

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

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Assignment Editor	4-5, 7-9, 12, 17, 22-35, 37, 39, 41-51, 54-59, 61-62, 64-66, 68	34
Marketing Consultant	4-5, 7-9, 12, 17-18, 22-26, 28-37, 39-51, 54-59, 61-62, 64-66, 68	18
Marketing Consultant	4-5, 7-9, 12, 17-18, 22-26, 28-37, 39-51, 54-59, 61-62, 64-66, 68	40
Master Control Operator	4-5, 7-9, 12, 17-18, 22-25, 27-35, 37, 39, 41-51, 54-59, 61-62, 64-66, 68	18
Master Control Operator	4-5, 7-10, 12, 15, 17-18, 21-25, 27-37, 39-51, 54-59, 61-62, 64-66, 68	15
News Producer	4-5, 7-10, 12, 17, 20-25, 27-37, 39, 41-51, 54-58, 61-62, 64-66, 68	65
News Photographer	4-5, 7-10, 12, 17-18, 21, 23-25, 28-35, 37, 39, 41-47, 49-51, 54-56, 59, 61-62, 64-66, 68	49
News Photographer	4-5, 7-10, 12, 17-18, 21, 23-25, 28-35, 37, 39, 41-47, 49-51, 54-56, 59, 61-62, 64-66, 68	18
AM News Anchor - Reporter (Weekends)	4-5, 7-12, 15, 17, 19, 21, 23-25, 28-37, 39, 41-47, 49-52, 54-56, 60-66	15
News Photographer	4-5, 7-10, 12, 14, 17, 19, 21-25, 28-37, 39, 41-51, 54-57, 59, 61-62, 64-66, 68	14
General Assignment Reporter	1, 4-5, 7-12, 17, 19, 21-25, 28-37, 39, 41-43, 45-52, 54-57, 60-62, 64-66	1
Marketing Associate	2-10, 12-13, 17-19, 21-25, 28-30, 32-35, 37-39, 41-43, 45-51, 53-57, 60-62, 64-67	18
Master Control Operator	2-10, 12, 15, 17-19, 21, 23-25, 28-30, 32-39, 41-43, 45-47, 49-51, 53-56, 61-62, 64-67	15
Master Control Operator	2-10, 12, 15, 17-19, 21, 23-25, 28-30, 32-39, 41-43, 45-47, 49-51, 53-56, 61-62, 64-67	18
Chief Photographer	2-10, 12-13, 15, 17, 19, 21-25, 28-30, 32-39, 41-43, 45-51, 53-57, 59, 61-62, 64-67	15
Master Control Operator	2-10, 12-13, 15-19, 21-24, 27-28, 30, 32-39, 41-43, 45-51, 53-59, 61-62, 64-67	15

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	2-10, 12-13, 15-19, 21-24, 27-28, 30, 32-39, 41-43, 45-51, 53-59, 61-62, 64- 67	18

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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 : mike.wong@asu.edu Mike Wong	Y	0
5	Baptist Ministries Conference St. John Baptist Church 818 South Fred Shuttlesworth Circle Cincinnati, Ohio 45229 Phone : 513-281-5942 Email : Morningstarbc@fuse.net Rev Pankey	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	Bishop St. Community College 351 N. Broad St Mobile, Alabama Email : jwomack@bishop.edu Juliette F. Womack	N	0
8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	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
9	Cincinnati State College 3520 Central Parkway Cincinnati, Ohio 45223 Phone : 513-569-1565 Url : http://www.cincinnati.state.edu Email : terri.reynolds@cincinnati.state.edu Fax : 1-513-569-1719 Terri Reynolds	N	0
10	Cincinnati-Hamilton County Community Action Agency 2904 Woodburn Avenue Cincinnati, Ohio 45206 Phone : 513-569-1840 Url : http://www.cincy-caa.org Email : k.mundy@cincy-caa.org Katrina Mundy	N	0
11	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
12	Columbia Journalism School 207 Journalism, MC3801 New York , New York 10027 Phone : 212-854-4422 Email : cujsschool.careers@gmail.com Anusha Schrivastava	Y	0
13	Current Employee	N	4
14	Current Employee - Transfer/Promotion	N	1
15	Current Employee/Internal Promotion	N	5
16	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
17	Easter Seals Tristate (Jewish Vocational) 4300 Ross Plain Cincinnati, Ohio 45236 Phone : 513-985-0515 Email : jsvarda@eastersealstristate.org Josh Svarda	N	0

