Phone : 763-271-3715 Url : www.mnworkforcecenter.org Email : bchaffee@ngwmail.mn.state.us Fax : 1-763-271-3701 Barb Chaffee	N	0
17	Centro Cultural Chicano 1915 Chicago Avenue Minneapolis, Minnesota 55404 Email : infocenter@centromn.org - -	N	0
18	Chicanos Latinos University 220 South Robert Street #103 St. Paul , Minnesota 55101 Email : armij001@umn.edu Cindy -	N	0

WUCW

EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

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19	College of St. Scholastica 1200 Kenwood Avenue Duluth, Minnesota Phone : 218-723-6085 Email : rashenma@css.edu Career Services	N	0
20	Employee Referral	N	7
21	Employment Enterprises, Inc PO Box 303 307 NW 9th Ave Little Falls, Minnesota 56345 Phone : 320-632-9251 Url : None Email : eei@upstel.net Fax : 1-320-632-9252 Bryon Quinn	N	0
22	Flagship Broadcasting 1605 1st St. S. Willmar, Minnesota 56201 Phone : 320-235-1194 ext. 17 Fax : 1-320-235-6894 Brian Bach	N	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	0
24	Gustavus Adolphus College 800 West College St. Saint Peter, Minnesota 50862 Phone : 507-933-7272 Email : career@gustavus.edu Cynthia Favre	N	0
25	Hamline University 1536 Hewitt Avenue MS-B1802 St. Paul, Minnesota 55104 Phone : 651-523-2302 Email : workshop@hamline.edu Emelie Mohammed	N	0

WUCW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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26	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
27	HIRED 1200 Plymouth Minneapolis, Minnesota 55411 Phone : 612-287-1381 Email : job@hired.org Phylcia Freeman	N	0
28	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	7
29	International Association of Administrative Professionals 410 Sauk Drive St. Cloud, Minnesota 56301 Phone : 320-251- Email : mgiesen@trussbilt.com Mary Giesen	N	0
30	Internet Ad-not directly contacted by SEU	N	2
31	Itasca Community College 1851 HWY 169 E Grand Rapids, Minnesota 55744 Phone : 218-327-4460 Fax : 1-218-999-5609 Cricket Guyer	N	0
32	Ithaca College 953 Danby Rd Ithaca, New York 148580 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0

WUCW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Jeane Thorne Inc 901 Marquette Ave Suite 100 Minneapolis, Minnesota 55402 Phone : 612-904-2911 Url : www.jeanethorne.com Email : mfk@jeanethorne.com Fax : 1-612-904-2901 Mary Kalk	N	0
34	Jewish Family Service Minnesota Email : iriddley@jfssp.org Joe McKenzie	N	0
35	Jobs Now Coalation 400 Selby Ave Suite Q St Paul, Minnesota 55102 Phone : 651-290-0240 Url : www.jobsnowcoalition.org Email : jncinfo@jobsnowcoalition.org Fax : 1-651-290-0162 Kris Jacobs	N	0
36	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
37	Leigton Broadcasting 619 W. St. Germain St. Cloud, Minnesota 56301 Phone : 320-203-4852 Email : kathycarton@leighton-stcloud.com Fax : 1-320-251-8952 Kathy Carton	N	0
38	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	2

WUCW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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39	Main Street Marketing 4517 Minnetonka Blvd, #104 Minneapolis, Minnesota 55416 Phone : 612-927-4487 Email : tomk@main-st.net Fax : 1-612-927-6427 Tom Kay	N	0
40	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
41	Merrick Companies, Inc. 3210 Labore Road Vadnais Heights, Minnesota 55110 Phone : 651-770-6200 Url : www.merrickinc.org Email : info@merrickinc.org Fax : 1-651-771-6210 Jane Peltier	N	0
42	Minneapolis College of Art and Design 2501 Stevens Avenue Minneapolis, Minnesota 55404 Phone : 612-874-3721 Email : careers@mcad.edu Phyllis Ware	N	0
43	Minneapolis Media Institute 4100 76th Street Edina, Minnesota 55435 Url : www.mediainstitutue.edu Email : kschmitigal@mediainstitute.edu Kristen Schmitigal	N	0
44	Minneapolis Urban League 2100 Plymouth Ave. N. Minneapolis, Minnesota 55411 Phone : 612-302-3120 Url : www.mul.org Email : info@mul.org David Johnson	N	0

WUCW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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45	Minnesota Broadcasters Association 3033 Excelsior Blvd #301 Mpls, Minnesota 55416 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com/careers Linda Lasere Manual Posting	N	0
46	Minnesota School of Business and Globe University 2521 Pennington Dr NW Rochester, Minnesota 55901 Phone : 507-535-8050 Url : http://employers.msbcollge.edu Chris Gore Manual Posting	N	0
47	Minnesota Works 300 11th Ave. NW Rochester, Minnesota 66901 Phone : 507-285-7318 Url : www.minnesotaworks.net Email : victoria.tiff@state.mn.us Victoria Tiff	N	0
48	MN Teamsters Service Bureau - Dislocated Workers Program 2829 University Ave. SE Suite 720 Minneapolis, Minnesota 55414 Phone : 612-676-3759 Url : www.mntsb.org Email : Chrisc@mntsb.org Fax : 1-612-676-3748 Christine Chelstrom	N	0
49	MN Workforce Center- St. Cloud 3333 West Division St. Midtown Square Mall, Suite 212 St. Cloud, Minnesota 56303 Phone : 320-202-6435 Email : michael.eisenstadt@state.mn.us Fax : 1-320-654-5173 Mike Eisenstadt	N	0
50	Multicultural Student Services 106 Atwood Memorial Center SCSU, 720 4th Ave. S St. Cloud, Minnesota 56301 Phone : 320-308-3003 Email : jcartwright@stcloudstate.edu Julie Cartwright	N	0

