

WPGH / WPNT
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

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 Associate	1-2, 4-6, 8-20, 23-27, 29-55, 57-80	38
Entry Level Marketing Consultant	1-2, 4-6, 8-20, 22-27, 29-39, 41-55, 57-80	22
National Sales Assistant	1-17, 19-20, 23-37, 39, 41-55, 57-80	47
Promotions Producer	1-17, 19-21, 23-37, 39, 41-55, 57-80	64
Regional Sales Assistant	1-17, 19-20, 23-33, 35-39, 41-55, 57-58, 60-80	28
Regional Sales Assistant	1-17, 19-20, 23-33, 35-39, 41-55, 57-58, 60-80	38
Regional Sales Assistant	1-17, 19-20, 23-33, 35-39, 41-55, 57-58, 60-80	28
IT Engineer	1, 3-5, 7-17, 19-21, 23-25, 27-33, 35-37, 39, 41-55, 57-58, 60-80	28
Digital Sales Coordinator	1, 3-5, 7-17, 19-20, 23-25, 27, 29-33, 35-39, 41-55, 57-68, 70-74, 76-80	38
Marketing Associate	1, 3-5, 7-17, 19-20, 23-25, 27, 29-33, 35-39, 41-55, 57-74, 76-80	47
Productions Producer	1, 3-5, 7-9, 11-17, 19-21, 23-25, 27, 29-33, 35-39, 41-55, 57-58, 60-74, 76-80	38
Regional Sales Assistant	1, 3-5, 7-9, 11-17, 19-20, 23-25, 27-33, 35-37, 39, 41-55, 57-58, 60-68, 70-74, 76-80	47
Regional Sales Assistant	1, 3-5, 7-9, 11-17, 19-20, 23-25, 27-33, 35-37, 39, 41-55, 57-58, 60-68, 70-74, 76-80	64
Marketing Associate	1, 3-5, 7-9, 11-17, 19-20, 23-25, 27, 29-33, 35-39, 41-47, 49-55, 57, 59-68, 70-74, 76-80	47
Regional Sales Assistant	1, 3-5, 7-17, 19-20, 23-25, 27-33, 35-37, 39, 41-47, 49-55, 57, 59-74, 76-80	28
Digital Sales Coordinator	1, 3-5, 7-17, 19-20, 22-25, 27-33, 35-39, 41-47, 49-56, 60-68, 70-74, 76-80	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	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
2	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
3	Allegheny Community College 808 Ridge Ave Pittsburgh, Pennsylvania 15212 Phone : 412-237-2525 Christopher Caresani Manual Posting	N	0
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : kbordell@asu.edu Karen Bordeleau	Y	0
5	Baltimore Assoc of Black Media Workers 6400 York Road Baltimore, Maryland 21212 Phone : 410-377-2246 Email : newsroom@wmar.com Terry Owens	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	Bidwell Training Center 1815 Metropolitan Street Pittsburgh, Pennsylvania 15233 Phone : 412-323-4000 Email : bjeffries@mcg-btc.org Bobby Jefferies	N	0

