

WXLV WMYV
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 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
Marketing Consultant	1-8, 10-11, 14-21, 23-31, 33-34, 36-68, 70-71	19
Multimedia Journalist (MMJ)	2-8, 10-12, 14-18, 20-21, 23-31, 33, 36- 71	12
Multimedia Journalist (MMJ)	2-8, 10-12, 14-18, 20-21, 23-31, 33, 36- 71	69
Engineer	2-8, 10-11, 14-18, 20-21, 23-31, 33-34, 36-71	69
Entry Level Marketing Consultant	2, 4-5, 7-8, 10-11, 13-18, 20-25, 27-31, 33-68, 70-71	13
Entry Level Marketing Consultant	2, 4-5, 7-8, 10-11, 13-18, 20-25, 27-31, 33-68, 70-71	40
Multimedia Journalist (MMJ)	2, 4-5, 7-11, 14-18, 20-21, 23-25, 27- 33, 36-41, 43-68, 70-71	9
Digital Sales Coordinator	2, 4-5, 7-8, 10-11, 14-18, 20-21, 23-31, 33, 36-41, 43-68, 70-71	40

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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	1
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	Barber-Scotia College 145 Cabarrus Ave W concord, North Carolina 28025 Phone : 704-789-2900 Email : president@b-sc.edu. Fax : 1-704-789-2901 Bonita Boyd	N	0
6	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
7	Bennett College 900 E. washington St Greensboro, North Carolina 27401 Phone : 336-370-8632 Email : ekendrick@bennett.edu Ebony Kendrick	N	0

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8	Bishop State Comm College , North Carolina Phone : 251-662-5371 Email : jwomack@bishop.edu Juliette Womack	N	0
9	Career Fair	N	1
10	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	N	1
11	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
12	Current Employee - Transfer/Promotion	N	1
13	Current Employee/Internal Promotion	N	1
14	Davidson College 405 N. Main St. Davidson, North Carolina 28036 Phone : 704-894-2132 Mariah Clarke Manual Posting	N	0
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 univ 1704 Weeksville rd campus Box #804 Elizabeth city, North Carolina 27909 Phone : 252-335-3516 Email : rmjones@mail.ecsu.edu Fax : 1-252-335-3745 Randy Jones	N	0

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17	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
18	Elon Univ 2700 campus box Elon college, North Carolina Phone : 336-278-2000 Email : walldebb@elon.edu Debbie Wall	N	0
19	Employee Referral	N	1
20	Fayetteville State 1200 Murchison rd Fayetteville, North Carolina 28301 Phone : 910-672-1835 Email : tdwilliams@uncfsu.edu Tonya Williams	N	0
21	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
22	Former Employee Referral	N	1
23	Forsyth Tech Community College , North Carolina Phone : 336-734-7206 Carla Crews Manual Posting	N	0
24	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0

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25	Greensboro college 815 W Market st Greensboro, North Carolina 27401 Phone : 336-272-7102 Email : caryn.atwater@greensboro.edu Caryn Atwater	N	0
26	Guilford College 5800 W Friendly Ave Greensboro, North Carolina 27410 Phone : 3363162148 Karrie Manson Manual Posting	N	0
27	Guilford Tech Community college PO Box 309 Jamestown, North Carolina 27282 Daniel Griggs Manual Posting	N	0
28	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
29	High Point University 1 N University Pkwy High Point, North Carolina 27268 Phone : 336-841-9851 Url : https://highpoint.edu Megan Parker Manual Posting	N	0
30	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
31	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0

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32	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
33	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
34	Indeed.com - Not Directly Contacted by SEU	N	4
35	Internet Ad-not directly contacted by SEU	N	1
36	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
37	Johnson C Smith Univ 100 Beatties Ford Rd Charlotte, North Carolina 28216 Phone : 704-378-1041 Sonia Youngblood Manual Posting	N	0
38	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
39	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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40	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	16
41	Livingstone College 701 W Monroe St Salisbury, North Carolina 28144 Phone : 704-216-6298 Sherri Harvin Manual Posting	N	0
42	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	N	0
43	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
44	Ministry of Fullness Word of Faith, Inc 123 Main St Winston, North Carolina Phone : 3369551329 Email : ministryoffullness@yahoo.com Olivia Allen	Y	0
45	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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46	NAACP 4130 Oak Ridge DR Winston-Salem, North Carolina 27105 Phone : 336-767-3470 Email : wsnaacpoffice@gmail.com Lashunda Booker	N	0
47	National Black MBA Asson 180 N Michigan Ave Suite 1515 chicago, Illinois 60601 Phone : 312-236-2622 Email : mail@nbmbaa.org Fax : 1-312-236-0390 Jetaun Mattlett	N	0
48	National Hispanic Media Coalition , North Carolina Phone : 626-792-6462 Email : info@nhmc.org Alejandra Valenzuela	N	0
49	NC A&T State Univ Murphy Hall Room 101 Greensboro, North Carolina 27411 Phone : 336-334-7500 Email : sbgresumes@sbgstv.com Cynthia Downing	N	0
50	NC Department of Health and Human Services Division of Vocational Rehabilitation Svcs 8 Barbetta Drive Asheville, North Carolina 28806 Phone : 828-670-3377 Url : www.ncdhhs.gov/dvrs/ Email : leigh.mullins@dhhs.nc.gov Leigh Mullins	Y	0
51	NC Job Connector / Employment Security Commission 450 W. Hanes Mill Rd Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Services	N	0
52	Norfolk State Univ , North Carolina Phone : 757-823-2384 Paula Briggs Manual Posting	N	0

