

WPDE
EEO PUBLIC FILE REPORT
August 1, 2021 - July 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
Account Executive	2, 4-5, 7-10, 12, 16-21, 23-25, 27-32, 34-40, 43-47, 49-54	18
Multimedia Journalist (MMJ)	2-12, 16-21, 23-25, 27-40, 42-54	18
News Photographer	2-12, 16-17, 19-21, 23-54	30
News Photographer	2-12, 16-17, 19-21, 23-54	40
Multimedia Journalist (MMJ)	2-12, 15-17, 19-21, 23-25, 27-40, 42-54	46
Multimedia Journalist (MMJ)	2-12, 15-17, 19-21, 23-25, 27-40, 42-54	30
Multimedia Journalist (MMJ)	2-12, 15-17, 19-21, 23-25, 27-40, 42-54	15
Marketing Associate	2-10, 12, 16-21, 23-25, 27-40, 43-54	18
News Producer	2-10, 12, 16-17, 19-21, 23-40, 43-54	40
Marketing Consultant	2-10, 12, 16-21, 23-25, 27-40, 43-54	18
News Anchor	1-12, 14, 16-17, 19-21, 23-40, 42-51, 53-54	14
News Anchor/MMJ	2-12, 14, 16-17, 19-21, 23-25, 27-40, 42-54	14
Morning News Anchor	2-12, 14, 16-17, 20-21, 23-25, 27-40, 42-54	14
Morning Meteorologist	2-12, 14, 16-17, 20-21, 23-25, 27-40, 42-54	14
News Anchor - Reporter (Weekends)	2-12, 14, 16-17, 19-21, 23-25, 27-40, 42-54	14
Weekend AM News Producer	2-10, 12-13, 16-25, 27-40, 43-54	40

WPDE
EEO PUBLIC FILE REPORT

August 1, 2021 - July 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	Agency Referral	N	1
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
3	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgvtv.com Career Planning	N	0
4	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
5	Benedict College 1600 Harden Street Columbia, South Carolina 29204 Phone : 803-705-4808 Url : http://www.benedict.edu Email : academic.affairs@benedict.edu Fax : 1-803-764-3914 Karen Rutherford	Y	0
6	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	N	0

WPDE
EEO PUBLIC FILE REPORT

August 1, 2021 - July 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	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
9	Coastal Carolina U P.O. Box 261954 Conway, South Carolina 29528 Phone : 843-349-2343 Url : http://www.coastal.edu Email : yvonne@coastal.edu Jodie Tadlock	N	0
10	Coastal Workforce 200A Victory Lane Conway, South Carolina 29526 Phone : 843-234-9675 x125 Url : http://www.dew.sc.gov Email : scrutchfield@dew.sc.gov Susan Crutchfield	N	0
11	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
12	College of Charleston 66 George St Charleston, South Carolina 29424 Phone : . Url : www.cofc.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
13	Current Employee	N	1
14	Current Employee/Internal Promotion	N	5
15	Current Intern	N	1
16	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgvtv.com Rob Steward	N	0

WPDE
EEO PUBLIC FILE REPORT

August 1, 2021 - July 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
17	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
18	Employee Referral	N	6
19	Florence County DSS 2685 S. Irby Street Florence, South Carolina 29501 Phone : 843-309-9812 Url : http://www.dss.sc.gov Email : robert.ellen@dss.sc.gov Robert Ellen	Y	0
20	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
21	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
22	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
23	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
24	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0

WPDE
EEO PUBLIC FILE REPORT

August 1, 2021 - July 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
25	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
26	Indeed.com - Not Directly Contacted by SEU	N	5
27	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
28	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
29	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
30	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	6
31	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
32	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0

WPDE
EEO PUBLIC FILE REPORT

August 1, 2021 - July 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
33	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
34	NAACP P.O. Box 966 Mullins, South Carolina 29574 Phone : 843-526-0029 Email : mbnaacp@gmail.com Fax : 1-843-526-0067 Daniel Blue	Y	0
35	NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5424 Url : http://www.nab.org Email : nab@nab.org Career Services	N	0
36	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
37	Savannah College of Art and Design 342 Bull St Savannah, Georgia 31402 Phone : . Url : www.scad.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
38	SC Employment Commission 1558 W. Evans Street Florence, South Carolina 29501 Phone : 843-669-4271 Url : http://www.sces.org Email : hstanton@dew.sc.gov H Stanton	N	0

WPDE
EEO PUBLIC FILE REPORT

August 1, 2021 - July 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
39	SCBA 1 Harbison Way Ste.112 Columbia, South Carolina 29210 Phone : 803-732-1186 Url : http://www.scba.net Email : paula@scba.net Paula Thayer	N	0
40	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.com Career Page	N	13
41	Station Website	N	1
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
43	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbg.com Career Center	N	0
44	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbg.com Andrea Siegle	N	0
45	Tri-County Tech 7900 Hwy 76 P.O. Box 587 Pendleton, South Carolina 29670 Phone : 864-646-1500 Url : http://www.tctc.edu Email : careerresources@tctc.edu Glen Hellenga	Y	0

