

WJLA / WIAV-CD / WDCO-CD**EEO PUBLIC FILE REPORT****June 1, 2022 - May 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
Digital Marketing Consultant	1, 3-9, 11-12, 18-21, 23-26, 28-29, 31-32, 34-42, 44-48, 51-59, 61-62, 64-65	37
News Photographer	1, 3-9, 11-12, 18-26, 28-29, 31-32, 34-37, 39-42, 44-47, 49, 51-59, 61-62, 64-65	37
News Producer	1, 3-9, 11-13, 15, 18-26, 28-29, 31, 34-42, 44-48, 50-62, 64-65	22
General Assignment Reporter	1-9, 11-12, 15-16, 18-21, 23-26, 28-29, 31, 34-42, 44-48, 51-65	2
General Assignment Reporter	1-9, 11-12, 15-16, 18-21, 23-26, 28-29, 31, 34-42, 44-48, 51-65	16
Federal Marketing Consultant	1, 3-9, 11-12, 18-26, 28-29, 31, 33-42, 44-49, 51-62, 64-65	22
Broadcast Engineer, WJLA - TV	1, 3-9, 11-12, 18-21, 23-29, 31-32, 34-49, 51-62, 64-65	11
Master Control Operator - WJLA-TV	1, 3-9, 11-12, 18-21, 23-29, 31-32, 34-42, 44-48, 51-62, 64-65	32
Master Control Operator - WJLA-TV	1, 3-9, 11-12, 18-21, 23-29, 31-32, 34-42, 44-48, 51-62, 64-65	37
Newscast Director	1, 3-9, 11-12, 18, 20-29, 31-32, 34-41, 44-48, 51-62, 64-65	32
Transmitter Broadcast Engineer	1, 3-9, 11-12, 18, 20-21, 23-32, 34-41, 44-49, 51-62, 64-65	49
Local Sales Manager	1, 3-9, 11-12, 18, 20-21, 23-29, 31, 34-41, 44-49, 51-62, 64-65	49
Producer (Government Matters)	1, 3-9, 11-12, 16, 18, 20-21, 23-29, 31, 34-41, 44-48, 51-62, 64-65	16
News Editor (WJLA-TV)	1, 3, 5-7, 9, 11-12, 18, 20-21, 23-29, 31-32, 34-41, 44-49, 51-62, 64-65	32
News Editor (WJLA-TV)	1, 3, 5-7, 9, 11-12, 18, 20-21, 23-29, 31-32, 34-41, 44-49, 51-62, 64-65	49
General Assignment Reporter	1-3, 5-7, 9, 11-13, 18, 20-21, 23-31, 34-41, 44-62, 64-65	2
General Assignment Reporter	1-3, 5-7, 9, 11-13, 18, 20-21, 23-31, 34-41, 44-62, 64-65	2
Web Editor (Government Matters)	1, 3, 5-7, 9, 11-12, 15, 18, 20-21, 23-29, 31, 34-41, 44-49, 51-62, 64-65	37
Morning News Anchor	1-3, 5-7, 9, 11-13, 17-18, 20-21, 23-31, 34-41, 44-48, 50-62, 64-65	17

