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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: WRGT(LMA)/WKEF-DAYTON and is required to be placed in the public inspection files of these stations, and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning June 1, 2004 to and including May 23, 2005 (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, 2004 to May 23, 2005

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	Reporter	Referral	1
2	Promotion Producer	Referral	1
3	Reporter	Referral	1
4	Associate Producer	Referral	2
5	Account Executive	Referral	4
6	Account Executive	Referral	4
7	Master Control Operator	Referral	4
8	News Producer	Former Intern	2
9	Accounts Receivable Coordinator	Dayton Daily News	3
10	Promotion Producer	Referral	15
11	Master Control Operator	Referral	5
12	General Manager	SBG Website	6
13	Promotion Producer	Referral	15
14	Executive Producer	Referral	1
15	Photographer	Referral	1

16	Master Control Operator	SBG Website	3
17	Account Executive	Referral	5
18	Account Executive	Referral	4

Total Number of Persons Interviewed During Applicable Period: 77

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 6/01/04 to 05/23/05

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 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
2	Dayton Urban League 184 Salem Avenue Dayton, Ohio 45402 937-222-0737 Attn: Job Posting	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
3	NAACP 1528 West Third Street Dayton, Ohio 45402 937-222-2172 Attn: Job Posting	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer

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

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

13	Cedarville University Career Services 251 N. Main Street Cedarville, Ohio 45314 937-766-7868 Kelli McCall	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
14	Wilberforce University P.O. Box 1001 Wilberforce, Ohio 45384 937-376-2911 Carolyn Carlisle Career Services	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
15	Dayton Daily News 45 S. Ludlow Street Dayton, Ohio 45402 225-2001 Pam Fetterman Classified Job Market	3  0 2	Accounts Receivable Coordinator Promotion Producer Account Executive
16	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 1  0 0 0 0	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
17	American Women In Radio and TV 8405 Greensboro Drive Suite 800 McLean, VA 22102 703-506-3266 www.awrt.org	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer

18	Baltimore Assoc. of Black Media Workers WMAR-TV 6400 York Road Baltimore, MD 21212 Ph 410-377-2246 Fax 410-377-5321 Darlene Dorman	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
19	Broadcast Employment Services (TVJobs.com) P.O. Box 4116 Oceanside, CA 92052 877-988-9808 Mr. Mark C. Holloway, CEO	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
20	Spot and Dots 167 Oakdale Road Johnson City, NY 13790 Ph # 888-884-2630 Fax # 607-729-7331 <a href="http://www.spotsndots.com">www.spotsndots.com</a> Attn: Sales related job listings Alice Riehl, Publisher	0 ↓	Account Executive
21	Hispanic Link News Service 1420 North Street N.W. Washington, DC 20005 Ph 202-234-0280 Fax 202-234-4090 Attn: Carlos Erickson <a href="http://www.hispaniclink.org">www.hispaniclink.org</a>	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
22	Ms. Foundation for Women 120 Wall Street, 33 <sup>rd</sup> Floor New York, NY 10005 212-742-1653 Andrea Bristo	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer

			Photographer Producer
23	NAACP P.O. Box 25427 Raleigh, NC 27611 919-833-4873	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
24	National Association of Broadcasters 1771 North Street NW Washington, DC 20036 202-429-5300 Attn: Karen Hunter www.nab.org	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
25	National Organization for Women P.O. Box 25331 Raleigh, NC 27611	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
26	National Urban League of Central Carolinas, Inc 740 W 5 Street P.O. Box 34686 Charlotte, NC 28234-4686 704-373-2256	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
27	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501	0 ↓	Reporter Promotion Producer Associate Producer Account Executive

	402-472-3522 Mr. Frank Blythe <a href="http://www.nativetelecom.org">www.nativetelecom.org</a> 402-472-8675		Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
28	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 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
29	Society of Professional Journalists 3909 North Meridian Street Indianapolis, IN 46208-4045 Ph 317-927-8000 Fax 317-920-4789 Julie Grimes	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
30	The Professional Center 415 Fourth Ave, Suite 1 Tarentum, PA 15084 412-224-9006 Ms Nancy Kurizky	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
31	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 <a href="http://www.winonline.org">www.winonline.org</a>	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer

32	SBG Website <a href="http://www.sbgi.net">www.sbgi.net</a> Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, Md 21030 Attn: Owen Johnson Ph 410-568-1500	0 11 1 0 4  0 0 0 1 2	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer General Manager
33	Referral	2 8 1 15 7  0 1 1 0	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer
34	Internal Applicants	0 12 0 0 0  0 0 0 1 4	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer General Manager
35	Variety Careers Courtney Waters - Account Executive – Variety Careers Ph. 323-965-4462 Fax 323-549-4140 <a href="mailto:cwaters@reedbusiness.com">cwaters@reedbusiness.com</a> <a href="http://www.varietycareers.com">www.varietycareers.com</a>	0 ↓	Reporter Associate Producer Account Executive Executive Producer Photographer Producer General Manager

36	CareerBuilder CareerBuilder.com 8420 W. Bryn Mawr Avenue #1000 Chicago, Illinois Ph 866-438-1485	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer General Manager
37	WRGT(LMA)/WKEF Station Website <a href="http://www.wkef22.com">www.wkef22.com</a> 45 Broadcast Plaza Dayton, Ohio 45408 Ph 937-263-4500 Amy Erickson	0 ↓	Reporter Promotion Producer Associate Producer Account Executive Master Control Operator Accounts Receivable Coordinator Executive Producer Photographer Producer General Manager
38	MEDIALINE P.O. Box 51909 Pacific Grove, Ca 93950 Ph 800-237-8073 Email - <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> <a href="http://www.medialine.com">www.medialine.com</a> Mark Shilstone, Manager	0 ↓	Promotion Producer Master Control Operator

\*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.

