

# WCTI

## EEO PUBLIC FILE REPORT

### August 1, 2022 - July 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 Consultant	1-9, 15-18, 20-25, 27, 30-38, 40-43, 47, 49-61	59
Marketing Consultant	1-9, 15-18, 20-25, 27, 30-38, 40-43, 47, 49-61	59
Creative Services Producer	1-9, 13-25, 27-28, 30-38, 40-43, 47, 49-58, 60-61	14
Multimedia Journalist (MMJ)	1-9, 12, 15-25, 27-28, 30-38, 40-43, 47, 49-58, 60-61	47
Weekend Meteorologist	1, 3-4, 6-7, 9-10, 12, 15-18, 20-28, 30-38, 40-43, 47-58, 60-61	28
Anchor/Reporter	1, 3-4, 6-7, 9-10, 12, 15-18, 20-27, 30-38, 40-43, 47-58, 60-61	47
Anchor/Reporter	1, 3-4, 6-7, 9-10, 12, 15-18, 20-27, 30-38, 40-43, 47-58, 60-61	47
Marketing Consultant-Greenville NC	1, 3-4, 6-7, 9, 12, 15-18, 20-25, 27-28, 30-38, 40-43, 46-47, 49-58, 60-61	46
Digital Content Manager	1, 3-4, 6-7, 9, 12, 15-18, 20-25, 27, 30-38, 40-43, 47, 49-58, 60-61	47
News Producer	1, 3-4, 6-7, 9, 12, 15-18, 20-25, 27, 30-38, 40-43, 47, 49-58, 60-61	47
Assistant News Director	1, 3-4, 6-7, 9, 12-25, 27-28, 30-38, 40-43, 47, 49-58, 60-61	14
Business Manager	1, 3-4, 6-7, 9, 12, 15-18, 20-25, 27-28, 30-38, 40-43, 46-47, 49-58, 60-61	46
Marketing Associate	1, 3-4, 6-7, 9, 12, 15-18, 20-25, 27-28, 30-38, 40-43, 47, 49-58, 60-61	28
News Producer	1, 3-4, 6-7, 9, 12, 15-18, 20-25, 27-28, 30-38, 40-43, 47, 49-58, 60-61	28
Technical Director	1, 3-4, 6-7, 9, 12, 15-18, 20-25, 27-28, 30-38, 40-43, 47, 49-58, 60-61	28
Marketing Consultant - Jacksonville/New Bern	1, 3-4, 6-7, 9, 12, 14-18, 20-25, 27-28, 30-38, 40-43, 46-47, 49-58, 60-61	47
Marketing Consultant - Jacksonville/New Bern	1, 3-4, 6-7, 9, 12, 14-18, 20-25, 27-28, 30-38, 40-43, 46-47, 49-58, 60-61	14
Marketing Associate	1, 3-4, 6-7, 9, 12, 15-18, 20-25, 27-28, 30-35, 37-38, 40-43, 47, 49-61	47
Marketing Manager	1, 3-4, 6-7, 9, 12, 15-18, 20-25, 27, 30-35, 37-38, 40-43, 46-47, 49-58, 60-61	46

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multimedia Journalist (MMJ)	1, 3-4, 6-7, 9-12, 14-18, 20-27, 30-35, 37-38, 40-43, 47-58, 60-61	16
Multimedia Journalist (MMJ)	1, 3-4, 6-7, 9-12, 14-18, 20-27, 30-35, 37-38, 40-43, 47-58, 60-61	11
Multimedia Journalist (MMJ)	1, 3-4, 6-7, 9-12, 14-18, 20-27, 30-35, 37-38, 40-43, 47-58, 60-61	14
Multimedia Journalist (MMJ)	1, 3-4, 6-7, 9-12, 14-18, 20-27, 30-35, 37-38, 40-43, 47-58, 60-61	47
News Producer	1, 3-4, 6-7, 9, 12, 15-18, 20-25, 27-28, 30-35, 37-38, 40-43, 47, 49-58, 60-61	47
News Photographer	1, 3-4, 6-7, 9-10, 12, 15-18, 20-27, 30- 35, 37-38, 40-43, 45, 47-61	45
Digital Marketing Associate	1, 3-4, 6-7, 9, 12, 15-18, 20-25, 27-35, 37-38, 40-43, 47, 49-58, 60-61	28
Marketing Associate	1, 3-4, 6-7, 9, 12, 15-18, 20-25, 27-28, 30-35, 37-44, 47, 49-58, 60-61	47

