

WBFF
EEO PUBLIC FILE REPORT
June 1, 2021 - May 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
Weekend Meteorologist	2, 4, 6-13, 18-19, 21-25, 27-35, 37-38, 41-46, 48-50, 52-53	19
News Photographer	2, 4, 6-9, 12-13, 18, 21-26, 28-35, 37- 38, 42-46, 48-50, 52-53	32
News Director	2, 4, 6-9, 12-15, 17-18, 21-25, 28-35, 37-39, 42-46, 49-50, 52-53	15
Senior Promotions Producer	2, 4, 6-9, 12-13, 17-19, 21-25, 28-35, 37-39, 42-46, 49-50, 52-53	19
Marketing Associate	2, 4, 6-9, 12-13, 17-18, 21-25, 28-35, 37-38, 42-46, 49-50, 52-53	32
News Photographer	2, 4, 6-9, 12-13, 16-18, 21-25, 27-35, 37-38, 42-46, 49-50, 52-53	16
News Photographer	2, 4, 6-9, 12-13, 16-18, 21-25, 27-35, 37-38, 42-46, 49-50, 52-53	27
News Editor	2, 4, 6-9, 12-13, 17-19, 21-25, 27-35, 37-38, 42-43, 45-46, 49-50, 52-53	19
Master Control Operator	2, 4, 6-9, 12-13, 17-19, 21-25, 28-35, 37-38, 42-46, 49-53	19
News Producer	2-15, 17-18, 21-26, 28-38, 41-50, 52-53	46
Marketing Consultant - Sales	2-9, 12-13, 17-19, 21-26, 28-38, 42-47, 49-50, 52-53	32
News Assignment Editor	2-9, 12-14, 17-18, 21-25, 28-38, 42-47, 49-50, 52-53	32
News Photographer	2-13, 17-18, 21-25, 28-38, 41-47, 49- 50, 52-53	38
News Photographer	2-13, 17-18, 21-25, 28-38, 41-47, 49- 50, 52-53	32
Business Manager	2-9, 12-13, 17-19, 21-25, 28-38, 42-47, 49-50, 52-53	19
News Producer	1-9, 12-15, 17-18, 21-25, 28-38, 40, 42- 47, 49-50, 52-53	15
News Producer	1-9, 12-15, 17-18, 21-25, 28-38, 40, 42- 47, 49-50, 52-53	40
News Video Editor	2-13, 17-18, 21-26, 28-38, 41-47, 49-53	51
News Photojournalist	2-13, 17-19, 21-25, 28-38, 41-47, 49- 50, 52-53	32

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News Photojournalist	2-13, 17-19, 21-25, 28-38, 41-47, 49-50, 52-53	19
Multimedia Journalist (MMJ)	1-9, 12-13, 17-18, 21-25, 28-38, 42-47, 49-50, 52-53	1
Marketing Associate	2-9, 12-13, 17-18, 21-26, 28-38, 42-47, 49-50, 52-53	32
Marketing Associate	2-9, 12-13, 17-18, 21-26, 28-38, 42-47, 49-50, 52-53	32
General Assignment Reporter	2-13, 15, 17-18, 21-25, 28-38, 41-47, 49-50, 52-53	15
News Video Editor	2-9, 12-13, 17-18, 21-26, 28-38, 42-47, 49-50, 52-53	38
Digital Content Producer	2-9, 12-13, 17-18, 21-25, 28-38, 42-47, 49-50, 52-53	32
News Producer	2-13, 16-18, 21-25, 27-38, 41-47, 49-53	16
News Producer	2-13, 16-18, 21-25, 27-38, 41-47, 49-53	32
News Photojournalist	2-9, 12-13, 16-26, 28-38, 42-47, 49-53	16
Sports Reporter/Anchor	2-14, 17-18, 21-26, 28-38, 41-47, 49-50, 52-53	38

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	2
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 St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
6	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
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
8	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	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
9	City of Baltimore, Mayor's Office of Employment Development Baltimore, Maryland 21201 Email : pfinley@oedworks.com Paul Finley	N	0
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Columbia Journalism School Graduate School 207 Journalism, MC 3801 New York, New York 10027 Email : as1698@columbia.edu Anusha Shrivastava	N	0
12	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Email : careerservices@coppin.edu Career Services	N	0
13	CSB School of Broadcasting , Maryland Url : http://www.gocsb.com Email : rhigbie@gocsb.com Robert Higbie	N	0
14	Current Employee	N	6
15	Current Employee - Transfer/Promotion	N	4
16	Current Employee/Internal Promotion	N	3
17	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Employee Referral	N	12
20	Facebook post	N	1
21	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
22	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	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
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	10
27	Internet Ad-not directly contacted by SEU	N	4
28	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

