

WPEC / WTVX / WWHB-CA/ WTCN-CA

EEO PUBLIC FILE REPORT

October 1, 2022 - September 30, 2023

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
Human Resources Coordinator	1-7, 9-12, 14, 16, 20-23, 26-33, 35-36, 38, 40-48, 50-54, 56-65, 68-71	1
Broadcast Engineer	2-7, 9-12, 14, 16, 19-23, 26-33, 35, 38, 40-48, 50-54, 56-65, 67, 69-71	19
Business Office Assistant	1-2, 4, 6-7, 9-12, 14, 16, 20-23, 26-33, 35, 38, 40-48, 50-54, 56-65, 67, 69-71	1
Business Manager	1-2, 4, 6-7, 9-12, 14, 16-18, 20-23, 26- 33, 35, 38, 40-48, 50-54, 56-65, 69-71	18
News Producer	2, 4, 6-7, 9-12, 14, 16, 19-23, 26-33, 35 -36, 38-48, 50-54, 56-67, 69-71	53
News Producer	2, 4, 6-7, 9-12, 14, 16, 19-23, 26-33, 35 -36, 38-48, 50-54, 56-67, 69-71	53
News Producer	2, 4, 6-7, 9-12, 14, 16, 19-23, 26-33, 35 -36, 38-48, 50-54, 56-67, 69-71	19
Master Control Operator	2, 4, 6-7, 9-12, 14, 16, 20-23, 25-33, 35 -36, 38, 40-48, 50-54, 56-67, 69-71	36
Master Control Operator	2, 4, 6-7, 9-12, 14, 16, 20-23, 25-33, 35 -36, 38, 40-48, 50-54, 56-67, 69-71	25
Master Control Operator	2, 4, 6-7, 9-12, 14, 16, 20-23, 25-33, 35 -36, 38, 40-48, 50-54, 56-67, 69-71	36
General Assignment Reporter	2, 4, 6-7, 9-14, 16-17, 20-23, 26-38, 40- 48, 50-65, 67, 69-71	37
General Assignment Reporter	2, 4, 6-7, 9-14, 16-17, 20-23, 26-38, 40- 48, 50-65, 67, 69-71	36
Newscast Director	2, 4, 6-7, 9-16, 19-24, 26-36, 38, 40-48, 50-67, 69-71	53
Newscast Director	2, 4, 6-7, 9-16, 19-24, 26-36, 38, 40-48, 50-67, 69-71	24
Newscast Director	2, 4, 6-7, 9-16, 19-24, 26-36, 38, 40-48, 50-67, 69-71	19
News Photographer	2, 4, 6-7, 9-12, 14, 16, 20-23, 26-33, 35 -38, 40-48, 50-54, 56-65, 67, 69-71	37
News Photographer	2, 4, 6-7, 9-12, 14, 16, 20-23, 26-33, 35 -38, 40-48, 50-54, 56-65, 67, 69-71	67
Engineer	2, 4, 6, 9-12, 14, 16-17, 20-23, 26-33, 35-36, 38, 40-48, 50-54, 56-65, 67, 69- 71	36
Digital Content Producer	2, 4, 6-7, 9-12, 14, 16-17, 20-23, 26-33, 35, 38, 40-48, 50-54, 56-65, 67, 69-71	53

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Marketing Consultant	2, 4, 6-7, 9-12, 14, 16, 20-23, 26-33, 35-36, 38, 40-42, 44-48, 50-54, 56-65, 67, 69-71	53
Marketing Associate	2, 4, 6-7, 9-12, 14, 16, 20-24, 26-33, 35, 38, 40-42, 44-54, 56-65, 67, 69-71	24
Assistant News Director	2, 4, 6-7, 9-14, 16-17, 19-23, 26-35, 38, 40-42, 44-48, 50-65, 67, 69-71	19
Newscast Director	2, 4, 6-7, 9-12, 14, 16, 19-23, 26-33, 35, 38, 40-42, 44-48, 50-54, 56-65, 67, 69-71	19
Regional Sales Assistant	2, 4, 6-7, 9-12, 14, 16, 20-23, 26-33, 35, 38, 40-42, 44-48, 50-54, 56-65, 67, 69-71	42
News Photographer	2, 4, 6-7, 9-12, 14, 16, 19-23, 26-33, 35-36, 38, 40-42, 44-48, 50-54, 56-65, 67, 69-71	36
News Photographer	2, 4, 6-7, 9-12, 14, 16, 19-23, 26-33, 35-36, 38, 40-42, 44-48, 50-54, 56-65, 67, 69-71	19
Newscast Director	2, 4, 6-7, 9-12, 14, 16, 20-23, 26-33, 35-36, 38, 40-42, 44-48, 50-54, 56-65, 67, 69-71	53
Digital Content Producer	2, 4, 6-12, 14, 16, 20-23, 26-33, 35-36, 38, 40-42, 44-48, 50-54, 56-64, 66-67, 69-71	8
Director of Sales	2, 4, 6-7, 9-12, 14, 16-17, 20-23, 26-33, 35, 38, 40-42, 44-48, 50-54, 56-64, 67, 69-71	42
Creative Services Producer	2, 4, 6-7, 9-12, 14, 16, 20-23, 26-33, 35, 38, 40-42, 44-48, 50-54, 56-65, 67, 69-71	42