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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	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : <a href="http://www.aamu.edu">www.aamu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
2	Albany State University 504 College Dt Albany, Georgia 31705 Url : <a href="http://www.asurams.edu">www.asurams.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Planning	N	0
3	Appalachian State University 369 JET Building Boone , North Carolina 28607 Phone : 828.262.2180 Url : <a href="http://www.appstate.edu">www.appstate.edu</a> Sharon Jenson Manual Posting	N	0
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:kbordell@asu.edu">kbordell@asu.edu</a> Karen Bordeleau	Y	0
5	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : <a href="http://www.benedict.edu">www.benedict.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
6	California Chicano News Media 3800 South Grand Ave Suite 3950 Los Angeles, California 90071 Url : <a href="http://www.ccnma.org">http://www.ccnma.org</a> Email : <a href="mailto:sylvia@ccnma.org">sylvia@ccnma.org</a> Fax : 1-424-238-0271 Rachel Uranga	Y	0

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<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>
7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Aaron Brumfield	N	0
8	Carteret Community College 3505 Arendell St Morehead City, North Carolina 28557 Phone : 252-222-6286 Email : <a href="mailto:bagshawer@carteret.edu">bagshawer@carteret.edu</a> Fax : 1-252-222-6265 Rhonda Bagshawe	N	0
9	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : <a href="http://www.cheyney.edu">www.cheyney.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Services	N	0
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
11	Corporate Recruiter	N	1
12	Craven Community College Workforce Development & Military Programs 800 College Court New Bern, North Carolina 28562 Phone : 252.638.0401 Email : <a href="mailto:braddye@cravencc.edu">braddye@cravencc.edu</a> Margaret Chance	N	0
13	Current Employee	N	2
14	Current Employee/Internal Promotion	N	4

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15	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
16	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Email : brownjo@ecu.edu Lee Brown	N	1
17	Elizabeth City State University Parkview Drive Elizabeth City, North Carolina 27909 Phone : 252-335-3516 Email : llevans@ecsu.edu Fax : 1-252-335-3415 Letitia Evans	N	0
18	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
19	Employee Referral	N	4
20	Employment Security Commission Greenville 3101 Bismarck St Greenville, North Carolina 27834 Phone : 252-355-9067 Email : esc.jobs.greenville@ncesc.gov Fax : 1-252-355-9075 Donna Cannon	N	0
21	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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22	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : <a href="http://www.gijobs.com">www.gijobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> R. Brandt	N	0
23	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : <a href="http://www.hbcuconnect.com">www.hbcuconnect.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> William Moss	N	0
24	Hire A Hero PO Box 6808 Morango, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
25	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Carol Dudley	Y	0
26	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	N	0
27	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : <a href="http://www.htu.edu">www.htu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
28	Indeed.com - Not Directly Contacted by SEU	N	20
29	Internet Ad-not directly contacted by SEU	N	1

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30	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
31	Jacksonville Employment Security Commission 461 Western Blvd. #106 Jacksonville, North Carolina 28546 Phone : 910-347-2121 Email : <a href="mailto:lindsay.gress@nccommerce.com">lindsay.gress@nccommerce.com</a> Fax : 1-910-938-2583 Lindsay Gress	N	0
32	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
33	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : <a href="http://www.kysu.edu">www.kysu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
34	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Account Manager	N	8
35	Marine For Life 1003 Jennifer Drive Jacksonville, North Carolina 28546 Phone : 910.376.4102 Url : <a href="http://www.MarineForLife.org">www.MarineForLife.org</a> Email : <a href="mailto:Nichole.Mason@usmc.mil">Nichole.Mason@usmc.mil</a> Staff Sergeant Nichole Mason	N	0

