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**Annual EEO Public File Report Form**  
**WRGT (LMA)/WKEF-DAYTON**  
**Annual EEO Public File Report**

The purpose of the EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WRGB(LMA)/WKEF-DAYTON and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning **June 1, 2008 to and including May 31, 2009** (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer, and started in the position. A person was deemed "interviewed" when he or she was interviewed in person.

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Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2008 to May 31, 2009

Station(s) Comprising Station Employment Unit:  
WRGT (LMA)/WKEF-DAYTON

Section 1: Vacancy Information

	<b>Full-time Positions Filled By job Title</b>	<b>Recruitment Source of Hiree</b>	<b>Total Number of Interviewees From All sources for This Position</b>
1	Producer	SBG Website	2
2	Executive Producer	Referral	1
3	Account Executive (2)	Spots N Dots Referral	5
4	Reporter (2)	Station Website TV Jobs.Com	2
5	Photographer	Referral	1
6	Chief Engineer	SBG Website	4
7	AM Producer/Scheduler	SBG Website	1
8	Sales Assistant	Referral	4
9	Assignment Editor/Producer	Referral	1
10	Director of Sales	Spots N Dots	5
11	Producer	Referral	2
12	Producer	Station Website	1
13	Reporter	Referral	1

14	Master Control Operator	SBG Website	5
15	Producer	Referral	1
16	Account Executive (2)	Career Builder Station Website	1 1
17	Account Executive	Referral	1
18	Meteorologist	TV Jobs.com	1

Total Number of Persons Interviewed During Applicable Period: 40

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 6/1/08 to 05/31/09

Station(s) Comprising Station Employment Unit: WRGT (LMA)/WKEF

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1.	American Women In Radio and TV 8405 Greensboro Drive Suite 800 McLean, VA 22102 703-506-3266 www.awrt.org	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
2.	Career Builder CareerBuilder.com 1750 Tyson's Blvd, 4 <sup>th</sup> Floor McLean, VA 22102 Will Evans 301-801-0468	0 0 1 0 0 0 0 1 0 0 1 0	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
3.	Cedarville University Career Services 251 N. Main Street Cedarville, Ohio 45314 937-766-7868	0 ↓	Producer Executive Producer Account Executive Reporter Photographer

	Kelli McCall		Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
4.	Central State University West Career Services 2013 West Third Street Suite 347 Dayton, Ohio 45417 937-376-6383 Lisa Taylor-DeVond	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
5.	Dayton Urban League 184 Salem Avenue Dayton, Ohio 45402 937-222-0737 Attn: Job Posting	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
6.	Dayton Volunteer Employment Service Team DAY-VEST 1133 S. Edwin C. Moses Blvd Suite 390 Dayton, Ohio 45405 Ph 937-225-4183 Fax # 937-224-8479 Bob Winfree	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
7.	Educational Opportunity Center 333 West First Street Suite 170	0 ↓	Producer Executive Producer Account Executive

	Dayton, Ohio 45402 Ph 937-223-5074 Fax 937-223-7321 Hollye Fields		Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
8.	Goodwill Industries (Local) 1133 S Edwin C Moses Blvd Dayton, Ohio 45408 937-461-4800 Attn: Job Posting	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
9.	Hispanic Link News Service 1420 North Street N.W. Washington, DC 20005 Ph 202-234-0280 Fax 202-234-4090 Attn: Carlos Erickson www.carlose@hispaniclink.org	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
10.	Int'l College of Broadcasting 6 S. Smithville Road Dayton, Ohio 45431 Ph 937-258-8251 Fax 937-258-8714 Gary Doster	0 0 0 0 0 0 0 0 0 0 0 1 0	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist

