

WPEC, WTCN-CA, WTVX, WWHB-CA
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
News Producer	2-11, 13-16, 18-20, 23-28, 30-37, 39-44, 46-58, 60-64	13
News Producer	2-11, 13-16, 18-20, 23-28, 30-37, 39-44, 46-58, 60-64	60
News Producer	2-11, 13-16, 18-20, 23-28, 30-37, 39-44, 46-58, 60-64	13
News Producer	2-11, 13-16, 18-20, 23-28, 30-37, 39-44, 46-58, 60-64	9
Weekend Meteorologist / Reporter	2-6, 8, 10, 12, 14-15, 18-20, 23-28, 30-34, 36-37, 39-44, 46-48, 50-58, 60-64	12
Digital Marketing Consultant	2-6, 8, 10, 14-16, 18-20, 23-28, 30-34, 36-37, 39-44, 46-48, 50-58, 60-64	16
Technical Director	2-6, 8, 10, 14-15, 18-20, 23-28, 30-34, 36-37, 39-44, 46-48, 50-58, 60-64	28
News Photographer	2-8, 10, 14-15, 18-20, 23-28, 30-37, 39-44, 46-58, 60-64	28
News Anchor / Reporter (Weekends)	1-8, 10-11, 14-15, 18-20, 23-28, 30-37, 39-44, 46-58, 60-64	1
Multiplatform Marketing Producer/Editor	2-6, 8, 10, 14-15, 19-20, 23-28, 30-34, 36-37, 39-44, 46-48, 50-58, 60-64	28
Associate Producer	2-6, 8, 10-11, 13-15, 19-20, 23-28, 30-34, 37, 39-44, 46-48, 50-58, 60-64	13
Digital and Social Content Producer/Editor	2-6, 8, 10-11, 14-16, 19-20, 23-28, 30-34, 37, 39-44, 46-48, 50-58, 60-64	16
Master Control Operator	2-6, 8, 10, 14-16, 19-20, 23-28, 30-34, 37, 39-44, 46-48, 50-58, 60-64	16
Master Control Operator	2-6, 8, 10, 14-15, 17, 19-20, 23-34, 37, 39-44, 46-48, 50-64	17
News Photographer	2-6, 8, 10, 12, 14-16, 19-20, 22, 24-27, 30-34, 37, 39-43, 47-48, 50, 52, 54-58, 60-64	12
Promotions Producer	2-6, 8, 10-11, 14-16, 19-20, 24-27, 30-34, 37-43, 47-48, 50, 52, 54-57, 60-64	38
Creative Services Producer	2-6, 8, 10-11, 14-15, 19-22, 24-27, 30-34, 37, 39-43, 47-48, 50, 52, 54-58, 60-64	21
Assistant News Director	2-6, 8, 10-11, 13-15, 19-20, 24-27, 30-34, 37, 39-43, 45, 47-48, 50, 52, 54-58, 60-64	13

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Executive Producer	2-6, 8, 10-11, 14-15, 19-20, 24-26, 30-34, 37, 39-43, 47-48, 50, 52, 54-58, 60-64	47
Local Sales Manager	2-6, 8, 10, 14-16, 19-20, 24-26, 29-34, 37, 39-43, 47-48, 50, 52, 54-58, 60-64	47
News Editor	2-6, 8, 10-11, 14-15, 19-20, 22, 24-26, 30-34, 37, 39-43, 47-48, 50, 52, 54-58, 60-64	33

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	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
3	Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Student Services Daytona Beach, Florida 32114 Phone : 386-481-2141 Email : owensa@cookman.edu Anthony Owens	N	0
4	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
5	Central Florida Association of Black Journalists PO Box 745 Orlando, Florida 32801 Email : cfabj1@gmail.com Career Services	N	0
6	City College-Fort Lauderdale Campus 2000 West Commercial Blvd Fort Lauderdale, Florida 33309 Phone : 954-492-5353 Email : hmcfadden@citycollege.edu Holly McFadden	Y	0
7	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	Connecticut School of Broadcasting 3450 Northlake Blvd. Ste. 110 Palm Beach Gardens, Florida 33403 Phone : 561-847-4126 Email : csbpalmbeach@gocsb.com Harley Rhodes	N	3

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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	Corporate Recruiter	N	1
10	Creative Jobs Central 324 W. 38th St. Ste. #1002 New York, New York 10018 Phone : 646-202-9538 Url : http://www.creativejobcentral.com Email : livejobsites@gmail.com Cara Silverman	N	0
11	Current Employee	N	18
12	Current Employee - Transfer/Promotion	N	2
13	Current Employee/Internal Promotion	N	6
14	Emerson College 100 Beacon Street Boston, Massachusetts Phone : 617-824-8586 Url : http://www.emerson.edu Email : carol_spector@emerson.edu Carol Spector	N	0
15	Emma L. Bowen Foundation For Minority Interests In Media, Inc. 825 - 7th Avenue 2nd Floor New York, New York 10019 Phone : 212-664-3773 Email : everette.harrison@nbcuni.com Everette Harrison	N	0
16	Employee Referral	N	7
17	Facebook post	N	1
18	Florida A&M University 100 Student Union Plaza, Tallahassee, Florida 32307 Url : http://www.careercenter.famu.edu Email : sbgresumes@sbgstv.com Career Services	N	0
19	Florida Association of Broadcasters 201 S Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 800.802.5322 Email : intern@fab.org Career Services	N	0

