
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, 2006 to and including May 31, 2007 (the "Applicable Period").

this report was amended on September 10, 2007

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, 2006 to May 31, 2007

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	Traffic Manager	Referral	4
2	Promotion Producer/Writer	Internal	4
3	Senior Promotion Producer	SBG Website	2
4	Master Control Operator	SBG Website	4
5	Assistant Accounting Manager	Dayton Daily News	12
6	Business Manager	Greater Dayton Works	7
7	News Producer	Wright State University	1
8	Photographer	SBG Website	1
9	Account Executive	Career Builder	7
10	Master Control Operator	Career Builder	6
11	News Producer	Internship Program	1
12	Managing Editor	Referral	1
13	Reporter	SBG Website	6

14	Account Executive	SBG Website	4
15	Photographer	Referral	1
16	Sales Manager	Internal	1
17	Master Control Operator	Internal	1
18	Commercial Production Manager	Internal	1
19	Traffic Assistant	Internal	1
20	Executive Producer	Referral	1
21	Reporter	Walk-In/Called-In	1
22	Producer	Referral	1
23	Producer	Referral	1
24	Reporter	Internal	1
25	Photographer	TV Jobs.com	1
26	Local Sales Asst	Referral	1
27	Account Executive	Referral	1
28	Promotion Writer	Referral	1
29	Commercial Production Producer	Internal	1
30	News Reporter/Anchor	Internal	1
31	News Anchor	Internal	1
32	Director – Production Newscast	Internal	1
33	Account Executive	Wilberforce University	1

34	Account Executive	Referral	1
35	News Producer	Referral	1

Total Number of Persons Interviewed During Applicable Period: 81

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 6/1/06 to 05/31/07

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	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
2	Dayton Urban League 184 Salem Avenue Dayton, Ohio 45402 937-222-0737 Attn: Job Posting	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
3	NAACP 1528 West Third Street Dayton, Ohio 45402 937-222-2172 Attn: Job Posting	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive

			Managing Editor Reporter
4	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 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
5	Leadership Institute 1101 North Highland Street Arlington, VA 22201 703-247-2001 Denise Chaykun	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
6	Wright State University 3640 Colonel Glenn Highway E-334 Student Union Fairborn, Ohio 45435 937-775-2556 Tonya Miller	0 0 0 0 0 1	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
7	Central State University West Career Services 2013 West Third Street Suite 347 Dayton, Ohio 45417 937-376-6383 Lisa Taylor-DeVond	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
8	Educational Opportunity Center 333 West First Street Suite 170	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager

	Dayton, Ohio 45402 Ph 937-223-5074 Fax 937-223-7321 Hollye Fields		Business Manager News Producer Photographer Account Executive Managing Editor Reporter
9	Goodwill Industries (Local) 1133 S Edwin C Moses Blvd Dayton, Ohio 45408 937-461-4800 Attn: Job Posting	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
10	Ohio Department of Jobs and Family Services ODJFS P.O. Box 187 Xenia, Ohio 45385 937-562-6000 Attn: Job Posting	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
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 0 0 0 0 0 0 0 1 0 0	Traffic Manager Promotion Producer Master Control Operator Asst Business Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
12	University of Dayton Career Services Center 300 College Park Dayton, Ohio 45469 Ph 937-229-2045 Fax 937-512-2226 Arlene Camacho	0 0 0 0 0 0 0 0 0 0 0	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter

13	Cedarville University Career Services 251 N. Main Street Cedarville, Ohio 45314 937-766-7868 Kelli McCall	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
14	Wilberforce University P.O. Box 1001 Wilberforce, Ohio 45384 937-376-2911 Carolyn Carlisle Career Services	0 ↓ 1	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
15	Dayton Daily News 45 S. Ludlow Street Dayton, Ohio 45402 225-2001 Pam Fetterman Classified Job Market	0 0 0 10	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
16	Int'l College of Broadcasting 6 S. Smithville Road Dayton, Ohio 45431 Ph 937-258-8251 Fax 937-258-8714 Gary Doster	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter

17	American Women In Radio and TV 8405 Greensboro Drive Suite 800 McLean, VA 22102 703-506-3266 www.awrt.org	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
18	Spot and Dots 167 Oakdale Road Johnson City, NY 13790 Ph # 888-884-2630 Fax # 607-729-7331 www.spotsndots.com Attn: Sales related job listings Alice Riehl, Publisher	0 ↓	Account Executive
19	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	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
20	NAACP P.O. Box 25427 Raleigh, NC 27611 919-833-4873	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
21	National Association of Broadcasters 1771 North Street NW Washington, DC 20036 202-429-5300 Attn: Karen Hunter www.nab.org	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive

			Managing Editor Reporter
22	National Organization for Women P.O. Box 25331 Raleigh, NC 27611	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
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 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
24	Society of Professional Journalists 3909 North Meridian Street Indianapolis, IN 46208-4045 Ph 317-927-8000 Fax 317-920-4789 Julie Grimes	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
25	Walk-In/Called-In	1 1 1	Master Control Operator Promotion Producer Reporter
26	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 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
27	SBG Website	0	Traffic Manager

	www.sbgi.net Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, Md 21030 Attn: Human Resources Ph 410-568-1500	1 2 0 0 0 1 2 0 6 1	Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter Senior Promotion Producer
28	Referral	1 0 4 0 1 1 1 5 1 0 2 1 1 1	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter Senior Promotion Producer Executive Producer Local Sales Asst Promotion Writer
29	Internal	2 1 2 2 0 0 0 0 0 1 1 1 1 1 1 1 1	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter Sales Manager CM Production Manager Traffic Assistant CM Production Producer News Reporter/Anchor News Anchor Director – Production Newscast

