

**WNYO, WUTV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2022 - January 31, 2023**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Marketing Consultant - WUTV/WNYO	1-21, 23-56, 58-59	17
Marketing Consultant - WUTV/WNYO	1-21, 23-56, 58-59	27
Digital Content Producer	1-16, 18-56, 58-59	27
Marketing Associate	1-16, 18-22, 24-27, 29-38, 40-56, 58-59	27
Local Sales Manager	1-2, 4, 6-22, 24-26, 29-38, 40-56, 58-59	32
Marketing Consultant	1-2, 4, 6-16, 18-22, 24-26, 29-38, 40-59	57
Marketing Consultant	1-2, 4, 6-16, 18-22, 24-26, 29-38, 40-59	32

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	African American Cultural Center 350 Masten Avenue Buffalo, New York 14208 Phone : 716-884-2013 Email : africanccultural350@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@sbgstv.com Aaron Brumfield	N	0
12	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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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	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
15	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
16	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
17	Employee Referral	N	2
18	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
19	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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20	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
21	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
22	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
23	Hilbert College 5200 South Park Avenue Hamburg, New York 14075 Phone : 716-649-7900 Email : mflynn@hilbert.edu Maura Flynn	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
25	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
26	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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27	Indeed.com - Not Directly Contacted by SEU	N	3
28	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
29	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
30	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : sbgresumes@sbgstv.com Broadbean Source	N	0
31	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : <a href="http://www.kysu.edu">www.kysu.edu</a> Email : sbgresumes@sbgstv.com Career Center	N	0
32	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : sbgresumes@sbgstv.com Account Manager	N	2
33	Medaille College 18 Agassiz Circle Buffalo, New York 14214 Phone : 716-880-2211 Email : carol.cullinan@medaille.edu Carol Cullinan	N	0

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34	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk  Prong 2 Ended Date: 11/21/2022	N	0
35	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : <a href="http://www.miles.edu">www.miles.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
36	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : <a href="http://www.morgan.edu">www.morgan.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
37	NAACP 395 E. Ferry Street Buffalo, New York 14208 Phone : 716-884-7242 Email : <a href="mailto:dybj324@yahoo.com">dybj324@yahoo.com</a> Rev. Mark E Blue	N	0
38	Niagara County Employment & Training Department 1001 Eleventh Street Niagara Falls, New York 14301 Phone : (716) 278-8213 Email : <a href="mailto:Bonnie.Rice@niagaracounty.com">Bonnie.Rice@niagaracounty.com</a> Fax : 1-716-278-8587 Bonnie S. Rice	N	0
39	Niagara Falls Church of Christ 2011 Tennessee Avenue Niagara Falls, New York 14305 Phone : 716-285-6534 Email : <a href="mailto:niafallscofc@aol.com">niafallscofc@aol.com</a> Eddie J. Cornelius	N	0

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40	Niagara University PO Box 2041 Niagara University Niagara Falls, New York 14109 Phone : 716-286-8500 Email : tmj@niagara.edu Tina Johnston	N	0
41	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
42	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
43	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
44	NYS Broadcasters Association, Inc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : sandy@nysbroadcasters.org Sandy Messineo	N	0
45	Oswego - State U of NY 7060 Rt 104 Oswego, New York 13126 Email : sbgresumes@sbgstv.com Career Center	N	0



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46	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
47	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Email : employment@sbgstv.com Career Page	N	1
48	SUNY at Buffalo 259 Capen Hall Buffalo, New York 14260 Phone : 716-645-2231 Email : sbgresumes@sbgstv.com Judith Applebaum	N	0
49	SUNY Fredonia 280 Central Avenue Fredonia, New York 14063 Phone : 716-673-3111 Email : careers@fredonia.edu Career Services	N	0
50	Syracuse University 900 S Crouse Ave Syracuse, New York 13244 Email : sbgresumes@sbgstv.com Career Center	N	0
51	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : <a href="http://www.tsu.edu">www.tsu.edu</a> Email : sbgresumes@sbgstv.com Career Center	N	0
52	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : sbgresumes@sbgstv.com Andrea Siegle	N	0

