

WICS / WICD
EEO PUBLIC FILE REPORT
August 1, 2020 - July 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 |
|-------------------------|---|-------------------------------|
| Marketing Consultant | 1, 4-5, 7-10, 13, 17, 19-20, 22-23, 26-30, 32, 34-35, 39-43, 45-49, 51, 53-56, 58-62, 64-67, 69, 71-76, 78-79, 81-82 | 22 |
| Marketing Consultant | 1, 4-5, 7-10, 13, 17, 19-20, 22-23, 26-30, 32, 34-35, 39-43, 45-49, 51, 53-56, 58-62, 64-67, 69, 71-76, 78-79, 81-82 | 47 |
| Marketing Consultant | 1, 4-5, 7-10, 13, 17, 19-20, 22-23, 26-30, 32, 34-35, 39-43, 45-49, 51, 53-56, 58-62, 64-67, 69, 71-76, 78-79, 81-82 | 81 |
| Show Host | 1, 4-5, 7-10, 12-13, 17, 19-20, 23-24, 26-30, 32-36, 39-41, 46-49, 51, 53-56, 58-62, 64-69, 71-76, 78, 82 | 24 |
| Master Control Operator | 1-2, 4-5, 7-11, 13, 17, 19-21, 23, 25-32, 34-35, 38-41, 44-51, 53-62, 64-67, 69-80, 82-83 | 47 |
| Video Editor | 1, 4-5, 7-10, 13, 17, 19-20, 23, 25-30, 34-35, 37, 39-41, 45-49, 51, 53-56, 58-62, 64-67, 69, 71-76, 78-79, 82 | 62 |
| News Producer | 1, 4-5, 7-10, 13, 16-17, 19-20, 23, 25-30, 32, 34-35, 37, 39-41, 45-49, 51, 53-56, 58-62, 64-67, 69, 71-76, 78-79, 82 | 16 |
| Local Sales Manager | 1, 4-5, 7-10, 13, 17, 19-20, 23, 25-30, 32, 34-35, 37, 39-41, 45-49, 51, 53-56, 58-62, 64-67, 69, 71-76, 78-79, 82 | 37 |
| Marketing Consultant | 1-2, 4-5, 7-11, 13, 17-23, 25-32, 34-35, 39-41, 44-51, 53-62, 64-67, 69-80, 82-83 | 22 |
| Morning News Anchor | 1-10, 12-15, 17-20, 23, 25-29, 32-36, 39-41, 46-49, 51-56, 58-62, 64-73, 75-76, 78-79, 82-83 | 15 |
| News Editor | 1-2, 4-5, 7-11, 13, 17-21, 23, 25-29, 31-32, 35, 37, 39, 41, 44, 46-51, 53-59, 62, 64-67, 69-73, 75-80, 82-83 | 37 |
| News Producer | 1-2, 4-5, 7-11, 13, 17-21, 23, 25-29, 31-32, 34-35, 37, 39, 41, 44, 46-51, 53-62, 64-67, 69-73, 75-80, 82-83 | 37 |
| Marketing Associate | 1-2, 4-5, 7-11, 13, 17-21, 23, 25-29, 31-32, 34-35, 39, 41, 44, 46-51, 53-67, 69-73, 75, 77-80, 82-83 | 62 |

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| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|-------------------------|--|-------------------------------|
| Master Control Operator | 1-2, 4-5, 7-11, 13, 17-23, 25-29, 31-32, 34-35, 39, 41, 44, 46-51, 53-62, 64-67, 69-73, 75, 77-80, 82-83 | 62 |
| Master Control Operator | 1-2, 4-5, 7-11, 13, 17-23, 25-29, 31-32, 34-35, 39, 41, 44, 46-51, 53-62, 64-67, 69-73, 75, 77-80, 82-83 | 22 |

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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 | 602 Communications 6839 Charter Hills Rd Charlotte, North Carolina 28277 Phone : 704-543-1426 Url : http://www.602communications.com Email : gnewell@602communications.com Graeme Newell | N | 0 |
| 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 | Augustana College 639 38th St Rock Island, Illinois 61201 Phone : 309-794-7339 Url : http://www.augustana.edu Email : lisalater@augustana.edu Lisa Slater | N | 0 |
| 6 | Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |

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|----------------------|--|--|---|
| 7 | Bradley University Smith Career Center Burgess Hall Peoria, Illinois 61625 Phone : 309-677-2510 Url : http://www.bradley.edu Email : sbgresumes@sbgstv.com Janet Pesek | N | 0 |
| 8 | California Chicano News Media 725 W Arizona Ave, Ste 206 Santa Monica, California 90401 Phone : 213-821-0075 Url : http://www.ccnma.org Email : ccnmainfo@ccnma.org Sylvia Wells | N | 0 |
| 9 | Capital Area Career Center 2201 Toronto Road Springfield, Illinois 62707 Phone : (217)529-5431 X 126 Email : rferriell@caccschool.org Robert Ferriell | N | 0 |
| 10 | Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield | N | 0 |
| 11 | Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services | N | 0 |
| 12 | Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille | N | 0 |