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8	Bishop State Community College 351 N Broad Street Mobile, Alabama Phone : 251-405-7000 Email : jwomack@bishop.edu Juliette Womak	N	0
9	Bucknell University One Dent Dr Lewisburg, Pennsylvania 17837 Phone : 5705772000 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
10	Butler Community College PO Box 1203 Butler, Pennsylvania 16003 Phone : 724-287-8711 Email : natacia.owens@bc3.edu NAtacia.owens Hartle	N	0
11	Cambria County Carrerlink 445 Schoolhouse Rd Johnston, Pennsylvania Phone : 814-553-2493 Email : jedick@pa.gov Career Services	N	0
12	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
13	Carlow College 3333 5th Ave Rm 321 Pittsburgh, Pennsylvania 15213 Phone : 412-578-6067 Email : careercenter@carlow.edu Career Services	N	0
14	Chatham College 106 Woodland Rd Pittsburgh, Pennsylvania 15238 Phone : 412-365-1209 Email : sbgresumes@sbgstv.com Eileen Bucher	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
15	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
16	Clairtin Family Center 734 Miller Ave Clairton, Pennsylvania 15025 Phone : 412-233-8325 Fax : 1-412-233-3735 Pam Puryear	N	0
17	Clariton School District 501 Waddel St Clairton, Pennsylvania 15025 Phone : 412-233-4755 Fax : 1-412-233-5101 Eric Brown	N	0
18	Community College of Allegheny College 808 Ridge Ave Pittsburgh, Pennsylvania 15212 Phone : 412-237-2545 Bob Kmetz Manual Posting	N	0
19	Community College of Beaver 1 Campus Drive Monaca, Pennsylvania 15061 Phone : 724-775-8561 Email : kelly.todd@ccbc.edu Kelly Todd	N	0
20	Council of Three Rivers American Indian Center, Inc 120 Charles St Dorseyville, Pennsylvania 15238 Phone : 412-782-4457 Email : kjevsevar@cotraic.org John Richard	N	0
21	Current Employee	N	4
22	Current Employee/Internal Promotion	N	2

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23	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
24	Duquesne University G-12 Rockwell Hall 600 Forbes Ave Pittsburgh, Pennsylvania 15213 Phone : 412-396-6644 Email : sbgresumes@sbgstv.com Laura Aber	N	0
25	East Allegheny Family Center 200 Westinghouse Ave Wilmerding, Pennsylvania 15148 Phone : 412-829-6171 Fax : 1-412-829-6173 Juliann Tamsula	N	0
26	Edinboro University 106 McNerney Hall Edinboro, Pennsylvania 16444 Phone : 814-832-2781 Jody Gallagher Manual Posting	N	0
27	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
28	Employee Referral	N	10
29	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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30	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
31	Goodwill of Soth Western PA 118 52nd Street Pittsburgh, Pennsylvania 15201 Email : quentin.taraszewski@goodwillswpa.org Quentin Taraszewski	N	0
32	Grove City College 100 Campus Dr Grove City, Pennsylvania Phone : 724-458-3371 Email : sbgresumes@sbgstv.com Linda Reash	N	0
33	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
34	Higher Call World Outreach Church 1321 Mifflin St. PO BOx 310 Homestead, Pennsylvania 15120 Phone : 412-464-0241 Email : highercallwoc@aol.com Florence Johnson	N	0
35	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
36	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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37	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
38	Indeed.com - Not Directly Contacted by SEU	N	13
39	Indiana University of PA 302 Pratt Hall IUP Indiana, Pennsylvania 15705 Phone : 724-357-2235 Email : sbgresumes@sbgstv.com Fax : 1-724-357-4079 Diane Stipcak	N	0
40	Internet Ad-not directly contacted by SEU	N	1
41	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
42	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
43	Juniata College 1700 Moore St Huntington, Pennsylvania 16652 Phone : 814-641-3350 Email : careers@juniata.edu Dr. Darwin Kysor	N	0
44	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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45	LaRoche College 9000 Babcock Blvd Pittsburgh, Pennsylvania 15237 Phone : 412-536-1130 Beck Rosswog Manual Posting	N	0
46	Lincoln University PO Box 179 Lincoln University, Pennsylvania 19352 Phone : 610-932-8300 Email : mmcgill@lincoln.edu Maria McGill	N	0
47	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgtv.com Account Manager	N	19
48	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 Prong 2 Ended Date: 11/21/2022	N	0
49	Mercyhurst College 501 East 38th St 204 Old Main Erie, Pennsylvania 16545 Phone : 814-824-2424 Email : frizzzone@mercyhurst.edu Frank Rizzzone	N	0
50	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgtv.com Career Center	N	0