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18	Employee Referral	N	9
19	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
20	Former Intern	N	2
21	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
22	Goodwill Industries 10600 Springfield Pike Cincinnati, Ohio 45215 Phone : 513-771-4800 Url : http://www.goodwill.org Email : MarkLeugers@cincigoodwill.org Mark Leugers	N	0
23	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
24	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
25	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Hyde Park Job Search Focus Group 1345 Grace Avenue Cincinnati, Ohio 45208 Phone : 513-871-0320 Url : http://www.jobsearchfocusgroup.com Email : info@jobsearchfocusgroup.com Bob Pautke	N	0
27	Indeed.com - Not Directly Contacted by SEU	N	6
28	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
29	Jobs Plus Employment 1625 Vine Street Cincinnati, Ohio 45202 Phone : 513-241-1800 Email : awoolfolk@jobsplusnetwork.org Abe Woolfolk Jr.	N	0
30	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
31	JVS Career Services - Cincinnati Career Network 4540 Cooper Road Suite 300 Cincinnati, Ohio 45242 Phone : 513745-2906 Email : careerservices@jvscareers.org Kasey Rouse	Y	0
32	Kent State 800 E Summit St Kent , Ohio 44240 Phone : . Url : www.kent.edu Email : sbgresumes@sbgvtv.com Career Center	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	Kling Marketing 5550 Anna Marie Ct Cincinnati, Ohio 45247 Phone : 513-385-7370 Email : wrkling@fuse.net Bill Kling	N	0
34	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	3
35	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
36	Metropolitan Area Religious Coalition Quinn Chapel AME Church 10988 Southland Road Cincinnati, Ohio 45250 Phone : 513-825-4900 Fax : 1-513-825-5349 Rev.dr. Fredrick Wright	N	0
37	Miami University 200 Hoyt Hall Oxford, Ohio 45056 Phone : 513-529-3835 Email : careerlink@miamioh.edu Melissa Brown	N	0
38	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
39	NAACP 4139 Reading Rd Cincinnati, Ohio 45229 Phone : 513-281-1900 Robert Richardson Manual Posting	N	0
40	Non-Employee Referral	N	2

