

WPGH / WPNT
EEO PUBLIC FILE REPORT
April 1, 2021 - March 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
Marketing Consultant	1-12, 14-25, 27-30, 32-39, 41-52, 54-61, 63-70, 72-75, 77-81	47
Executive Producer	1, 3-4, 6-25, 27-30, 32-39, 41-50, 54-61, 63-65, 67-70, 72, 74-75, 77-81	64
Master Control Operator	1-12, 14-30, 32-39, 41-51, 54-61, 63-65, 67-70, 72-75, 77-81	26
Master Control Operator	1-12, 14-25, 27-30, 32-39, 41-51, 54-61, 63-65, 67-70, 72-75, 77-81	38
Regional Sales Assistant	1-12, 14-25, 27-30, 32-37, 39, 41-51, 54-61, 63-65, 67-75, 77-81	37
Regional Sales Assistant	1-12, 14-33, 35-37, 39, 41-51, 53-61, 63-65, 67-81	26
Master Control Operator	1-12, 14-25, 27-33, 35-51, 53-61, 63-65, 67-81	38
Regional Sales Assistant	1-12, 14-25, 27-33, 35-39, 41-51, 53-65, 67-81	62
Master Control Operator	1-12, 14-25, 27, 29-33, 35-37, 39, 41-51, 53-61, 63-65, 67-81	64

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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@sbgvtv.com Career Center	N	0
2	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgvtv.com Career Planning	N	0
3	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
4	Baltimore Assoc of Black Media Workers 6400 York Road Baltimore, Maryland 21212 Phone : 410-377-2246 Email : newsroom@wmar.com Terry Owens	N	0
5	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
6	Bidwell Training Center 1815 Metropolitan Street Pittsburgh, Pennsylvania 15233 Phone : 412-323-4000 Email : bjeffries@mcg-btc.org Bobby Jefferies	N	0
7	Bishop State Community College 351 N Broad Street Mobile, Alabama Phone : 251-405-7000 Email : jwomack@bishop.edu Juliette Womak	N	0

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Bucknell University One Dent Dr Lewisburg, Pennsylvania 17837 Phone : 5705772000 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
9	Butler Community College PO Box 1203 Butler, Pennsylvania 16003 Phone : 724-287-8711 Email : emmalee.hartle@bc3.edu Emmalee Hartle	N	0
10	Cambria County Carrerlink 445 Schoolhouse Rd Johnston, Pennsylvania Phone : 814-553-2493 Email : jedick@pa.gov Career Services	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	Carlow College 3333 5th Ave Rm 321 Pittsburgh, Pennsylvania 15213 Phone : 412-578-6067 Email : careercenter@carlow.edu Career Services	N	0
13	Catholic Youth Association Of Pittsburgh Inc Stephen Foster Community Center 286 Main Street Pittsburgh, Pennsylvania 15201 Phone : 412-621-3342 Email : gretchcya@comcast.net Grethchen Fay	N	0
14	Chatham College 106 Woodland Rd Pittsburgh, Pennsylvania 15238 Phone : 412-365-1209 Email : sbgresumes@sbgstv.com Eileen Bucher	N	0

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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@sbgstv.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	Clarion University of PA 114 Egbert Hall Clarion, Pennsylvania 16214 Phone : 814-393-2323 Diana Brusg Manual Posting	N	0
18	Clariton School District 501 Waddel St Clairton, Pennsylvania 15025 Phone : 412-233-4755 Fax : 1-412-233-5101 Eric Brown	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	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Duquesne University G-12 Rockwell Hall 600 Forbes Ave Pittsburgh, Pennsylvania 15213 Phone : 412-396-6644 Email : sbgresumes@sbgstv.com Laura Aber	N	1
23	East Allegheny Family Center 200 Westinghouse Ave Wilmerding, Pennsylvania 15148 Phone : 412-829-6171 Fax : 1-412-829-6173 Juliann Tamsula	N	0
24	Edinboro University 106 McNerney Hall Edinboro, Pennsylvania 16444 Phone : 814-832-2781 Jody Gallagher Manual Posting	N	0
25	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
26	Employee Referral	N	2
27	Family Foundations 710 Thompson Ground Floor Ste 9 Mckees Rocks, Pennsylvania 15136 Phone : 412-771-2810 Ext 11 Email : sstiffler@forstorox.org Sue Stiffler	N	0
28	Family Resources 141 South Highland Ave Pittsburgh, Pennsylvania 15206 Phone : 412-363-1702 Ext 1409 Email : adelaney@familyresourcesofpa.org Elaina Rickella Delany	N	0
29	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	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
34	Hill House Association 1835 Centre Ave Pittsburgh, Pennsylvania 15219 Phone : (412) 392-4400 Email : cellington@hillhouse.org Fax : 1-412-392-4462 Carmen Ellington	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