11.	Internal	0 0 0 0 0 0 0 0 0 0 1 0 0	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
12.	Leadership Institute 1101 North Highland Street Arlington, VA 22201 703-247-2001 Denise Chaykun	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
13.	SBE	2	Chief Engineer
14.	NAACP 1528 West Third Street Dayton, Ohio 45402 937-222-2172 Attn: Job Posting	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
15.	NAACP P.O. Box 25427 Raleigh, NC 27611 919-833-4873	0 ↓	Producer Executive Producer Account Executive Reporter Photographer

			Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
16.	National Association of Broadcasters 1771 North Street NW Washington, DC 20036 202-429-5300 Attn: Karen Hunter www.nab.org	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
17.	National Organization for Women P.O. Box 25331 Raleigh, NC 27611	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
18.	Ohio Association of Broadcasters  88 East Broad Street Suite 1180 Columbus, OH 43215 Phone: 614.228.4052 Fax 614.228.8133 E-Mail <a href="mailto:oab@oab.org">oab@oab.org</a>	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant
19.	Ohio Department of Jobs and Family Services ODJFS P.O. Box 187 Xenia, Ohio 45385	0 ↓	Producer Executive Producer Account Executive Reporter Photographer

	937-562-6000 Attn: Job Posting		Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
20.	Radio-Television News Directors Association 1600 K Street NW Suite 700 Washington, DC 20006 Ph 202-659-6510 Fax 202-223-4007 Nicole Newsome	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
21.	Referral	2 1 5 1 1 0 0 3 1 0 0 0	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
22.	Spots N Dots	3 1	Director of Sales Account Executive
23.	SBG Website www.sbgj.net Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, Md 21030 Attn: Human Resources Ph 410-568-1500	1 0 0 0 0 2 1 0 0 0	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales

		1 0	Master Control Operator Meteorologist
24.	Sinclair Community College 444 West Third Street Career Planning and Placement Center Dayton, Ohio 45402 Ph 937-512-2772 Fax 937-512-2226 Connie Marshall	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
25.	Society of Professional Journalists 3909 North Meridian Street Indianapolis, IN 46208-4045 Ph 317-927-8000 Fax 317-920-4789 Julie Grimes	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
26.	The Job Center 1111 S. Edwin Moses Blvd Dayton, Ohio 45422 937-496-6720 Barbara Allen	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist

27.	TVJobs.com	1 0 0 1 0 0 0 0 0 0 0 0 1	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
28.	University of Dayton Career Services Center 300 College Park Dayton, Ohio 45469 Ph 937-229-2045 Fax 937-512-2226 Arlene Camacho	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
29.	Wilberforce University P.O. Box 1001 Wilberforce, Ohio 45384 937-376-2911 Carolyn Carlisle Career Services	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist

30.	Women's Information Network Job Placement Office 2850 Connecticut Ave N W Suite 100 Washington, DC 20005 Ph 202-387-7200 Fax 202-387-4800 Jenni Davis www.winonline.org	0 ↓	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
31.	WRGT(LMA)/WKEF Station Website www.daytonnewsresource.com 45 Broadcast Plaza Dayton, Ohio 45408 Ph 937-263-4500 Amy Erickson	1 0 1 1 0 0 0 0 0 1 2 0	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist
32.	Wright State University 3640 Colonel Glenn Highway E-334 Student Union Fairborn, Ohio 45435 937-775-2556 Tonya Miller	1 0 0 0 0 0 0 0 0 0 0 0	Producer Executive Producer Account Executive Reporter Photographer Chief Engineer AM Producer/Scheduler Sales Assistant Assignment Editor Director of Sales Master Control Operator Meteorologist

\*The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us, however at this time the station has yet to receive such requests.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 6/1/2008 to 5/31/2009

Station(s) Comprising Station Employment Unit WRGT (LMA)/WKEF  
Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by  
WRGT(LMA)/WKEF-DAYTON

### **Internship Program**

The stations have an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with universities and colleges to promote WRGT(LMA)/WKEF as prospective employers.
- Create a symbiotic relationship between interns and WRGT(LMA)/WKEF 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.

