

WBFF
EEO PUBLIC FILE REPORT
June 1, 2023 - May 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
News Assignment Editor	2-7, 9, 11, 15-23, 25-32, 34, 36, 39-46, 48-49	19
News Assignment Editor	2-7, 9, 11, 15-23, 25-32, 34, 36, 39-46, 48-49	17
Newscast Director	2-7, 9, 11-12, 14-16, 18, 20-23, 25-32, 34, 36, 39-46, 48-49	14
Newscast Director	2-7, 9, 11-12, 14-16, 18, 20-23, 25-32, 34, 36, 39-46, 48-49	14
Newscast Producer	2-9, 11, 15-16, 18, 20-25, 27-32, 34-36, 38-46, 48-49	30
Newscast Producer	2-9, 11, 15-16, 18, 20-25, 27-32, 34-36, 38-46, 48-49	30
IT Engineer	2-7, 9, 11, 15-16, 18, 20-23, 25, 27-32, 34-37, 39-46, 48-49	37
Marketing Associate	2-7, 9, 11, 15-16, 18, 20-23, 25-32, 34-36, 39-46, 48-49	30
Commercial Videographer/Editor	2-7, 9, 11, 15-16, 18, 20-23, 25-32, 34-36, 39-46, 48-49	26
Digital Content Producer	2-11, 15-18, 20-25, 27-36, 38-49	17
Digital Content Producer	2-11, 15-18, 20-25, 27-36, 38-49	10
Master Control Operator	2-7, 9, 11, 15-16, 18, 20-23, 25, 27-37, 39-46, 48-49	30
Master Control Operator	2-7, 9, 11, 15-16, 18, 20-23, 25, 27-37, 39-46, 48-49	37
Regional Sales Assistant	2-7, 9, 11, 15-16, 18, 20-23, 25, 27-36, 39-46, 48-49	30
News Photojournalist	2-7, 9, 11-12, 15-18, 20-23, 25, 27-36, 39-46, 48-49	36
News Photojournalist	2-7, 9, 11-12, 15-18, 20-23, 25, 27-36, 39-46, 48-49	17
Newscast Producer	2-9, 11-12, 15-18, 20-36, 38-46, 48-49	17
Chief Meteorologist	1-9, 11-12, 15-16, 18, 20-25, 27-36, 38-46, 48-49	1
Newscast Director	2-7, 9, 11-13, 15-16, 18, 20-23, 25-36, 39-46, 48-49	26
Newscast Director	2-7, 9, 11-13, 15-16, 18, 20-23, 25-36, 39-46, 48-49	13

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	2-7, 9, 11, 15-16, 18, 20-23, 25-36, 39, 41-46, 48-49	30

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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	Agency Referral	N	1
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	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	Bowie State University - Dept. of Communications 14000 Jericho Park Rd Bowie, Maryland 20715 Url : www.bowiestate.edu Email : drice@bowiestate.edu D. Rice	N	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
7	City of Baltimore, Mayor's Office of Employment Development Baltimore, Maryland 21201 Phone : 4103966580 Email : karen.graves@baltimorecity.gov Karen Graves	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
8	Columbia Journalism School Graduate School 207 Journalism, MC 3801 New York, New York 10027 Email : LEM2111@columbia.edu Lauren Mack	N	0
9	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Email : careerservices@coppin.edu Career Services	N	0
10	Corporate Recruiter	N	1
11	CSB School of Broadcasting , Maryland Url : http://www.gocsb.com Email : info@gocsb.com Robert Higbie	N	0
12	Current Employee	N	6
13	Current Employee - Transfer/Promotion	N	1
14	Current Employee/Internal Promotion	N	2
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	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
17	Employee Referral	N	7
18	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
19	Former Intern	N	1

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20	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
21	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
22	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
23	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
24	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
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	9

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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	13
31	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
32	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
33	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	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
34	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
35	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
36	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page	N	8
37	Station Website	N	2
38	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
39	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
40	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

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41	The Sheffield Institute for the Recording Arts 13816 Sunnybrook Road Phoenix, Maryland 21131 Email : jared@sheffieldav.com Jared Brazil	N	0
42	Towson University 7800 York Road Suite 206 Baltimore, Maryland 21204 Url : http://www.myinterfase.com/towson/employer/ Career Services Manual Posting	N	0
43	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
44	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
45	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
46	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
47	Word of Mouth Referral	N	1