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	1
38	Indeed.com - Not Directly Contacted by SEU	N	8
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

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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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 : mmcgrill@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	2
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	Y	0
49	Mercyhurst College 501 East 38th St 204 Old Main Erie, Pennsylvania 16545 Phone : 814-824-2424 Email : frizzone@mercyhurst.edu Frank Rizzone	N	0
50	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgtv.com Career Center	N	0
51	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgtv.com Career Center	N	0

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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
52	Ms Foundation for Women 12 Metrotech Center Brooklyn, New York Phone : 212-742-2300 Email : info@ms.foundation.org Fax : 1-212-742-1653 Career Services	N	0
53	NAACP Pittsburgh 2203 Wylie Ave Pittsburgh, Pennsylvania 15219 Email : pghnaacp.secretary@gmail.com Gwebdolyn Young	N	0
54	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
55	PA Assoc of Broadcasters 8501 Paxton St Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Barbara Wycoff Manual Posting	N	0
56	PA Career Link 304 Wood St Pittsburgh, Pennsylvania 15221 Phone : . PA Career Link Workforce Manual Posting	N	1
57	Penn State University Beaver 100 University Dr Monaca, Pennsylvania 16061 Phone : 724-773-3953 Email : saw163@psu.edu Stephaine DeMaro	N	0
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

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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59	Penn State University Mckeesport 108 Frable Building 400 University Dr McKeesport, Pennsylvania 15132 Phone : 412-675-9070 Fax : 1-412-675-9278 Career Services	N	0
60	Pittsburgh Technical College 111 McKee Rd Oakdale, Pennsylvania 15071 Phone : 412-809-5150 Email : careerservices@ptcollege.edu Josephine Smith	N	0
61	Point Park University 201 Wood St Pittsburgh, Pennsylvania 15222 Phone : 412-392-3950 Url : https://www.pointpark.edu/ Email : sbgresumes@sbgvtv.com Jessica Hobson	N	0
62	Re-hire	N	1
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@sbgvtv.com Career Page	N	6
65	Slippery Rock University 103 Malby Center Slippery Rock, Pennsylvania 16057 Phone : 724-738-2028 Email : sbgresumes@sbgvtv.com Career Services	N	0

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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66	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
67	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
68	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
69	The Sheffield Institute for the Recording Arts 13816 Sunnybrook Rd Phoenix, Maryland 21131 Phone : 800-355-6613 Email : jared@sheffieldav.com Josh Scarff	N	0
70	The Work Center 332 5th Ave Pittsburgh, Pennsylvania 15222 Fax : 1-412-765-3570 Sandra Smith	N	0
71	Thiel College 75 College Ave Greenville, Pennsylvania 16125 Phone : 724-589-2063 Email : lschaef@thiel.edu Lisa Schaef	N	0
72	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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73	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
74	University of Pittsburgh 4200 Fifth Ave Pittsburgh, Pennsylvania Email : sbgresumes@sbgstv.com n/a n/a	N	0
75	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
76	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
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	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
79	WPGH/WPNT-TV 750 Ivory Avenue Pittsburgh, Pennsylvania Email : sbgresumes@sbgstv.com Sue Nolan	N	0

