

WSBT
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 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
News Producer	4, 6-7, 9, 12, 15, 18-19, 21-24, 27-28, 31-33, 35-37, 40, 44-46, 50-51, 53-54, 57-58	35
Multimedia Journalist (MMJ)	2, 4, 6, 8-13, 15-16, 18-23, 25, 27-29, 31-38, 40, 42, 44-46, 48-51, 53-54, 56- 58	44
Multimedia Journalist (MMJ)	2, 4, 6, 8-13, 15-16, 18-23, 25, 27-29, 31-38, 40, 42, 44-46, 48-51, 53-54, 56- 58	44
Master Control Operator	2, 4, 6, 9-10, 12, 15-23, 25-29, 31-38, 40, 42, 44-46, 49-51, 53-54, 56, 58	26
Master Control Operator	2, 4, 6, 9-10, 12, 15-23, 25-29, 31-38, 40, 42, 44-46, 49-51, 53-54, 56, 58	26
Marketing Consultant	2, 4, 6, 9-10, 12, 15-16, 18-23, 25, 27- 29, 31-38, 40, 42, 44-46, 49-51, 53-59	44
Photographer	2, 4, 6, 9-12, 15-16, 18-23, 25, 27-29, 31-38, 40, 42, 44-51, 53-59	47
Digital Sales Assistant	2, 4, 6, 9-10, 12, 14-16, 18-19, 21-23, 25, 27-29, 31-38, 40, 42, 44-46, 49-51, 53-59	14
Multimedia Journalist (MMJ)	2, 4, 6, 9-12, 15-19, 21-23, 25, 27-29, 31, 33-38, 40, 42, 44-46, 48-51, 53, 55- 59	51
Local Sales Assistant	2, 4, 6, 9-10, 12, 15-16, 18-19, 21-23, 25, 27-29, 31-38, 40, 42, 44-46, 49-51, 53, 55-59	35
Meteorologist	1-6, 9-12, 15-16, 18-19, 21-23, 25, 27- 29, 31, 33-40, 42, 44-46, 48-53, 55-59	1
Marketing Consultant	2-6, 9-10, 12, 15-19, 21-23, 25, 27-29, 31, 33-40, 42, 44-46, 49-53, 55-59	17
Master Control Operator	2-6, 9-12, 15-16, 18-19, 21-23, 25-29, 31-42, 44-46, 48-53, 55-59	44
Master Control Operator	2-6, 9-12, 15-16, 18-19, 21-23, 25-29, 31-42, 44-46, 48-53, 55-59	26
Master Control Operator	2-6, 9-12, 15-16, 18-19, 21-23, 25-29, 31-42, 44-46, 48-53, 55-59	41
Master Control Operator	2-6, 9-12, 15-16, 18-19, 21-23, 25-29, 31-42, 44-46, 48-53, 55-59	41
Multimedia Journalist (MMJ)	2-6, 9-13, 15-16, 18-19, 21-23, 25, 27- 29, 31-40, 42, 44-46, 48-53, 55-59	13

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Creative Services Producer	2-6, 9-12, 15-16, 18-19, 21-23, 25, 27-40, 42, 44-46, 48-53, 55-59	30
Executive Producer	2-6, 9-10, 12, 15-16, 18-19, 21-23, 25, 27-29, 31-40, 42-46, 49-53, 55-59	43
Multimedia Journalist (MMJ)	2-6, 9-12, 15-16, 18-19, 21-23, 25-29, 31-40, 42, 44-46, 48-53, 55-59	26
News Producer	2-6, 9-12, 15-16, 18-19, 21-23, 25, 27-29, 31-40, 42, 44-46, 48-53, 55-59	35
Regional Sales Assistant	2-6, 9-10, 12, 15-16, 18-19, 21-23, 25, 27-29, 31-40, 42, 44-46, 49-53, 55-59	44
Photographer	2-6, 9-12, 15-16, 18-19, 21-23, 25-29, 31-40, 42, 44-46, 48-53, 55-59	26
Marketing Consultant	2-6, 9-10, 12, 15-16, 18-19, 21-23, 25, 27-29, 31-40, 42, 44-46, 49-53, 55-59	35
Newscast Director	2-6, 9-12, 15-16, 18-19, 21-23, 25, 27-29, 31-42, 44-46, 48-53, 55-59	41
Promotions Producer	2-6, 9-10, 12, 15-16, 18-19, 21-23, 25, 27-29, 31-40, 42, 44-47, 49-53, 55-59	47
Producer/Editor	2-6, 9-10, 12, 15-16, 18-19, 21-23, 25, 27-29, 31-40, 42, 44-46, 49-53, 55-59	44

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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	Agency Referral	N	2
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
3	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgvtv.com Career Planning	N	0
4	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
5	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
6	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
7	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
8	Career Fair	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
9	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	N	0
10	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
11	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
12	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
13	Corporate Recruiter	N	2
14	Current Employee - Transfer/Promotion	N	1
15	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgvtv.com Rob Steward	N	0
16	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
17	Employee Referral	N	3

