

WSYX
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

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 Associate	3, 5-8, 15, 20-22, 24-28, 30, 32-34, 36-38, 42, 44-45, 47-55, 57, 61-62, 64-65, 67, 69-71, 73	37
Digital Sales - Marketing Associate	1, 3, 5-9, 15, 17, 19, 21-22, 24-30, 32-39, 42-45, 47-55, 57, 60-62, 64-73	37
Marketing Consultant	1-9, 15-17, 19, 21-22, 24-27, 29, 32-40, 42-45, 47-49, 51-55, 57, 60-68, 70-73	37
Photographer/Editor/Fill-In Host	1, 3, 5-12, 15-17, 19, 21-22, 24-27, 29, 31-39, 42-45, 47-49, 51-57, 59-62, 64, 66-68, 70-73	55
Content Producer/Editor	1, 3, 5-9, 12, 15-17, 19, 21-22, 24-27, 29-30, 32-39, 41-45, 47-49, 51-55, 57, 60-62, 64, 66-68, 70-73	41
Multimedia Journalist (MMJ)	1, 3, 5-11, 13, 15-19, 21-22, 24-27, 29, 32-39, 42-45, 47-49, 51-55, 57, 59-62, 64, 66-68, 70-73	13
News Producer	1-11, 15-17, 19, 21-22, 24-27, 29, 32-40, 42-45, 47-49, 51-55, 57-64, 66-68, 70-73	58
Content Producer/Editor	1-11, 15-17, 19, 21-22, 24-27, 29, 32-40, 42-45, 47-49, 51-55, 57, 59-64, 66-68, 70-73	37
Digital Sales - Marketing Associate	1-9, 15-19, 21-22, 24-27, 29, 32-40, 42-45, 47-49, 51-55, 57, 60-64, 66-68, 70-73	18
News Photographer	1-9, 15-17, 19, 21-22, 24-27, 29-30, 32-40, 42-45, 47-49, 51-55, 57, 60-64, 66-68, 71-73	30
News Photographer	1-9, 15-17, 19, 21-22, 24-27, 29-30, 32-40, 42-45, 47-49, 51-55, 57, 60-64, 66-68, 71-73	55
Content Producer/Editor	1-11, 15-19, 21-22, 24-27, 29-30, 32-40, 42-45, 47-49, 51-55, 57, 59-64, 66-68, 71-73	30
Content Producer/Editor	1-11, 15-19, 21-22, 24-27, 29-30, 32-40, 42-45, 47-49, 51-55, 57, 59-64, 66-68, 71-73	18

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Director of Sales	1-9, 15-19, 21-22, 24-27, 29, 32-40, 42-45, 47-49, 51-55, 57, 60-64, 66-68, 71-73	18
Digital Content Producer	1-9, 12, 15-17, 19, 21-22, 24, 26-27, 29, 32-40, 42-45, 47-49, 51-55, 57, 60-64, 66-68, 71-73	55
Master Control Operator	1-11, 15-17, 19, 21-22, 24, 26-27, 29, 32-40, 42-49, 51-55, 57, 59-64, 66-68, 71-73	37
Master Control Operator	1-11, 15-17, 19, 21-22, 24, 26-27, 29, 32-40, 42-49, 51-55, 57, 59-64, 66-68, 71-73	37
Regional Sales Assistant	1-9, 15-17, 19, 21-22, 24, 26-27, 29, 32-49, 51-55, 57, 60-64, 66-68, 71-73	41
News Producer	1-11, 13, 15-19, 21-22, 24, 26-27, 29, 32-40, 42-49, 51-55, 57-64, 66-68, 71-73	58
News Producer	1-11, 13, 15-19, 21-22, 24, 26-27, 29, 32-40, 42-49, 51-55, 57-64, 66-68, 71-73	18
News Producer	1-11, 13, 15-19, 21-22, 24, 26-27, 29, 32-40, 42-49, 51-55, 57-64, 66-68, 71-73	13
Human Resources Coordinator	1-9, 15-17, 19, 21-22, 24, 26-27, 29-30, 32-40, 43-49, 51-55, 57, 60-64, 66-68, 71-73	37
Marketing Associate	1-9, 15-17, 19, 21-22, 24, 26-27, 29, 32-40, 42-45, 47-49, 51-55, 57, 60-64, 66-68, 71-73	55
News Director	1-11, 15-17, 19, 21-22, 24, 26-27, 29, 32-35, 37-40, 42-45, 47-49, 51-55, 57, 59-64, 66-68, 71-73	55
News Photographer	1-9, 14-17, 19, 21-22, 24, 26-27, 29-30, 32-35, 37-40, 42-45, 47-49, 51-55, 57, 60-64, 66-68, 71-73	14
News Photographer	1-9, 14-17, 19, 21-22, 24, 26-27, 29-30, 32-35, 37-40, 42-45, 47-49, 51-55, 57, 60-64, 66-68, 71-73	37