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41	Norfolk State university 700 Park Avenue Dept of Mass Communication Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pbriggs@nsu.edu Paula Briggs	N	0
42	Northern Kentucky University University Centers Suite 230 Nunn Drive Highland Heights, Kentucky 41099 Phone : 859-572-5680 Url : http://www.nku.edu Email : cdc@nku.edu Julian Stockman	N	0
43	Ohio Association of Broadcasters 17 S High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Url : http://www.oab.org Email : oab@oab.org Patricia Geary	N	0
44	Ohio Media School 6703 Madison Road Cincinnati, Ohio 45227 Phone : 513-271-6060 Email : mchappell@beonair.com Meilnda Chappell Prong 2 Ended Date: 9/17/2020	N	0
45	Ohio State University 281 W Lane Ave Columbus, Ohio Url : www.osu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
46	Ohio University 120 Chubbs Hall Athens, Ohio 45701 Email : sbgresumes@sbgstv.com Career Center	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
47	Pittsburgh Technical College 1111 McKee Road Career Services Center Oakdale, Pennsylvania 15071 Email : sbgresumes@sbgstv.com Sandra Morrow	N	0
48	Santa Maria Community Services 3301 Warsaw Avenue Cincinnati, Ohio 45205 Phone : 513-557-2700 Url : http://www.santamaria-cincy.org Fax : 1-513-557-2726 Shari Patrick	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	6
50	Specs Howard School of Media Arts 1990 West 9 Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Email : nshiner@specshoward.edu Nancy Shiner	Y	0
51	Super Jobs Center / Ohio Means Jobs 1916 Central Parkway Cincinnati, Ohio 45214 Phone : 513-458-6140 Email : PETERR@jfs.hamilton-co.org Fax : 1-513-946-7260 Rosemary Peterson	N	0
52	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
53	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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54	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
55	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
56	UC Blue Ash Campus 9555 Plainfield Rd Cincinnati, Ohio 45242 Phone : 513-936-1639 Email : denniscy@ucmail.uc.edu Christin Jackson	N	0
57	UC Raymond Walters College 9555 Plainfield Road Cincinnati, Ohio 45236 Phone : 513-745-5671 Url : http://www.ucblueash.edu Email : tresha.lewis@ue.edu Fax : 1-513-792-8626 Tresha Lewis	N	0
58	University of Cincinnati PO Box 210092 Cincinnati, Ohio 45221 Phone : 513-556-6008 Url : http://www.uc.edu Fax : 1-513-556-5805 Brandi Hutchins	N	0
59	Urban League of Greater Cincinnati 3458 Reading Road Cincinnati, Ohio 45229 Phone : 513-559-5456 Url : http://www.gcul.org Email : tdixon@ulgsol.org Fax : 1-513-281-0466 Teri Dixon	N	0

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60	Urban League of Greater Cincinnati 3458 Reading Road Cincinnati, Ohio 45229 Phone : 513-281-9955 Url : http://www.gcul.org Email : raewing@gcul.org Fax : 1-513-281-0466 Robin Ewing	N	0
61	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
62	Wilmington College 1870 Quaker Way Wilmington, Ohio 45177 Phone : 937-382-6661 Url : http://www.wilmu.edu Email : erika_goodwin@wilmington.edu Fax : 1-937-383-8528 Erika Goodwin	N	0
63	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
64	Wright University 3640 Colonel Glen Highway Dayton, Ohio 45435 Email : sbgresumes@sbgvtv.com Career Center	N	0
65	WSTR / WKRC - website 1906 Highland Avenue Cincinnati, Ohio 45216 Phone : 513-763-5675 Email : lsobrien@sbgvtv.com Linda O'Brien	N	1

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66	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
67	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
68	YWCA 898 Walnut Street Cincinnati, Ohio 45202 Phone : 513-241-7090 Url : http://www.ywca.org Email : alilburn@ywcacin.org Fax : 1-513-768-4381 Allyson Lilburn	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			42

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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	Ongoing Event	Establishment of training programs for station personnel	<p>SBG, Inc. and its stations are an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations are based on merit, qualifications, and abilities. We recruit, hire, train, promote, and make all employment decisions without regard to race, color, religion, national origin, age, disability, veteran status or any other category protected by law. Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment. Newly hired Managers and Supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know" and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL Employees are required to complete bi-annual online training which reviews these same policies and procedures; these courses are designed to increase and renew awareness as well as provide for manager and supervisor development, and FCC Compliance.</p>	4	Station Manager Media Manager Production Supervisor Master Control Supervisor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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 Employment Specialist News Talent Manager Director of News Training
3	10/14/2020	Participation in Job Fairs	Director of Talent Acquisition and Employment Coordinator attended the Media Sales Academy with the NAB as recruiters. A career in media sales means you are generating revenue by identifying and assisting clients with growing their businesses. Sales professionals sell advertising space distributed across many communication platforms such as television, radio and the internet. Through customized advertising or media campaign packages, media sales professionals work with a range of businesses to fulfill their clients' needs and goals. These needs and goals could include a campaign for a large regional or national brand or a local shop looking for more extensive exposure. From selling ads that air during the Super Bowl to helping a local business increase brand awareness, a career in media sales promises to be exciting and rewarding.	2	Director, Talent Acquisition Employment Coordinator

