

**WSBT**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 - March 31, 2020**

**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
Master Control Operator	1, 3-4, 6, 11, 13-19, 21-28, 30-34, 38-43, 45-46	11
Master Control Operator	1, 3-4, 6, 11, 13-19, 21-28, 30-34, 38-43, 45-46	19
Master Control Operator	1, 3-4, 6, 11, 13-19, 21-28, 30-34, 38-43, 45-46	19
Master Control Operator	1, 3-4, 6, 11, 13-19, 21-28, 30-34, 38-43, 45-46	33
Master Control Operator	1, 3-4, 6, 11, 13-19, 21-28, 30-34, 38-43, 45-46	11
Master Control Operator	1, 3-4, 6, 11, 13-19, 21-28, 30-34, 38-43, 45-46	11
Master Control Operator	1, 3-4, 6, 11, 13-19, 21-28, 30-34, 38-43, 45-46	11
Master Control Operator	1, 3-4, 6, 11, 13-19, 21-28, 30-34, 38-43, 45-46	19
News Producer	1, 3-7, 11, 13-19, 21-34, 37-43, 45-46	11
Creative Services Producer	1-4, 6, 13-28, 30-36, 38-43, 45-46	36
News Photographer	1-4, 6, 8, 10, 13-28, 30-35, 38-43, 45-46	10
News Photographer	1-4, 6, 8, 10, 13-28, 30-35, 38-43, 45-46	19
Sports Multimedia Journalist	1-6, 11, 13-43, 45-46	11
Inventory Specialist	1-4, 6, 10, 13-28, 30-35, 38-43, 45-46	10
Multimedia Journalist	1-4, 6, 8, 11, 13-28, 30-35, 38-43, 45-46	11
Sports Multimedia Journalist	1-4, 6, 9, 13-28, 30-35, 38-46	9
News Photographer	1-4, 6, 13-28, 30-35, 38-43, 45-46	41
Multimedia Journalist	1-6, 12-21, 23-35, 37-43, 45-46	12
Digital News Producer	1-4, 6, 13-21, 23-28, 30-35, 38-43, 45-46	19
News Producer	1-4, 6, 8, 13-21, 23-28, 30-35, 38-43, 45-46	33
Lifestyle Show Executive Producer	1-6, 9, 12-21, 23-35, 38-43, 45-46	9
Local Sales Assistant	1-4, 6, 11, 13-21, 23-28, 30-35, 38-43, 45-46	11
Newscast Director	1-6, 14-18, 20-21, 23-30, 33-35, 37, 39, 41-43, 45-46	33

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Digital Marketing Coordinator	1-4, 6, 14-21, 23-28, 30, 33-35, 39, 41-43, 45-46	26
News Producer	1-4, 6, 10, 14-18, 20-21, 23-28, 30, 33-35, 39, 41-43, 45-46	10

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	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
2	Bethel University 1001 W McKinley Ave Mishawaka, Indiana 46545 Phone : 574-807-7000 Url : https://www.bethel.edu Email : career.development@betheluniversity.edu Elizabeth McLaughlin	N	0
3	Butler University 770 W Hampton Dr Indianapolis, Indiana 46208 Phone : 800-368-6852 Url : https://www.butler.edu/ Email : career@butler.edu Maggie McGlynn	N	0
4	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
5	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Columbia College 600 S Michigan Chicago, Illinois 60605 Phone : 573-875-8700 Url : http://www.ccis.edu/ Email : careercenter@bsu.edu Doug Bonner	N	0
7	Corporate Recruiter	N	1
8	Current Employee	N	3
9	Current Employee - Transfer/Promotion	N	2

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10	Current Employee/Internal Promotion	N	3
11	Employee Referral	N	13
12	Former Employee	N	2
13	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Sinclair SilkRoad Source	N	0
14	Goodwill Industries of Michiana, Inc PO Box 3486 South Bend, Indiana 46619 Phone : 574-472-7300 Url : <a href="http://www.goodwill-ni.org/">http://www.goodwill-ni.org/</a> Email : <a href="mailto:vkubisiak@goodwill-ni.org">vkubisiak@goodwill-ni.org</a> Verna Kubisiak	N	0
15	Goshen College 1700 S Main St Goshen, Indiana 46526 Phone : 574-536-7000 Url : <a href="https://www.goshen.edu/">https://www.goshen.edu/</a> Email : <a href="mailto:careerserv@goshen.edu">careerserv@goshen.edu</a> Stuart Showalter	N	0
16	Hire A Hero PO Box 6808 Morango, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
17	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
18	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	Y	0

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19	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Sinclair SilkRoad Source	N	21
20	Indiana Broadcasters Association 3003 E 98th Street Suite 161 Indianapolis, Indiana 46280 Phone : 317-573-0119 Url : <a href="http://www.indianabroadcasters.org">www.indianabroadcasters.org</a> Gwen Piening Manual Posting	N	0
21	Indiana State University 200 North 7th St Terra Haute, Indiana 47809 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
22	Indiana University Alumni Association 1700 Mishawaka Ave South Bend, Indiana 46634 Phone : . Email : <a href="mailto:careers@alumni.iu.edu">careers@alumni.iu.edu</a> Career Services	N	0
23	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
24	Ivy Tech College 220 Dean Johnson Blvd South Bend, Indiana 46601 Phone : 574-289-7001 Url : <a href="https://www.ivytech.edu/north-central/">https://www.ivytech.edu/north-central/</a> Email : <a href="mailto:sbens@ivytech.edu">sbens@ivytech.edu</a> Sandra Beans	N	0
25	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	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
26	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> Laura Rehn	N	3
27	Marion Technical College 1467 Mount Vernon Marion, Ohio Phone : 740-389-4636 Url : <a href="http://www.mtc.edu/">http://www.mtc.edu/</a> Email : <a href="mailto:employment@mtc.edu">employment@mtc.edu</a> Joel Liles	N	0
28	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
29	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
30	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30302 Phone : 202-463-8970 Url : <a href="http://nabob.org/">http://nabob.org/</a> Email : <a href="mailto:lojelks@aol.com">lojelks@aol.com</a> Lo Jelks	N	0
31	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Sinclair SilkRoad Source	N	0

