

WKEF
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
News Producer	1, 3-4, 7-9, 11-15, 17-19, 21-24, 26, 28-36, 38-39, 41-48, 50-52, 54-61	12
General Assignment Reporter	1, 3-4, 7-10, 13-15, 17-19, 21-24, 26-36, 38-39, 41-47, 49-52, 54-61	58
Marketing Consultant	1-2, 4-5, 7-9, 13-19, 21-26, 28-39, 41-48, 50-58, 60-61	16
Photographer/Editor	1-5, 7-9, 12-19, 21-24, 26, 28-39, 41-48, 50-58, 60-61	12
Master Control Operator	1-5, 7-9, 13-15, 17-19, 21-24, 28-39, 41-48, 50-58, 60-61	34
News Producer	1-5, 7-19, 21-24, 28-39, 41-58, 60-61	16
News Producer	1-5, 7-19, 21-24, 28-39, 41-58, 60-61	12
IT Engineer	1-5, 7-9, 13-15, 17-19, 21-26, 28-39, 41-48, 50-58, 60-61	47
Lifestyle Show Host	1-5, 7-10, 13-15, 17-19, 21-24, 26-39, 41-58, 60-61	52
Assistant News Director	1-5, 7-9, 11-15, 17-19, 21-26, 28-39, 41-48, 50-58, 60-61	12
Photographer	1-5, 7-9, 11-15, 17-19, 21-24, 26, 28-39, 41-48, 50-58, 60-61	12
Master Control Operator	1-5, 7-9, 13-19, 21-24, 26, 28-31, 33-39, 41-48, 50-58, 60-61	16
Master Control Operator	1-5, 7-9, 13-19, 21-24, 26, 28-31, 33-39, 41-48, 50-58, 60-61	47
Master Control Operator	1-5, 7-9, 13-19, 21-24, 26, 28-31, 33-39, 41-48, 50-58, 60-61	26
News Producer	1-5, 7-9, 13-19, 21-24, 26, 28-31, 33-48, 50-58, 60-61	40
News Producer	1-5, 7-9, 13-19, 21-24, 26, 28-31, 33-48, 50-58, 60-61	16
Digital Content Producer	1-9, 12-19, 21-26, 28-39, 41-48, 50-58, 60-61	16
Digital Content Producer	1-9, 12-19, 21-26, 28-39, 41-48, 50-58, 60-61	16
Digital Content Producer	1-9, 12-19, 21-26, 28-39, 41-48, 50-58, 60-61	12
Marketing Associate	1-5, 7-9, 13-15, 17-19, 21-24, 26, 28-39, 41-48, 50-58, 60-61	34

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Promotions Producer	1-5, 7-9, 13-15, 17-19, 21-24, 26, 28-39, 41-48, 50-58, 60-61	47
Marketing Consultant	1-5, 7-9, 13-19, 21-26, 28-39, 41-48, 50-58, 60-61	16
Photographer/Editor	1-5, 7-9, 11, 13-24, 26, 28-39, 41-48, 50-58, 60-61	34
Photographer/Editor	1-5, 7-9, 11, 13-24, 26, 28-39, 41-48, 50-58, 60-61	34
Chief Engineer	1-5, 7-9, 13-15, 17-24, 26, 28-39, 41-48, 50-58, 60-61	47

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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	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
2	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
3	American Women in Radio and Television 8405 Greensboro Drive Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : http://www.awrt.org Email : info@awrt.org Fax : 1-703-506-3266 Career Services	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@sbgstv.com Career Center	N	0
6	Career Fair	N	1
7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0

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8	Central State University P.O. Box 1400 Wilberforce, Ohio 45384 Phone : 937-376-6348 Url : http://www.centralstate.edu/index.php Email : careerservices@centralstate.edu Breana Smith	N	0
9	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Current Employee	N	5
12	Current Employee/Internal Promotion	N	6
13	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgvtv.com Rob Steward	N	0
14	Educational Opportunity Center 1133 S Edwin C. Moses Blvd Suite 380 Dayton, Ohio 45417 Phone : 937-223-5074 Teria Jewett Manual Posting	N	0
15	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
16	Employee Referral	N	11

