

WEAR / WFGX
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Assignment Editor	2-6, 8, 11-13, 16, 22, 25-35, 39-40, 42-43, 46-48, 50-52, 56-58, 61-63, 65-67, 72	52
News Producer	2-6, 8, 11-13, 16, 20, 22, 25-33, 35, 39-40, 42-43, 46-48, 50-52, 56-59, 61-65, 67, 72	20
News Producer	2-6, 8, 11-13, 16, 20, 22, 25-33, 35, 39-40, 42-43, 46-48, 50-52, 56-59, 61-65, 67, 72	59
News Producer	2-6, 8, 11-13, 16, 18, 20, 22, 25-33, 35, 39-40, 42-43, 46-48, 50-52, 56-58, 61-63, 65, 67, 72	20
Digital Content Producer	2-6, 8, 11-13, 16, 22, 25-33, 35, 37, 39-40, 42-43, 46-48, 50, 52, 56-58, 61-65, 67, 72	37
Marketing Consultant	2-6, 8, 11-13, 16, 22, 25-33, 35, 37, 39-40, 42-43, 46-48, 50, 52, 56-58, 61-65, 67, 72	42
Multimedia Journalist	2-6, 8, 10-13, 16, 22, 24-33, 35, 39-40, 42-43, 46-48, 50, 52, 56-58, 61-67, 72	24
Technical Director	1-13, 16, 22, 25-33, 35, 37, 39-40, 42-43, 45-48, 50, 52, 55-58, 61-63, 65-67, 72-73	42
Local Sales Assistant	1-13, 16, 22, 25-33, 35, 39-40, 42-43, 45-48, 50, 52, 55-58, 61-67, 71-73	52
Multimedia Journalist (MMJ)	1-13, 16, 22, 25-33, 35, 39-40, 42-43, 45-48, 50, 52, 55-58, 61-63, 65, 67-68, 72-73	68
News Producer	1-13, 16, 22, 25-33, 35, 37, 39-40, 42-43, 45-48, 50, 52, 55-58, 61-65, 67, 72-73	37
Lifestyle Show Host	1-6, 8, 10-14, 16, 18, 22-33, 36, 39-44, 46-50, 52, 55-58, 61-65, 67, 69-70, 72-73	52
Multimedia Journalist (MMJ)	1-6, 8, 10-16, 21-23, 25-33, 36, 39-44, 46-50, 52, 54-58, 61-65, 67, 69-70, 72-73	54

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General Assignment Reporter	1-6, 8, 10-16, 19, 21-23, 25-33, 36, 39-44, 46-50, 52, 54-58, 61-65, 67, 69-70, 72-73	19
News Producer	1-6, 8, 10-14, 16, 21-23, 25-33, 36, 38-44, 46-50, 52, 55-58, 61-65, 67, 69-70, 72-73	52
Regional Sales Assistant	1-6, 8, 10-14, 16, 21-23, 25-33, 36, 39-44, 46-50, 52, 55-58, 61-65, 67, 69-70, 72-73	64
Newscast Producer	1-6, 8, 10-14, 16, 21-23, 25-33, 36, 38-44, 46-50, 52-53, 55-58, 61-65, 69-70, 72-73	52
Newscast Producer	1-6, 8, 10-14, 16, 21-23, 25-33, 36, 38-44, 46-50, 52-53, 55-58, 61-65, 69-70, 72-73	38
Digital Content Producer	1-6, 8, 10-14, 16, 21-33, 36, 39-44, 46-50, 52, 55-58, 61-65, 69-73	42
Digital Content Producer	1-6, 8, 10-14, 16, 21-33, 36, 39-44, 46-50, 52, 55-58, 61-65, 69-73	64
General Assignment Reporter	1-6, 8, 10-16, 21-23, 25-33, 36, 39-44, 46-50, 52, 54-58, 61-65, 69-70, 72-73	58
Morning News Reporter	1-6, 8, 10-16, 21-23, 25-33, 36, 39-44, 46-50, 52, 54-58, 61-63, 65, 69-70, 72-73	52
News Producer	1-14, 16-18, 21-23, 25-33, 36-37, 39-50, 52, 55-58, 60-65, 69-70, 72-73	37
News Producer	1-14, 16-18, 21-23, 25-33, 36-37, 39-50, 52, 55-58, 60-65, 69-70, 72-73	42
Digital Sales Coordinator	1-14, 16, 21-23, 25-33, 36, 39-50, 52, 55-58, 60-65, 69-70, 72-73	42
News Editor	1-16, 20-23, 25-30, 32-33, 36, 39-50, 52, 54-58, 60-65, 69-70, 72-73	20
Multimedia Journalist (MMJ)	1-16, 21-30, 32-33, 36, 39-50, 52, 54-56, 58, 60-65, 69-70, 72-73	52
Digital Sales Coordinator	1-14, 16, 21-23, 25-30, 32-33, 36, 39-50, 52, 55-58, 60-65, 69-70, 72-73	52

