

WNYO WUTV
EEO PUBLIC FILE REPORT
February 1, 2021 - January 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
Multimedia Journalist (MMJ)	1-13, 15-27, 29-60, 62-63	19
Multimedia Journalist (MMJ)	1-13, 15-27, 29-60, 62-63	15
Multimedia Journalist (MMJ)	1-13, 15-27, 29-60, 62-63	33
News Manager	1-2, 4, 6-12, 14, 17-27, 30-36, 39-47, 49-56, 58-63	61
News Photographer	1-2, 4, 6-12, 17-18, 20-36, 39-47, 49- 56, 58-63	33
Marketing Consultant	1-2, 4, 6-13, 16-18, 20-27, 29-36, 38- 49, 51-56, 59-60, 62-63	49
Marketing Associate	1-13, 16-49, 51-57, 59-60, 62-63	19
Multimedia Journalist	1-13, 16-18, 20, 22-27, 29-49, 51-57, 59-60, 62-63	49

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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	African American Cultural Center 350 Masten Avenue Buffalo, New York 14208 Phone : 716-884-2013 Email : african-cultural350@gmail.com Fax : 1-716-885-2590 Tammy Gaines	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	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
6	Bryant & Stratton Business Institute 465 Main Street Buffalo, New York 14203 Phone : 716-884-9120 Email : acboddie@bryantstratton.edu Angelette Boddie	N	0

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7	Buffalo Federation of Neighborhood Centers 97 Lemon Street Buffalo, New York 14204 Phone : 716-856-0363 Email : lharwell@bfnc.org Fax : 1-716-856-1432 Letrice Harwell	N	0
8	Buffalo State College 1300 Elmwood Avenue Buffalo, New York 14222 Phone : 716-878-5811 Lynn Rogers Manual Posting	N	0
9	Buffalo Urban League 15 Genesee Street Buffalo, New York 14203 Phone : 716-854-7625 Email : info@buffalourbanleague.org Joan King	N	0
10	Canisius College 2001 Main Street Buffalo, New York 14208 Phone : 716-888-2478 Email : abbatoye@canisius.edu Fax : 1-716-888-3212 Eileen Abbatoy	N	0
11	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	N	0
12	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0

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13	Community Action Organization 70 Harvard Place Buffalo, New York 14209 Phone : 716-881-5150 Ext. 4413 Email : jmilazzo@caowny.org Fax : 1-716-881-2927 Joseph Milazzo	N	0
14	Current Employee	N	1
15	Current Employee - Transfer/Promotion	N	1
16	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgvtv.com Rob Steward	N	0
17	Educational Opportunity Center 465 Washington Street Buffalo, New York 14203 Phone : 716-849-6727 Email : keysor@buffalo.edu Fax : 1-716-849-6755 Margaret Keysor	N	0
18	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
19	Employee Referral	N	6
20	Erie Community College North Campus Main & Youngs Rd. Williamsville, New York 14221 Phone : 716-851-1484 Email : abbarno@ecc.edu Fax : 1-716-851-1483 Joseph Abbarno	N	0
21	Erie County Division of EEO 95 Franklin Street Buffalo, New York 14202 Phone : 716-858-7542 Email : Lynn.Kolodziej@erie.gov Lynn Kolodziej	N	0

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22	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
23	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
24	Hilbert College 5200 South Park Avenue Hamburg, New York 14075 Phone : 716-649-7900 Email : mflynn@hilbert.edu Maura Flynn	N	0
25	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
26	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
27	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
28	Indeed.com - Not Directly Contacted by SEU	N	4
29	Intandem Factory Outlet Boulevard Niagara Falls, New York 14304 Phone : 716-297-6400 Email : trc.info@intandem.org Fax : 1-716-297-7522 Kim Wagner	N	0

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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	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
32	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
33	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	4
34	Medaille College 18 Agassiz Circle Buffalo, New York 14214 Phone : 716-880-2211 Email : carol.cullinan@medaille.edu Carol Cullinan	N	0
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	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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37	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
38	NAACP 395 E. Ferry Street Buffalo, New York 14208 Phone : 716-884-7242 Email : dybj324@yahoo.com Rev. Mark E Blue	N	0
39	Niagara County Employment & Training Department 1001 Eleventh Street Niagara Falls, New York 14301 Phone : (716) 278-8213 Email : Bonnie.Rice@niagaracounty.com Fax : 1-716-278-8587 Bonnie S. Rice	N	0
40	Niagara Falls Church of Christ 2011 Tennessee Avenue Niagara Falls, New York 14305 Phone : 716-285-6534 Email : niafallscofc@aol.com Eddie J. Cornelius	N	0
41	Niagara University PO Box 2041 Niagara University Niagara Falls, New York 14109 Phone : 716-286-8500 Email : tmj@niagara.edu Tina Johnston	N	0
42	Norfolk State University 700 Park Ave. Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbiggs@nsu.edu Paula C. Briggs	N	0
43	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgvtv.com Career Center	N	0

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44	NY Job bank - Workforce Consortium Greater Buffalo Works 525 Washington Street Buffalo, New York 14203 Phone : 716-845-6003 Email : phyllis.damico@labor.ny.gov Phyllis Damico	N	0
45	NY State Job Bank - Department of Labor 284 Main Street Buffalo, New York 14202 Phone : 716-851-2694 Email : jobbank.buffalo@labor.ny.gov Job Resources Job Bank	N	0
46	NYS Broadcasters Association, Inc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : sandy@nysbroadcasters.org Sandy Messineo	N	0
47	Oswego - State U of NY 7060 Rt 104 Oswego, New York 13126 Email : sbgresumes@sbgvtv.com Career Center	N	0
48	Seneca Nation of Indians 1510 Route 438 I Irving, New York 14081 Phone : (716) 945-1790 Email : darcy.kettle@sni.org Fax : 1-716-945-8676 Darcy Kettle	N	0
49	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Career Page	N	2

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50	SUNY at Buffalo 259 Capen Hall Buffalo, New York 14260 Phone : 716-745-4642 Url : http://www.buffalo.edu/career.html Email : jca@buffalo.edu Judith Applebaum	N	0
51	SUNY at Buffalo 259 Capen Hall Buffalo, New York 14260 Phone : 716-645-2231 Email : sbgresumes@sbgstv.com Judith Applebaum	N	0
52	SUNY Fredonia 280 Central Avenue Fredonia, New York 14063 Phone : 716-673-3111 Email : careers@fredonia.edu Career Services	N	0
53	Syracuse University 900 S Crouse Ave Syracuse, New York 13244 Email : sbgresumes@sbgstv.com Career Center	N	0
54	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
55	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
56	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0

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57	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
58	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	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	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
61	Word of Mouth Referral	N	3
62	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
63	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

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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	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
2	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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3	5/14/2021	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
4	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 of News Traning