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53	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
54	North Carolina Broadcast Assoc PO Box 627 Raleigh, North Carolina 27602 Phone : 919-821-7300 Email : gsummerville@ncbroadcast.com Gail Summerfield	N	0
55	North Carolina Central Univ 1801 Fayetteville St Durham, North Carolina 27707 Phone : 919-530-6878 Url : www.nccu.edu/students/careerservices Donna Hembrick Manual Posting	N	0
56	Salem College 601 S. church st Winston-Salem, North Carolina Phone : 336-917-5579 Email : careers@salem.edu Monica Boyd	N	0
57	Shaw University 118 E. South St Raleigh, North Carolina 27601 Phone : 919-278-2672 Email : careerdevelopment@shawu.edu Nikeshia Rollack	N	0
58	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page	N	4

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59	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
60	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
61	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
62	UNC Chapel Hill Wendy P & dean E Painter, Jr Career Center CB #5 140 Hanes Hall Chapel Hill, North Carolina Phone : 919-962-7886 Email : sbgresumes@sbgstv.com Julie Pendergraph	N	0
63	UNC School of the Arts 1533 S. Main ST Winston-Salem, North Carolina 27127 Email : mecums@uncsa.edu Mecums Mecums	N	0
64	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
65	Wake Forest University 1834 Wake Forest Rd Winston-Salem, North Carolina 27109 Email : sbgresumes@sbgstv.com Career Services	N	0

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66	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
67	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
68	Winston-Salem Urban League 3441 North Patterson Avenue Winston-Salem, North Carolina 27105 Phone : 336-725-5614 Email : jperry@wsurban.org Kenneth Pettigrew	N	0
69	Word of Mouth Referral	N	3
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:			35

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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	8/3/2022	Participation in Job Fairs	Sinclair's SVP of News, News Recruiter, several News Managers and News employees represented all Sinclair News stations at the 2022 NABJ convention/career expo. They met with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who met with Sinclair during the career fair were followed up with and interviews were set up where applicable.	3	News Recruiter Group News Director SVP of News
2	8/16/2022	Establishment of an intern program designed to assist members of the community	The News Intern shadows reporters and producers through the editorial process. They also write web scripts, edit video, and pitch stories to the producers. This is a hands on position that requires the intern to contribute to the daily news gathering process. Interns will have the opportunity to shadow reporters in the field.	1	News Director
3	9/22/2022	Participation in Job Fairs	UNCA held their Fall career and Internship Fair on September 22, 2022. One of our Marketing Associates participated in the event. He took a list of current job postings for our stations in NC & VA. He spoke with students about current openings directing them to the Sinclair website to apply. He was also able to provide information to students about the internship program. Very successful day!	1	Marketing Associate
4	10/11/2022	Participation in Job Fairs	The HR Coordinator with WLOS-TV went to the WNC Agricultural Center for the WNC Expo Career Fair on October 11, 2022. The public was invited. She met with job seekers and talked about current openings at the Sinclair stations in NC, SC & VA. She provided a list of current openings & directed interested candidates to the sbginet website to view all jobs & apply.	1	HR Coordinator

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5	10/14/2022	Participation in Job Fairs	The News Director & Assistant News Director attended the Virginia Tech job Fair on October 14, 2022. They represented stations WSET, WRLH, WTVZ, WCTI, WLOS & WXLV. They talked to candidates about job openings at those stations, providing a list of the current openings & how to apply. They also talked about Sinclair's internship program & how that is a great way to prepare students for entry level jobs.	2	News Director Assistant News Director
6	2/17/2023	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Jonathan Weant talked with first and second graders at Jamestown Elementary School. He demonstrated the weather computer system used on air, talked about cloud formations and different cloud types, and talked about the water cycle. They also did a science experiment. He gave the students a taste of what it's like to be a meteorologist.	1	Chief Meteorologist
7	3/17/2023	Establishment of training programs for station personnel	Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is a 3-part series of trainings that people managers will complete. The station had (1) manager complete Part 1 which is focused on embodying servant leadership and the importance of building a strong culture within their teams.	1	Creative Services Director

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8	3/24/2023	Establishment of training programs for station personnel	Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is a 3-part series of trainings that people managers will complete. The station had (1) manager complete part 2 which is focused on communication and team interaction as well as applying skills learned in Part 1.	1	Creative Services Director
9	3/27/2023	Establishment of training programs for station personnel	Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is a 3-part series of trainings that people managers will complete. The station had (1) manager complete Part 3 which is focused on personalized support on upskilling leadership skills to make a positive impact.	1	Creative Services Director

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10	7/12/2023	Participation in Job Fairs	Sinclair's News Talent Manager and Corporate News Recruiter represented all Sinclair News stations at the 2022 NAHJ convention/career expo. They met with potential candidates and reviewed resumes and reels for current and future job openings across the company. All candidates who met with Sinclair during the career fair are followed up with and interviews are set up where applicable.	2	Recruiter News Manager
11	7/19/2023	Participation in Job Fairs	Sinclair's Corporate Recruiter and AVP, Digital Publishing represented all Sinclair News stations at the 2023 AAJA convention/career expo. They met with potential candidates and discussed current and future job openings across the company. All candidates who met with Sinclair during the career fair will be followed up with and interviews will be set up where applicable.	2	Recruiter AVP of Digital Publishing