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
2	Alabama Broadcasters Association 2180 Parkway Lake Dr. Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://www.al-ba.com Email : lrice@al-ba.com Les Rice	N	0
3	Alabama Job Link - State Employment Agency P O Box 190399 Mobile, Alabama 36619 Phone : 251-660-6507 Email : john.russell@alcc.alabama.gov John Russell	N	0
4	Alabama Job Link - State Employment Agency P.O. Box 190399 Mobile, Alabama 36619 Phone : 251-660-6507 Url : http://www.es.dir.alabama.gov Email : Mobile@alcc.alabama.gov David White	N	0
5	Alabama State University P.O. Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : http://www.alasu.edu Email : sbgresumes@sbgvtv.com Evelyn Tucker	N	0
6	Alabama State University Department of Communications 915 South Jackson Street Montgomery, Alabama 36101 Phone : 334-229-4493 Email : lbyrd@alasu.edu Dr. Simone Byrd	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgvtv.com Career Planning	N	0
8	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
9	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
10	Bethune Cookman University 640 Dr Mary McLeod Bethune Blvd Daytona Beach, Florida 32114 Email : owensa@cookman.edu Anthony Owens	N	0
11	Bishop State Community College 351 North Broad Street Mobile, Alabama 36003 Phone : 251-405-7000 Email : jwomack@bishop.edu Juliette Womack	N	0
12	California Chicano News Media 3800 S. Figueroa Street Los Angeles, California 90037 Email : sylvia@ccnma.org Sylvia Wells	N	0
13	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
15	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
16	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-2980 Email : gb2219@columbia.edu Gina Boubion	Y	0
17	Corporate Recruiter	N	1
18	Current Employee	N	3
19	Current Employee - Transfer/Promotion	N	1
20	Current Employee/Internal Promotion	N	3
21	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgvtv.com Rob Steward	N	0
22	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Email : brownjo@ecu.edu John Brown	N	0
23	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
24	Employee Referral	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Escambia-Pensacola Human Relations Commission 29 South Spring Street Pensacola, Florida 32504 Phone : 850-437-0510 Email : ephrc1974@gmail.com Fax : 1-850-437-0515 Rebecca Hale	N	0
26	Florida A & M University 1700 Lee Hall Dr. Tallahassee, Florida 32307 Phone : 850-599-3700 Email : sbgresumes@sbgstv.com Melony Washington	N	0
27	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
28	Florida Association of Broadcasters 201 South Monroe St Suite 201 Tallahassee, Florida 32301 Phone : 800-825-5322 Email : intern@fab.org Career Services	N	0
29	Full Sail University: Digital Media Education P O Box 4212 Pensacola, Florida 32507 Phone : 844-706-0683 Email : ccatto@fullsail.com Carol Catto	N	0
30	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
31	George Stone Vocational Tech Center 2400 Longleaf Dr Pensacola, Florida 32506 Phone : 850-941-6200 Email : sshockley@escambia.k12.fl.us Susan Shockley	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Prong 2 Ended Date: 12/31/2020	N	0
33	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
34	Howard University School of Communication 525 Bryant Street, NW Washington, District of Columbia 20059 Phone : 202/806-5806 Url : http://www.howard.edu Email : careersrhu@howard.edu Fax : 1-202-986-2911 Carol Dudley	N	0
35	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
36	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
37	Indeed.com - Not Directly Contacted by SEU	N	8
38	Internet Ad-not directly contacted by SEU	N	2
39	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0

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40	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	1
41	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
42	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	10
43	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
44	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
45	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
46	National Coalition of 100 Black Women, Inc. 1925 Adam C. Powell Jr Blvd New York, New York 10026 Phone : 212-222-5660 Url : http://www.ncbw.org Email : nc100bw@aol.com Shirley Poole	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California Email : info@nhmc.org Alejandra Valenzuela	N	0
48	Norfolk State University, Dept of Mass Comm & Journalism 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pbriggs@nsu.edu Paula Briggs Ph.D.	N	0
49	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
50	Pensacola State College 1000 College Blvd Bldg 6 Pensacola, Florida 32504 Phone : 850-484-2116 Url : http://www.pensacolastate.edu/services/careerConn.asp Email : studentjobservices@pensacolastate.edu Fax : 1-850-484-1694 Kayla Stanley	N	0
51	Remington College of Technology 828 Downtowner Blvd Loop W Mobile, Alabama 36609 Phone : 251-343-8200 Url : http://www.mobile.remingtoncollege.edu Email : bryan.hasan@remingtoncollege.edu Bryan Hasan	N	0
52	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page	N	25

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	South Carolina State University 300 College Ave North East Orangeburg, South Carolina 29117 Url : www.scsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
54	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	2
55	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
56	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
57	Tuskegee University Career Development & Placement Center 3rd Floor, Carnegie Hall Tuskegee, Alabama 36088 Phone : 337-727-8416 Url : https://www.tuskegee.edu/ Regina Burden Manual Posting	N	0
58	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	2
59	Twitter	N	1