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Manager of Audience Engagement and Growth	1, 3, 5-7, 9, 11-12, 18, 20-29, 31, 34-41, 44-48, 51-62, 64-65	22
Newscast Producer	1, 3, 5-7, 9, 11-12, 18, 20-29, 31-32, 34-41, 44-49, 51-62, 64-65	49
News Production Assistant (Full Time)	1, 3, 5-7, 9, 11-12, 17-18, 20-21, 23-29, 31, 34-41, 44-49, 51-62, 64-65	37
News Production Assistant (Full Time)	1, 3, 5-7, 9, 11-12, 17-18, 20-21, 23-29, 31, 34-41, 44-49, 51-62, 64-65	49
News Production Assistant (Full Time)	1, 3, 5-7, 9, 11-12, 17-18, 20-21, 23-29, 31, 34-41, 44-49, 51-62, 64-65	17
Producer (Government Matters Thought Leadership Network)	1, 3, 5-7, 9, 11-12, 18, 20-21, 23-29, 31-32, 34-41, 44-48, 51-62, 64-65	37
Production Coordinator	1, 3, 5-7, 9, 11-12, 18, 20-21, 23-29, 31, 33-41, 44-49, 51-59, 61-62, 64-65	37
Lifestyle Photographer and Content Coordinator	1, 3, 5-7, 9, 11-12, 18, 20-21, 23-29, 31, 33-37, 39-41, 44-48, 51-59, 61-62, 64-65	37
Promotions Producer, WJLA-TV	1, 3, 5-7, 9, 11-12, 18, 20-21, 23-29, 31-32, 34-41, 44-48, 51-59, 61-62, 64-65	37
Master Control Operator - WJLA TV	1, 3, 5-7, 9, 11-12, 18, 20-29, 31, 34-39, 41, 44-49, 51-59, 61-62, 64-65	22
Weekend Night Meteorologist	1, 3, 5-7, 9, 11-14, 18, 20-21, 23-31, 34-39, 41, 44-59, 61-62, 64-65	49
News Operations Manager	1, 3, 5-7, 9, 11-12, 18, 20-21, 23-29, 31-32, 34-39, 41, 44-48, 51-59, 61-62, 64-65	32
Advertising Sales Consultant	1, 3, 5-7, 9, 11-12, 18, 20-29, 31-32, 34-39, 41, 44-49, 51-59, 61-62, 64-65	22
Full Time News Production Assistant	1, 3, 5-7, 9, 11-12, 18, 20-21, 23-29, 31-32, 34-39, 41, 44-49, 51-59, 61-62, 64-65	49
Full Time News Production Assistant	1, 3, 5-7, 9, 11-12, 18, 20-21, 23-29, 31-32, 34-39, 41, 44-49, 51-59, 61-62, 64-65	37
Production Coordinator	1, 3, 5-7, 9, 11-12, 18, 20-21, 23-29, 31, 34-39, 41, 44-48, 51-59, 61-65	37
Full Time News Production Assistant	1, 3, 5-7, 9-13, 18, 20-21, 23-39, 41, 44-55, 57-59, 61-62, 64-65	32

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	ABC 7/WJLA 24/7 News 1100 Wilson Blvd., 6th Floor Arlington , Virginia 22209 Phone : 7032369217 Url : www.wjla.com Email : employment@sbgstv.com Audrey Watson	N	3
2	Agency Referral	N	5
3	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
4	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
5	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
6	Arlington Employment Center 2100 Washington Blvd. 1st Floor Arlington , Virginia 22209 Phone : 7032281477 Url : https://jobboard.arlingtonva.us Pam Egner Manual Posting	N	0
7	Baltimore American Indian Center 113 South Broadway Baltimore, Maryland 21231 Phone : 410-675-3535 Url : http://www.baicenter.org Email : baic.center@gmail.com Dellie James	N	0

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8	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
9	Bowie State University Department of Communications 14000 Jericho Park Rd Bowie, Maryland 20715 Url : http://www.bowiestate.edu Email : drice@bowiestate.edu Donna Rice	N	0
10	Career Fair	N	1
11	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	1
12	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
13	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
14	Corporate Recruiter	N	1
15	Current Employee	N	7
16	Current Employee - Transfer/Promotion	N	2
17	Current Employee/Internal Promotion	N	2

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18	DC Center for Immigration Studies 1629 K ST. NW Suite 600 Washington, District of Columbia 20006 Phone : 202-466-8185 Url : http://www.cis.org Email : press@cis.org Bryan Griffith	N	0
19	DC Department of Employment Services 609 H ST. NE Washington, District of Columbia 20009 Phone : 202-724-7000 Url : http://www.does.dc.gov Michael Watts Jr. Manual Posting	N	0
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	Employee Referral	N	13
23	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	George Mason University University Center Service-MSn-3B6 4400 University DR Fairfax, Virginia 22030 Phone : 703-993-2370 Url : http://www.gmu.edu Email : sbgresumes@sbgstv.com Rebekah Troug	N	0
26	Georgetown University Career Education Center 37th & O ST, NW Washington, District of Columbia 20057 Phone : 202-687-3493 Url : http://www.georgetown.edu Email : sbgresumes@sbgstv.com Gregory Wilson	N	0
27	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
28	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
29	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
30	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0