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51	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
52	NAACP Pittsburgh 2203 Wylie Ave Pittsburgh, Pennsylvania 15219 Email : pghnaacp.secretary@gmail.com Gwebdolyn Young	N	0
53	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
54	PA Assoc of Broadcasters 8501 Paxton St Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Barbara Wycoff Manual Posting	N	0
55	PA Career Link 304 Wood St Pittsburgh, Pennsylvania 15221 Phone : . PA Career Link Workforce Manual Posting	N	0
56	Penn State University 1435 Bedford Ave Suite A Pittsburgh, Pennsylvania 15219 Sarah Krupp Manual Posting	N	0
57	Penn State University Beaver 100 University Dr Monaca, Pennsylvania 16061 Phone : 724-773-3953 Email : saw163@psu.edu Stephaine DeMaro	N	0

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58	Penn State University Fayette PO Box 519 Route 119N Uniontown, Pennsylvania 15041 Phone : 724-430-4123 Email : bmw6394@psu.edu Brittany Will	N	0
59	Penn State University McKeesport 108 Frable Building 400 University Dr McKeesport, Pennsylvania 15132 Phone : 412-675-9117 Email : eec16@psu.edu Career Services	N	0
60	PennWest University 250 University Avenue California, Pennsylvania 15419 n/a n/a Manual Posting	N	0
61	Pittsburgh Technical College 111 McKee Rd Oakdale, Pennsylvania 15071 Phone : 412-809-5150 Email : careerservices@ptcollege.edu Josephine Smith	N	0
62	Point Park University 201 Wood St Pittsburgh, Pennsylvania 15222 Phone : 412-392-3950 Url : https://www.pointpark.edu/ Email : sbgresumes@sbgstv.com Jessica Hobson	N	0
63	Robert Morris College 881 Narrows Run Rd Moon Township, Pennsylvania 15108 Phone : 412-262-8224 Email : careers@rmu.edu John Michaelenko	N	0
64	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page	N	3

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65	Slippery Rock University 103 Malby Center Slippery Rock, Pennsylvania 16057 Phone : 724-738-2028 Email : sbgresumes@sbgstv.com Career Services	N	0
66	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
67	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
68	The Sheffield Institute for the Recording Arts 13816 Sunnybrook Rd Phoenix, Maryland 21131 Phone : 800-355-6613 Email : jared@sheffielddav.com Josh Scarff	N	0
69	The Work Center 332 5th Ave Pittsburgh, Pennsylvania 15222 Fax : 1-412-765-3570 Sandra Smith	N	0
70	Thiel College 75 College Ave Greenville, Pennsylvania 16125 Phone : 724-589-2063 Email : lschaef@thiel.edu Lisa Schaef	N	0
71	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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72	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
73	University of Pittsburgh 4200 Fifth Ave Pittsburgh, Pennsylvania Email : sbgresumes@sbgstv.com n/a n/a	N	0
74	University of Pittsburgh- Johnston G-52 Student Union Johnstown, Pennsylvania 15904 Phone : 724-838-8040 Url : https://www.upj.pitt.edu/ Email : dmz17@pitt.edu Dorthy Marie Zilic	N	0
75	Waynesburg University 51 West College St Waynesburg, Pennsylvania 15370 Phone : 724-852-3372 Url : http://www.waynesburg.edu/undergraduate/academic-resources/academic-support/career-services Career Services Manual Posting	N	0
76	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
77	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
78	WPGH/WPNT-TV 750 Ivory Avenue Pittsburgh, Pennsylvania Email : sbgresumes@sbgstv.com Sue Nolan	N	0

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79	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
80	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:			52

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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	4/6/2022	Participation in Job Fairs	Laura Kelly, HR Coordinator represented WJAC and sister stations WOLF/WQMY/WSWB/WPGH/WPNT/WHP/WLYH/WCHS/WVAH/WSYX/WTTE/WWHO at the 2022 Pennsylvania Highlands Community College Job Fair. She spoke with students, explaining the various positions within Sinclair Broadcast Group. She spoke to students in group 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
2	4/7/2022	Participation in Job Fairs	Krysteen Young, HR Coordinator and Wade Parsons, News Director represented WCHS/WVAH and sister stations WHP/WLYH/WOLF/WQMY/WSWB/WPGH/WPNT/WTOV/WJAC/WSYX/WTTE/WWHO at the 2022 West Virginia State University Career Fair. They spoke with students, explaining the various positions within Sinclair. They spoke to students in group 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.	2	HR Coordinator News Director