30	Career Builder CareerBuilder.com 1750 Tyson's Blvd, 4 th Floor McLean, VA 22102 Will Evans 301-801-0468	0 0 3 0 0 0 0 0 3 0 0	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
31	WRGT(LMA)/WKEF Station Website www.wkef22.com 45 Broadcast Plaza Dayton, Ohio 45408 Ph 937-263-4500 Amy Erickson	0 ↓	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
32	TVJobs.com	0 1 0 0 1 0 1 1 0 0	Traffic Manager Promotion Producer Master Control Operator Asst Accounting Manager Business Manager News Producer Photographer Account Executive Managing Editor Reporter
33	GreaterDaytonWorks.com	0 5	Account Executive Business Manager

34	MediaRecruiter	1	Traffic Manager
35	Monster.com	1	Account Executive
36	Internship Program	1	News Producer

*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 6/1/06 to 5/31/07

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.

We had 6 interns from September 2006 to May 2007 who worked in our News and Sales Departments. Two came from the University of Dayton, one from Bowling Green State University, one from the Ohio Center of Broadcasting and two from Wright State University. One of our interns from Spring of 2006 was hired in January 2007, after graduating from the University of Dayton as a News Producer.

Educational Events

1. April 5, 2007 – Rhonda Moore, Reporter and Lee Furry, Chief Videographer served on a panel of journalists speaking with and answering questions about their role in the broadcast industry from college students at Central State University majoring in communications. This is part of the school's yearly "Communication Week" events.
2. April 20, 2007 – Mike Terwillwger, Chief Meteorologist visited Dayton View Academy where he read weather books to the students and talked about his career as a Meteorologist for a television station.

3. April 21, 2007 – Rhonda Moore, Reporter served as an instructor to dozens of high school students at the yearly Greater Dayton Area of Black Journalist “boot camp” This event was held on the University of Dayton campus. Students learned how to anchor a newscast by reading the teleprompter, how to do standups, how to write for both TV news and newspapers. Thomas Fisher, Videographer who also attended, took a camera to teach students how to shoot standups.

4. May 3, 2007 – Rhonda Moore, Reporter spoke to broadcasting students at the International College of Broadcasting in Dayton. Rhonda showed them a tape of her work and spoke to them about the importance of internships, how to dress and act professional, the hours you work in the business and the need to be flexible. She answered many questions about the television news business. This session lasted more than an hour.

5. February 27, 2007 to May 7, 2007 – Mike Thomas, News Production Manager conducted four station tours, 3 to local Cub Scout organizations and one to the Franklin High School Media class. 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.

Community Event

1. January 29, 2007 – Asa George and Kathy Hart, Anchors, were guest waiters at the Encore Restaurant in Springboro, Ohio. The event was a fund-raiser for The Academy at the Minds in Motion, a non profit academy for children K thru 8th grade in Springboro.

2. February 25, 2007 - Mark Pompilio, Main Anchor, hosted the Miss Greater Dayton Scholarship Pageant. This event was held at the Dayton Engineer’s Club. The winner goes on to the Miss Ohio Pageant and earns scholarship money.

3. March 3, 2007 – Mike Terwilleger, Chief Meteorologist, was the emcee for the Montgomery County Science Fair held in Dayton, Ohio.
4. March 24, 2007 – Mark Pompilio – Main Anchor, participated in “Stride-n-Ride” a fund-raising event held at Fairfield Commons Mall in Beavercreek. This event was to benefit the Muscular Dystrophy Association.
5. April 7, 2007 - Sisters in Christ Corral held a fashion show, brunch fundraiser at the Presidential Banquet Center in Kettering, Ohio. This event awards scholarships to local high school students. Rhonda Moore was the emcee.
6. April 12, 2007 – Mark Pompilio, Main Anchor, participated in the annual “Celebrity Waiter” fundraiser. This event was held at the Eaton YMCA, where local celebrities wait on guests and tips go to benefit Hospice and United Way.
7. April 27, 2007 – Elizabeth Cowart, Reporter, was the emcee for the 21st annual Miami Valley Youth Career Development Conference. Elizabeth presented awards to local high school students.

Job Fairs

1. October 17, 2006 – Glenda Hoagland, Local Sales Manager and Amy Erickson, H.R. Administrator attended a Career Expo at Wilberforce University. Wilberforce is the nation’s oldest African-American University, founded in 1856. Over 85 local and national organizations participated in this event and more than 100 students attended. We spoke with many of the students about careers in broadcasting and our internship program.
2. February 27, 2007 – Glenda Hoagland and Mo Dillon, Local Sales Managers and Amy Erickson, H.R. Administrator attended Wright State University’s Recruiting Day, for Marketing, Communications, Sales and Management. 60 employers participated in this event and more than 200 students and alumni attended. We spoke about our open

positions and Internship Program and received many resumes from students who would be graduating in June. We also gave information on how to check our internet site for more opportunities within Sinclair Broadcast Group. This was a very successful event as we were able to hire a News Producer who attended. We look forward to participating again next year.

3. March 7, 2007 – Sinclair Community College in Dayton, Ohio held a Career Exploration and Job Fair. This event was open to the public as well as Sinclair students and alumni. We spoke about our Internship Program and gave information about how to check our internet site for more opportunities within Sinclair Broadcast Group. Glenda Hoagland and Amy Erickson attended.

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.