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18	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
19	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
20	Goodwill Industries of Michiana, Inc PO Box 3486 South Bend, Indiana 46619 Phone : 574-472-7300 Url : http://www.goodwill-ni.org/ Email : careercentermanagers@goodwill-ni.org Career Managers	N	0
21	Goshen College 1700 S Main St Goshen, Indiana 46526 Phone : 574-536-7000 Url : https://www.goshen.edu/ Email : careerserv@goshen.edu Stuart Showalter	N	0
22	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
23	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
24	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	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
25	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
26	Indeed.com - Not Directly Contacted by SEU	N	6
27	Indiana Broadcasters Association 3003 E 98th Street Suite 161 Indianapolis, Indiana 46280 Phone : 317-573-0119 Url : www.indianabroadcasters.org Gwen Piening Manual Posting	N	0
28	Indiana State University 200 North 7th St Terra Haute, Indiana 47809 Email : sbgresumes@sbgstv.com Career Center	N	0
29	Indiana University Alumni Association 1700 Mishawaka Ave South Bend, Indiana 46634 Phone : . Email : ialumni@indiana.edu Career Services	N	0
30	Internet Ad-not directly contacted by SEU	N	1
31	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
32	Ivy Tech College 220 Dean Johnson Blvd South Bend, Indiana 46601 Phone : 574-289-7001 Url : https://www.ivytech.edu/north-central/ Sandra Beans Manual Posting	N	0

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33	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
34	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
35	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	7
36	Marion Technical College 1467 Mount Vernon Marion, Ohio Phone : 740-389-4636 Url : http://www.mtc.edu/ Email : employment@mtc.edu Joel Liles	N	0
37	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
38	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
39	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	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
40	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30302 Phone : 202-463-8970 Url : http://nabob.org/ Email : lojelks@aol.com Lo Jelks	N	0
41	Non-Employee Referral	N	3
42	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
43	Recruiter	N	1
44	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page	N	16
45	South Bend Community Schools 215 S St. Joseph St South Bend, Indiana 46601 Phone : 574-283-8000 Url : https://www.edline.net/pages/southbendcsc Email : pkollar@sbcsc.k12.in.us Pam Kollar	N	0
46	St. Mary's College 164 LeMans Hall Notre Dame, Indiana 46556 Phone : 574-284-4000 Url : https://www.saintmarys.edu/ Angela Bryant Manual Posting	N	0
47	Station Website	N	2
48	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

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49	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
50	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
51	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	2
52	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
53	University of Notre Dame 100 Eck Center Notre Dame, Indiana 46556 Url : http://www.careerlink.com Email : sbgresumes@sbgstv.com Cathy Dale	N	0
54	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	N	0
55	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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56	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
57	WVUT, Vincennes University 1200 N Second St Vincennes, Indiana 47591 Phone : 812-888-4345 Url : http://wvut.org/ Email : ncarie@vinu.edu Nichole Carie	N	0
58	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
59	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:			47

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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	Ongoing Event	Provision of training to management	<p>SBG, Inc. and its stations 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 are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.</p> <p>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 harassment. Newly hired managers and supervisors take web-based training courses titled "Business Ethics" and "Workplace Harassment Prevention for Manager Version 3.0" and all newly hired employees complete "Workplace Harassment Prevention for Employees and "Business Ethics" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	12	HR Coordinator Business Manger VP General Manager News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	4/14/2021	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at Hampton University as a Corporate Recruiter. Sinclair was invited to attend Hampton University's Scripps Howard School of Journalism and Communication Virtual Career Fair to meet with students and faculty. Our Corporate Employment Coordinator started the session by giving a 10-minute presentation about Sinclair and wrapped up by showing corporate and station employment opportunities at Sinclair. Our Corporate Employment Coordinator then sat in a breakout room where students asked questions about Sinclair and potential career opportunities. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. Candidate information and resumes were also collected by our Corporate Recruiter via LinkedIn to further assist with potential placement.	1	Employment coordinator
3	4/28/2021	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the G.I Jobs Virtual Career Expo. 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 veterans, and their families 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 Job Fairs	The Corporate Employment Specialists 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 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.	3	Employment Specialist Employment Specialist Employment Coordinator
5	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

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6	10/20/2021	Participation in Job Fairs	The Corporate Employment Specialist and 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 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 coordinator
7	11/2/2021	Participation in Job Fairs	The Corporate 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	Employment Specialist

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8	2/24/2022	Participation in Job Fairs	Dena Blakely represented all Sinclair Broadcast Group at the Central Methodist Virtual Career Expo. Dena met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. Dena spoke with students about 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 at sbgi.net/careers .	1	BM/HR Manager
9	3/3/2022	Participation in Job Fairs	Dena Blakely represented all Sinclair Broadcast Group at the Columbia College Virtual Career Expo. Dena met virtually with potential candidates and information them on future job openings across the company. Dena also spoke with students about 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 at sbgi.net/careers .	1	BM/HR Managet
10	Ongoing Event	Participation in other activities designed by the station employment unit	On air spot for recruitment WSBT looks for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer to job opportunities we may have. If your organization would like to be informed of open positions please call us at 574-233-3141. WSBT, is an Equal Opportunity Employer and we encourage minorities and females to apply to our open positions.	1	HR Coordinator

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11	3/18/2022	Participation in Job Fairs	Shirlee Wolff and Dena Blakely represented all of Sinclair Broadcast Group at the University of Missouri-St. Louis Virtual Career Expo. They met virtually with 13 potential candidates to inform them on current and future job openings across the company. They also spoke with students about 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 at sbg.net/careers .	2	BM/HR Manager Administrative Assistant