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36	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
37	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
38	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
39	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> n/a n/a	N	0
40	National Hispanic Media Coalition , North Carolina Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Alejandra Valenzuela	N	0
41	NCWorks Career Center 2836 Neuse Blvd New Bern, North Carolina 28560 Phone : 252-514-4828 Email : <a href="mailto:jason.akes@nccommerce.com">jason.akes@nccommerce.com</a> Fax : 1-252-514-4840 Jason Akers	N	0
42	North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : <a href="http://www.ncat.edu">www.ncat.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	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
43	North Carolina Association of Broadcasters 150 Fayetteville Street Ste 1270 Raleigh, North Carolina 27601 Phone : 919-821-7300 Url : ncbroadcast.com Email : info@ncbroadcast.com Lisa Reynolds	N	0
44	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
45	Re-hire	N	1
46	Recruiter	N	7
47	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgnet.net Email : employment@sbgnet.com Career Page	N	20
48	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
49	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgnet.com Career Center	N	0
50	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgnet.com Andrea Siegle	N	0

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51	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	1
52	UNC Wilmington Career Center 601 S College Road Wilmington, North Carolina 28403 Phone : 910-962-3174 Email : <a href="mailto:vankoughnetl@uncw.edu">vankoughnetl@uncw.edu</a> Lisa VanKoughnet	N	0
53	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
54	University of North Carolina – Chapel Hill University Career Services, CB 5140 Chapel Hill, North Carolina Phone : 919-962-7886 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Julie Pendergraff	N	0
55	WCTI/WYDO TV 225 Glenburine Dr New Bern, North Carolina 28560 Phone : 828-651-4528 Email : <a href="mailto:mzhager@sbgstv.com">mzhager@sbgstv.com</a> Mary Hager	N	0
56	Weaver Education Center 300 S. Spring Street Greensboro, North Carolina 27401 Phone : 336-370-8282 Email : <a href="mailto:crenshm@gcsnc.com">crenshm@gcsnc.com</a> Fax : 1-336-370-8287 Michael Crenshaw	N	0

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<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>
57	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
58	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
59	Word of Mouth Referral	N	4
60	<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
61	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>74</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	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
2	9/22/2022	Participation in Job Fairs	UNCA held their Fall career and Internship Fair on September 22, 2022. One of our Marketing Associates participated in the event. He took a list of current job postings for our stations in NC & VA. He spoke with students about current openings and directed them to the Sinclair Careers website to apply. He was also able to provide information to students about the internship program. It was a very successful day!	1	Marketing Associate
3	10/5/2022	Establishment of an intern program designed to assist members of the community	We had one intern this year in our news department. He was from East Carolina University studying Meteorology. He got first hand experience learning how to edit weather graphics, forecast and update storyline.	1	News Director
4	10/11/2022	Participation in Job Fairs	The HR Coordinator with WLOS-TV went to the WNC Agricultural Center for the WNC Expo Career Fair on October 11, 2022. The public was invited. She met with job seekers and talked about current openings at the Sinclair stations in NC, SC & VA. She provided a list of current openings & directed interested candidates to the company career website to view all jobs & apply.	1	HR Coordinator

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5	10/14/2022	Participation in Job Fairs	The News Director & Assistant News Director attended the Virginia Tech job Fair on October 14, 2022. They represented stations WSET, WRLH, WTVZ, WCTI, WLOS & WXLV. They talked to candidates about job openings at those stations, providing a list of the current openings & how to apply. They also talked about Sinclair's internship program & how that is a great way to prepare students for entry level jobs.	2	News Director Assistant News Director
6	4/12/2023	Participation in Job Fairs	News Director and HR Representative attended the Communications Career Fair at East Carolina University. They spoke with students about opportunities for summer internships as well as our current open positions at the station. All students were encouraged to visit company's career page to apply. They answered any questions students had regarding opportunities at Sinclair and in the broadcasting industry as a whole.	2	Business Manager News Director
7	7/12/2023	Participation in Job Fairs	Sinclair's News Talent Manager and Corporate News Recruiter represented all Sinclair News stations at the 2023 NAHJ convention/career expo. They met with potential candidates and reviewed resumes and reels for current and future job openings across the company. All candidates who met with Sinclair during the career fair are followed up with and interviews are set up where applicable.	2	Recruiter News Manager
8	7/19/2023	Participation in Job Fairs	Sinclair's Corporate Recruiter and AVP, Digital Publishing represented all Sinclair News stations at the 2023 AAJA convention/career expo. They met with potential candidates and discussed current and future job openings across the company. All candidates who met with Sinclair during the career fair will be followed up with and interviews will be set up where applicable.	2	Recruiter AVP of Digital Publishing