

**WEAR / WFGX**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 2022**

**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
Marketing Consultant	1-14, 16, 19-21, 23, 25-30, 33-34, 36, 39-51, 53-62, 64-65, 67-68	51
News Producer	1-14, 16-21, 23, 25-29, 33-34, 36, 39-51, 53-54, 56-62, 64-65, 67-68	18
News Producer	1-14, 16-21, 23, 25-29, 33-34, 36, 39-51, 53-54, 56-62, 64-65, 67-68	42
Master Control Operator	1-16, 19-23, 25-29, 33-34, 36, 39-65, 67-68	63
Master Control Operator	1-16, 19-23, 25-29, 33-34, 36, 39-65, 67-68	22
News Photographer	1-14, 16, 19-21, 23, 25-29, 33-34, 36-37, 39-51, 53-54, 56-62, 64-68	37
News Photographer	1-14, 16, 19-21, 23, 25-29, 33-34, 36-37, 39-51, 53-54, 56-62, 64-68	42
Regional Sales Assistant	1-14, 16, 19-21, 23, 25-29, 33-34, 36, 38-51, 53-62, 64-65, 67-68	61
News Producer	1, 3-14, 16, 18-21, 23, 25-29, 33-34, 36, 39-51, 53-54, 56-58, 60-65, 67-68	18
News Producer	1, 3-14, 16, 18-21, 23, 25-29, 33-34, 36, 39-51, 53-54, 56-58, 60-65, 67-68	51
Master Control Operator	1, 3-14, 16, 19-21, 23-29, 33-34, 36, 39-51, 53-58, 60-65, 67-68	24
Digital Sales Coordinator	1, 3-14, 16, 19-21, 23, 25-29, 33-34, 36, 39-51, 53-58, 60-65, 67-68	42
Multimedia Journalist (MMJ)	1, 3-4, 6-16, 19-21, 23, 25-29, 33-34, 36-37, 39-47, 49-58, 60-65, 67-68	37
News Photographer	1-14, 16, 19-21, 23, 25-29, 33-34, 36-37, 39-47, 49-51, 53-65, 67-68	37
Manager, Sales and Marketing	1-14, 16, 19-23, 25-29, 33-34, 36, 39-51, 53-65, 67-68	22
Multimedia Journalist (MMJ)	1-14, 16, 19-21, 23, 25-29, 33-34, 36, 39-51, 53-68	66
News Producer	1-14, 16, 19-21, 23, 25-29, 33-34, 36, 38-51, 53-68	66
Multimedia Journalist (MMJ)	1-5, 7-14, 16, 18-21, 23, 25-29, 32-34, 36-37, 39-51, 53-68	18

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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
Digital Sales Coordinator	1-5, 7-14, 16, 19-21, 23, 25-29, 32-34, 36, 39-51, 53-54, 56-58, 60, 62-65, 67-68	51
Audio Operator	1-5, 7-14, 16, 19-21, 23, 25-29, 32-34, 36-51, 53-65, 67-68	38
News Photographer	1-5, 7-14, 16, 19-21, 23, 25-29, 32-34, 36-37, 39-51, 53-68	37
News Photographer	1-5, 7-14, 16, 19-21, 23, 25-29, 32-34, 36-37, 39-51, 53-68	63
Newscast Producer	1-5, 7-14, 16-17, 19-21, 23, 25-29, 32-34, 36-37, 39-51, 53-68	37
National Sales Assistant	1-5, 7-14, 16, 19-21, 23, 25-27, 29, 32-34, 36, 39-51, 53-59, 61-65, 67-68	63
News Production Assistant	1-5, 7-14, 16, 19-23, 25-27, 29, 31-34, 36-51, 53-59, 61-68	42
News Editor	1-5, 7-14, 16, 18-21, 23, 25-27, 29, 32-34, 36-37, 39-51, 53-59, 61-65, 67-68	18
Master Control Operator	1-5, 7-14, 16, 19-23, 25-27, 29, 32-34, 36, 39-51, 53-59, 61-65, 67-68	22
Human Resources Coordinator	1-5, 7-14, 16, 19-21, 23, 25-27, 29, 32-34, 36-51, 53-59, 61-65, 67-68	37
Multimedia Journalist	1-5, 7-16, 19-23, 25-27, 29, 32-36, 39-59, 61-65, 67-68	22
News Producer	1-5, 7-14, 16, 18-21, 23, 25-27, 29, 32-34, 36, 39-51, 53-59, 61-65, 67-68	18
News Photographer	1-5, 7-14, 16, 19-23, 25-27, 29, 32-34, 36, 39-51, 53-59, 61-65, 67-68	22
Digital Sales Coordinator	1-5, 8, 10-14, 16, 19-21, 23, 25-27, 29, 32-34, 36, 39-51, 53-59, 61-65, 67-68	51
Creative Services Director	1-5, 8, 10-14, 16-17, 19-21, 23, 25-27, 29, 32-34, 36-37, 39-51, 53-59, 61-65, 67-68	37