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3	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	Director, Talent Acquisition Regional Controller
4	9/8/2022	Participation in Job Fairs	Allie O’Kane, HR Coordinator represented WOLF/WQMYWSWB and sister stations WHP/WLYH/WJAC/WCHS/WVAH/WPGH/WPNT/WTOV/WSYX/WTTE/WWHO at the Penn State University Job Fair. She 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	Business Manager
5	9/30/2022	Participation in Job Fairs	Bryan Queen, News Director represented WHP/WLYH and sister stations WOLF/WQMY/WSWB/WJAC/WCHS/WVAH/WPGH/WPNT/WTOV/WSYX/WTTE/WWHO at the Shippensburg University job fair. Students were told about the career and internship opportunities at all represented stations. They also received information on how and where to apply.	1	News Director

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6	10/5/2022	Participation in Job Fairs	Sue Nolan, HR Coordinator and Ashlan Houser, HR Coordinator represented WPGH/WPNT, WTOV, WHP/WLYH and sister stations WJAC//WOLF/WQMY/WSWB/WSYX/WTTE/WWHO/WCHS/WVAH at the Spring Western PA Collegiate virtual career fair. They spoke with students and alumni, explaining the various positions within the represented stations. Students were given information on how to apply through the Sinclair Broadcast Group website.	2	HR Coordinator HR Coordinator
7	10/6/2022	Participation in Job Fairs	Allie O’Kane, HR Coordinator attended the Jefferson East job fair to represent WOLF/WQMY/WSWB and sister stations WHP/WLYH/WJAC/WCHS/WVAH/WPGH/WPNT/WTOV/WSYX/WTTE/WWHO. Students were told about the career and internship opportunities within the represented stations. They also received information on how and where to apply.	1	Business Manager
8	10/13/2022	Participation in Job Fairs	Allie O’Kane, HR Coordinator attended the Penn State - Great Valley job fair to represent WOLF/WQMY/WSWB and sister stations WHP/WLYH/WJAC/WCHS/WVAH/WPGH/WPNT/WTOV/WSYX/WTTE/WWHO. Students were told about the career and internship opportunities within the represented stations. They also received information on how and where to apply.	1	Business Manager
9	10/19/2022	Participation in Job Fairs	Laura Kelly, HR Coordinator represented WJAC and sister stations WHP/WLYH/WOLF/WQMY/WSWB/WCHS/WVAH/WPGH/WPNT/WTOV/WSYX/WTTE/WWHO at the Seton Hill Virtual Career Fair. Students were told about the career and internship opportunities within the represented stations. They also received information on how and where to apply through the Sinclair Broadcast Group website.	1	HR Coordinator

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10	10/26/2022	Participation in Job Fairs	Ashlan Houser, HR Coordinator represented WHP/WLYH and sister stations WJAC/WOLF/WQMY/WSWB/WCHS/WVAH/WPGH/WPNT/WTOV/WSYX/WTTE/WWHO at Susquehanna Valley job fair. Attendees were told about the career and internship opportunities within the represented stations. They also received information on how and where to apply through the Sinclair Broadcast Group website.	1	HR Coordinator
11	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 Director
12	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