WUCW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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51	NAACP Sabathani Community Center 310 E 38th Street, Room 138 Minneapolis, Minnesota 55409 Email : naacp@apollo3.com Roger Clark	N	0
52	NAHJ 1000 National Press Bldg. 529 14th Street NW Washington, District of Columbia Phone : 800-346-NAHJ Email : nahj@nahj.org Yaneth Guillen	N	0
53	National Hispanic Media Coalition Minnesota Email : brivas@nhmc.org Career Services	N	0
54	National Hispanic Media Coalition Minnesota Email : info@nhmc.org Career Services	N	0
55	National Organization for Women 1100 H Street NW 3rd Floor Washington, District of Columbia 20005 Phone : 202-628-8NOW Email : now@now.org Career Services	N	0
56	North Hennepin Community College 7411 85th Avenue N. Brooklyn Park, Minnesota 55445 Phone : 763-424-0929 Email : kphilbin@nhcc.edu Karen Philbin	N	0
57	Northwestern College 101 7th St. SW Orange City, Iowa Phone : 712-707-7225 Email : cdc@nwcsiowa.edu Bill Minnick	N	0

WUCW

EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

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58	Ramsey Action Programs Inc 450 Syndicate Street N Suite 300 St Paul, Minnesota 55104 Phone : 651-645-6445 Url : None Email : jscheibel@ramseyactionprograms.org Fax : 1-651-645-2253 Jim Scheibel	N	0
59	Rasmussen College 226 Park Ave S St. Cloud, Minnesota 56301 Phone : 320-251-5600 Email : alumnicareerservices@rasmussen.edu Cynthia E.	N	0
60	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
61	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
62	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	5
63	Society of Professional Journalists Minneapolis Chapter Minneapolis, Minnesota 55414 Phone : 952-882-2471 Email : scott.theisen@gmail.com Scott Theisen	N	0

WUCW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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64	St Cloud / Student Employment Services 720 Fourth Ave. South St. Cloud, Minnesota 56301-4498 Phone : 320-308-3767 Email : sbgresumes@sbgstv.com Not Available	N	0
65	St. Cloud Technical College 1540 Northway Drive St. Cloud, Minnesota 56302 Phone : 320-308-5070 Email : jbauer@sctcc.edu Fax : 1-320-308-1592 Jacqueline Bauer	N	0
66	St. John's University Career Services Mary Hall #10 Collegeville, Minnesota 56321 Phone : 320-363-3236 Email : jclarkson@csbsju.edu Heidi Harlander	N	0
67	St. Mary's University 700 Terrace Heights, #6 Winona, Minnesota 55987 Phone : 507-457-1447 Email : careerservices@smumn.edu Career Service	N	0
68	Summit Academy OIC 935 Olson Memorial Hwy Minneapolis, Minnesota 55455 Phone : 612-377-0150 Url : www.saoic.org Email : FClomon@saoic.org Fax : 1-612-377-0156 Felicia Clomon	N	0
69	The Art Institutes International MN 15 South 19th Street Minneapolis, Minnesota 55402 Phone : 612-656-6890 Email : bbates@aai.edu Becky Bates	N	0

WUCW

EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

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70	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
71	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 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	TVjobs Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Administrator Administrator	N	0
74	Univ. of MN - Duluth Minnesota Phone : 218-726-7985 Email : carserv@d.umn.edu Fax : 218-726-6394 Career Services	N	0
75	University of Minnesota 600 East 4th street Morris, Minnesota Phone : 320-589-6065 Email : sbgresumes@sbgstv.com Irene Maloney	N	0

WUCW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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76	University of Minnesota Minneapolis Minneapolis, Minnesota Phone : 612-624-4361 Email : kpederson@class.cla.umn.edu Fax : 1-612-625-4832 Katherine Pederson	N	0
77	University of Minnesota, School of Journalism 111 Murphy Hall, 206 Church St SE Mpls, Minnesota 55455-0418 Phone : 612-625-0120 Email : sjmcugs@umn.edu Career Service	N	0
78	University of St. Thomas, Counseling & Career Services 2115 Summit Avenue #5020 St Paul, Minnesota 55105-1096 Phone : 651-962-6767 Email : pnlee@stthomas.edu Pa Nhia Lee	N	1
79	US Army Wounded Warrior 200 Stovall St, Rm 7N53 Alexandria, Virginia 22332 Phone : (877) 393-9058 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	N	0
80	Winona State University Minnesota Phone : 507-474-7835 Email : rbanicki@winona.edu Rita Banicki	N	0
81	Winona State University 110 Gildemeister P. O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5340 Email : career@winona.edu Fax : 1-507-457-5516 Vicki Decker	N	0
82	Winona State University 110 Gildemeiste Hall Winona, Minnesota 55987 Phone : 507-457-5878 Email : career@winona.edu Career Services	N	0

WUCW
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
83	Word of Mouth Referral	N	2
84	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:			26

WUCW

EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/5/2018	Establishment of an intern program designed to assist members of the community	WUCW offered a Summer 2018 Internship program for one (1) Intern in the Creative Services departments of Promotion and Production. The internship started on June 5, 2018 and ended on August 2, 2018. David Kodet Creative Services Director was the Intern's Supervisor.	1	Intern
2	8/3/2018	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 represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Detroit, MI July 31st to August 4th. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	3	Sr Employment Manager Director News Training and Development Director News Talent Manager