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29	Joblink of Maryland 122 Slade Avenue Suite 100 Baltimore, Maryland 21208 Url : http://www.joblinkemployment.org Email : marthe@joblinkemployment.com Marthe Vidaver	N	0
30	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgtv.com Broadbean Source	N	0
31	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgtv.com Career Center	N	0
32	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgtv.com Account Manager	N	30
33	Maryland New Directions 611 Park Avenue Baltimore, Maryland 21201 Phone : 410-230-0630 Email : rvallance@mdnewdirections.org Fax : 1-410-230-0275 Rick Vallance	N	0
34	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
35	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgtv.com 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
36	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
37	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
38	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page	N	21
39	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
40	Station Website	N	1
41	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
42	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
43	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	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
44	The Sheffield Institute for the Recording Arts 13816 Sunnybrook Road Phoenix, Maryland 21131 Email : jared@sheffieldav.com Jared Brazil	N	0
45	Towson University 7800 York Road Suite 206 Baltimore, Maryland 21204 Url : http://www.myinterfase.com/towson/employer/ Email : sbgresumes@sbgstv.com Fax : 1-410-704-3459 Career Services	N	0
46	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
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	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	N	0
49	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
50	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
51	Word of Mouth Referral	N	5

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52	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
53	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:			100

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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	8/18/2021	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	8/20/2021	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for student with Mt St. Joseph High School to gain more insight into the television field--specifically meteorology. Discussed career opportunities in news production with Chief Meteorologist and observed the newscast from the news studio and its members at work. The job shadow program is intended to educate students about careers in broadcasting and hopefully lead to a future career in this field.	1	Chief Meteorologist
3	9/22/2021	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, 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	Assistant Business Manager
4	10/1/2021	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, 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.	1	Assistant Business Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	10/6/2021	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, 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.	1	Assistant Business Manager
6	10/21/2021	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, 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.	1	Assistant Business Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	12/1/2021	Establishment of training programs for station personnel	Training: 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. 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 "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" 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.	150	Assistant Business Mgr
8	12/6/2021	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, attended the Penn State 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	Assistant Business Mgr

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	1/12/2022	Participation in events or programs sponsored by educational institutions	In commemoration of Black History Month, the station produced a campaign in which students grade 6–12 were challenged to write a brief essay saluting their role model who has shared with them the teachings and legacy of Dr. Martin Luther King. Over 1000 essays are received and 15 are selected to be recorded and broadcast on the station during January and February 2022. Students were recorded via Zoom and were challenged to present their salutes in a 30-second broadcast spot learning how to effectively and concisely use language and visuals to present a story.	4	Public Affairs Mgr Production Editor Anchor Anchor
10	1/24/2022	Participation in events or programs sponsored by educational institutions	In partnership with the CollegeBound Foundation, WBFF produced and broadcast weekly salutes to Baltimore City high school seniors who were college bound. The salutes showcased the students', academic and athletic achievements, community engagement activities, and leadership both on campus and off campus. WBFF visited 14 Baltimore City neighborhood high schools and shared with students television script writing, videography and editing as 14- to 30-second salutes are produced for broadcast.	4	Public Affairs Mgr Creative Services Producer Production Editor Public Affairs Mgr-JSA
11	2/5/2022	Participation in scholarship programs	The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in a career in broadcast / digital journalism, or marketing. The Fund awards scholarships of up to \$5,000 to qualifying and deserving students from underrepresented minority groups who need financial assistance to complete their education.	2	Assistant Business Mgr Public Affairs Mgr

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12	2/11/2022	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, attended the Univ of Pennsylvania 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	Assistant Business Mgr
13	2/16/2022	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, attended the Univ 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	Assistant Business Mgr
14	2/22/2022	Participation in events or programs sponsored by educational institutions	On site visit to Gerstell Academy to discuss careers in news broadcasting as a meteorologist. Brought StormTracker vehicle to their site which contains weather monitoring devices. Performed weather experiments and discussed responsibilities of a meteorologist on the job and how to pursue a career in meteorology.	1	Chief Meteorologist
15	2/23/2022	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, attended the American 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.	1	Assistant Business Mgr
16	2/25/2022	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, 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.	1	Assistant Business Mgr

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17	3/21/2022	Participation in events or programs sponsored by educational institutions	On site visit to St Martin's-in-the-Field School to discuss careers in news broadcasting as a meteorologist. Brought StormTracker vehicle to their site which contains weather monitoring devices. Performed weather experiments and discussed responsibilities of a meteorologist on the job and how to pursue a career in meteorology.	1	Chief Meteorologist
18	4/1/2022	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, 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	Assistant Business Mgr Marketing Associate
19	4/6/2022	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, 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	Assistant Business Mgr Marketing Associate
20	5/2/2022	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.	4	Assistant News Director Sr Newscast Director Executive Producer News Director