
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: WRGT(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, 2007 to and including May 31, 2008** (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.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2007 to May 31, 2008

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

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hiree	Total Number of Interviewees From All sources for This Position
1	Anchor/Reporter	Employee Referral	1
2	Assignment Editor	SBG Website	2
3	Assignment Editor	TV.Jobs.com	1
4	Commercial Production Asst	Employee Referral	5
5	Director	Internal Candidate	4
6	Director	Internal Candidate	1
7	Executive Producer	Employee Referral	1
8	Graphic Artist	Monster.com	8
9	Account Executive (2)	Internal Candidate Employee Referral	11
10	Account Executive (2)	Station Website Referral	18
11	Account Executive (2)	Station Website Career Builder	19
12	Account Executive (1)	Greater Dayton Works	18
13	Local Sales Marketing Asst	Monster.com	2
14	News Producer	SBG Website	2

15	News Producer	SBG Website	1
16	News Producer	Referral (University of Dayton)	1
17	News Producer	TV Jobs.com	1
18	Photographer (2)	Employee Referral Monster.com	2
19	Reporter (2)	TVJobs.com Employee Referral	5
20	Traffic Assistant	Internal Candidate	7
21	Commercial Production Producer	Internal Candidate	1
22	Master Control Operator	Internal Candidate	1
23	Master Control Operator	SBG Website	1

Total Number of Persons Interviewed During Applicable Period: 113

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 6/1/07 to 05/31/08

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	The Job Center 1111 S. Edwin Moses Blvd Dayton, Ohio 45422 937-496-6720 Barbara Allen	1	Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
2	Dayton Urban League 184 Salem Avenue Dayton, Ohio 45402 937-222-0737 Attn: Job Posting	0 ↓	Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer

3	<p>NAACP 1528 West Third Street Dayton, Ohio 45402 937-222-2172 Attn: Job Posting</p>	<p>0 ↓</p>	<p>Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer</p>
4	<p>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</p>	<p>0 ↓</p>	<p>Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer</p>
5	<p>Leadership Institute 1101 North Highland Street Arlington, VA 22201 703-247-2001 Denise Chaykun</p>	<p>0 ↓</p>	<p>Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer</p>

6	<p>Wright State University 3640 Colonel Glenn Highway E-334 Student Union Fairborn, Ohio 45435 937-775-2556 Tonya Miller</p>	10	Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
7	<p>Central State University West Career Services 2013 West Third Street Suite 347 Dayton, Ohio 45417 937-376-6383 Lisa Taylor-DeVond</p>	0 ↓	Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
8	<p>Educational Opportunity Center 333 West First Street Suite 170 Dayton, Ohio 45402 Ph 937-223-5074 Fax 937-223-7321 Hollye Fields</p>	0 ↓	Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
9	<p>Goodwill Industries (Local) 1133 S Edwin C Moses Blvd Dayton, Ohio 45408</p>	0 ↓	Anchor/Reporter Assignment Editor Commercial Production Asst

	937-461-4800 Attn: Job Posting		Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
10	Ohio Department of Jobs and Family Services ODJFS P.O. Box 187 Xenia, Ohio 45385 937-562-6000 Attn: Job Posting	0 ↓	Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
11	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 ↓	Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
12	University of Dayton Career Services Center 300 College Park Dayton, Ohio 45469 Ph 937-229-2045 Fax 937-512-2226	0 ↓	Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist

	Arlene Camacho		Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
13	Cedarville University Career Services 251 N. Main Street Cedarville, Ohio 45314 937-766-7868 Kelli McCall	0 ↓	Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
14	Wilberforce University P.O. Box 1001 Wilberforce, Ohio 45384 937-376-2911 Carolyn Carlisle Career Services	0 ↓	Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
15	Ohio Association of Broadcasters 88 East Broad Street Suite 1180 Columbus, OH 43215 Phone: 614.228.4052 Fax 614.228.8133 E-Mail oab@oab.org	1	Reporter

