

WTVZ
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
Regional Marketing Consultant	1-40	10
Digital Sales Coordinator	1-9, 11-16, 18-40	21
Entry Level Marketing Consultant	1-9, 11-40	17

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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	Averett University 420 West Main St Danville, Virginia 24541 Url : http://www.averett.edu Email : tyancey@averett.edu Tia Yancey	N	0
4	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	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	Department of Veterans Affairs 100 Emancipation Dr Hampton, Virginia 23667 Url : http://www.hampton.va.gov Email : vetsuccessonline@vba.va.gov Career Services	N	0
7	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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8	ECPI 555 Greenwich Road Virginia Beach, Virginia 23462 Phone : 7576717171 Ext 55356 Url : www.ecpi.edu Email : pmirani@ecpi.edu Fax : 1-757-557-0449 Pat Mirani	N	0
9	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
10	Employee Referral	N	2
11	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
12	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
13	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
14	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0

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15	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
16	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
17	Indeed.com - Not Directly Contacted by SEU	N	2
18	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
19	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
20	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
21	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	2

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22	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
23	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
24	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
25	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
26	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
27	Regent University 1000 Regent University - Comm 2 Virginia Beach, Virginia 23464 Url : http://www.regent.edu Email : career.resources@regent.edu Career Center	N	0
28	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page	N	3

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29	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
30	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
31	Thomas Nelson Community College PO Box 9407 Hampton, Virginia 23670 Url : http://www.tncc.edu Email : careercenter@tncc.edu Career Center	N	0
32	Tidewater Community College 1700 College Crescent Drive Virginia Beach, Virginia 23456 Url : http://www.tcc.edu Email : bbrock@tcc.edu Babi Brock	N	0
33	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
34	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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35	VA Dept of Rehabilitive Services 8004 Franklin Farms Rd Richmond, Virginia 23229 Phone : (804)-662-7151 Email : David.Leon@dars.virginia.gov David Leon	N	0
36	VA DRS 3248 Academy Avenue - Suites 22-26 Portsmouth, Virginia 23703 Phone : 757-636-1521 Email : Melissa.edmonds@dars.virginia.gov Melissa Edmonds	N	0
37	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
38	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
39	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
40	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:			9

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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	10/17/2023	Participation in Job Fairs	The Manager of Creative Services attended the Old Dominion University job fair on October 17, 2023. She talked with candidates about current openings at the station and how to apply. She also provided information about other jobs within Sinclair providing the website to view other open positions within the company.	1	Manager of creative Services
2	10/20/2023	Participation in Job Fairs	The HR Coordinator attended the Richmond VA Career Expo on October 20, 2023. She talked with candidates about current openings at the station and how to apply. She also provided information about other jobs within Sinclair providing the website to view other open positions within the company.	1	HR Coordinator
3	1/31/2024	Participation in Job Fairs	The HR Coordinator attended Crater Regional Job fair on January 31, 2024. She talked with candidates about current openings at the station and how to apply. She also provided information about other jobs within Sinclair providing the website to view other open positions within the company.	1	HR Coordinator
4	2/13/2024	Participation in Job Fairs	The HR Coordinator attended Liberty University Spring Business & Communication Career fair on February 13, 2024. She talked with candidates about current openings at the station and how to apply. She also provided information about other jobs within Sinclair providing the website to view other open positions within the company.	1	HR Coordinator
5	3/28/2024	Participation in Job Fairs	The HR Coordinator attended the Radio Job fair on March 28, 2024. She talked with candidates about current openings at the station and how to apply. She also provided information about other jobs within Sinclair providing the website to view other open positions within the company.	1	HR Coordinator

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6	5/8/2024	Establishment of training programs for station personnel	<p>Sinclair, 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, Sinclair 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>	1	Creative Services Director