

WWMT
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021

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
Weekend Morning Meteorologist	1, 4, 6-7, 9-10, 17, 20-22, 24, 26-27, 30, 32, 34-39, 43-44, 46-47, 49-52, 54, 57-58	35
News Producer	4, 6-7, 10, 16-17, 20-22, 24, 26-30, 32, 34-36, 38-39, 43-44, 46, 49-52, 54, 57-58	35
Multimedia Journalist (MMJ)	1, 4, 6-7, 9-10, 12, 16-17, 19-24, 26-27, 30-32, 34-39, 43-47, 49-52, 54, 57-58	12
Executive Producer	4, 6-7, 10, 12, 17, 19-24, 26-28, 30-32, 34-36, 38-39, 43-46, 49-52, 54, 57-58	12
Content Manager	4, 6-7, 10-11, 13, 16-17, 20-22, 24, 26-27, 29-32, 34-36, 38-39, 43-46, 49-52, 54, 57-58	13
Content Manager	4, 6-7, 10-11, 13, 16-17, 20-22, 24, 26-27, 29-32, 34-36, 38-39, 43-46, 49-52, 54, 57-58	13
Multimedia Journalist (MMJ)	1, 4, 6-7, 9-12, 16-24, 26-27, 29-32, 34-39, 43-47, 49-52, 54, 57-58	12
Statewide Political Reporter	1, 4, 6-7, 9-11, 16-17, 19-24, 26-27, 30-32, 34-36, 38-39, 43-47, 49-52, 54, 57-58	16
News Producer	2-7, 10, 16-24, 26-28, 30-32, 34-36, 38-39, 41, 43-46, 48-52, 54, 56-59	56
Multimedia Journalist (MMJ)	1-2, 4, 6-8, 10, 15-23, 25-27, 30-36, 38-40, 42-46, 48-52, 54-55, 57-58	50
Multimedia Journalist (MMJ)	1-2, 4, 6-8, 10, 15-23, 25-27, 30-36, 38-40, 42-46, 48-52, 54-55, 57-58	35
Multimedia Journalist (MMJ)	2, 4, 6-12, 14-23, 25-27, 30-36, 38-40, 42-55, 57-59	12

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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	7
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 : mike.wong@asu.edu Mike Wong	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	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
7	Central Michigan Univesirty 340 Moore Hall Mt. Pleasant, Michigan 48859 Phone : 989-774-3068 Email : sbgresumes@sbgstv.com Career Services	N	0
8	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0

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9	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-4422 Email : cujsschool.careers@gmail.com Anusha Shrivastava	Y	0
11	Current Employee	N	5
12	Current Employee - Transfer/Promotion	N	4
13	Current Employee/Internal Promotion	N	2
14	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
15	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
16	Employee Referral	N	11
17	Ferris State University 1201 S State St Big Rapids, Michigan 49307 Phone : . Url : www.ferris.edu Email : sbgresumes@sbgstv.com Career Center	N	0
18	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0

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19	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
20	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Prong 2 Ended Date: 12/31/2020	N	0
21	Hispanic American Council 930 Lake Street #A Kalamazoo, Michigan 49001 Phone : 269-385-6279 Url : https://elconciliokzoo.org/ Email : ovalle@elconciliokzoo.org Career Services	Y	0
22	Howard University School of Communications 525 Bryant Street St, NW Room 107 Washington, District of Columbia 20059 Phone : 202-806-5806 Email : cdudley@howard.edu Carol Dudley	Y	0
23	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
24	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0

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25	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
26	Idaho State - Dept of Mass Communications 921 South 8th Ave Stop 8242 Pocatello, Idaho 83209 Phone : 208-282-6453 Email : careers@isu.edu Tom Hallaq	Y	0
27	Illinois Center For Broadcasting Chicago Campus 530 South State Street Chicago, Illinois 60605 Phone : 312-884-8000 Email : delark@beonair.com Don Clark	Y	0
28	Indeed.com - Not Directly Contacted by SEU	N	3
29	Internet Ad-not directly contacted by SEU	N	6
30	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
31	Job Bank-MI Chapter NATAS 29155 Northwestern Hwy #389 Southfield, Michigan 48034 Phone : 248-827-0931 Email : michigannatas@gmail.com Stacia Mottley	Y	0
32	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com 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	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
34	Lansing Community College PO Box 40010 Lansing, Michigan 48901 Url : http://www.lcc.edu Email : cesjoblink@lcc.edu Career Center	N	0
35	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	9
36	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
37	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
38	Michigan Association of Broadcasters 819 N. Washington Ave Lansing, Michigan 48906 Phone : 517-484-7444 Url : http://www.mimab.com Email : jobbank@michmab.com Dan Kelley	Y	0
39	Michigan Tech University 1400 Townsend Dr Houghton, Michigan 49931 Url : www.mtu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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40	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
41	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
42	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
43	Ohio Center for Broadcasting 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-937-7070 Email : tcuff@beonair.com Terry Cuff	N	0
44	Ohio Center for Broadcasting/Cleveland 9885 Rockside Road Ste 160 Valley View, Ohio 44125 Phone : 216-503-5900 Email : jhardy@beonair.com Janice Hannah-Hardy	Y	0
45	Pure Michigan Talent Connect 1601 S Burdick Ave Kalamazoo, Michigan 49001 Phone : . Email : dmott@miworkssw.org Denise Mott	N	0
46	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page	N	8