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|------------------|--|--|---|
| 13 | Columbia Journalism School 207 Journalism MC 3801 New York, New York 10027 Phone : 212-854-4422 Url : http://www.columbia.edu Email : cujsschool.careers@gmail.com Izabela Rutkowski | Y | 0 |
| 14 | Current Employee | N | 1 |
| 15 | Current Employee - Transfer/Promotion | N | 1 |
| 16 | Current Employee/Internal Promotion | N | 1 |
| 17 | Danville Area Comm College 2000 E. Main St Danville, Illinois 61832 Phone : 217-443-8753 Url : http://www.dacc.edu Email : jobborder@dacc.edu Nancy Boesdorfer | N | 0 |
| 18 | DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward | N | 0 |
| 19 | Dominican University 7900 W. Division Lewis 216 River Forest, Illinois 60305 Url : http://www.dom.edu Email : sbgresumes@sbgstv.com Keli Wojciechowski | N | 0 |
| 20 | Eastern Illinois University 600 Lincoln Ave Charleston, Illinois 61920 Phone : 217-581-2412 Email : jwmarr@eiu.edu John Marr | Y | 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 |

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|------------------|--|--|---|
| 22 | Employee Referral | N | 3 |
| 23 | Eureka College 300 E. College Ave Eureka, Illinois 61530 Phone : 309-467-6431 Url : http://www.eureka.edu/career-services Email : kbay@eureka.edu Fax : 1-309-467-6437 Kelly Bay | N | 0 |
| 24 | Facebook post | N | 1 |
| 25 | Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 26 | G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt | N | 0 |
| 27 | Greenville College 315 East College Ave Greenville, Illinois 62246 Phone : 618-664-6655 Url : http://www.greenville.edu Email : kelli.pryor@greenville.edu Kelli Pryor | N | 0 |
| 28 | 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 |
| 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 |

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|----------------------|---|--|---|
| 30 | Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill | Y | 0 |
| 31 | Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 32 | Illinois Broadcasters Assoc. 300 N Pershing Ave Ste B Energy, Illinois 62933 Phone : 618-985-5555 Email : iba@ilba.org Fax : 1-618-988-9056 Erin Camfield | N | 0 |
| 33 | Illinois Center for Broadcasting 455 Eisenhower Ln Ste 200 Lombard, Illinois 60148 Url : http://www.beonair.com Email : dclark@beonair.com Don Clark | N | 0 |
| 34 | Illinois Central College One College Drive East Peoria, Illinois 61635 Phone : 309-694-5422 Url : http://www.icc.edu Career Services Manual Posting | N | 0 |
| 35 | Illinois College 1101 West College Ave Jacksonville, Illinois 62650 Phone : 217-245-3000 Url : http://www.ic.edu Email : sdrake@ic.edu Susie Drake | N | 0 |

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|------------------|---|--|---|
| 36 | Illinois News Broadcasters Assn 815 Long Road c/o WIUM-FM Glenview, Illinois 60025 Url : http://www.inba.net Email : borowmaq@aol.com Career Services | N | 0 |
| 37 | Indeed.com - Not Directly Contacted by SEU | N | 7 |
| 38 | Internet Ad-not directly contacted by SEU | N | 1 |
| 39 | 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 |
| 40 | Jewish Vocational Center 216 W. Jackson Blvd Chicago, Illinois 60606 Phone : 847-412-4300 Url : http://www.jvschicago.org Email : sallyyarberry@jvschicago.org Fax : 1-312-553-5544 Sally Yarberry | N | 0 |
| 41 | Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source | N | 1 |
| 42 | Kankakee Community College 100 College Drive Kankakee, Illinois 60901 Phone : 815-802-8575 Url : http://www.kcc.edu Email : careerservices@kcc.edu Takesha Dade | N | 0 |
| 43 | Kaskaskia College 27210 College Rd L109 Centralia, Illinois 62801 Phone : 618-545-3070 Url : http://www.kaskaskia.edu Email : lvahlkamp@kaskaskia.edu Laura Vahlkamp | N | 0 |