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20	Florida Atlantic University 777 Glades Road P.O. Box 3091 Boca Raton, Florida Phone : 561-297-3536 Url : http://www.myinterface.com/fau/employed Email : sbgresumes@sbgstv.com James Watson	N	0
21	Former Employee	N	1
22	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
23	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Sinclair SilkRoad Source	N	0
24	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	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	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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27	Idaho State - Department of Mass Communications 921 South 8th Ave Stop 8242 Pocatello, Idaho Phone : 208-282-0211 Email : careers@isu.edu Career Center	Y	0
28	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Sinclair SilkRoad Source	N	14
29	Indeed.com - Not Directly Contacted by SEU	N	2
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	Latin Chamber of Commerce 1417 W. Flagler Street Miami, Florida 33135 Phone : 305-642-3870 Email : bettyg@camacol.org Betty Gradera	N	0
33	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	7
34	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

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35	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
36	Nat'l Association of Hispanic Journalists 1000 National Press Building 529 14 th Street NW Washington, District of Columbia Phone : 202.662.7145 Email : kolivas@nahj.org Kevin Olivas	N	0
37	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301.405.0248 Url : http://www.nabj.org Email : lwaldschmitt@nabj.org Lisa Waldschmitt	N	0
38	Non-Employee Referral	N	1
39	Norfolk State University 700 Ark Avenue Norfolk, Virginia 23504 Email : pcbriggs@nsu.edu Career Services	N	0
40	Ohio Center for Broadcasting Ohio 9885 Rockside Road Suite 160 Valley View, Ohio 4125 Phone : 216-447-9117 Email : jhardy@beonair.com Janice Hardy	Y	0
41	Palm Beach Atlantic University 901 S.Flagler Drive West Palm Beach, Florida 33401 Email : kimberly_ladd@pba.edu Kimberly Ladd	N	0
42	Palm Beach County Film & Television Commission 1555 Palm Beach Lakes Boulevard Suite 414 West Palm Beach, Florida 33401 Phone : 561-233-1000 Email : ctricoli@pbfilm.com Christy Tricoli	Y	0

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43	Palm Beach State College Central Campus 4200 Congress Avenue Lake Worth, Florida 33461 Phone : 561-868-3049 Url : http://www.pbcc.edu Gail Tomei Manual Posting	Y	0
44	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Sinclair SilkRoad Source	N	0
45	Recruiter	N	1
46	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Sinclair SilkRoad Source	N	0
47	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.net Sharon Pickeral	N	11
48	Society of Broadcast Engineers, Inc. 8445 Keystone Crossing Ste. 140 Indianapolis, Indiana 46240 Phone : 317-253-1640 Email : kjones@sbe.org Scott Jones	N	0
49	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

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50	The Institute of Production and Recording 312 Washington Avenue North Minneapolis, Minnesota 55401 Phone : 612-244-2807 Email : DWelter@ipr.edu Diane Welter	Y	0
51	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
52	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
53	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Sinclair SilkRoad Source	N	0
54	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
55	Urban League of Greater Miami 8500 N.W. 25th Avenue Miami, Florida 33147 Phone : 305-696-4450 Email : twfair@miamiurbanleague.org T. Willard Fair	N	0
56	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0

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57	West Virginia University of Journalism Florida Email : maryanne.reed@mail.wvu.edu Marianne Reed	N	0
58	Women In Communications, Inc c/o P.B. Co. School Board 3320 Forest Hill Blvd West Palm Beach, Florida Phone : 561-434-8000 Email : valerie.crenshaw@palmbeachschool.org Fax : 1-417-886-3685 Valerie Crenshaw	N	0
59	Word of Mouth Referral	N	1
60	WPEC website 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : http://www.cbs12.com Email : upeak@sbgstv.com Ursula Peak	N	2
61	WTCN my15 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : http://my15wtcn.com Email : lpuzino@sbgstv.com Ursula Peak	N	0
62	WTVX 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : http://www.wearewestpalm.com Email : kferraro@sbgstv.com Ursula Peak	N	0
63	WWHB - Azteca 48 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : http://azteca48.com Email : CMahecha@sbgstv.com Ursula Peak	N	0

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64	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			80

