

WCTI
EEO PUBLIC FILE REPORT
August 1, 2023 - July 31, 2024

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
Weekend Meteorologist	1-7, 9-13, 15, 17, 19-34, 36-39, 41-52, 54-55	30
Digital Content Producer	1-6, 9-13, 15-17, 19-31, 33-52, 54-55	16
Entry Level Marketing Consultant	1-6, 9-13, 15, 17, 19-22, 24-31, 33-41, 43-52, 54-55	25
News Assignment Editor	1-6, 9-15, 17, 19-22, 24, 26-31, 33-41, 43-52, 54-55	14
Multimedia Journalist (MMJ)	1-6, 8-15, 17-24, 26-31, 33-52, 54-55	8
Multimedia Journalist (MMJ)	1-6, 8-15, 17-24, 26-31, 33-52, 54-55	14
Multimedia Sports Journalist (MMJ)	1-6, 9-13, 15, 17, 19-24, 26-31, 33-55	53
News Anchor	1-6, 8, 10-15, 17, 19-31, 33-52, 54-55	41
Marketing Associate	1-6, 10-13, 15, 17, 19-22, 24-31, 33-41, 43-52, 54-55	25
News Producer	1-6, 10-15, 17, 19-22, 24, 26-31, 33-41, 43-52, 54-55	14
Studio Crew	1-6, 10-15, 17, 19-22, 24-31, 33-41, 43- 52, 54-55	14
Production Editor	1-6, 10-13, 15, 17, 19-22, 24-31, 33-41, 43-52, 54-55	25
Sales and Marketing Manager	1-6, 10-15, 17, 19-22, 24-31, 33-41, 43- 52, 54-55	30
News Editor	1-6, 10-15, 17, 19-31, 33-43, 45-52, 54- 55	14
Digital Content Producer	1-6, 10-15, 17, 19-24, 26-31, 33-43, 45- 52, 54-55	14

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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	Appalachian State University 369 JET Building Boone , North Carolina 28607 Phone : 828.262.2180 Url : www.appstate.edu Sharon Jenson Manual Posting	N	0
3	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
4	California Chicano News Media 3800 South Grand Ave Suite 3950 Los Angeles, California 90071 Url : http://www.ccnma.org Email : sylvia@ccnma.org Fax : 1-424-238-0271 Rachel Uranga	Y	0
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
6	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0

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7	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	Corporate Recruiter	N	3
9	Craven Community College Workforce Development & Military Programs 800 College Court New Bern, North Carolina 28562 Phone : 252.638.0401 Email : braddye@cravenc.edu Margaret Chance	N	0
10	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
11	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Email : brownjo@ecu.edu Lee Brown	N	0
12	Elizabeth City State University Parkview Drive Elizabeth City, North Carolina 27909 Phone : 252-335-3516 Email : llevans@ecu.edu Fax : 1-252-335-3415 Letitia Evans	N	0
13	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
14	Employee Referral	N	9

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15	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
16	Facebook post	N	1
17	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
18	Former Intern	N	1
19	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
20	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
21	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
22	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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23	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
24	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgtv.com Career Center	N	0
25	Indeed.com - Not Directly Contacted by SEU	N	12
26	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgtv.com Broadbean Source	Y	0
27	Jacksonville Employment Security Commission 461 Western Blvd. #106 Jacksonville, North Carolina 28546 Phone : 910-347-2121 Email : lindsay.gress@nccommerce.com Fax : 1-910-938-2583 Lindsay Gress	N	0
28	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgtv.com Broadbean Source	N	0
29	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgtv.com Career Center	N	0

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30	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	11
31	Marine For Life 1003 Jennifer Drive Jacksonville, North Carolina 28546 Phone : 910.376.4102 Url : www.MarineForLife.org Email : Nichole.Mason@usmc.mil Staff Sergeant Nichole Mason	N	0
32	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	N	0
33	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
34	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
35	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
36	National Hispanic Media Coalition , North Carolina Email : info@nhmc.org Alejandra Valenzuela	N	0

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37	NCWorks Career Center 2836 Neuse Blvd New Bern, North Carolina 28560 Phone : 252-514-4828 Email : jason.akes@nccommerce.com Fax : 1-252-514-4840 Jason Akes	N	1
38	North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
39	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
40	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
41	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgnet.net Email : employment@sbgstv.com Career Page	N	8
42	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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43	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
44	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle Prong 2 Ended Date: 12/31/2023	N	0
45	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
46	UNC Wilmington Career Center 601 S College Road Wilmington, North Carolina 28403 Phone : 910-962-3174 Email : vankoughnetl@uncw.edu Lisa VanKoughnet	N	0
47	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
48	University of North Carolina – Chapel Hill University Career Services, CB 5140 Chapel Hill, North Carolina Phone : 919-962-7886 Email : sbgresumes@sbgstv.com Julie Pendergraft	N	0

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49	WCTI/WYDO TV 225 Glenburine Dr New Bern, North Carolina 28560 Phone : 828-651-4528 Email : mzhager@sbgvtv.com Mary Hager	N	0
50	Weaver Education Center 300 S. Spring Street Greensboro, North Carolina 27401 Phone : 336-370-8282 Email : crenshm@gcsnc.com Fax : 1-336-370-8287 Michael Crenshaw	N	0
51	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
52	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
53	Word of Mouth Referral	N	1
54	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
55	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:			48

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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	8/1/2023	Establishment of training programs for station personnel	<p>Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is part 2 of a 3-part series of training that people managers will complete.</p> <p>The station had 6 managers complete Part 2, which focuses on embodying servant leadership and the importance of building a strong team culture.</p>	6	GSM New Director Assistant Chief Engineer Assistant News Director
2	9/18/2023	Establishment of an intern program designed to assist members of the community	The station hosted an intern from Eastern Carolina University, Mara Phinney. Her main course of study was journalism and Communication. Her goal is to learn more about working at a news station. Her internship was 20 hours a week and ran until 12-15-23	1	News Director
3	1/30/2024	Participation in events or programs sponsored by educational institutions	Station Meteorologist led a presentation at Roger New Bell Academy in Havelock, NC about why we have weather and the importance of having a meteorologist. He explained what school requirements it takes to become a weather person. He discussed cold fronts, warm fronts, high pressures and low pressures, as well as the various weather instruments and numerical models that are used to forecast the weather on a daily basis. He also talked about the El Nino phenomena.	1	Meteorologist

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4	2/21/2024	Participation in Job Fairs	News Director and Station HR Contact attended the Eastern Carolina University School of Communication Career Fair on Wednesday February 21, 2024. They met with current students to discuss opportunities for upcoming internships, advising on what positions are open and answering questions about media opportunities and the application process.	2	News Director Business manager
5	3/14/2024	Participation in Job Fairs	Station General Manager and News Director attended the High Point University Spring 2024 Career & Internship Expo. They met with students and alumni to discuss the current openings at the station, the benefits of working with Sinclair, and how to apply for our current openings.	2	News Director General Manager