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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

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7	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.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@sbgstv.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@cnma.org Sylvia Wells	N	0
13	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0

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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	Current Employee	N	4
18	Current Employee/Internal Promotion	N	5
19	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgvtv.com Rob Steward	N	0
20	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Email : brownjo@ecu.edu John Brown	N	0
21	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
22	Employee Referral	N	6

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23	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
24	Facebook post	N	1
25	Florida A & M University 1700 Lee Hall Dr. Tallahassee, Florida 32307 Phone : 850-599-3700 Email : sbgresumes@sbgstv.com Melony Washington	N	0
26	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
27	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
28	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
29	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0

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30	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
31	Hampton University 100 E Queen St Hampton, Virginia 23669 Url : www.hamptonu.edu Email : sbgresumes@sbgstv.com Career Services	N	1
32	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
33	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
34	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
35	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
36	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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37	Indeed.com - Not Directly Contacted by SEU	N	12
38	Internet Ad-not directly contacted by SEU	N	5
39	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
40	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
41	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : <a href="http://www.kysu.edu">www.kysu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
42	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Account Manager	N	10
43	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
44	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : <a href="http://www.miles.edu">www.miles.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0



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45	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : <a href="http://www.morgan.edu">www.morgan.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> 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 : <a href="http://www.ncbw.org">http://www.ncbw.org</a> Email : <a href="mailto:nc100bw@aol.com">nc100bw@aol.com</a> Shirley Poole	N	0
47	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Alejandra Valenzuela	N	0
48	Norfolk State University, Dept of Mass Comm & Journalism 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : <a href="mailto:tatwater@nsu.edu">tatwater@nsu.edu</a> Paula Briggs Ph.D.	N	0
49	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : <a href="http://www.ncat.edu">www.ncat.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
50	Pensacola State College 1000 College Blvd Bldg 6 Pensacola, Florida 32504 Phone : 850-484-2116 Url : <a href="http://www.pensacolastate.edu/services/careerConn.asp">http://www.pensacolastate.edu/services/careerConn.asp</a> Email : <a href="mailto:studentjobservices@pensacolastate.edu">studentjobservices@pensacolastate.edu</a> Fax : 1-850-484-1694 Kayla Stanley	N	0

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51	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgvtv.com">employment@sbgvtv.com</a> Career Page	N	15
52	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:jpumphrey.td@gmail.com">jpumphrey.td@gmail.com</a> Julie Pumphrey	N	0
53	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : <a href="http://www.tsu.edu">www.tsu.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
54	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Andrea Siegle	N	0
55	Tuskegee University Career Development & Placement Center 3rd Floor, Carnegie Hall Tuskegee, Alabama 36088 Phone : 337-727-8416 Url : <a href="https://www.tuskegee.edu/">https://www.tuskegee.edu/</a> Regina Burden Manual Posting	N	0
56	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	0

