

WKEF
EEO PUBLIC FILE REPORT
June 1, 2023 - May 31, 2024

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
Promotions Producer	1-5, 8-10, 12-18, 20-32, 34-43, 45-55	21
Master Control Operator	1-5, 8-18, 20, 22-32, 34-43, 45-55	11
Multimedia Journalist (MMJ)	1-5, 8-20, 22-31, 33-55	11
Marketing Consultant	1-5, 8-18, 20, 22-31, 33-36, 38-43, 45-55	11
Master Control Operator	1-5, 8-10, 12-18, 20-31, 33-36, 38-43, 45-55	21
Multimedia Journalist (MMJ) I	1-5, 8-10, 12-20, 22-31, 33-36, 38-55	42
Multimedia Journalist (MMJ) I	1-5, 8-10, 12-20, 22-31, 33-36, 38-55	29
News Producer	1-5, 8-20, 22-31, 33-36, 38-55	29
News Producer	1-5, 8-20, 22-31, 33-36, 38-55	11
Master Control Operator	1-5, 8-10, 12-18, 20-31, 33-36, 38-43, 45-55	21
News Producer	1-5, 7-10, 12-18, 20, 22-31, 33-36, 38-43, 45-55	7
Broadcast Engineer	1-6, 8-10, 12-18, 20-31, 33-36, 38-43, 45, 47-55	6
Master Control Operator	1-5, 8-18, 20-31, 33-36, 38-43, 45, 47-55	21

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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	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
2	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
3	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	N	0
4	Central State University P.O. Box 1400 Wilberforce, Ohio 45384 Phone : 937-376-6348 Url : http://www.centralstate.edu/index.php Email : careerservices@centralstate.edu Breana Smith	N	0
5	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
6	Current Employee - Transfer/Promotion	N	1
7	Current Employee/Internal Promotion	N	1
8	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgvtv.com Rob Steward	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
9	Educational Opportunity Center 1133 S Edwin C. Moses Blvd Suite 380 Dayton, Ohio 45417 Phone : 937-223-5074 Teria Jewett Manual Posting	N	0
10	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
11	Employee Referral	N	5
12	First Baptist Church 8870 East State Route 57 New Carlisle, Ohio 45344 Phone : 845-1211 Jeff Christmas Manual Posting	N	0
13	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
14	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
15	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0

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16	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
17	Hocking College 3301 Hocking Pkwy Nelsonville, Ohio 45764 Email : reynoldsd22689@hocking.edu Danita Reynolds	N	0
18	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
19	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
20	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
21	Indeed.com - Not Directly Contacted by SEU	N	5
22	International College of Broadcasting 6 S. Smithville Road Dayton, Ohio 45431 Phone : 937-258-8251 Email : kimberly.ison@icb.edu Fax : 1-937-258-8714 Gary Doster	N	0

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23	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
24	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
25	Kent State University 800 E Summit St Kent, Ohio 44240 Phone : . Url : www.kent.edu Email : sbgresumes@sbgstv.com Career Center	N	0
26	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
27	Lawrence Technical University 19900 West 9 Mile Road Southfield, Michigan 48075 Phone : .248-204-4107 Jim Ritz Manual Posting	Y	0
28	Leadership Institute 1101 North Highland Arlington, Virginia 22201 Phone : 703-247-2000 Url : http://conservativejobs.com Fax : 1-703-247-2001 Denise Chaykun	N	0

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29	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	7
30	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
31	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
32	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : nab@nab.org Career Services	N	0
33	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
34	National Black MBA Association - Dayton Chapter P.O. Box 3709 Dayton, Ohio 45401-3709 Phone : 937-285-0013 Url : www.nbmbaa.org Career Services Manual Posting	N	0
35	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Ohio Association of Broadcasters 17 S. High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Email : cmerritt@oab.org Christine Merritt	N	0
37	Ohio Means Jobs 1111 S Edwin C. Moses Blvd Dayton, Ohio 45422 Phone : 937-225-6135 Aminah Costner Manual Posting	N	0
38	Ohio Media School 6703 Madison Road Cincinnati, Ohio 45227 Phone : 513-342-3512 Email : apowell@beonair.com Alex Powell	Y	0
39	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
40	Ohio State University 281 W Lane Ave Columbus, Ohio 43210 Email : sbgresumes@sbgvtv.com Career Center	N	0
41	Ohio University Baker Career Center Athens, Ohio 45701 Email : sbgresumes@sbgvtv.com Career Center	N	0
42	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Career Page	N	7

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43	Sinclair Community College 444 West Third Street Dayton, Ohio 45402 Phone : 937-512-3470 Christine Yancey Manual Posting	Y	0
44	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
45	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
46	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle Prong 2 Ended Date: 12/31/2023	N	0
47	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
48	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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49	University of Dayton 300 College Park Dayon, Ohio 45469 Phone : 937-229-2045 Url : http://www.udayton.edu/careerservices Eileen Plummer Manual Posting	N	0
50	Volunteers of America of Greater Ohio 4100 W. Third Street Bldg 400 Dayton, Ohio 45428 Phone : 937-253-9610, ext 1459 Email : info@voago.org Greg Tucker	Y	0
51	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
52	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
53	WKEF / WRGT website 45 Broadcast Plaza Dayton, Ohio 45417 Phone : 937-263-4500 Url : http://www.fox45now.com Email : aerickso@sbgvtv.com Amy Erickson	N	0
54	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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55	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			26