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13	1/27/2023	Participation in scholarship programs	In keeping with promoting diversity in the Broadcast industry as well as promoting broadcasting careers as a whole, WPGH/WPNT has publicly shared information on their website regarding the Sinclair Diversity Scholarship. This \$5,000 scholarship opportunity is offered to college students from diverse ethnic backgrounds, who are in their sophomore or junior years of a 4-yr college or university, and are pursuing a career in broadcasting, digital, social media, or marketing. There is no specific college major required. By promoting this at the local WPGH/WPNT station level, it will bring visibility to this scholarship at local colleges who may have interested and eligible students.	1	HR Coordinator
14	2/24/2023	Participation in Job Fairs	Multimedia Journalist Nicole Fuschino represented WJAC and sister stations WHP/WLYH/WOLF/WQMY/WSWB/WCHS/WVAH/WPGH/WPNT/WTOV/WSYX/WTTE/WWHO at Penn State University's Donald P. Bellisario College of Communications 24th Annual JobExpo.Comm Internship and Career Fair. In attendance was also Brandi Proctor, Sinclair Broadcast Group News Recruiter and Bryan Queen, WHP News Director. They met with students one on one, and discussed their interest in Sinclair Broadcast Group, and the potential opportunities we offer in the television industry. They discussed the different avenues and careers in the broadcast industry, and how they can meet career goals. They were directed to our Careers Page to check out all of our open opportunities.	3	Multimedia Journalist News Recruiter News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	3/1/2023	Participation in Job Fairs	Jason Buchert, Operations Supervisor and Marty Engle, Assistant Chief Engineer represented WTOV and sister stations WJAC/ WPGH/WPNT/ WOLF/WQMY/WSWB/WSYX/WTTE/ WWHO/WHP/WLYH/WCHS/WVAH at the St Vincent College Career Fair. They spoke with students and alumni, explaining the various positions within the represented stations. Students were given information on how to apply through the Sinclair Broadcast Group website.	2	Operations Supervisor Assistatn Chief Engineer
16	3/22/2023	Participation in Job Fairs	Human Resources Coordinator Laura Kelly represented WJAC as well as sister stations WOLF/WQMY/WSWB /WHP/WLYH/WCHS/WVAH/WPGH/ WPNT/WTOV/WSYX/WTTE/WWHO at University of Pittsburgh at Johnstown's 2023 Spring Career and Internship Fair. 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 directed them to our Careers Page to check out all of our open opportunities.	1	HR Coordinator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
17	3/22/2023	Participation in Job Fairs	Creative Services Director Steve Phillips represented WOLF/WQMY/WSWB as well as sister stations WJAC/WHP/WLYH/WCHS/WVAH/WPGH/WPNT/WTOV/WSYX/WTTE/WWHO at King's College Career Fair. He met with students one on one, and discussed their interest in Sinclair Broadcast Group, and the potential opportunities we offer in the television industry. He discussed the different avenues and careers in the broadcast industry, and how to meet your career goals. He directed them to our Careers Page to check out all of our open opportunities.	1	Creative Service Director
18	3/28/2023	Participation in Job Fairs	Dawn Miller, News Manager and Steve Phillips, Creative Services Director represented WOLF/WQMY/WSWB and sister stations WPGH/WPNT/WTOV/WHP/WLYH/WJAC/WSYX/WTTE/WCHS/WVAH at the Keystone College Career Fair. They spoke with students and alumni, explaining the various positions within the represented stations. Students were given information on how to apply through the Sinclair Broadcast Group website.	2	News Manager Creative Service Director
19	3/29/2023	Participation in Job Fairs	Sue Nolan, HR Coordinator represented WPGH/WPNT/WTOV and sister stations WHP/WLYH/WJAC/WOLF/WQMY/WSWB/WSYX/WTTE/WWHO/WCHS/WVAH at the Spring Western PA Collegiate virtual career fair. She spoke with students and alumni, explaining the various positions within the represented stations. Students were given information on how to apply through the Sinclair Broadcast Group website.	1	HR

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
20	3/30/2023	Participation in Job Fairs	Bryan Queen, News Director represented WHP/WLYH and sister stations WJAC/WOLF/WQMY/WSWB/WCHS/WVAH/WPGH/WPNT/WTOV/WSYX/WTTE/WWHO at the Shippensburg University Spring job fair. Students were told about the career and internship opportunities at all represented stations. They also received information on how and where to apply using Sinclair's careers page.	1	News Director