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	3
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
3	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
4	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
5	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
6	BeOnAir National Broadcast and Multimedia School 7955 NW 12 Street Doral, Florida 33126 Phone : 305-676-6494 Email : Allamazares@beonair.com Angel Llamazares	Y	0
7	Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Student Services Daytona Beach, Florida 32114 Phone : 386-481-2143 Email : bonnerd@cookman.edu Davita Bonner	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@sbgstv.com Aaron Brumfield	N	0
10	Central Florida Association of Black Journalists PO Box 745 Orlando, Florida 32801 Email : cfabj1@gmail.com Career Services	N	0
11	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
12	City College-Fort Lauderdale Campus 2000 West Commercial Blvd Fort Lauderdale, Florida 33309 Phone : 954-492-5353 Email : kstaten@citycollege.edu Katrell Spapen	Y	0
13	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
14	Connecticut School of Broadcasting 3450 Northlake Blvd. Ste. 110 Palm Beach Gardens, Florida 33403 Phone : 561-847-4126 Email : csbpalmbeach@gocsb.com Harley Rhodes	N	0
15	Corporate Recruiter	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
16	Creative Jobs Central 324 W. 38th St. Ste. #1002 New York, New York 10018 Phone : 646-202-9538 Url : http://www.creativejobcentral.com Email : livejobsites@gmail.com Cara Silverman	N	0
17	Current Employee	N	8
18	Current Employee - Transfer/Promotion	N	1
19	Current Employee/Internal Promotion	N	6
20	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
21	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
22	Emerson College 100 Beacon Street Boston, Massachusetts Phone : 617-824-8586 Url : http://www.emerson.edu Email : carol_spector@emerson.edu Carol Spector	N	0
23	Emma L. Bowen Foundation For Minority Interests In Media, Inc. 825 - 7th Avenue 2nd Floor New York, New York 10019 Phone : 212-664-3773 Email : everette.harrison@nbcuni.com Everette Harrison	N	0
24	Employee Referral	N	2
25	Facebook post	N	1

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26	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
27	Florida Association of Broadcasters 201 S Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 800.802.5322 Email : intern@fab.org Career Services	N	0
28	Florida Atlantic University 777 Glades Road P.O. Box 3091 Boca Raton, Florida Phone : 561-297-3536 Url : http://www.myinterface.com/fau/employed Email : sbgresumes@sbgstv.com James Watson	N	0
29	Florida Memorial University 15800 NW 42nd Ave Miami Gardens, Florida Email : sbgresumes@sbgstv.com Career Center	N	0
30	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
31	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
32	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
34	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
35	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
36	Indeed.com - Not Directly Contacted by SEU	N	16
37	Internet Ad-not directly contacted by SEU	N	2
38	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
39	Job Board	N	1
40	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
41	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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42	<p>Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager</p>	N	14
43	<p>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 Prong 2 Ended Date: 11/21/2022</p>	N	0
44	<p>Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center</p>	N	0
45	<p>Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center</p>	N	0
46	<p>Norfolk State University 700 Ark Avenue Norfolk, Virginia 23504 Email : tatwater@nsu.edu Career Services</p>	N	0
47	<p>North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center</p>	N	0

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48	Ohio Center for Broadcasting Ohio 9885 Rockside Road Suite 160 Valley View, Ohio 4125 Phone : 216-447-9117 Email : jhardy@beonair.com Janice Hardy	Y	0
49	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
50	Palm Beach Atlantic University 901 S.Flagler Drive West Palm Beach, Florida 33401 Phone : 561-803-2386 Email : kimberly_ladd@pba.edu Kimberly Ladd	N	0
51	Palm Beach County Film & Television Commission 1555 Palm Beach Lakes Boulevard Suite 414 West Palm Beach, Florida 33401 Phone : 561-233-1000 Email : ajordat@pbfilm.com Alberto Jordat	Y	0
52	Palm Beach State College Central Campus 4200 Congress Avenue Lake Worth, Florida 33461 Phone : 561-868-3049 Url : http://www.pbcc.edu Gail Tomei Manual Posting	Y	0
53	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page	N	23

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54	Society of Broadcast Engineers, Inc. 8445 Keystone Crossing Ste. 140 Indianapolis, Indiana 46240 Phone : 317-253-1640 Email : kjones@sbe.org Scott Jones	N	0
55	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
56	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
57	The Institute of Production and Recording 312 Washington Avenue North Minneapolis, Minnesota 55401 Phone : 612-244-2807 Email : DWelter@ipr.edu Diane Welter	Y	0
58	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
59	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
60	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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61	Urban League of Greater Miami 8500 N.W. 25th Avenue Miami, Florida 33147 Phone : 305-696-4450 Email : twfair@miamiurbanleague.org T. Willard Fair	N	0
62	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
63	West Virginia University of Journalism , Florida Email : maryanne.reed@mail.wvu.edu Marianne Reed	N	0
64	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
65	Women In Communications, Inc c/o P.B. Co. School Board 505 South Congress Avenue Boynton Beach, Florida 33426 Phone : 561-434-8000 Email : communications@palmbeachschools.org Claudia Shea	N	0
66	Word of Mouth Referral	N	4
67	WPEC website 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 205-982-3859 Url : http://www.cbs12.com Email : mcoubert@sbgvtv.com Melissa Coubert	N	1