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17	First Baptist Church 8870 East State Route 57 New Carlisle, Ohio 45344 Phone : 845-1211 Jeff Christmas Manual Posting	N	0
18	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
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	Hocking College 3301 Hocking Pkwy Nelsonville, Ohio 45764 Email : reynoldsd22689@hocking.edu Danita Reynolds	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

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24	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
25	Indeed.com - Not Directly Contacted by SEU	N	5
26	International College of Broadcasting 6 S. Smithville Road Dayton, Ohio 45431 Phone : 937-258-8251 Email : kimberly.ison@icb.edu Fax : 1-937-258-8714 Gary Doster	N	1
27	Internet Ad-not directly contacted by SEU	N	2
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
29	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
30	Kent State University 800 E Summit St Kent, Ohio 44240 Phone : . Url : www.kent.edu Email : sbgresumes@sbgstv.com Career Center	N	0
31	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.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
32	Lawrence Technical University 19900 West 9 Mile Road Southfield, Michigan 48075 Phone : .248-204-4107 Jim Ritz Manual Posting	Y	0
33	Leadership Institute 1101 North Highland Arlington, Virginia 22201 Phone : 703-247-2000 Url : http://conservativejobs.com Fax : 1-703-247-2001 Denise Chaykun	N	0
34	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgvtv.com Account Manager	N	12
35	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
36	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
37	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
38	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : nab@nab.org Career Services	N	0

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39	National Black MBA Association - Dayton Chapter P.O. Box 3709 Dayton, Ohio 45401-3709 Phone : 937-285-0013 Url : www.nbmbaa.org Career Services Manual Posting	N	0
40	Non-Employee Referral	N	1
41	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
42	Ohio Association of Broadcasters 17 S. High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Email : cmerritt@oab.org Christine Merritt	N	0
43	Ohio Means Jobs 1111 S Edwin C. Moses Blvd Dayton, Ohio 45422 Phone : 937-225-6135 Aminah Costner Manual Posting	N	0
44	Ohio Media School 6703 Madison Road Cincinnati, Ohio 45227 Phone : 513-342-3512 Email : apowell@beonair.com Alex Powell	Y	0
45	Ohio State University 281 W Lane Ave Columbus, Ohio 43210 Email : sbgresumes@sbgstv.com Career Center	N	0
46	Ohio University Baker Career Center Athens, Ohio 45701 Email : sbgresumes@sbgstv.com Career Center	N	0

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47	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page	N	7
48	Sinclair Community College 444 West Third Street Dayton, Ohio 45402 Phone : 937-512-3470 Christine Yancey Manual Posting	Y	0
49	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
50	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
51	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
52	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
53	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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54	University of Dayton 300 College Park Dayton, Ohio 45469 Phone : 937-229-2045 Url : http://www.udayton.edu/careerservices Email : careerservices@udayton.edu Eileen Plummer	N	0
55	Volunteers of America of Greater Ohio 4100 W. Third Street Bldg 400 Dayton, Ohio 45428 Phone : 937-253-9610, ext 1459 Email : info@voago.org Greg Tucker	Y	0
56	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
57	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
58	WKEF / WRGT website 45 Broadcast Plaza Dayton, Ohio 45417 Phone : 937-263-4500 Url : http://www.fox45now.com Email : aerickso@sbgvtv.com Amy Erickson	N	2
59	Wright State University 3640 Colonel Glenn Highway Student Union Fairborn, Ohio 45435 Phone : 937-775-2556 Email : career.services@wright.edu Fax : 1-937-775-3381 Charlene Thornton	N	0

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60	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
61	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:			54