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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	8/2/2023	Participation in Job Fairs	WKEF-TV Reporter/Weekend Anchor, Mamie Bah, attended the 2023 NABJ convention/career expo. Mamie, along with other news employees represented all Sinclair News Stations. She met with potential candidates and reviewed resumes and tapes for current and future job openings across the company.	1	Reporter/Weekend Anchor
2	8/17/2023	Establishment of an intern program designed to assist members of the community	WKEF ABC22 in Dayton, Ohio hired three summer interns during the period of May 6, 2023 and August 17, 2023. Our first intern was a student from Bowling Green State University studying Meteorology. Our second intern was a student at the University of Dayton who is a communications major and our final intern was a student from Bowling Green State University, who received a Bachelor of Science in Journalism and was hired on January 16, 2024 as a News Producer.	0	
3	8/27/2023	Participation in events sponsored by organizations representing the community	WKEF/WRGT Dayton 24/7 Now participated in the 2023 Families of Addicts (FOA) Rally at Courthouse Square in Dayton, Ohio on August 27, 2023. The purpose of the FOA Rally for Recovery is to unite the people and resources of the Miami Valley, eliminate the stigma associated with addiction and mental health disorders, educate about addiction and mental health disorders, provide information on over 60 resources, and celebrate that people can and do recover. Approximately 1,000 people were in attendance at this annual event. Our Team of five, Betsy Russell, Creative Services Director, Eric Burgasser, Creative Services Producer, Elyse Coulter and Alex King, Anchors and Malena Brown, Multimedia Journalist greeted all who stopped by the WKEF/WRGT booth. There were station promotional items to give away. In addition, there informational sheets on where to find job opportunities within WKEF/WRGT station.	5	Creative Services Director Anchor Anchor Multimedia Journalist

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4	9/23/2023	Participation in events sponsored by organizations representing the community	American Heart Association's Greater Dayton Heart Walk took place on Saturday, September 23, beginning at 8:30 a.m. at Day Air Ballpark in Dayton, Ohio. A signature event of the American Heart Association, the Heart Walk promotes physical activity and healthy living in an environment that's fun for the whole family. All proceeds will go toward funding research and education involving the reduction of heart disease and stroke. Anchor, Adam Aaro was the emcee at this annual event. Creative Services Director, Betsy Russell, Creative Services Producer, Eric Burgasser and Anchor, Nathan Edwards worked the WKEF/WRGT station booth. The team talked to many viewers and walkers at the event. They gave away station promotional items. The WKEF/WRGT booth also had information about how to find out about job opportunities within the Dayton, OH station.	3	Creative Services Director Creative Services Producer Anchor Anchor
5	11/14/2023	Participation in Job Fairs	Main Anchor, Adam Aaro represented WKEF/WRGT station and attended a job fair at The University of Dayton on November 14, 2023. Adam met approximately two dozen students during this two hour event. The students asked questions ranging from internships to job advice. He talked about his career in the broadcast industry and had handouts with information on how to find jobs within the WKEF/WRGT station.	1	Main Anchor

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6	1/18/2024	Participation in events or programs sponsored by educational institutions	Nina Pleri, Executive Producer, and Alli Kozarec, News Producer volunteered to be judges at the Business Professional of America contests and represented WKEF/WRGT. This event was held on January 18, 2024 at Centerville High School. Nina and Alli judged news broadcast productions about a local hero, including a weather hit from three different teams of students and and a podcast from four different teams that talked about the impact of artificial intelligence. The Mission of Business Professionals of America is to develop and empower student leaders to discover their passion and change the world by creating unmatched opportunities in learning, professional growth and service.	2	Executive Producer News Producer
7	4/2/2024	Participation in events or programs sponsored by educational institutions	Adam Aaro, Main Anchor, and Lee Furry, Chief Photographer, visited Central State University in Wilberforce, Ohio on April 2, 2024. About 15 students participated during the hour visit. The discussion centered primarily on a drone and how it's used in storytelling. They also discussed the students' interest in broadcast and communications and how to find jobs within the WKEF/WRGT station.	2	Main Anchor Chief Photographer
8	4/13/2024	Participation in events or programs sponsored by educational institutions	On Saturday, April 13th, 2024, at the University of Dayton, Main Anchor, Adam Aaro participated on a 5-person panel for public relations students. He represented WKEF/WRGT station. The discussion centered around public relations working with the media. Adam answered questions from the audience about searching for jobs, other job-related advice and briefly about his career in broadcasting. The event lasted one hour.	1	Main Anchor

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9	4/18/2024	Participation in events or programs sponsored by educational institutions	On Thursday April 18, 2024 News Director, Rebecca Gulden and Anchor/Reporter, Gwyneth Falloon visited Bowling Green State University. WKEF/WRGT station team spoke to Journalism students, many of whom were getting ready to graduate in May and some in December. Other students were interested in internships. In addition to talking about careers in broadcasting and where to find out about job opportunities within WKEF/WRGT station, Becky and Gwyn watched the final newscast of the year for BG24 News and gave feedback to those who produced, anchored and reported in it.	2	News Director Anchor/Reporter
10	4/30/2024	Participation in scholarship programs	In keeping with promoting diversity in the Broadcast industry as well as promoting broadcasting careers as a whole, WKEF has publicly shared information on their website regarding the Sinclair Diversity Scholarship. This \$5,000 scholarship opportunity is offered to college students from diverse ethnic backgrounds, who are in their sophomore or junior years of a 4-yr college or university, and are pursuing a career in broadcasting, digital, social media, or marketing. There is no specific college major required. By promoting this at the local WKEF/WRGT station level, it will bring visibility to this scholarship at local colleges who may have interested and eligible students.	0	