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News Photographer	1-9, 14-17, 19, 21-22, 24, 26-27, 29-30, 32-35, 37-40, 42-45, 47-49, 51-55, 57, 60-64, 66-68, 71-73	14
Digital Content Producer	1-9, 15-17, 19, 21-22, 24, 26-27, 29-30, 32-40, 42-45, 47-49, 51-55, 57, 60-64, 66-68, 71-73	37
National Sales Assistant	1-9, 15-19, 21-24, 26-27, 29-30, 32-40, 42-45, 47-49, 51-52, 54-55, 57, 60-64, 66-68, 71-73	18
National Sales Assistant	1-9, 15-19, 21-24, 26-27, 29-30, 32-40, 42-45, 47-49, 51-52, 54-55, 57, 60-64, 66-68, 71-73	30

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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	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
2	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
3	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
4	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
5	Capital University 1 College and Main Columbus, Ohio 43209-2394 Phone : 614-236-6573 Email : eanderson@capital.edu Eric Anderson	N	0
6	Career Board , Ohio Phone : 2165951632 Url : http://www.careerboard.com Email : dcross@careerboard.com Donald Cross	N	0
7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	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
8	Central State University P O Box 1004 Wilberforce, Ohio 45384 Phone : 937-376-6493 Email : csucareerservices@gmail.com Rodney Hudson	N	0
9	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Columbia Journalism School Career Services 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Email : ir2273@columbia.edu Izabela Rutkowski	N	0
12	Current Employee	N	4
13	Current Employee - Transfer/Promotion	N	2
14	Current Employee/Internal Promotion	N	3
15	Denison University Career Services 306 Burton Morgan Granville, Ohio 43023 Phone : 740-587-6656 Email : career@denison.edu Fax : 1-740-587-6656 Michele Doran	N	0
16	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	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	Employee Referral	N	7
19	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
20	Former Employee Referral	N	1
21	Franklin University 201 S. Grant Avenue Columbus, Ohio 43215 Phone : 614-947-6800 Email : slc@franklin.edu Carrer Services	N	0
22	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
23	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
24	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
25	Hispanic Student/Latino 77 South High Street 18th Fl Columbus, Ohio 43210 Phone : 614-466-8333 Email : lair.marin@ohio.gov Lair Marin	N	0
26	Hocking College 3301 Hocking Parkway Nelsonville, Ohio 45764 Phone : 877-462-5464 Email : hccareer@hocking.edu Harry Tompkins	N	0
27	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgvtv.com Carol Dudley	Y	0
28	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
29	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
30	Indeed.com - Not Directly Contacted by SEU	N	11
31	Internet Ad-not directly contacted by SEU	N	1
32	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgvtv.com Broadbean Source	Y	0

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33	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
34	Kent State University Career Services 261 Schwartz Center Kent, Ohio 44242 Phone : 330-672-2360 Email : sbgresumes@sbgstv.com Robin Pijor	N	0
35	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
36	Lawrence Technical University 19900 West 9 Mile Road Southfield, Michigan 48075 Shannon Bennett Manual Posting	Y	0
37	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	22
38	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	Y	0
39	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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40	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
41	Non-Employee Referral	N	2
42	Norfolk State University 700 Park Avenue Dept of Comm & Journalism Norfolk, Virginia 23504 Phone : 757 823-2261 William Hart Manual Posting	N	0
43	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
44	OAB Job Board 17 S High Street Ste 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Url : http://www.oab.org Email : cmerritt@oab.org Christine Merritt	N	0
45	Ohio Dominican University 1216 Sunbury Road Columbus, Ohio 43219 Phone : 614-253-3560 Url : http://www.collegiatejobline.org Email : powellm@ohiodominican.edu Mandy Powell	N	0
46	Ohio Latino Affairs Commission 77 S High St Columbus, Ohio Phone : 614- 728-8344 Lair Marin-Marcum Manual Posting Prong 2 Ended Date: 11/16/2021	N	0

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47	Ohio Means Jobs / Dept. of Job and Family Services 30 East Broad Street Columbus, Ohio 43215 Phone : 937-225-6135 Aminah Costner Manual Posting	N	0
48	Ohio Media School 5330 E Main St #200 Whitehall, Ohio 43213 Phone : (614) 230-0461 Url : https://beonair.com/ Email : jdixon@beonair.com Jody Dixon	N	0
49	Ohio State University 154 W 12th Avenue Enarson Hall Columbus, Ohio 43210 Phone : 614-292-3366 Email : sbgresumes@sbgvtv.com Carrer Services	N	0
50	Ohio State University School of Journalism 154 North Oval Mall Columbus, Ohio 43210 Phone : 614-292-7055 Email : asccareer@osu.edu Jeanine Bauman	N	0
51	Ohio University 101 S. Green Drive Athens, Ohio 45701 Phone : 740-593-1394 Url : http://ohio.edu/careers/students Email : sbgresumes@sbgvtv.com Chrissy Lee	N	0
52	Organization of Chinese Americans 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Url : http://www.ocanational.org/ Email : Media@ocanational.org Fax : 1-202-296-0540 Nick Lee	N	0