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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
80	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
81	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgtv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			23

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/7/2021	Participation in Job Fairs	Sue Nolan represented WPGH/WPNT and sister stations WJAC/WTOV/WOLF/WQMY/WSWB/WSYX/WTTE/WHP at The Allegheny County Community College virtual 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	HR Coordinator
2	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
3	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

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

III. RECRUITMENT INITIATIVES

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4	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
5	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
6	7/7/2021	Participation in events or programs sponsored by educational institutions	Sue Nolan participated Pittsburgh Technical College Virtual Portfolio Show. Sue Nolan ,reviewed resumes and completed senior projects. She gave students feedback on their Portfolios.	1	HR Coordinator

WPGH / WPNT
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	9/22/2021	Participation in Job Fairs	Marty Remle represented WSYX / WTTE and sister stations WKRC / WKEF / WRGT / WNWO / WICD / WSMH / WPBN / WCHS / WVAH / WPGH / WPNT at the OSU Fall Career and Internship Fair. He spoke to students about careers and internships in broadcasting and the importance of obtaining an internship. He 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 the Sinclair Website.	1	HR Coordinator
8	9/22/2021	Participation in Job Fairs	Krysteen Young (HR Coordinator) and Wade Parson's (News Director) represented WSYX / WTTE, WCHS/WVAH, WEYI/WSMH, and WPGH/WPNT at the Ohio University career fair. Krysteen and Wade met with students virtually in a group and 1:1 meetings to discuss their careers in broadcasting and why it is important to choose a company like Sinclair for the many advancement opportunities within our many stations. All candidates who were interested in job opportunities were asked to apply through the Sinclair Website.	2	HR Coordinator News Director
9	9/30/2021	Participation in Job Fairs	Allie O'Kane and Sue Nolan represented WOLF/WPGH/WPNT and sister stations WSYX/WTTE/WCHS / WVAH/WTOV at the PSU Behrend virtual Career and Internship Fair. They spoke to students about careers and internships in broadcasting and the importance of obtaining an internship. They also 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 the Sinclair Website.	2	Business Manager HR Coordinator

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

III. RECRUITMENT INITIATIVES

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10	9/30/2021	Participation in Job Fairs	Marty Remle and Carrie Samarco represented WSYX/WTTE /WPGH/WPNT and sister stations WJAC/WCHSi / WVAH/WTOV/WOLF at The Rowland School of Business of Point Park University virtual Career and Internship Fair. They spoke to students about careers and internships in broadcasting and the importance of obtaining an internship. They also 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 the Sinclair Website.	2	HR Coordinator Master Control Supervisor
11	10/7/2021	Participation in Job Fairs	Marty Remle represented WSYX/WTTE and sister stations WKRC / WKEF / WRGT / WNWO / WICD / WSMH / WPBN / WCHS / WVAH / WPGH / WPNT at the Bowling Green State University Fall 2021 EXPO Job and Internship Fair. He spoke to students about careers and internships in broadcasting and the importance of obtaining an internship. He also 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 the Sinclair Website.	1	HR Coordinator

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

III. RECRUITMENT INITIATIVES

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12	10/13/2021	Participation in Job Fairs	Sue Nolan represented WPGH/WPNT and sister stations WJAC/WTOV/WOLF/WQMY/WSWB/WSYX/WTTE/WHP/WCHSH/WVAH at the Fall Western PA Collegiate Virtual Fair. She spoke with students and alumni, explaining the various positions within Sinclair and broadcast stations WPGH/WPNT,WJAC/WTOV/WOLF/WQMY/WSWB/WSYX/WTTE/WHP/.WCHS/WVAH Students were given information on how to apply through the Sinclair Broadcast Group website.	1	HR Coordinator
13	11/11/2021	Participation in Job Fairs	Laura Kelly and Sue Nolan represented WJAC/WPGH/WPNT at Point Park University virtual Career and Internship Fair. They spoke to students about careers and internships in broadcasting and the importance of obtaining an internship. They also 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 the Sinclair Website.	2	HR Coordinator HR Coordinator