As of 5/20/05, we were unable to confirm address and contact information for source #30, The Professional Center. This source will be removed from this report for next year, unless we obtain updated information.

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Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 6-01-04 to 05-23-05

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 Station Employment Unit has 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 Employment Unit's eligibility requirements.

Any person interested in internship opportunities should contact the station for more details.

We had 4 interns from 6/1/04 – 5/23/05. Three came from the University of Dayton and one from the Ohio Center of Broadcasting.

Last year, from 6/10/03 – 5/31/04 we had three interns from the University of Dayton.

### **Educational Events**

1. June 11, 2004 - Mark Pompilio, Main Anchor, served as a panelist for the Southwest Ohio Hugh O'Brien Youth (HOBY) Leadership Seminar, held at the US Air Force Museum in Fairborn. The two day conference brings together about 200 high school sophomores from Southwest Ohio with leadership aspirations. Students break into teams and the panelist rotate from one group to the next for round table conversations. The presentations, questions and conversations are broad ranging, dealing with issues about media, careers and training in journalism.
2. March 5, 2005 - Karrie Rossmiller, Newsroom Manager, participated in the Ohio University's annual RTNDA conference. She spoke with the students about the many jobs available in the field of broadcast news. The journalism conference was an all day event and was open to the campus and community.
3. March 28, 2005 – Mike Terwilleger, Chief Meteorologist met with several students from Magsig Middle School who visited the station from 7-8:30P to study meteorology and careers in broadcasting.
4. April 14, 2005 - Chief Meteorologist, Mike Terwilleger, visited Morton Middle School and talked to students about a career in Television Meteorology.
5. May 6, 2005 - Photographer, Nick Grote, attended Career Day at North Dayton School of Discovery, where he demonstrated to all classes and interested parents, camera operation and how the "live truck" is used in news broadcasts.

### **Community Event**

1. August 15, 2004 - Mike Terwilleger, Chief Meteorologist, attended a MDA Fundraiser Softball Tournament in Coldwater, Ohio where he introduced guests and spoke with the crowd.
2. August 21, 2005 - Mark Pompilio, Main Anchor, attended the Community Action Partnership, Back to School 10K run and 5K walk at Dayton's Island Metro Park. Mark was the official greeter and starter of the race, along with Dayton School Superintendent, Percy Mack and Dayton City Commissioner Dean Lovelace.

3. August 22, 2004 - Mark Pompilio, Main Anchor, attended a Chili Cook-Off Contest at O'Riley's Tavern in Brookville, Ohio. Mark was a judge on the celebrity panel for this MDA fundraiser.
4. August 22, 2004 - Michelle Kingsfield, Main Anchor, emceed the 34<sup>th</sup> annual event "MC for MD" at the Montgomery County Fairgrounds. This is a motorcycle ride fundraiser. Michelle mingled with hundreds of participants who raised money for Muscular Dystrophy.
5. October 26, 2004 – Reporter Takisha Roberson visited the Miami Valley Child Development Center in Dayton where she read a book to a class and also answered questions about her job as a reporter.
6. April 28, 2005 – Rhonda Moore, Reporter, was Mistress of Ceremony at a banquet honoring 15 women for their community service. The Mary Scott Legacy Awards was held at the Mandelay Banquet Center in Dayton.
7. May 1, 2005 – Mark Pompilio, Mike Terwilleger, Ray Crawford, and Ryan Brant, WKEF/WRGT (LMA) anchors along with Karrie Rossmiller, Newsroom Manager and Donna McFarland, Accounting Manager attended a benefit for Gift of Life Fund. The benefit was held to raise awareness for organ donations. This event took place at the Fox and the Hound Pub from noon to 4:00 in Centerville, where more than 350 people attended.

### **Job Fairs**

1. September 23, 2004 - Amy Erickson, HR Administrator and Joe Marino, Local Sales Manager attended a Career Fair at the University of Dayton. The event was held from 11:00 – 3:00 in the Physical Activities Center, sponsored by Career Services. More than 70 employers participated and more than 200 students attended. We spoke with many of them about careers in Broadcasting ranging from On-Air Anchors and Reporters to Sales and Marketing. Several students were interested in the Producing, Production and editing side of putting on a Newscast. We spoke about our Internship Program and received many resumes from students who would be graduating in December. We also gave information about how to check our internet site for other opportunities within Sinclair Broadcast Group.
2. February 10, 2005 - Amy Erickson, HR Administrator and Robin Michaels, Marketing Specialist attended the 2<sup>nd</sup> Semester Career Fair at the University of Dayton. This is a very successful event and many of the same employers from September attended. We were the only television station from the broadcasting industry present.

### **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.

On May 20, 2005 our managers completed a mandatory workplace interviewing and hiring tips training via video in title "Build With The Best." Branden Frantz (Local Sales Manger), Roland Martel (Director of Engineering), John Parker (Promotions Manager), Doug Stewart (Programming/Research Director), Glenda Hoagland (National Sales Manager), Donna McFarland ( Accounting Manager), Rebecca Berry (Traffic Manager) and Amy Erickson (Human Resource Administrator) attended.

### **Posted Upper Level Openings in both Trade and Minority Sources and Publications**

During this report cycle the station has a General Manager Position open. In order to qualify for this outreach prong activity the station posted this upper level management position in the following trades and minority sites:

Broadcasting and Cable Magazine

The Black Perspective ( which has a direct link to SBG's Job site who maintains the station's job website as well)

Women in Business & Industry ( which has a direct link to SBG's Job site who maintains the station's job website as well)