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4	11/17/2020	Participation in events sponsored by community groups	WKRC Meteorologist Erica Collura was asked to speak to the Mason/Deerfield Rotary Club about the weather and its effects on our everyday lives. There were between 30-40 attendees on the Zoom meeting on November 17, 2020. Erica talked about how she forecasts winter weather and answered questions from the group. She was online with them for approximately 45 minutes.	1	Meteorologist
5	2/1/2021	Participation in events or programs sponsored by educational institutions	WKRC Meteorologists visit various local area schools throughout the year to speak with students and educate them on the field of Meteorology. The overview of the visits/Zoom meetings is that the meteorologists talk about and explain various types of weather and the sensing equipment they use to create forecasts. They also demonstrate how various weather instruments work. There is discussion about severe weather safety, including where to take cover during severe weather. WKRC meteorologists discuss the difference between watches, warnings and advisories and talk about various types of precipitation, their impacts and how they are forecast. They try to answer all questions about the weather from students. John Gumm even created a tornado in a 2-liter bottle at the Villa Madonna Academy, KY.	1	Chief Meteorologist

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6	2/11/2021	Participation in Job Fairs	Marty Remle represented WSYX / WTTE and sister stations WCHS/WVAH/WTOV/ WPGH/WPNT WSTR/WKRC at the Bowling Green State University virtual job fair. He spoke to students about careers and internships in broadcasting and the importance of obtaining an internship. Students were provided with information on how to apply to the Sinclair Broadcast Group website. Marty spoke to students in groups and 1:1 virtual meetings about careers and internships in broadcasting and the importance of obtaining an internship. Students were provided with information on how to apply to the Sinclair Broadcast Group website.	1	HR Coordinator
7	3/27/2021	Participation in events or programs sponsored by educational institutions	University of Cincinnati Journalism Interview Day consisted of one-on-one virtual interviews with students enrolled in any journalism major at the university. Each student received 20+ minutes to ask about the WKRC/WSTR Intern Program and how it could lead to possible future employment in the broadcast industry. HR Contact was joined on the calls by WKRC Executive Producer, Doug Lillibridge, who also mentors the interns while they are working at the station.	2	Executive Producer Human Resources Coordinator

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8	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
9	4/23/2021	Participation in events or programs sponsored by educational institutions	WKRC Meteorologists visit various local area schools throughout the year to speak with students and educate them on the field of Meteorology. The overview of the visits/Zoom meetings is that the meteorologists talk about and explain various types of weather and the sensing equipment they use to create forecasts. They also demonstrate how various weather instruments work. There is discussion about severe weather safety, including where to take cover during severe weather. WKRC meteorologists discuss the difference between watches, warnings and advisories and talk about various types of precipitation, their impacts and how they are forecast. Answer all questions about the weather from students. The virtual event was for the Margaret B. Rost School, a K-12 school run by Hamilton Count DD Services for students with significant disabilities.	1	Chief Meteorologist

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10	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
11	5/4/2021	Participation in Job Fairs	The Corporate Employment Specialists 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 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.	3	Employment Specialist Employment Specialist Employment Coordinator

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12	5/10/2021	Participation in events or programs sponsored by educational institutions	WKRC Meteorologists visit various local area schools throughout the year to speak with students and educate them on the field of Meteorology. The overview of the visits/Zoom meetings is that the meteorologists talk about and explain various types of weather and the sensing equipment they use to create forecasts. They also demonstrate how various weather instruments work. There is discussion about severe weather safety, including where to take cover during severe weather. WKRC meteorologists discuss the difference between watches, warnings and advisories and talk about various types of precipitation, their impacts and how they are forecast. They try to answer all questions about the weather from students. John Gumm even created a tornado in a 2-liter bottle at the Monfort Heights Elementary School.	1	Chief Meteorologist