

**WSBT**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - March 31, 2021**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Regional Sales Assistant	4, 6-8, 10, 12, 14, 17-21, 23-30, 32-35, 39-44	14
Marketing Consultant	4, 6-8, 10, 16-21, 23-30, 32-35, 39-44	33
News Producer	4, 6-8, 10, 17-30, 32-35, 39-44	22
News Producer	4, 6-8, 10, 17-30, 32-35, 39-44	22
Sports Anchor - Reporter (Weekends)	1, 4, 6-10, 12, 14, 16-21, 23-30, 32-35, 37, 39-44	1
Photographer	4, 6-8, 10, 14, 16, 18-21, 23-30, 32-35, 39-44	14
News Producer	4, 6-8, 10-11, 15-16, 18-21, 23-30, 32- 36, 39-44	36
Photographer	4, 6-8, 10, 13, 15-16, 18-21, 23-30, 32- 35, 39-44	28
Photographer	4, 6-8, 10, 13, 15-16, 18-21, 23-30, 32- 35, 39-44	13
Photographer	4, 6-8, 10, 13, 15-16, 18-21, 23-30, 32- 35, 39-44	28
Marketing Consultant	4, 6-8, 10, 15-16, 18-21, 23-30, 32-35, 39-44	33
Master Control Operator	2-8, 10, 14-16, 18-21, 23-35, 38-45	14
Marketing Consultant	2-8, 10, 15-16, 18-21, 23-35, 38-45	23
Digital Sales Coordinator	2-8, 10, 15-16, 18-20, 23-35, 38-45	28

**WSBT**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - March 31, 2021**

**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	Agency Referral	N	1
2	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
3	Albany State University 504 College Dt Albany, Georgia 31705 Url : <a href="http://www.asurams.edu">www.asurams.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Planning	N	0
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Mike Wong	Y	0
5	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : <a href="http://www.benedict.edu">www.benedict.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
6	Bethel University 1001 W McKinley Ave Mishawaka, Indiana 46545 Phone : 574-807-7000 Url : <a href="https://www.bethel.edu">https://www.bethel.edu</a> Email : <a href="mailto:career.development@betheluniversity.edu">career.development@betheluniversity.edu</a> Elizabeth McLaughlin	N	0
7	Butler University 770 W Hampton Dr Indianapolis, Indiana 46208 Phone : 800-368-6852 Url : <a href="https://www.butler.edu/">https://www.butler.edu/</a> Email : <a href="mailto:career@butler.edu">career@butler.edu</a> Maggie McGlynn	N	0

**WSBT**  
**EEO PUBLIC FILE REPORT**

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8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Aaron Brumfield	N	0
9	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
10	Columbia College 600 S Michigan Chicago, Illinois 60605 Phone : 573-875-8700 Url : <a href="http://www.ccis.edu/">http://www.ccis.edu/</a> Email : <a href="mailto:careercenter@bsu.edu">careercenter@bsu.edu</a> Doug Bonner	N	0
11	Corporate Recruiter	N	1
12	Current Employee	N	2
13	Current Employee/Internal Promotion	N	1
14	Employee Referral	N	4
15	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
16	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : <a href="http://www.gijobs.com">www.gijobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> R. Brandt	N	0
17	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:careercentermanagers@goodwill-ni.org">careercentermanagers@goodwill-ni.org</a> Career Managers	N	0

**WSBT**  
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April 1, 2020 - March 31, 2021

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	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
19	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  Prong 2 Ended Date: 12/31/2020	N	0
20	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:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Carol Dudley	Y	0
21	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
22	Indeed.com - Not Directly Contacted by SEU	N	2
23	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	1
24	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

**WSBT**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - March 31, 2021**

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

<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>
25	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
26	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
27	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
28	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	6
29	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
30	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

**WSBT**  
**EEO PUBLIC FILE REPORT**

April 1, 2020 - March 31, 2021

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31	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
32	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
33	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgnet.net">http://www.sbgnet.net</a> Email : <a href="mailto:employment@sbgvtv.com">employment@sbgvtv.com</a> Career Page	N	3
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	1
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

**WSBT**  
**EEO PUBLIC FILE REPORT**

April 1, 2020 - March 31, 2021

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38	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@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
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	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	1
41	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
42	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
43	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
44	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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45	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : <a href="http://www.xula.edu">www.xula.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>23</b>



**WSBT**  
**EEO PUBLIC FILE REPORT**  
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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	7/8/2020	Participation in Job Fairs	The Corporate Sr. Employment Manager, 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.	4	Sr Employment Manager News Talent Manager Employment Specialist Director News Training
2	10/7/2020	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at Towson University as a Corporate Recruiter. He was invited to sit on a Human Resources professional panel where he met virtually with Professor Flores' BUSX 460 class. Here he spoke about corporate and station employment opportunities within the Broadcast industry at Sinclair. He answered students questions about his experience working with Sinclair as well as his experience working in HR and within the Broadcast industry as a whole. Our Corporate Recruiter spoke with students currently enrolled at Towson University 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. Candidate information and resumes were also collected by our Corporate Recruiter via LinkedIn to further assist with potential placement.	1	Recruiting Coordinator

**WSBT**  
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	<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>
3	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
4	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