Eligibility Requirements:

- 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's eligibility requirements.

Any person interested in internship opportunities should contact the station for more details. Throughout the reporting year the station had 5 interns from the following colleges: International College of Broadcasting in the News department

## **Educational Events**

1. July 23, 2008 - Lindsey Kurtz, Meteorologist, spoke with 30 students at Centerville Child Development Center about weather and weather forecasting.
2. October 29, 2008 – Rhonda Moore, Reporter, visited Wilberforce University in Wilberforce, Ohio and spoke to students enrolled in the Radio, Broadcasting and Journalism course on how to get started in broadcasting and the dedication that it takes. Rhonda also took information for the students on how to check our website for opportunities within Sinclair Broadcast Group.
3. November 14, 2008 – Candice Hunter, Anchor, attended the 3<sup>rd</sup> annual “We Are It” event at Edison Community College. This program is designed to provide a broad based introduction to information technology applications to different careers. Candice also spoke to the students about her career in broadcasting.
4. December 8, 2008 – Asa George, AM Anchor, attended a Career Luncheon at Smith School in Oakwood, Ohio. She spoke to the students about what it is like to work for a television station.
5. December 9, 2008 – Mark Pompilio, Anchor, attended a Career Fair at Incarnation Catholic School in Centerville, Ohio. Mark spoke to the students about what his interests were as a child that led him into a career of broadcasting, the training and education needed and what he does on a daily basis.
6. February 10, 2009 – Mike Terwilleger, Meteorologist, visited Graham High School in St. Paris, Ohio. He spoke with the students about his duties as a Meteorologist and careers in broadcasting.
7. March 7, 2009 – Mike Terwilleger, Meteorologist was the host at the Montgomery County Science Fair which was held at The University of Dayton. Students received awards for their science projects.
8. March 11, 2009 – Kylie Conway, Anchor/Reporter, visited Ridgewood Private School in Springfield, Ohio. Kylie read to 30 students for their “Right to Read Week” event

## **Community Events**

1. June 21, 2008 – Asa George, Anchor and Pete Scalia, Anchor/Reporter hosted “Clambake for Kids Sake” held at McCormick and Schmick’s restaurant in Beavercreek, Ohio. This event was a beach style party for young professionals, ages 25-45 to raise money for the benefit of Big Brothers Big Sisters. Information was taken on how to check our website for opportunities within the station.

2. July 20, 2008 – Tour d' Burg in Miamisburg, Ohio. Top amateur and professional men and women criterium racers competed in USA cycling sanctioned races. Our mission at this event was to encourage people to sign up for our rewards programs and to our mobile phone program Dayton's News Source: On The Move. We gave away posters and MLB game schedules and we also provided information on how to check our website for opportunities within Sinclair Broadcast Group. Bruce Hughes, Danny Copeland, Jason Matlock, Cathy Morningstar, Chris Young, Marcy Angott, Lindsey Kurtz and Amy Erickson took shifts working the booth and information was given on careers in broadcasting and the station.
3. August 18, 2008 – Asa George, Anchor, participated at the Arby's Charity Golf Tour which was held at Moraine Country Club in Kettering, Ohio. Asa hosted a live auction for the benefit of Big Brothers Big Sisters for the Greater Miami Valley. Information was taken on how to check our website for opportunities within Sinclair Broadcast Group.
4. September 11, 2008 – Carroll High School Fundraiser, Locust Hills Golf Club, in Springfield, Ohio. Mark Pompilio, Anchor appeared at this event for the benefit of the Carroll High School Boosters. Information was taken on how to check our website for opportunities within Sinclair Broadcast Group.
5. September 28, 2008 – Mark Pompilio, Anchor was a celebrity judge in the annual chili cook-off for the benefit of Children's Medical Center of Dayton. The event was held at the AmVets in Brookville, Ohio. Information was handed out on careers in broadcasting as well as openings at the station.
6. October 18, 2008 – Candice Hunter, Anchor was the MC for the 7<sup>th</sup> annual Maskerage event at The Foundary located in downtown Dayton. This event was held to raise critical unrestricted funding for individuals infected, affected and at risk of HIV/AIDS. This has become the fastest growing, must-attend event in Dayton. Information was handed out regarding career opportunities at the station and within Sinclair Broadcast Group.
7. October 22, 2008 – Mark Pompilio, Anchor was the MC for the Voices Against Violence Luncheon located at the Hope Hotel and Conference Center. The purpose of the event is to recruit new members of the Voices Against Violence Society. Information was taken on how to check our website for opportunities within Sinclair Broadcast Group.
8. October 26, 2008 – Lindsey Kurtz, Meteorologist attended a charity walk at Woodland Cemetery. This event was to raise money and bring awareness to those that have mental health problems. Information was taken on how to check our website for opportunities within Sinclair Broadcast Group.