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53	Otterbein College WOCC-TV Otterbein Westerville, Ohio 43081 Phone : 614-823-1563 Email : career@otterbein.edu Andrew Bucur	N	0
54	Purdue University Rawls Hall, Room 3029 100 South Grant Street West Lafayette, Indiana 47907 Email : luzaders@purdue.edu Sally Luzader	N	0
55	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page	N	10
56	South Carolina State University 300 College Ave North East Orangeburg, South Carolina 29117 Url : www.scsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
57	Southeast Inc 3770 North High Street Columbus, Ohio 43214 Phone : (614) 294-7117 ext. 225 Email : gilmore@southeastinc.com Rich Gilmore	N	0
58	Station Website	N	3
59	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
60	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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61	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
62	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
63	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
64	Urbana University 579 College Way Urbana, Ohio 43078 Phone : 937-772-9222 Url : http://www.collegiatejobline.org Email : careerservices@urbana.edu Maria Heeg	N	0
65	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	N	0
66	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
67	Wilberforce University Job Development Office Wilberforce, Ohio 45384 Phone : 937-708-5252 Email : hwilliams@wilberforce.edu Hila Williams	N	0

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68	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
69	Wittenberg University 734 Woodlawn Ave Springfield, Ohio 45504 Phone : 937-327-7521 Url : http://www.collegiatejobline.org Email : careers@wittenberg.edu Carrer Services	N	0
70	Wright University 3640 Colonel Glen Highway Dayton, Ohio 45435 Email : sbgresumes@sbgstv.com Career Center	N	0
71	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
72	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
73	YMCA of Central Ohio - Van Buren Center 595 Van Buren Dr Columbus, Ohio 43223 Phone : 614-689-2020 Email : Melissa.marcum@ymcacolumbus.org Melissa Marcum	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			67

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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	8/3/2021	Participation in Job Fairs	Paige Klein, HR Coordinator, and Daryl Heller, Local Sales Manager, represented WICS/WRSP/WICD/WCCU and sister station WSYX/WTTE/WWHO at the Greater Springfield Chamber Job Fair. They spoke to attendees about careers in broadcasting and sales within our stations and Sinclair Broadcast Group as well as the experience and soft skills required for those types of opportunities. Attendees were also provided with information on how to search for open positions and apply using the Sinclair Broadcast Group website.	2	HR Coordinator LSM
2	8/18/2021	Participation in Job Fairs	The News Talent Manager and Director of News Training and Development, along with several station News Managers, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.	3	News Talent manager Employment Specialist Director News Training
3	9/22/2021	Participation in Job Fairs	Marty Remle represented WSYX / WTTE and sister stations WKRC / WKEF / WRGT / WNWO / WICD / WSMH / WPBN / WCHS / WVAH / WPGH / WPNT at the OSU Fall Career and Internship Fair. He spoke to students about careers and internships in broadcasting and the importance of obtaining an internship. He 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 the Sinclair Website.	1	HR Coordinator

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4	9/30/2021	Participation in Job Fairs	Marty Remle and Carrie Samarco represented WSYX/WTTE /WPGH/WPNT and sister stations WJAC/WCHS / WVAH/WTOV/WOLF at The Rowland School of Business of Point Park University virtual Career and Internship Fair. They spoke to students about careers and internships in broadcasting and the importance of obtaining an internship. They also 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 the Sinclair Website.	2	HR Coordinator Master Control Supervisor
5	9/30/2021	Participation in Job Fairs	Allie O’Kane and Sue Nolan represented WOLF/WPGH/WPNT and sister stations WSYX/WTTE/WCHS / WVAH/WTOV at the PSU Behrend virtual Career and Internship Fair. They spoke to students about careers and internships in broadcasting and the importance of obtaining an internship. They also 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 the Sinclair Website.	2	HR Coordinator Business manager
6	10/13/2021	Participation in Job Fairs	Sue Nolan represented WPGH/WPNT and sister stations WJAC/WTOV/ WOLF/WQMY/WSWB/WSYX/WTTE/ WHP/WCHSH/WVAH at the Fall Western PA Collegiate Virtual Fair. She spoke with students and alumni, explaining the various positions within Sinclair and broadcast stations WPGH/WPNT,WJAC/WTOV/ WOLF/WQMY/WSWB/WSYX/WTTE/ WHP/.WCHS/WVAH Students were given information on how to apply through the Sinclair Broadcast Group website.	1	HR Coordinator

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7	4/21/2022	Participation in Job Fairs	The HR Coordinator for KTVO and KHQA, Melissa Billington attended the Spring Job Fair (NEMO) in Kirksville, MO. She showcased open positions for several stations throughout Sinclair (specifically, WLUK/WCWF, WCHS/WVAH, WKRC/WSTR, WEYI/WSMH, WTOV, WTV, WSYX/WTTE/WWHO, WKEF/WRGT, KHQA, and KTVO). This job fair is sponsored by NEMO Workforce Development Board. There were workshops for both resume prep and interview skills.	1	HR Coordinator