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53	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	0
54	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : <a href="http://www.uapb.edu">www.uapb.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
55	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : <a href="http://www.wvstateu.edu">www.wvstateu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
56	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
57	Word of Mouth Referral	N	1
58	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
59	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : <a href="http://www.xula.edu">www.xula.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/2/2022	Participation in Job Fairs	The WHAM News Director and News Operations Manager represented all New York State Sinclair stations at the SUNY Brockport Jobs & Internship Fair. This was an in-person event held on campus. They met with potential candidates, and reviewed and collected resumes and candidate information for future job openings across New York State and the Company. They spoke with current students regarding their interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Career site and were given information on specific openings within the New York State stations.	1	HR Manager News Director News Operations Manager
2	3/8/2022	Participation in Job Fairs	Kaitlyn Richards, Assistant News Director/Executive Producer with WSTM/WTWV/CW6 CNYCentral.com represented all New York State Sinclair stations at the 2022 SUNY Oswego Spring Virtual Career & Internship Fair. This was virtual event held on online. Kaitlyn met with potential candidates and reviewed and collected resumes and candidate information for future job openings across New York State and the Company. She spoke with current students regarding their interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Career site and were given information on specific openings within the New York State stations.	1	Assistant News Director

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3	3/22/2022	Participation in Job Fairs	Amy McGlynn-Drury, Business Manager/HR with WUTV/WNYO represented all New York State Sinclair stations at the 2022 Buffalo State College Job & Internship Fair. Amy met with potential candidates and reviewed and collected resumes and candidate information for future job openings across New York State and the Company. She spoke with current students regarding their interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Career site and were given information on specific openings within the New York State stations, as well as All Sinclair stations.	1	Business Manager/HR
4	3/24/2022	Participation in Job Fairs	The WHAM News Director and Digital Content Manager represented all New York State Sinclair stations at the St. John Fisher Spring Career Fair. This was an in-person event held on campus. They met with potential candidates and reviewed and collected resumes and candidate information for future job openings across New York State and the Company. They spoke with current students regarding their interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Career site and were given information on specific openings within the New York State stations.	2	News Director Digital Content Manager

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5	3/28/2022	Co Sponsoring Job Fair	Several management team members of 13WHAM represented all New York State Sinclair stations at the Stop the Violence Career Fair. This was a diverse, 2-day, in-person event held in downtown Rochester, NY. The 13WHAM representatives met with potential candidates and reviewed and collected resumes and candidate information for future job openings across New York State and the Company. They spoke with numerous individuals regarding their interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Career site and were given information on specific openings within the New York State stations.	12	GM/SVP HR Manager Director of Creative Svcs Director of Sales
6	4/23/2022	Participation in Job Fairs	Amy Drury, Business Manager/HR with WUTV/WNYO represented all New York State Sinclair stations at the 2022 Buffalo Broadcasters Association WNED-TV Station building. Amy met with potential candidates and reviewed and collected resumes and candidate information for future job openings across New York State and the Company. She spoke with current students regarding their interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Career site and were given information on specific openings within the New York State stations.	1	Business Manager/HR

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7	5/23/2022	Provision of training to management	The Director of Talent Acquisition for the Company spoke on a panel at the Media Finance Focus conference in Tampa, FL. The topic was “Lessons in Leadership: How to Survive the Great Resignation”. She and two others on the panel spoke about how to attract and keep a diverse staff through a period of high turnover. As broadcasters we are required certain outreach initiatives to maintain licenses and now these steps are even more essential in attracting prospective employees. Topics discussed were marketing and utilizing broad outreach to diversify your candidate pool, compensation/ benefits, job postings, selling their opportunities, and learning about new changes to talent acquisition tricks.	2	Talent Acquisition Regional Controller
8	7/19/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist and the Corporate Employment Coordinator 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 as well as 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	Sr. Employment Specialist Employment Coordinator

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9	8/3/2022	Participation in Job Fairs	Sinclair's SVP of News, News Recruiter, several News Managers and News employees represented all Sinclair News stations at the 2022 NABJ convention/career expo. They met with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who met with Sinclair during the career fair were followed up with and interviews were set up where applicable.	3	News Recruiter Group News Director SVP of News
10	11/10/2022	Participation in Job Fairs	Brandi Proctor, Sinclair's News Recruiter, represented all of Sinclair Broadcast Group at a Virtual Career Fair with Penn State University. She met with students one on one, and discussed their interest in Sinclair Broadcast Group, and the potential opportunities we offer in the television industry. She discussed the different avenues and careers in the broadcast industry, and how to meet your career goals. She connected with the students on LinkedIn, and provided her contact information, as well as directed them to our Careers Page to check out all of our open opportunities.	1	News Recruiter
11	11/15/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist represented all of Sinclair Broadcast Group at a Career Discussion with Elizabeth City State University. The topic of discussion was Professional Development, and Career Opportunities. She met virtually with a class and discussed career opportunities within Sinclair, and competencies for career readiness with the company. She also provided information on how to apply, and how to search our openings on our Careers Page. All students were given contact information, and a presentation with an overview of Sinclair.	1	Sr. Employment Specialist