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60	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
61	University of Mobile Career Services Center 5735 College Pkwy Mobile, Alabama 36613 Phone : 251-442-2877 Email : success@umobile.edu Brenda Davis	N	0
62	University of South Alabama 307 University Blvd Mobile, Alabama 36688 Phone : 251-460-6188 Url : http://www.southalabama.edu/careerservices Email : careerservices@southalabama.edu Career Services	N	0
63	University of South Alabama Career Services Center 390 Alumni Circle, Meisler Hall, Room 21000 Mobile, Alabama 36608 Phone : 251-460-6188 Email : tlitton@southalabama.edu Tasha Litton	N	0
64	University of West Florida 11000 University Parkway Bldg. 3F Pensacola, Florida 32514 Phone : 850-474-2513 Url : http://www.uwf.edu Mark Lambert Manual Posting	N	2
65	University of West Florida Communications Arts Dept 11000 University Pkwy Pensacola, Florida 32514 Phone : 850-474-2829 Email : jsouthard@uwf.edu Joyce Southard	N	0

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66	University of West Florida Instructional Media Center/UWF TV 11000 University Pkwy Bldg 37 Pensacola, Florida 32514 Phone : 850-474-2513 Email : news@uwf.org Mark Lambert	N	0
67	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen Prong 2 Ended Date: 12/31/2020	N	0
68	WEAR 4990 Mobile Highway Pensacola, Florida 32506 Phone : (850) 266-6346 Email : vdmasey@sbgvtv.com Valerie Massey	N	1
69	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
70	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
71	Word of Mouth Referral	N	2
72	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
73	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			70

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/17/2020	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Media Sales Academy as a Corporate Recruiter. He met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. Our Corporate Recruiter spoke with students and alumni currently enrolled in NAB's Media Sales Academy regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website.	1	Recruiting Coordinator
2	10/29/2020	Participation in events sponsored by community groups	Sue Straughn was invited to speak to a national audience of NFCU employees via a virtual Town Hall. The topic included a career in news and the impact on community involvement.	1	Anchor and Public Service Director
3	11/12/2020	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	Employment Specialist Employment Specialist

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4	5/4/2021	Participation in events or programs sponsored by educational institutions	Baldwin County Elementary Virtual Weather Presentation 20 Kids & 1 Teacher spoke to kids about weather and how tropical storms and hurricanes form. Talked about career and how to become a meteorologist. Asked and answered questions from the students and their teacher.	1	Chief Meteorologist
5	5/5/2021	Participation in events or programs sponsored by educational institutions	Meadowlake Elementary School 75 3rd graders & 1 teacher Participated in their lesson on weather and how storms form. Talked about career and how he started out and how students can work in the industry. Asked and answered questions from the students and teacher.	1	Chief Meteorologist
6	5/11/2021	Participation in events or programs sponsored by educational institutions	Daphne East Elementary School 90 students & 1 teacher (6th grade) Spoke with students about weather and how storms form and how to prepare for various storms and track their systems. Talked about how they got started in the industry and how someone who is interested can began their career and the necessary skills needed to be successful. Asked and answered questions about the weather and my career.	1	Chief Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	6/30/2021	Participation in scholarship programs	<p>THE SUE STRAUGHN ENDOWED SCHOLARSHIP AT PENSACOLA STATE COLLEGE:</p> <p>In the Fall, 2003, WEAR TV and the Pensacola State College Foundation (formerly Pensacola Junior College Foundation) announced the establishment of the Sue Straughn Endowed Scholarship in the celebration and appreciation of her 30 years of service. Established with a lead gift from WEAR, and supported by community partners, the Sue Straughn Endowed Scholarship's balance at the close of the 2020/21 fiscal year was \$115,080.16. Four scholarships were awarded this year totaling \$7562.72.</p> <p>The Friends of Sue Straughn having established a named endowment with Pensacola Junior College Foundation, Inc., designates that the income will provide scholarships for eligible students at Pensacola Junior College. The endowment and any subsequent contributions are to be held and invested by Pensacola Junior College Foundation, Inc. and administered according to specific guidelines.</p> <p>Criteria: Student must demonstrate a financial need for supplemental funding. Student must have a minimum grade point average of 2.0. Student must be a United States citizen or resident alien. Student may be enrolled on a full-time or half-time basis. Scholarship will cover tuition, fees and/or books. Scholarship will be for two years, first right of renewal for second year. Preference given to African American students.</p>	1	Anchor and Public Service Director

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8	7/15/2021	Participation in events sponsored by community groups	Sue Straughn was on-air talent promoting an annual drive to collect school supplies for children in Escambia and Santa Rosa counties. This year, we expanded the effort to include promotion for a collection drive in Okaloosa County.	1	Anchor and Public Service Director Promotions Manager Production Manager
9	7/17/2021	Participation in events sponsored by community groups	Santa Rosa Chamber of Commerce invited News Director Kimberly Wyatt to represent WEAR at Santa Rosa Media Day. The goals for media day were to learn how technology is driving media, assess the impact of media on the quality of life in a community and to become more familiar with media venues available in Santa Rosa County.	1	News Director
10	8/18/2021	Participation in Job Fairs	The News Talent Manager and Director of News Training and Development, along with several station News Managers, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.	3	News Talent Manager Employment Specialist Director News Training