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31	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
32	Indeed.com - Not Directly Contacted by SEU	N	18
33	Internet Ad-not directly contacted by SEU	N	4
34	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
35	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
36	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
37	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	44
38	Maryland Workforce Online Only Annapolis, Maryland Phone : (301) 929-6880 Url : https://mwejobs.maryland.gov/vosnet/Default.aspx Email : wheaton@worksourcemontgomery.com Customer Service	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
39	Marymount University 2807 N. Glebe RD Arlington, Virginia 22207 Phone : 703-522-5600 Url : http://www.marymount.edu Email : sbgresumes@sbgstv.com Jessica O'Donnell	N	0
40	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
41	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
42	Montgomery County Industry Council/ MD Workforce Exchange MontgomeryWorks Business Center 11002 Viers Mill RD, Suite 510 Wheaton, Maryland 20902 Url : http://www.mwejobs.maryland.gov Aneta Lfterov Manual Posting	N	0
43	Montgomery County Private Industry Council 12900 Middlebrook RD #1600 Germantown, Maryland 20874 Phone : 540-403-3600 Url : http://www.montgomerycountymd.gov Bob Donohue Manual Posting	N	0
44	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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45	NABET-CWA, Local 31 4483-B. Forbes Blvd Lanham, Maryland 20706 Url : http://www.nabet31.org Email : president@NABET31.org Bob Williams	N	0
46	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
47	Opportunities in Public Affairs Employment Services, Inc. 700 Graves ST Charlottesville, Virginia 22902 Phone : 1-888-315-2373 Url : http://www.opajobs.com Email : jobs@opajobs.com Fax : 1-888-342-2629 Betty Brubach	N	0
48	SAG-AFTRA 7735 Old Georgetown Rd #950 Bethesda, Maryland 20814 Phone : 3016572560 Url : http://www.sagaftra.org Email : anee.raulerson@sagaftra.org Fax : 1-800-253-9730 Patricia O'Donnell	N	0
49	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page	N	21
50	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

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51	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
52	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
53	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
54	UDC Department of Mass Media 4200 Connecticut Ave. NW Washington, District of Columbia 20008 Phone : 202-274-5194 Url : http://www.udc.edu Email : ovassell@udc.edu Olive Vassell	N	0
55	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
56	University of Maryland Career Services 660 W. Redwood ST, Rm 021 Baltimore, Maryland 21201 Phone : 410-706-7214 Url : http://www.gradschool.umd.edu Email : sbgresumes@sbgstv.com Terri Goode	N	0

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57	University of Massachusetts Career Center/Employment Relations 101 South College Amherst, Massachusetts Phone : 413-545-2224 Url : http://www.umass.edu/careers/ Email : sbgresumes@sbgvtv.com Sharon Jefferson	N	0
58	Washington Adventist University Office of Human Resources 7600 Flower Ave, 4th floor #431 Takoma Park, Maryland 20912 Url : http://www.wau.edu Email : hr@wau.edu Fax : 1-301-891-4020 Daniella Williams	N	0
59	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
60	WHRO-TV 5200 Hampton Blvd Norfolk, Virginia 23508 Phone : 757-889-9400 Url : http://www.whro.org Fax : 1-757-489-0007 Sherby Wilkes	N	0
61	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
62	Women in Film and Video 1200 18th Street NW Suite 300 Washington, District of Columbia 20036 Phone : 202-429-9438 Url : http://www.wifv.org Email : director@wifv.org Melissa Houghton	N	0
63	Word of Mouth Referral	N	2