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48	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
49	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:			52

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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	9/1/2023	Establishment of an intern program designed to assist members of the community	The station implemented an Internship Program to recruit candidate prepare them for entry-level jobs within the broadcast industry. Program Objectives are to: (1) Develop links with schools to promote the station as prospective employer. (2) Create a symbiotic relationship between interns and station employees. (3) Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.	3	News Director Asst News Director Human Resources Coordinator
2	9/14/2023	Participation in Job Fairs	David Hockenberry, Human Resources Coordinator attended the University of Delaware Job Fair and spoke to students interested in careers in broadcasting, internships and open positions with the station. Students were given information on how to apply through the Sinclair Broadcast Group career website.	1	Human Resources Coordinator
3	9/20/2023	Participation in Job Fairs	David Hockenberry, Human Resources Coordinator and James Beyer, Marketing Assistant attended the University of Maryland Baltimore County Job Fair and spoke to students interested in careers in broadcasting, internships and open positions with the station. Students were given information on how to apply through the Sinclair Broadcast Group career website.	2	Human Resources Coordinator Marketing Associate
4	9/29/2023	Participation in events or programs sponsored by educational institutions	Justin Chambers and Megan Gilliland hosted College Underclassman High School Student, Sydney Schertz, for a half-day shadowing experience during their shift at the station. Sydney was with Justin & Megan, learning what they do every day, including forecasting, radio updates, web updates, and watching our morning news cast	2	Meteorologist News Anchor

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5	10/27/2023	Participation in Job Fairs	David Hockenberry, Human Resources Coordinator and James Beyer, Marketing Assistant attended the Towson University Job Fair and spoke to students interested in careers in broadcasting, internships and open positions with the station. Students were given information on how to apply through the Sinclair Broadcast Group career website.	2	HR Coordinator Marketing Associate
6	1/8/2024	Establishment of an intern program designed to assist members of the community	The station implemented an Internship Program to recruit candidate prepare them for entry-level jobs within the broadcast industry. Program Objectives are to: (1) Develop links with schools to promote the station as prospective employer. (2) Create a symbiotic relationship between interns and station employees. (3) Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.	2	Human Resources Coordinator Asst News Director
7	1/17/2024	Participation in scholarship programs	In keeping with promoting diversity in the Broadcast industry as well as promoting broadcasting careers as a whole, WBFF-TV 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, who are in their sophomore or junior years of a 4-yr college or university, and are pursuing a career in broadcasting, digital, social media, or marketing. There is no specific college major required. By promoting this at the local WBFF-TV level, it will bring visibility to this scholarship at local colleges who may have interested and eligible students.	1	Human Resources Coordinator Public Affairs Manager

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8	2/23/2024	Participation in Job Fairs	David Hockenberry, Human Resources Coordinator and James Beyer, Marketing Assistant attended the University of Maryland Job Fair and spoke to students interested in careers in broadcasting, internships and open positions with the station. Students were given information on how to apply through the Sinclair Broadcast Group career website.	2	Human Resources Coordinator Marketing Associate
9	3/14/2024	Participation in Job Fairs	David Hockenberry, Human Resources Coordinator and Andrea Verosko, Assistant News Director attended the Temple University Job Fair and spoke to students interested in careers in broadcasting, internships and open positions with the station. Students were given information on how to apply through the Sinclair Broadcast Group career website.	2	Human Resources Coordinator Asst News Director
10	3/20/2024	Participation in Job Fairs	David Hockenberry, Human Resources Coordinator and Jimmy Beyer, Marketing Associate attended the Loyola University Job Fair and spoke to students interested in careers in broadcasting, internships and open positions with the station. Students were given information on how to apply through the Sinclair Broadcast Group career website.	2	Human Resources Coordinator Marketing Associate
11	4/16/2024	Participation in events or programs sponsored by educational institutions	Sharon Wylie, Community Affairs Director Escorted tour of the morning news team from Kingsville Elementary School in Baltimore County. Explained how TV shows are produced, viewed live morning news segment with opportunity to ask questions of anchors after the show, visited the news room to learn how news is gathered and communication through news programming and social media, over of preparation for careers in broadcast.	1	Community Affairs Director