16	<p>Int'l College of Broadcasting 6 S. Smithville Road Dayton, Ohio 45431 Ph 937-258-8251 Fax 937-258-8714 Gary Doster</p>	<p>0 ↓</p>	<p>Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer</p>
17	<p>American Women In Radio and TV 8405 Greensboro Drive Suite 800 McLean, VA 22102 703-506-3266 www.awrt.org</p>	<p>0 ↓</p>	<p>Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer</p>
18	<p>Salesjobs.com 1624 Franklin Street Oakland, CA 94612 info@salesjobs.com</p>	<p>1</p>	<p>Account Executive</p>

19	<p>Hispanic Link News Service 1420 North Street N.W. Washington, DC 20005 Ph 202-234-0280 Fax 202-234-4090 Attn: Carlos Ericksen www.carlose@hispaniclink.org</p>	<p>0 ↓</p>	<p>Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer</p>
20	<p>NAACP P.O. Box 25427 Raleigh, NC 27611 919-833-4873</p>	<p>0 ↓</p>	<p>Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer</p>
21	<p>National Association of Broadcasters 1771 North Street NW Washington, DC 20036 202-429-5300 Attn: Karen Hunter www.nab.org</p>	<p>0 ↓</p>	<p>Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer</p>
22	<p>National Organization for Women P.O. Box 25331 Raleigh, NC 27611</p>	<p>0 ↓</p>	<p>Anchor/Reporter Assignment Editor Commercial Production Asst</p>

			Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
23	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 ↓	Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
24	Society of Professional Journalists 3909 North Meridian Street Indianapolis, IN 46208-4045 Ph 317-927-8000 Fax 317-920-4789 Julie Grimes	0 ↓	Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
25	Greater Dayton Works GreaterDaytonWorks.Com	3	Account Executive
26	Women's Information Network	0	Anchor/Reporter

	<p>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</p>	↓	<p>Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer</p>
27	<p>SBG Website www.sbgi.net Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, Md 21030 Attn: Sharon Pickeral Ph 410-568-1517</p>	<p>1 1 1 1 1 3 1 1</p>	<p>Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer</p>
28	<p>Referral</p>	<p>1 1 1 13 1 2 1 2</p>	<p>Anchor/Reporter Commercial Production Asst Executive Producer Account Executive Local Sales Marketing Asst Producer Photographer Reporter</p>

29	Internal	1 2 1 1 1 1 1 1 1	Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
30	Career Builder CareerBuilder.com 1750 Tyson's Blvd, 4 th Floor McLean, VA 22102 Allison Weitzman *began source on Jan 1, 2008	5	Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
31	WRGT(LMA)/WKEF Station Website www.daytonsnewssource.com 45 Broadcast Plaza Dayton, Ohio 45408 Ph 937-263-4500 Amy Erickson	8	Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer

32	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 info@tvjobs.com	1 2 2 1 2	Anchor/Reporter Assignment Editor Commercial Production Asst Director Executive Producer Graphic Artist Account Executive Local Sales Marketing Asst Producer Photographer Reporter Master Control Operator Traffic Assistant Commercial Production Producer
33	Hot Jobs.com	1	Account Executive (station does not utilize – but candidate indicated as a source)
34	DaytonHelpWanted.com	1	Graphic Artist
35	Monster.com 5511 Capital Dr., Ste 206 Raleigh, NC 27606 Judy Fonda – Account Manager *source ended on 12/31/07	1 5 20 1 1 5	Commercial Production Asst Graphic Artist Account Executive Local Sales Marketing Asst Photographer Traffic Assistant

*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 6/1/2007 to 5/31/2008

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.

INTERNSHIP DETAILS

Crystal Lewis – Wilberforce University – News Production Intern 1/29/08 – 4/11/08

Andrew Wilson – Wright State University – News Intern – 4/7/08 – 6/6/08

Amanda Murphy – International College of Broadcasting – Production Intern 4/15/08 – Present

Karl Rose – International College of Broadcasting – Production Intern 5/18/08 - Present