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68	WTVX 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 205-982-3859 Url : http://www.wearewestpalm.com Email : mcoubert@sbgvtv.com Melissa Coubert	N	0
69	WWHB - Azteca 48 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : http://azteca48.com Email : CMahecha@sbgvtv.com Ursula Peak	N	0
70	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
71	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:			84

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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	11/8/2022	Participation in events or programs sponsored by educational institutions	School Weather Visit at Jupiter Christian School. Our Meteorologist Jennifer Collins presented in front of the children educating them about what the job consist of and spoke on topics related to weather and climate. The topics included weather maps, predicting weather patterns, graphing data from maps, and what is the difference between weather and climate.	1	Meteorologist
2	1/31/2023	Participation in events or programs sponsored by educational institutions	Michael Ehrenberg our Meteorologist visited school - Saint Juliana Catholic School for Career Day. Spent time with the students going over what a Meteorologist does and the science behind the job.	1	Meteorologist
3	2/3/2023	Participation in events or programs sponsored by educational institutions	Our Meteorologist Jennifer Collins visited Lincoln Elementary School and provided the students with a weather presentation. Specially the presentation went over the differences between weather, climate and hurricanes. Jennifer also discussed with the students what its like working as meteorologist related to her schedule, being on TV, and how she performs her research before going on-air.	1	Meteorologist
4	2/9/2023	Participation in events or programs sponsored by educational institutions	Our Meteorologist Michael Ehrenberg gave a presentation to students at Christa McAuliffe Middle School. Showed the students pictures of the station, gave hurricane data and tracking information, explained severe weather and the role of radar and other technology Meteorologists use. Michael also went into great detail on what its like working as a Meteorologist, being on TV, and how he performs his research before going on-air.	1	Meteorologist

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5	3/25/2023	Participation in events or programs sponsored by educational institutions	One of our CBS12 Reporters and Producer participated in a workshop at the Georgia Southern School called "MMJ for a Day." Our Reporter started this for students after she graduated along with the University Former News Director. The students come in, pitch stories, then they go out and put the stories together, while the producers are building the show.	2	Weekend Anchor/Reporter Executive Producer
6	3/28/2023	Participation in Job Fairs	Brogan Morris & Taylor LaSota, our Executive Producers, both attended University of Florida Careers in Communication Job Fair to recruit candidates who are interested in starting a career in communications and broadcasting. Information was handed out about Sinclair, and our careers, as well as careers in this industry.	2	Executive Producer Executive Producer
7	4/28/2023	Participation in events or programs sponsored by educational institutions	Our Meteorologist Jennifer Collins visited Equestrian Trails Elementary School in Wellington, Florida. Jennifer gave the students a weather presentation discussing different weather topics from hurricanes to tornadoes, event tsunamis and hail. Jennifer was able to answer so many questions from the students about forecasting and what it's like to be on TV.	2	Meteorologist News Editor

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8	5/5/2023	Participation in events sponsored by organizations representing the community	CBS12-WPEC Station Tour with Students who are part of the American Association of Caregiving Youth. The tour consisted of two (2) adults and three (3) students. The tour was guided by our morning News Anchor, Matthew Lincoln. Matthew gave the students information on what it is like working as a morning News Anchor and what his schedule was like. He also went into detail on how her performs his research and how important it is to represent the community. Matthew also went over what he studied in school and how that helped him prepare to work in the broadcasting industry. While giving the tour, Matthew showed the students the different departments that work in Broadcasting and the different positions they can choose from if they are interested in the broadcasting industry.	1	Morning Anchor
9	5/17/2023	Participation in events or programs sponsored by educational institutions	CBS12-WPEC was invited to participate in the annual career day at Palm Beach Maritime Academy. Our Reporter, Meteorologist, and Sales Consultant spoke to the students about their jobs and about the station.	3	Weekend Anchor/Reporter Meteorologist Marketing Consultant
10	5/22/2023	Participation in events or programs sponsored by educational institutions	CBS12-WPEC Internship Program. A total of three (3) News Interns worked at the station to learn each area in News which included, technical directing, producing, writing scripts, weather forecasting, and on-air reporting.	3	News Intern News Intern News Intern
11	8/16/2023	Participation in events sponsored by organizations representing the community	Meteorologist Michael Ehrenberg visited the Watermark Retirement Community which is an assisted living facility to discuss hurricane preparedness. Additionally, he gave a glimpse of behind-the-scenes of news station operations, and the different types of careers in broadcast.	1	Meteorologist