WPGH / WPNT
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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14	2/1/2022	Provision of training to management	<p>SBG, Inc. and its stations are Equal Opportunity Employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment. Newly hired managers and supervisors take web-based training courses titled "Business Ethics" and "Workplace Harassment Prevention for Manager Version 3.0" and all newly hired employees complete "Workplace Harassment Prevention for Employees and "Business Ethics" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	58	

WPGH / WPNT
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

III. RECRUITMENT INITIATIVES

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15	2/17/2022	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 and who are in their sophomore or junior years of a 4-yr college or university and are pursuing a career in broadcasting, digital or 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	
16	3/9/2022	Participation in Job Fairs	Wade Parsons represented WCHS/WVAH and sister stations WJAC/WTOV/ WOLF/WQMY/WSWB/ WPGH/WPNT at the West Virginia University Spring Career Virtual Fair. He spoke with students and alumni, explaining the various positions within Sinclair and broadcast stations WPGH/WPNT, WJAC/WTOV/ WOLF/WQMY/WSWB/WCHSH/WVAH Students were given information on how to apply through the Sinclair Broadcast Group website.	1	News Director
17	3/10/2022	Participation in Job Fairs	Sue Nolan represented WPGH/WPNT and sister stations WJAC/WTOV/ WOLF/WQMY/WSWB/WCHSH/WVAH at the Spring Western PA Collegiate Virtual Fair. She spoke with students and alumni, explaining the various positions within Sinclair and broadcast stations WPGH/WPNT, WJAC/WTOV/ WOLF/WQMY/WSWB///WCHSH/WVAH Students were given information on how to apply through the Sinclair Broadcast Group website.	1	HR Coordinator

WPGH / WPNT
EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
18	3/16/2022	Participation in Job Fairs	Sue Nolan represented WPGH/WPNT and sister stations WJAC/WTOV/WOLF/WQMY/WSWB/WCHSH/WVAH at the Mercyhurst University Spring 2022 Virtual Career Expo. She spoke with students and alumni, explaining the various positions within Sinclair and broadcast stations WJAC/WTOV/WOLF/WQMY/WSWB/WCHSH/WVAH /. Students were given information on how to apply through the Sinclair Broadcast Group website.	1	HR Coordinator
19	3/22/2022	Participation in Job Fairs	Human Resources Coordinator, Laura Kelly represented WJAC and sister stations WPGH/WPNT/WOLF/WSWB/WQMY/WCHS/WVAH at the 2022 University of Pittsburgh at Johnstown Job and Internship Fair. She spoke to students about careers and internships in broadcasting and the importance of obtaining an internship. She also spoke with current students regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through the Sinclair Website.	1	HR Coordinator
20	3/24/2022	Participation in Job Fairs	Allie O’Kane represented WOLF/WQMY/WSWB and sister stations WJAC/WPGH/WPNT/WCHS/WVAH at the Penn State Behrend’s Spring Career and Internship Virtual Fair. She spoke with students and alumni, explaining the various positions within Sinclair and broadcast stations WOLF/WQMY/WSWB/WJAC/WPGH/WPNT Students were given information on how to apply through the Sinclair Broadcast Group website.	1	Business Manager/ HR Manager

WPGH / WPNT
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
21	3/30/2022	Participation in Job Fairs	Allie O’Kane represented WOLF/WQMY/WSWB and sister stations WJAC/WPGH/WPNT /WCHS WVAH at the King’s College Virtual Fair. She spoke with students and alumni, explaining the various positions within Sinclair and broadcast stations WOLF/WQMY/WSWB/WJAC/WPGH/ WPNT Students were given information on how to apply through the Sinclair Broadcast Group website. Number of Participants: 1	1	Business Manager/ HR Manager
22	3/31/2022	Participation in Job Fairs	Sue Nolan represented WPGH/WPNT and sister stations at WJAC/WTOV/ WOLF/WQMY/WSWB/WCHSH/WVA H The Point Park University Internship 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	HR Coordinator