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|------------------|---|--|---|
| 44 | Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 45 | KHQA.com 301 South 36th Street Quincy, Illinois 62301 Url : https://khqa.com/ Email : sbgresumes@sbgstv.com Kathy McCarty | N | 0 |
| 46 | Lincolnland Community College Placement Office Shephard Road Springfield, Illinois Phone : 217-786-2410 Email : wplc@llcc.edu Shawn Shures | N | 0 |
| 47 | Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager | N | 4 |
| 48 | MacMurray College 477 East College Avenue Jacksonville, Illinois 62650 Phone : 217-479-7141 Email : careerservices@mac.edu Anne Godman | Y | 0 |
| 49 | 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 |
| 50 | 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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|----------------------|--|--|---|
| 51 | Millikin University 1184 W. Main St. Decatur, Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Career Center | N | 0 |
| 52 | Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 53 | NAACP PO Box 1524 Springfield, Illinois 62705 Phone : 217-836-4339 Url : http://www.naACP.org Email : thaley526@aol.com Teresa Haley | N | 0 |
| 54 | National Assoc of Hispanic Journalists 1000 National Press Building 529 14th St NW Washington, District of Columbia 20045 Url : http://www.nahj.org Email : nahj@nahj.org Career Services | N | 0 |
| 55 | National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Url : http://www.nhmc.org Email : info@nhmc.org Fax : 1-626-792-6051 Career Services | N | 0 |
| 56 | Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Url : http://www.nsu.edu Email : pcbriggs@nsu.edu Paula Briggs | N | 0 |

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|------------------|--|--|---|
| 57 | 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 |
| 58 | Northern Illinois University 220 Campus Life Building Dekalb, Illinois 60115 Email : sbgresumes@sbgstv.com Career Services | N | 0 |
| 59 | Purdue University 100 S. Grant St West Lafayette, Indiana 47907 Url : http://www.purdue.edu Email : sbgresumes@sbgstv.com Sally Luzader | N | 0 |
| 60 | Rainbow Push Coalition 930 E. 50th St Chicago, Illinois 60615 Phone : 773-373-3366 Url : http://www.rainbowpush.org Marjorie McKinnon-Price Manual Posting | N | 0 |
| 61 | Richland Community College 1 College Park Decatur, Illinois 62521 Phone : 217-875-7200 Url : http://www.richland.edu Career Services Manual Posting | N | 0 |
| 62 | Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page | N | 7 |
| 63 | 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 |

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|------------------|---|--|---|
| 64 | Southern Illinois University-Carbondale 900 S. Normal Woody Hall, B204 Carbondale, Illinois 62901 Url : http://www.siu.edu Email : sbgresumes@sbgvtv.com career services | Y | 0 |
| 65 | Southern Illinois University-Edwardsville Founders Hall Room 3126 Edwardsville, Illinois 62025 Phone : 618-650-5765 Url : http://www.siu.edu Email : careerdevelopment@siue.edu Katherine Carr | N | 0 |
| 66 | Specs Howard School of Broadcast Arts 1990 W. 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Url : http://www.specshoward.edu Email : nshiner@specshoward.edu Nancy Shiner | N | 0 |
| 67 | Springfield Urban League 100 N. 11th Street Springfield, Illinois 62703 Phone : 217-789-0830 Email : dharris@springfieldul.org Deloris Harris | N | 0 |
| 68 | 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 |
| 69 | Talent Zoo 1736 Defoor Place NW Atlanta, Georgia 30318 Url : http://www.talentzoo.com Email : rookies@talentzoo.com Career Services | N | 0 |

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|----------------------|--|--|---|
| 70 | Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 71 | The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle | N | 0 |
| 72 | Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway | N | 0 |
| 73 | University of Illinois - Springfield Career Services Bldg. F. Room 50 Springfield, Illinois Phone : 217-206-6508 Email : employerrelations@uis.edu Rosa Bryan | N | 0 |
| 74 | University of Illinois Alumni Association 601 South Lincoln Ave Urbana, Illinois 61801 Url : http://www.uiiaa.org Email : sbgresumes@sbgstv.com career services | N | 0 |
| 75 | University of Illinois-Chicago 1200 W. Harrison St Chicago, Illinois 60607 Phone : 312-996-2300 Url : http://www.uic.edu Career Services Manual Posting | Y | 0 |

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|------------------|---|--|---|
| 76 | 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 |
| 77 | West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 78 | Western Illinois University 1 University Circle Macomb, Illinois 61455 Url : http://www.wiu.edu Email : sbgresumes@sbgstv.com Sharon Evans | N | 0 |
| 79 | WICS/WICD/WICCU 2680 East Cook Street Springfield, Illinois 62703 Url : https://newschannel20.com/ Email : sbgresumes@sbgstv.com Emily Wellman | N | 0 |
| 80 | Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 81 | Word of Mouth Referral | N | 1 |
| 82 | 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 |

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|--|---|--|---|
| 83 | 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: | | | 28 |

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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 | 8/5/2020 | 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 |
| 2 | 10/17/2020 | 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 | Recruiting Coordinator |

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|---|-------------|--|---|---|--|
| 3 | 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 |
| 4 | 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 |

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|---|-------------|--|---|---|--|
| 5 | 4/20/2021 | Participation in Job Fairs | Marty Remle represented WSYX / WTTE and sister stations WICD/WSMH/WPGH/ WPNT/WKRC/ WKEF/WRGT/WCHS/WVAH at the Hire Big Ten+ Virtual Career 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. | 1 | HR Coordinator |
| 6 | 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 |
| 7 | 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 Recruiting Coordinator |