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47	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
48	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
49	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
50	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
51	University of Michigan Ann Arbor, Michigan Phone : 734-764-7460 Url : http://www.kk8116@arbor.edu Email : sbgresumes@sbgstv.com Career Services	N	0
52	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen Prong 2 Ended Date: 12/31/2020	N	0
53	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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54	Western Michigan University Kalamazoo, Michigan 49001 Email : sbgresumes@sbgstv.com Career Services	N	0
55	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
56	Word of Mouth Referral	N	1
57	WWMT website 590 W Maple St Kalamazoo, Michigan 49008 Url : http://www.wwmt.com Email : jevans@sbgstv.com Jeannene Evans	N	1
58	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
59	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:			58

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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	6/19/2020	Establishment of an intern program designed to assist members of the community	Internship program to aid communication college students the opportunity to learn about the broadcast industry. We had 1 intern during the summer of 2020 who worked directly with the management of WWMT News department to learn the different aspects of producing, editing & on-air operations.	1	News Director
2	7/8/2020	Participation in Job Fairs	The Corporate Sr. Employment Manager, 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.	4	Sr. Employment Manager News Talent Manager Employment Specialist Director News Training
3	8/26/2020	Establishment of training programs for station personnel	Dale Carnegie leadership training for the News Director Matt Johnson. This is to aid him in enriching his ability as a manager. This was a 10-week virtual course that was completed by Matt enhancing his abilities as a manager.	1	News Director

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4	10/5/2020	Participation in events or programs sponsored by educational institutions	Our Corporate News Talent Manager represented all of Sinclair Broadcast Group at Valdosta State University as a News Recruiter. Sinclair was invited to conduct one on one Zoom interviews where he met with Valdosta State University's graduating Journalism Seniors. He started the session by giving a 15 minute presentation about Sinclair and wrapped the interviews by showing corporate and station employment opportunities within the Broadcast industry at Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. Candidate information and resumes were also collected by our News Talent Manager via LinkedIn to further assist with potential placement.	1	News Talent Manager
5	10/28/2020	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Media Sales Academy as a Corporate Recruiter. He met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. Our Corporate Recruiter spoke with students and alumni currently enrolled in NAB's Media Sales Academy 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.	1	Employment Coordinator

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6	11/12/2020	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and 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	Employment Specialist Employment Specialist
7	11/12/2020	Participation in events or programs sponsored by educational institutions	Meteorologist met virtually with students at Pullman Elementary to discuss weather and weather opportunities within the broadcast industry. There were 14 students on the virtual call	1	Meteorologist
8	11/12/2020	Participation in events or programs sponsored by educational institutions	Meteorologist met virtually with 3rd grade students at Stem Academy with Comstock Public Schools to discuss weather and weather opportunities within the broadcast industry. There were approximately 15 students on the call.	1	Meteorologist
9	12/16/2020	Participation in events or programs sponsored by educational institutions	Meteorologist met virtually with students at Moorebridge Elementary to discuss weather and weather opportunities within the broadcast industry. There were 29 students on the call.	1	Meteorologist

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10	3/9/2021	Participation in Job Fairs	The WWMT News Director represented the station at the virtual Career Fair for University of Missouri. He met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings. The News Director 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	1	News Director
11	3/9/2021	Participation in Job Fairs	The Michigan HR personnel represented all Michigan stations at the Virtual Career Fair for Michigan Association of Broadcasters Un-conventional Great Lakes Media Show. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings within the Michigan stations. 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.	2	Business Manager Human Resources
12	3/30/2021	Participation in events or programs sponsored by educational institutions	Meteorologist met virtually with 3rd grade students in 4 classes at North School of Watervliet to discuss weather and weather opportunities within the broadcast industry. There were approx. 35 students on the call.	1	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	4/14/2021	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at Hampton University as a Corporate Recruiter. Sinclair was invited to attend Hampton University's Scripps Howard School of Journalism and Communication Virtual Career Fair to meet with students and faculty. Our Corporate Employment Coordinator started the session by giving a 10-minute presentation about Sinclair and wrapped up by showing corporate and station employment opportunities at Sinclair. Our Corporate Employment Coordinator then sat in a breakout room where students asked questions about Sinclair and potential career opportunities. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. Candidate information and resumes were also collected by our Corporate Recruiter via LinkedIn to further assist with potential placement	1	Recruiting Coordinator
14	4/28/2021	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the G.I Jobs Virtual Career Expo. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with veterans, and their families 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	Employment Specialist Employment Specialist

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15	5/4/2021	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and 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	Employment Specialist Employment Specialist