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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	9/22/2021	Participation in Job Fairs	Marty Remle represented WSYX / WTTE and sister stations WKRC / WKEF / WRGT / WNWO / WICD / WSMH / WPBN / WCHS / WVAH / WPGH / WPNT at the OSU Fall Career and Internship Fair. He spoke to students about careers and internships in broadcasting and the importance of obtaining an internship. He 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 the Sinclair Website.	1	HR Coordinator
3	10/7/2021	Participation in Job Fairs	: Marty Remle represented WSYX/WTTE and sister stations WKRC / WKEF / WRGT / WNWO / WICD / WSMH / WPBN / WCHS / WVAH / WPGH / WPNT at the Bowling Green State University Fall 2021 EXPO Job and Internship Fair. He spoke to students about careers and internships in broadcasting and the importance of obtaining an internship. He also 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 the Sinclair Website.	1	HR Coordinator

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4	10/20/2021	Participation in Job Fairs	The Corporate Employment Specialist and 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 and 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	Employment Specialist Employment Coordinator
5	11/2/2021	Participation in Job Fairs	The Corporate Employment Specialist represented all of Sinclair Broadcast Group at a Career Discussion with Elizabeth City State University. The topic of discussion was Professional Development, and Career Opportunities. She met virtually with a class and discussed career opportunities within Sinclair, and competencies for career readiness with the company. She also provided information on how to apply, and how to search our openings on our Careers Page. All students were given contact information, and a presentation with an overview of Sinclair.	1	Employment Specialist

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6	4/7/2022	Participation in events or programs sponsored by educational institutions	News Director, Rebecca Gulden, Multimedia Journalist, Chelsea Sick and Digital Producer, Natalie Jones participated in a recruiting visit to Bowling Green University in Bowling Green Ohio. Our Team toured the campus TV station, watched a live newscast, critiqued the newscast with the student journalists and met individually with some of the graduating seniors. They answered questions and talked about their careers in broadcasting. The Team also passed out information on how to find job opportunities within Sinclair Broadcast Group.	3	New Director Multimedia Journalist Digital Producer
7	4/21/2022	Participation in Job Fairs	The HR Coordinator for KTVO and KHQA, Melissa Billington, attended the Spring Job Fair (NEMO) in Kirksville, MO. She showcased open positions for several stations throughout Sinclair (specifically, WLUK/WCWF, WCHS/WVAH, WKRC/WSTR, WEYI/WSMH, WTOV, WVTV, WSYX/WTTE/WWHO, WKEF/WRGT, KHQA, and KTVO). This job fair is sponsored by NEMO Workforce Development Board. There were workshops for both resume prep and interview skills.	1	HR Coordinator

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8	4/27/2022	Participation in events or programs sponsored by educational institutions	<p>Dayton 24/7 NOW is committed to helping keep you safe - to alert you, help protect you, and empower you. Dayton 24/7 NOW Team Tornado is taking the Miami Valley by storm this spring! The team is visiting schools throughout the Miami Valley helping to educate students and their families on how they can be safe during severe weather.</p> <p>As we enter storm season here in the Miami Valley, Team Tornado is here to help educate kids about staying safe in the storm. Our team of meteorologists, Natalie Walters, Adrianna Michaels and Randi Burns are traveling to local schools to talk with students about where they need to go when the weather turns bad. Our Team Tornado presentation began on 4/27/2022 and will end on May 25, 2022, reaching out to over 5000 students and their families.</p>	3	Chief Meteorologist Meteorologist Meteorologist
9	4/30/2022	Participation in events sponsored by organizations representing the community	The first-ever Fight For Air Climb was held Saturday at Day Air Ballpark. Dayton 24/7 Now's own Morning Anchor, Nathan Edwards, was the host for the event. It was a way to support healthy lungs, the fight against lung diseases, and support clean air by climbing outdoors. The station had a booth with "giveaways" and our station Team talked to some of the participants and volunteers who were in attendance about job openings at the station. The station also had information on how to find job opportunities with WKEF/WRGT and within Sinclair Broadcast Group.	2	Morning Anchor Lifestyle Show Host Creative Services Director Production Manager