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32	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Sinclair SilkRoad Source	N	0
33	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> Sharon Pickeral	N	11
34	South Bend Community Schools 215 S St. Joseph St South Bend, Indiana 46601 Phone : 574-283-8000 Url : <a href="https://www.edline.net/pages/southbendcsc">https://www.edline.net/pages/southbendcsc</a> Email : <a href="mailto:pkollar@sbcsc.k12.in.us">pkollar@sbcsc.k12.in.us</a> Pam Kollar	N	0
35	St. Mary's College 164 LeMans Hall Notre Dame, Indiana 46556 Phone : 574-284-4000 Url : <a href="https://www.saintmarys.edu/">https://www.saintmarys.edu/</a> Angela Bryant Manual Posting	N	0
36	Station Website	N	2
37	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
38	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Broadbean Source	N	0

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39	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@sbgstv.com">sbgresumes@sbgstv.com</a> Andrea Siegle	N	0
40	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Sinclair SilkRoad Source	N	0
41	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	3
42	University of Notre Dame 100 Eck Center Notre Dame, Indiana 46556 Url : <a href="http://www.careerlink.com">http://www.careerlink.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Cathy Dale	N	0
43	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0
44	Word of Mouth Referral	N	1
45	WVUT, Vincennes University 1200 N Second St Vincennes, Indiana 47591 Phone : 812-888-4345 Url : <a href="http://wvut.org/">http://wvut.org/</a> Email : <a href="mailto:ncarie@vinu.edu">ncarie@vinu.edu</a> Nichole Carie	N	0



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46	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>66</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	4/9/2019	Participation in Job Fairs	The Corporate Employment Coordinator, and local station HR Coordinator represented all Sinclair locations at the job fair hosted by the Broadcast Education Association on April 9th, 2019, in coordination with the April 2019 NAB Show, in Las Vegas, NV. They met with potential candidates and reviewed resumes, tapes, discussed current job vacancies and future job opportunities/possibilities at the locations across the country. All candidates who visited the booth are followed-up with for relevant positions, including current and future job inquiries when applicable.	2	Corporate Employment Coordinator Station HR Coordinator
2	4/23/2019	Participation in events sponsored by community groups	Each Year Goodwill Industries of Michiana Host their annual Little Black Dress Fashion show. On April 23, 2019 Leanne Tokars, Bob Montgomery and Cari Puegeot all participated in the fashion show.	3	Anchor Meteorologist Anchor
3	5/5/2019	Participation in events sponsored by community groups	Blossom time Parade Hosts Todd Connor and Jennifer Copeland host the annual Blossomtime Parade which feature the Miss Blossomtime scholarship winners	2	anchor anchor
4	5/9/2019	Participation in events sponsored by community groups	Go Red For Women Luncheon 5-9-2019 Todd Connor, Dayne Marae, Participated in while Bob Montgomery, and Leanne Tokars emceed the May 9th Go Red For Woman Luncheon	4	Anchor Anchor Anchor Anchor
5	5/17/2019	Participation in events sponsored by community groups	Jennifer Copeland spreads awareness of seat belt safety with local law enforcement's click it or ticket program	1	Anchor
6	6/30/2019	Participation in events sponsored by community groups	On June 30th 2019 Anchor Reporter Kristin Bien Emceed the St Joe County Fair scholarship pageant.	1	Anchor/Reporter

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7	8/7/2019	Participation in Job Fairs	Description: The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Miami, FL August 7 – 9th, 2019. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	3	Employment Manager News Training and Development News Talent Manager
8	10/4/2019	Participation in events sponsored by community groups	Each Year the Youth Service Bureau hosts the over the edge fundraiser to spread awareness concerning the needs of youth in our Community Our WSBT Anchor Jennifer Copeland participated by propelling off the side of a downtown South Bend office building	1	Anchor
9	10/14/2019	Participation in events or programs sponsored by educational institutions	Abby Weppler Visited Christ The King School To Teach The 2nd graders about Weather.	1	meteorologist
10	11/13/2019	Participation in events sponsored by community groups	Bob Montgomery emceed the South Bend Alumni Association Hall of Fame Induction Ceremony	1	Anchor
11	11/14/2019	Participation in other activities designed by the station employment unit	Twenty Students pursuing a career in Television/Broadcast from Goshen College in Goshen, IN visited WSBT TV and Met with Promotions Manager Scott Leiter to see first hand and learn more about Broadcast and see an actual TV station in action.	1	Promotions Manager
12	11/26/2019	Participation in events sponsored by community groups	Each Thanksgiving The Salvation Army hosts the Angel Tree to help Families in need. Kristin Bien, Leanne Tokars and Bob Montgomery Spent a few hours helping out at the University Park Mall	3	Anchor Anchor/Reporter Anchor

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13	2/20/2020	Participation in events or programs sponsored by educational institutions	<p>Students at Jimtown Intermediate were getting in some reading</p> <p>I Love to Read is a program to promote reading! Teachers register their classroom to participate. The I Love to Read 2020 Challenge runs from February 1 through February 29, 2020. Students track the minutes they spend reading during the month of February and compete for prizes!</p>	1	Anchor