WPDE
EEO PUBLIC FILE REPORT

August 1, 2021 - July 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
46	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	2
47	Univ. of South Carolina H. William Close Bldg. 6th flr. Columbia, South Carolina 29208 Phone : 803-777-5060 Url : http://www.sc.edu/career Email : career@sc.edu Latasha Saunders	Y	0
48	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
49	University of South Carolina 516 Main St Columbia, South Carolina 29208 Phone : . Url : www.sc.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
50	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
51	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0

WPDE
EEO PUBLIC FILE REPORT

August 1, 2021 - July 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
52	WPDE NewsChannel 15 website P.O. Box 51150 Myrtle Beach, South Carolina 29579 Phone : 843-234-9733 x216 Url : http://www.carolinalive.com Email : gvasselli@wpde.com Gina Vasselli	N	0
53	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
54	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			41

WPDE
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/18/2021	Participation in Job Fairs	The 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. 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.	3	News Talent Manager Employment Specialist Director News Training
2	9/21/2021	Participation in Job Fairs	Corporate HR Generalist Jo Nemece represented Sinclair News stations in Virginia, South Carolina, North Carolina, and Georgia at the virtual 3rd Annual Carolina HBCU Career Talent Showcase. The event was hosted by the Carolina Cluster Career Pathways Initiative State Office and included college participants from across the southeast. Jo met virtually with potential candidates and reviewed resumes for current and future job openings across the company. All candidates who were interested in job opportunities were directed to apply through our Sinclair Careers Page	1	HR Generalist
3	9/22/2021	Participation in Job Fairs	Business/HR Manager participated in the UNC-Wilmington Virtual Career & Internship Fair on September 22, 2021. Manager met with student virtually in 3 different group sessions. During each session the students were informed about Sinclair Broadcast Group ~ WPDE/WACH. Discussing were held concerning the open positions at WPDE/WACH and how the Sinclair Careers website works for applicants. Student participation during each session was great and many questions concerning Sinclair and the broadcast industry were asked.	1	Business Manager

WPDE
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	10/6/2021	Participation in Job Fairs	Business/HR Manager participated in the East Carolina University Virtual Career & Internship Fair on October 6, 2021. Manager met with students virtually in 3 different group sessions. During each session the students were informed about Sinclair Broadcasting ~ WPDE/WACH. Discussions were held concerning the open positions at WPDE/WACH and how the Sinclair Careers website works for applicants. Student participation during each session was great and many questions concerning Sinclair and the broadcast industry were asked.	1	Business Manager
5	10/12/2021	Participation in Job Fairs	Business/HR Manager and News Director attended the Winthrop University Career and Graduate Fair on 10/12/21. We spoke with potential applicants as to open positions and summer internships, along with answering their questions regarding Sinclair Broadcasting. Resumes collected and information regarding the Sinclair Career website was handed out.	2	Business Manager News Director
6	1/10/2022	Establishment of an intern program designed to assist members of the community	The Internship program at WPDE ABC15 News allows college students to get an in-depth experience of the News industry before they get their first job. During their internship they do a full range of duties/tasks: shadow reporters and producers, write their own stories, and practicing reporting in front of cameras. They are challenged more with each passing week to learn programs used in the newsroom, develop a workflow and enhance their journalism skills.	3	Business Manager News Director Asst. News Director

WPDE
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	2/10/2022	Participation in Job Fairs	Cathy Hobbs and Lena Sadiwskyj both News Directors, along with Karyn Stoneberg, Business Manager represented WACH, WCIV, WPDE , WRLH, and WTVZ at the University of South Carolina CIC career fair on February 10, 2022. Representatives met with students one on one as they went through the fair, discussing their interests, openings across the company, internship opportunities and collecting resumes. Approximately 75 students attended.	3	News Director News Director Business Manager
8	2/10/2022	Participation in Job Fairs	Heather Gale, assistant news director, participated in the 2022 Spring Career Fair at Coastal Carolina University on 2/10/22. I spoke with potential applicants for internships, potential applicants for job postings and answered questions about Sinclair and the news industry. Students were given business cards for follow up questions and were told about job postings on the website. About 50 students came by my booth to ask questions.	1	Asst. News Director
9	4/8/2022	Participation in events or programs sponsored by educational institutions	Emma Parkhouse, Sydney Madison, and Connor Ingalls participated in Waccamaw Elementary School's Career Day. The event was held from 7:30am - 1:30pm for K-2 students. The students were shown how various equipment worked, and were given coloring activities about weather and meteorology.	3	MMJ Meteorologist Anchor

WPDE
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	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
11	7/19/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist and the Corporate Employment Coordinator 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 as well as 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.	2	Sr. Employment Specialist Employment Coordinator