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57	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : <a href="http://www.uapb.edu">www.uapb.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
58	University of Mobile Career Services Center 5735 College Pkwy Mobile, Alabama 36613 Phone : 251-442-2877 Email : <a href="mailto:success@umobile.edu">success@umobile.edu</a> Brenda Davis	N	0
59	University of South Alabama 307 University Blvd Mobile, Alabama 36688 Phone : 251-460-6188 Url : <a href="http://www.southalabama.edu/careerservices">http://www.southalabama.edu/careerservices</a> Career Services Manual Posting	N	0
60	University of South Alabama Career Services Center 390 Alumni Circle, Meisler Hall, Room 21000 Mobile, Alabama 36608 Phone : 251-460-6188 Email : <a href="mailto:csemployerteam@southalabama.edu">csemployerteam@southalabama.edu</a> Tasha Litton	N	0
61	University of West Florida 11000 University Parkway Bldg. 3F Pensacola, Florida 32514 Phone : 850-474-2513 Url : <a href="http://www.uwf.edu">http://www.uwf.edu</a> Mark Lambert Manual Posting	N	1
62	University of West Florida Communications Arts Dept 11000 University Pkwy Pensacola, Florida 32514 Phone : 850-474-2829 Email : <a href="mailto:jsouthard@uwf.edu">jsouthard@uwf.edu</a> Joyce Southard	N	0

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63	WEAR 4990 Mobile Highway Pensacola, Florida 32506 Phone : (850) 266-6346 Email : vdmasey@sbgvtv.com Valerie Massey	N	3
64	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
65	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
66	Word of Mouth Referral	N	7
67	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
68	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>70</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/20/2021	Participation in events or programs sponsored by educational institutions	We had a current student from the University of West Florida spend the day with our News Director, Kimberly Wyatt as part of an assignment. She was provided live insight on writing and producing a newscast. Kim shared the importance of security and ethics in journalism, along with job opportunities with Sinclair.	1	News Director
2	11/18/2021	Participation in events sponsored by organizations representing the community	The Florida Public Relations Association invited Kimberly Wyatt, WEAR News Director to speak before a large group of PR and Communication Managers. She provided information on how to contact WEAR-TV, what type of stories we are looking for and provided information on jobs in the industry and with the station, and how to view / apply to our openings.	1	News Director
3	1/25/2022	Participation in events sponsored by organizations representing the community	Laura Hussey, Morning Anchor, spoke to the Greater FWB Chamber Women Connect luncheon about her career at WEAR and how we can all thrive despite professional setbacks. She also talked about the career opportunities within Sinclair and WEAR for women, and how to view our open opportunities.	1	Morning Anchor
4	5/23/2022	Provision of training to management	The Director of Talent Acquisition for the Company spoke on a panel at the Media Finance Focus conference in Tampa, FL. The topic was "Lessons in Leadership: How to Survive the Great Resignation". She and two others on the panel spoke about how to attract and keep a diverse staff through a period of high turnover. As broadcasters we are required certain outreach initiatives to maintain licenses and now these steps are even more essential in attracting prospective employees. Topics discussed were marketing and utilizing broad outreach to diversify your candidate pool, compensation/ benefits, job postings, selling their opportunities, and learning about new changes to talent acquisition tricks.	2	Director, Talent Acquisition Regional Controller

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5	7/7/2022	Participation in events sponsored by organizations representing the community	Our Meteorologists, News Anchor, and Multimedia Journalist hosted a station tour for the Jubilee Youth Service & Leadership Academy on July 7th. They spoke about broadcasting, careers in the industry, careers with the station and with Sinclair, and what it takes to work in this industry. They showed them the station and all facets to the station.	4	Chief Meteorologist Meteorologist II News Anchor II Multimedia Journalist I
6	7/19/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist and the Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed, and collected resumes as well as 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	Sr. Employment Specialist Employment Coordinator
7	8/3/2022	Participation in Job Fairs	Sinclair's SVP of News, News Recruiter, several News Managers and News employees represented all Sinclair News stations at the 2022 NABJ convention/career expo. They met with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who met with Sinclair during the career fair were followed up with and interviews were set up where applicable.	3	News Recruiter Group News Director SVP of News