Educational Events

1. June 15, 2007 – Mark Pompilio, Main Anchor, served on a media panel for the Hugh O'Brien Youth (HOBY) Leadership Program. This event is a regional gathering of high school sophomores for workshops, panels and team projects to learn leadership skills. Mark has served on this panel since 2002. This event was held at Wright State University. HOBY celebrated 50 years of programs as the country's top youth leadership development organization.
2. April 7, 2008 - Dean Ditmer, General Manager was asked to speak to students at Central State University and introduce guest speaker Leon Harris, News Anchor for WJLA in Washington, DC. at a breakfast held during their 13th Annual Communication Week. Dean spoke to students on how to get started in the broadcasting industry, our internship program and how to check our website for job opportunities within Sinclair Broadcast Group.
3. April 18, 2008 - Mike Terwilleger, Chief Meteorologist and Rhonda Moore, Reporter spoke to students at Dayton View Academy during Ohio Achievement Week. This is an event that takes place to encourage children to study hard and do well on the Ohio Achievement Test and the importance of getting good grades to get into the field of Broadcasting.
4. May 3, 2008 – Rhonda Moore, Reporter attended a Black Journalist Boot Camp, sponsored by the Greater Dayton Area of Black Journalist's. This event, which was held at the University of Dayton, is an event for high school students interested in journalism. Rhonda taught students about stand ups and how to do them.
5. May 6, 2008 - Mike Thomas, News Production Manager conducted a station tour to Tower Heights Middle School Videography Club. Mike showed the students 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 showed the students the Studio and Newsroom and explained the function of each area. He talks about the education needed and answers any questions.

6. May 14, 2008 – Rhonda Moore, Reporter attended Career Day at Rosa Parks Elementary School in Middletown, Ohio. This is an event to promote children to learn the value of reading. She also talked about the importance of doing well in school to get into the field of Broadcasting.
7. May 21, 2008 – Mike Terwileger, Chief Meteorologist visited Morton Middle School in Vandalia during Weather Week. Mike talked to students about weather and what it takes to be a good Meteorologist.

Community Events

1. January 12, 2008 – Mark Pompilio, Main Anchor attended an event at Books and Co. at The Greene in Beavercreek, Ohio. This was a live auction benefiting the Miami Valley Literacy Council, Kettering Schools Literacy Program and Project “Read”. TV and Radio Personalities “sponsored” posters by authors and helped with the auctioneering.
2. April 25, 2008 – Pete Scalia, Anchor/Reporter, attended a Career Development Conference sponsored by Miami Valley Youth Career Services. The event provides students from six high schools in the Dayton area to showcase what they have learned from their classroom and hands-on experiences with the Job’s of Ohio’s Graduates program. Pete also took information on how to check our website for opportunities within Sinclair Broadcast Group.
3. May 10, 2008 - Rhonda Moore, Reporter was an MC and judge at a talent show for elementary and middle school children sponsored by the Dayton Urban League. We had information on hand with how to apply online and what our open jobs were. This event was held at the Montgomery County Fairgrounds.
4. May 22, 2008 – Greg Dixon, Meteorologist and Morgan Adsit, Producer attended the 5th Anniversary Celebrity Waiters Luncheon. This event, which raises money to benefit Hospice and the YMCA was held at the YMCA in Preble County. Information was taken on how to check our website for job opportunities within Sinclair Broadcast Group.
5. October 4, 2007, October 5, 2007, November 26, 2007, January 31, 2008, February 4, 2008, February 7, 2008, February 21, 2008, February 25, 2008, February 28, 2008, May 13, 2008 and May 19, 2008 - Mike Thomas, News Production Manager conducted 12 separate station tours, to various Cub and Girl Scout troops. 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 evening news. 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. October 18, 2007 – Mo Dillon and Glenda Hoagland, Local Sales Manager's attended a Career and College Fair. This event took place at The Erwin J. Nutter Center, Wright State University and was sponsored by The Dayton Urban League. We spoke to as many as 50 to 60 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 14, 2008 – 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. We spoke to about 40 – 50 students and alumni about opportunities in broadcasting, our internship program and how to check our internet site for more opportunities within Sinclair Broadcast Group.

Management Training

1. 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.

2. Sharon Pickeral, Corporate Employment Manager for Sinclair Broadcast Group, held training on August 21, 2007 for all the Hiring Managers at the station. She reviewed I-hire (our applicant tracking system) and better ways to screen candidates for open jobs. She also reviewed EEOC and how to remain compliant while interviewing.