9. December 7, 2008 – Don Hammond, Anchor/Reporter was the MC for a charity rodeo in Waynesville, Ohio. This event was held to assist a family that lost their mother to cancer by raising money to help with living expenses and things for the holidays. Information was taken on how to check our website for opportunities within Sinclair Broadcast Group.
10. May 11, 2009 – Candice Hunter, Anchor, attended the 21<sup>st</sup> Annual Gift of Life Pro-Am Golf Tournament which was held at the Miami Valley Golf Club in Dayton, Ohio. Candice was the MC at the dinner event after the tournament that supports organ donations.

11. September 9, 2008 – November 21, 2008 – Station Tours

Mike Thomas, News Production Manager conducted 3 station tours, to local Boy Scout organizations and one to Tri-Valley High School and Mississisnawa Valley High School.. During each tour, Mike goes to the Control Room and explains how everyone at the station works together to bring the newscast to this room and puts the final product on the air. Explaining what each person does in the room and what they do during the day to get the news on at 6P. Mike also shows each tour the Studio and Newsroom and explains the function of each area. He talks about the education needed and answers any questions. Tours last about an hour.

### **Job Fairs**

1. September 24, 2008 – Julie Gossard , Local Sales Manager and Amy Erickson, HR Administrator attended Wright State University's Raj Soin College of Business Recruiting Day. This event took place at The Erwin J. Nutter Center, Wright State University. We spoke to about 16 students about careers in broadcasting and our internship program, accepted resumes and informed students how to check our internet site for more opportunities within Sinclair Broadcast Group.
2. February 12, 2009 – Julie Gossard, Local Sales Manager and Amy Erickson, H.R. Administrator attended The College of Liberal Arts Recruiting Day in the Student Union, Apollo Room at Wright State University. Attendance was rather small, no more than 100 people attended and we spoke to about 8 students and alumni about opportunities in broadcasting, our internship program and how to check our internet site for more opportunities within Sinclair Broadcast Group.
3. February 19, 2009 – Chris Plennert, Local Sales Manager and Jim Ahrns, Business Manager attended the University of Dayton Spring 2009 Career Fair. More than 200 students attended this event and we spoke with 30-35 students. We have also interviewed 3 people as a result of this career fair for an Account Executive position with the stations.

4. April 8, 2009 – Julie Gossard, Local Sales Manager attended Wright State University's Raj Soin College of Business Recruiting Day. Approximately 150 students and alumni were in attendance. Julie spoke with 20 people about opportunities in broadcasting, our internship program and how to check our internet site for more opportunities within Sinclair Broadcast Group.

### **Management Training**

Sinclair Broadcast Group, Inc. and its station, WRGT (LMA)/WKEF are equal opportunity employers. 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 will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, and sex national origin, age, disability, veteran status, Acquired-Immune Deficiency syndrome (AIDS), AIDS - related complex (ARC), 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 hiring practices to its management.