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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	10/25/2019	Participation in events or programs sponsored by educational institutions	Ten (10) students and instructor from Digital Film and Broadcast Academy at South Tech Academy in Boynton Beach came for a station tour. They viewed taping for Spotlight on Business, Q & A session with Creative Services, news departments and advertising sales. They were able to see the control room and how news gets on the air.	5	Marketing Consultant Promotion Manager News Manager Creative Services Director
2	10/28/2019	Participation in events sponsored by community groups	We did a station tour for Christina Kaiser with Communities Connected for Kids. We had two adults and 12 children for a station tour to show them how the television station works. Jose Garcia explained how master control works and what the master control operators have to do to keep several stations on the air. Khairunisa Mat Sani showed them how a newscast gets on the air from the control room and how scripts are coded. Liz Quirantes led the tour and explained the different parts of the news department and what various employees are responsible for. Jerry Palovick and Liz explain what happens in the studio with cameras, teleprompter, the chroma key, etc.	4	Anchor Master Control Supervisor Technical Director Photographer

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3	12/10/2019	Participation in events or programs sponsored by educational institutions	Station Tour for the 4th grade students from The Ideal School. Anchor Matt Lincoln answered questions about lavalier mics, IFB's, and teleprompters in the Studio. 4 students, selected by their teacher, acted as anchors and read "Holiday Happenings" story off the teleprompter. The rest of the class watched from the control room how producers and directors punch keys and communicate with the studio talent. The class went on the green screen and recorded a "One To Turn Too" video. Next Engineer Hassan Bokeem set up a camera and half of the students "reported" from outside the live U truck while the rest watched it be transmitted in the live truck. He explained about satellites and how the reporters go live from the field. After that they learned about Master Control from HUB Supervisor Jose Garcia how commercials are run live during sports and Survivor! In the Newsroom they met Editors, the Digital team, Producers and Directors. Final stop was into Creative Services where they watched station image promos. The students were enthusiastic and most importantly completely engaged in the tour. They asked great questions.	7	Promotions Producer Anchor Engineering Technician Operations Supervisor
4	2/17/2020	Participation in events or programs sponsored by educational institutions	A station tour was given to 4 students from the Boys/Girls Club of St. Lucie County with their Events Coordinator Mitch Kloorfain. These students won a "Student of the Year" contest and were treated to a Media Day at WPEC – CBS12. They toured the Sales Dept, Studio in North Building, Copy Dept, Creative Services area, Engineering/Master Control, Newsroom and main CBS12 Studio. The students had a chance to sit at the anchor desk, stand in front of the green screen and take photos.	2	Operations Manager Meteorologist

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5	3/5/2020	Participation in events sponsored by community groups	The Adventure Group of Wellington came in for a station tour. The tour was given by Creative Services Producer Erica Prete. They observed the noon newscast from the control room and learned how the producers and directors communicate during live shows. Senior Meteorologist John Matthews showed them the news studio, explained the equipment and then taught them how to do a weather report on the green screen. The ladies also met Morning News Anchor Matt Lincoln and Meteorologist Lauren Olesky who talked to them. The group also learned about Creative Services, Master Control and the various positions in the newsroom. The ladies recorded several things which aired in the newscasts later that evening. The Adventure Group had a great time.	4	Promotions Producer Sr. Meteorologist Anchor Meteorologist
6	3/24/2020	Participation in events or programs sponsored by educational institutions	A station tour was given to 6 students and two teachers from Els Center of Excellence in Jupiter. The students put on a newscast for their school each morning. They were given a chance to see how CBS12 News is assembled and put on the air. General Manager Mike Pumo welcomed everyone to the station and gave a few remarks. The group then toured the newsroom and met Anchor Matt Lincoln and News Photographer Dave Wertheimer. Both answered questions and took time to explain how they do their jobs. Later we spent time in the CBS 12 studio where the students had a chance to sit on the anchor desk, stand in front of the green screen and take photos. We later toured the ASN-studio where Jim answered more questions. We send them off in style, the CBS 12 Promotions Department supplied each visitor with a station T-Shirt.	4	General Manager Anchor Lincoln News Photographer

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7	6/6/2020	Participation in events sponsored by community groups	<p>Erica Prete was contacted by our local Cub Scouts about hosting a Virtual Station Tour for their annual (turned virtual due to pandemic) ‘Camp Out’ day.</p> <p>We pre-recorded a tour around the building, hosted by CBS12 News This Morning’s Matt Lincoln, that explained the studio, control room and the different pieces of equipment used during newscasts.</p> <p>Luli Ortiz and Liz Quirantes answered Cub Scout questions about being on air talent and the different things they liked about their careers as reporters and anchors.</p> <p>In the control room, Charles explained how directors “punch” shows and using special coding to build newscasts.</p> <p>Producer Jeremy answered the Scout’s questions on how he finds the best stories for the day.</p> <p>Meteorologist Zach Covey showed the Scouts the green screen and the program he uses to generate weather graphics for the newscasts.</p> <p>Each troop had their questions answered about working in TV and local news.</p> <p>Each Scout was able to secure their journalism badge after viewing our Virtual Station Tour.</p>	6	<p>News Anchor</p> <p>Promotion Producer</p> <p>General Assignment Reporter</p> <p>Meteorologist</p>
8	7/8/2020	Participation in Job Fairs	<p>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.</p> <p>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.</p>	4	<p>Sr Employment Manager</p> <p>News Talent Manager</p> <p>Employment Specialist</p> <p>Director News Training</p>