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64	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
65	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			124

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/19/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist and the Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed, and collected resumes as well as 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	Sr. Employment Specialist Employment Coordinator
2	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
3	10/27/2022	Participation in Job Fairs	Corporate Recruiter, Kevin Olivas and HR Coordinator Adini Parikh represented Sinclair ABC7 WJLA station at MediaFest 2022 in Washington DC. The event occurred on October 27, 2022. They met with college students, reviewed and collected resumes and candidate information for internships, and current and future job openings within the Company. Adini also discussed her career path to the Broadcast Industry and gave guidance on obtaining a career in broadcast journalism.	2	WJLA HR Coordinator News Recruiting Manager

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4	1/17/2023	Participation in Job Fairs	HR Coordinator, Adini Parikh, represented ABC7 WJLA at American University Intern and Learn Virtual Internship Fair. The event occurred on January 17, 2023. Adini spoke and gave guidance to college journalisms students on internships and full-time job opportunities with the Station. Adini also discussed her career path to the Broadcast Industry.	1	WJLA HR Coordinator
5	1/27/2023	Participation in scholarship programs	In keeping with promoting diversity in the Broadcast industry as well as promoting broadcasting careers as a whole, WJLA 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 and who are in their sophomore or junior years of a 4-yr college or university and are pursuing a career in broadcasting, digital or social media, or marketing. There is no specific college major required. By promoting this at the local WJLA station level, it will bring visibility to this scholarship at local colleges who may have interested and eligible students.	1	
6	2/1/2023	Participation in events or programs sponsored by educational institutions	Meteorologist, Brian van de Graff held a 7News First Alert Weather Lunchbox Weather presentation with 2nd graders at Cardinal Elementary School on February 1, 2023. During the presentation, Brian discussed his career in broadcast meteorology and how forecasts are determined.	1	Meteorologist
7	2/2/2023	Participation in events or programs sponsored by educational institutions	Senior Executive Producer, Kelly Lamp, spoke to 4th grade students at Oak Street Elementary on February 2, 2023. During her presentation she spoke about her career in television and the path they can take to obtain a career in television.	1	Senior Executive Producer

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8	2/17/2023	Participation in events or programs sponsored by educational institutions	News Director, Cheryl Carson and Public Affairs Director, Bonnie Wood hosted journalism students from Northwestern Medill School of Journalism on February 17, 2023. During the visit, Anchors, Alison Starling, Michelle Marsh, and Jonathan Elias discussed their career paths in journalism and gave guidance to the students on achieving a broadcasting career.	5	News Director Public Affairs Director Anchor/Reporter News Anchor
9	3/4/2023	Participation in events sponsored by organizations representing the community	News Director, Cheryl Carson and Multiplatform Content Director, Sonia Dasgupta led a discussion with college journalism students about their career paths in journalism and working at WJLA. The discussion hosted by NATAS was entitled "Face Time with the Pros" and held on March 4, 2023 at the University of Maryland.	2	News Director Multiplatform Content Director
10	3/17/2023	Participation in events or programs sponsored by educational institutions	Reporter, Victoria Sanchez gave a behind the scenes tour of our WJLA Studios to journalism students from Howard University on March 17, 2023. During the tour she discussed her career path in journalism.	1	Reporter
11	3/28/2023	Participation in events or programs sponsored by educational institutions	Anchor, Alison Starling, served on a panel of female broadcasters on March 28, 2023 at Prince Georges Community College. Alison spoke to journalism students in attendance about her career path in journalism.	1	News Anchor
12	4/1/2023	Participation in Job Fairs	Corporate Recruiter, Kevin Olivas and HR Coordinator, Adini Parikh represented Sinclair & WJLA-TV at the Washington DC Journalism Job Fair held at Georgetown University. The event occurred on April 1, 2023. They met with college students, reviewed and collected resumes and candidate information for internships, and current and future job openings within the Company. Adini also discussed her career path to the Broadcast Industry.	2	HR Coordinator News Recruiting Manager