

WEAR WFGX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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	1-13, 15, 20-31, 33, 35-41, 43-46, 48-49, 51-62, 64-65	23
News Producer	1-13, 15-16, 18, 20-22, 24-31, 33-41, 43-46, 48-49, 51-62, 64-65	34
Morning Meteorologist	1-15, 20-22, 24-33, 35-41, 43-46, 48-62, 64-65	49
Master Control Operator	1-5, 7, 9-13, 15-16, 20-22, 24-31, 33-41, 43-46, 48-49, 51-62, 64-65	34
News Anchor / Reporter	1-5, 7, 10-16, 20-22, 24-33, 35-41, 43-46, 48-62, 64-65	49
Multimedia Journalist (MMJ)	1-5, 7, 9-15, 19-22, 24-38, 40-41, 43-46, 48-52, 54-62, 64-65	19
Newscast Producer	1-5, 7, 9-13, 15, 17, 20-22, 24-31, 33-38, 40-41, 43-46, 48-49, 51-52, 54-65	17
Newscast Producer	1-5, 7, 9-13, 15, 17, 20-22, 24-31, 33-38, 40-41, 43-46, 48-49, 51-52, 54-65	34
Newscast Producer	1-5, 7, 9-13, 15, 17, 20-22, 24-31, 33-38, 40-41, 43-46, 48-49, 51-52, 54-65	63
General Assignment Reporter	1-5, 7, 9-15, 20-22, 24-38, 40-41, 43-46, 48-52, 54-62, 64-65	34
Master Control Operator	1-5, 7, 9-13, 15, 20-31, 33, 35-38, 40-41, 43-46, 48-49, 51-52, 54-62, 64-65	23
Creative Services Producer	1-5, 7, 9-13, 15, 20-22, 24-33, 35-38, 40-41, 43-46, 48-52, 54-62, 64-65	60
Technical Director	1-2, 4-5, 7, 9-13, 15, 18, 20-22, 24-31, 33, 35-38, 40-49, 51-52, 54-62, 64-65	18
Technical Director	1-2, 4-5, 7, 9-13, 15, 18, 20-22, 24-31, 33, 35-38, 40-49, 51-52, 54-62, 64-65	49
Local Sales Assistant	1-2, 4-5, 7, 9-13, 15, 20-22, 24-31, 33-38, 40-49, 51-52, 54-62, 64-65	34

WEAR WFGX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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@sbgstv.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 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 : 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@sbgstv.com Evelyn Tucker	N	0
6	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0

WEAR WFGX
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October 1, 2022 - September 30, 2023

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7	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : kbordell@asu.edu Karen Bordeleau	Y	0
8	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
9	Bethune Cookman University 640 Dr Mary McLeod Bethune Blvd Daytona Beach, Florida 32114 Phone : 386-481-2143 Anthony Owens Manual Posting	N	0
10	Bishop State Community College 351 North Broad Street Mobile, Alabama 36003 Phone : 251-405-7000 Email : jwomack@bishop.edu Juliette Womack	N	0
11	California Chicano News Media 3800 S. Figueroa Street Los Angeles, California 90037 Email : sylvia@cnma.org Sylvia Wells	N	0
12	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
13	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0

WEAR WFGX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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14	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
15	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-2980 Email : gb2219@columbia.edu Gina Boubion	Y	0
16	Current Employee	N	3
17	Current Employee - Transfer/Promotion	N	1
18	Current Employee/Internal Promotion	N	2
19	Current Intern	N	1
20	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
21	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Email : brownjo@ecu.edu John Brown	N	0
22	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
23	Employee Referral	N	2

WEAR WFGX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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24	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
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	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
29	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
30	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0

WEAR WFGX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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31	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
32	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
33	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
34	Indeed.com - Not Directly Contacted by SEU	N	7
35	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
36	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
37	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

WEAR WFGX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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38	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	2
39	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 Prong 2 Ended Date: 11/21/2022	N	0
40	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
41	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
42	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
43	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

WEAR WFGX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California Email : info@nhmc.org Alejandra Valenzuela	N	0
45	Norfolk State University, Dept of Mass Comm & Journalism 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : tatwater@nsu.edu Paula Briggs Ph.D.	N	0
46	North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
47	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
48	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
49	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page	N	9

WEAR WFGX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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50	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
51	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
52	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
53	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
54	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
55	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0

WEAR WFGX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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56	University of Mobile Career Services Center 5735 College Pkwy Mobile, Alabama 36613 Phone : 251-442-2877 Email : success@umobile.edu Brenda Davis	N	0
57	University of South Alabama 307 University Blvd Mobile, Alabama 36688 Phone : 251-460-6188 Url : http://www.southalabama.edu/careerservices Career Services Manual Posting	N	0
58	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	0
59	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
60	WEAR 4990 Mobile Highway Pensacola, Florida 32506 Phone : (850) 266-6346 Email : vdmasey@sbgstv.com Valerie Massey	N	1
61	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

WEAR WFGX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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62	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
63	Word of Mouth Referral	N	1
64	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
65	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:			29

WEAR WFGX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/5/2022	Participation in events or programs sponsored by educational institutions	Sue Straughn, News Anchor participated in Career Day at Pine Forest High School. She spent three hours sharing with students the various careers available in television. She stressed the educational foundation being laid for them in high school and courses that might best prepare them.	1	Anchor
2	11/10/2022	Participation in Job Fairs	Brandi Proctor, Sinclair's News Recruiter, represented all of Sinclair Broadcast Group at a Virtual Career Fair with Penn State University. She met with students one on one, and discussed their interest in Sinclair Broadcast Group, and the potential opportunities we offer in the television industry. She discussed the different avenues and careers in the broadcast industry, and how to meet your career goals. She connected with the students on LinkedIn, and provided her contact information, as well as directed them to our Careers Page to check out all of our open opportunities.	1	News Recruiter
3	11/15/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist represented all of Sinclair Broadcast Group at a Career Discussion with Elizabeth City State University. The topic of discussion was Professional Development, and Career Opportunities. She met virtually with a class and discussed career opportunities within Sinclair, and competencies for career readiness with the company. She also provided information on how to apply, and how to search our openings on our Careers Page. All students were given contact information, and a presentation with an overview of Sinclair.	1	Sr. Employment Specialist
4	2/14/2023	Participation in events or programs sponsored by educational institutions	Pensacola State College -Celebration of African Dispora. kelsey Coffey served as keynote speaker- centered around the growth of black american journalism and the ability to be a storyteller as a possible career.	1	News Reporter

WEAR WFGX
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5	2/22/2023	Participation in events or programs sponsored by educational institutions	Kelsey Coffey -Media reporter participated in a Career Day program for the West Florida high school. She spoke about having a career into the broadcasting industry. Kelsey also provided students with information around college majors and general subjects needed in order to make reporting/ journalism a career.	1	News Reporter

WEAR WFGX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	4/30/2023	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 as of April 2023 was \$115,080.16. Eleven (11) scholarships were awarded during 2022.</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

WEAR WFGX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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7	8/2/2023	Participation in Job Fairs	Regional HR Manager, Katelyn Colon, represented Sinclair News stations within her region, including Pensacola/Mobile, at the 2023 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.	1	Regional HR Manager
8	8/17/2023	Participation in events sponsored by organizations representing the community	Studio Manager, Jack Canavan conducted a station tour for Leadership Santa Rosa. This group of 28, learned about careers in the television industry and got briefed on our new automated production control room. They watched the production of Channel 3 Dayside from the studio and production control.	2	Studio Manager Anchor