

**WBFF, WNUV**  
**EEO PUBLIC FILE REPORT**

**July 1, 2016 - May 31, 2017**

**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
Reporter/Anchor (weekends)	1, 3-9, 14-26, 29-35, 37-40	18
News Operations Manager	3-5, 8-12, 14-17, 19-24, 26, 29-31, 33-40	11
Sales Account Executive	3-5, 8-9, 11, 14-17, 19-24, 26, 29-31, 33-40	4
Sales Account Executive	3-5, 8-9, 11, 14-17, 19-24, 26, 29-31, 33-40	22
Sales Account Executive	3-5, 8-9, 11, 14-17, 19-24, 26, 29-31, 33-40	11
Sales Account Executive	3-5, 8-9, 11, 14-17, 19-24, 26, 29-31, 33-40	11
Newscast Producer (Evening)	3-9, 11-12, 14-17, 19-26, 29-40	11
Newscast Producer (Evening)	3-9, 11-12, 14-17, 19-26, 29-40	12
Newscast Producer (Evening)	3-9, 11-12, 14-17, 19-26, 29-40	30
News Assignment Editor	3-9, 14-17, 19-26, 29-40	17
News Photojournalist	3-11, 13-17, 19-26, 29-40	13
News Photojournalist	3-11, 13-17, 19-26, 29-40	11
News Photojournalist	3-11, 13-17, 19-26, 29-40	11
Assistant News Director	3-10, 14-17, 19-27, 29-40	32
Master Control Operator	3-5, 8-10, 12, 14-17, 19-24, 26, 29-31, 33-40	12
Creative Services Producer	3-5, 8-11, 14-17, 19-24, 26, 29-31, 33-40	11
Photojournalist	3-10, 14-17, 19-26, 29-40	30
Reporter	2-9, 14-17, 19-26, 29-40	37
Reporter	2-9, 14-17, 19-26, 29-40	30
News Digital Content Producer	3-10, 14-17, 19-26, 29-40	10
News Assignment Editor	3-9, 13-17, 19-26, 28-40	30

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**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	602 Communications 5707 Deer Flag Drive Lakeland, Florida Phone : 863-644-3899 Url : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Sandy Lizik	N	0
2	Agency Referral	N	1
3	Baltimore Urban League Orchard Street Church 512 Orchard Street Baltimore, Maryland 21201 Phone : 443-813-0681 Url : <a href="http://www.gbul.org">http://www.gbul.org</a> Email : <a href="mailto:sbarnett@gbul.org">sbarnett@gbul.org</a> Sharnice Barnett	Y	0
4	Careerbuilder.com 8401 Greensboro Drive McLean, Virginia 22102 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrew Hamburger	N	1
5	City of Baltimore, Mayor's Office of Employment Development Baltimore, Maryland 21201 Email : <a href="mailto:pfinley@oedworks.com">pfinley@oedworks.com</a> Paul Finley	N	0
6	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
7	Columbia Journalism School Graduate School 207 Journalism, MC 3801 New York, New York 10027 Email : <a href="mailto:as1698@columbia.edu">as1698@columbia.edu</a> Anusha Shrivastava	N	0
8	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Email : <a href="mailto:careerservices@coppin.edu">careerservices@coppin.edu</a> Career Services	N	0

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9	CSB School of Broadcasting Maryland Url : <a href="http://www.gocsb.com">http://www.gocsb.com</a> Email : <a href="mailto:rhigbie@gocsb.com">rhigbie@gocsb.com</a> Robert Higbie	N	0
10	Current Employee	N	10
11	Current Employee/Internal Promotion	N	7
12	Employee Referral	N	4
13	Former Employee	N	2
14	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
15	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source Alicia Lawrence	N	0
16	Howard University School of Communications 525 Bryant St, NW, Room 107 Washington, District of Columbia 20059 Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
17	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	2
18	Internet Ad-not directly contacted by SEU	N	1

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19	Ithaca College Park School of Communications 953 Danby Road Ithaca, New York 14850 Phone : 555-555-5555 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
20	Joblink of Maryland 122 Slade Avenue Suite 100 Baltimore, Maryland 21208 Url : <a href="http://www.joblinkemployment.org">http://www.joblinkemployment.org</a> Email : marthe@joblinkemployment.com Marthe Vidaver	N	0
21	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
22	Linkedin Corporate Solutions Maryland Url : <a href="http://www.linkedin.com/company/sinclair-broadcast">http://www.linkedin.com/company/sinclair-broadcast</a> Danielle Anderson Manual Posting	N	2
23	Maryland New Directions 611 Park Avenue Baltimore, Maryland 21201 Email : <a href="mailto:info@mdnewdirections.org">info@mdnewdirections.org</a> Job Coach	N	0
24	Media Match 8112-1/2 West 3rd Street Los Angeles, California 90048 Phone : (323) 284-5589 Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
25	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Rich Everitt	N	0

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26	Morgan State University Center for Career Development 1700 E. Coldspring Lane Baltimore, Maryland 21251 Garrya Hatton Manual Posting	N	0
27	Non-Employee Referral	N	1
28	Other Source	N	1
29	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
30	SBG Website 10706 Beaver Dam Road Hunt Valley, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	5
31	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
32	Talent Dynamics Maryland Url : <a href="http://www.talentedynamics.com/">http://www.talentedynamics.com/</a> Email : <a href="mailto:hedding@talentedynamics.com">hedding@talentedynamics.com</a> Christine Hedding	N	1
33	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0

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34	The Sheffield Institute for the Recording Arts 13816 Sunnybrook Road Phoenix, Maryland 21131 Email : josh@sheffieldav.com Josh Scarff	N	0
35	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
36	Towson University 7800 York Road Suite 206 Baltimore, Maryland 21204 Url : <a href="http://www.myinterfase.com/towson/employer/">http://www.myinterfase.com/towson/employer/</a> Email : sbgresumes@sbgstv.com Fax : 1-410-704-3459 Career Services	N	1
37	Tvjobs.com P.O. Box 4116 Oceanside, California 92052 Email : admin@tvjobs.com Mark Holloway	N	2
38	UMBC, The Shriver Center 1000 Hilltop Circle Baltimore, Maryland 21250 Phone : 410-455-2216 Url : <a href="http://careers.umbc.edu">http://careers.umbc.edu</a> Email : sdesiree@umbc.edu Desiree Stonesifer	N	0
39	US Army Wounded Warrior Program 200 Stovall Street Room 7N53 Alexandria, Virginia 22332 Phone : (877) 393-9058 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
40	Walter Cronkite School of Journalism 555 N. Central Ave Suite 302 Phoenix, Arizona 85004 Phone : (855) 278-5080 Email : mike.wong@asu.edu Michael Wong	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>41</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	7/27/2016	Participation in events sponsored by community groups	Visited Belle Grove Elementary School's Judy Center and spoke to a group of young children about meteorologist jobs and what it takes to do this type of job to plant an early career seed. Did some weather experiments and let them view our Chevy StormTracker vehicle and what it can do.	1	Morning Meteorologist
2	8/3/2016	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	6	Sr Employment Mgr Director of News Training & Development News Talent Mgr Station News Managers
3	8/5/2016	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for a marketing student at University of Maryland to learn more about career opportunities in the media sales field and its distinctive nature. Spent the day with representatives from sales and research and answered career questions. The job shadow program is intended to educate students about careers in broadcasting and particularly within a television station.	2	Local Sales Assistant Research Director
4	8/9/2016	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for Morgan State University Broadcast Journalism student to gain more insight into the television field. The student discussed career opportunities in news production with Chardelle Moore and observed the work dynamics in the news bullpen. The job shadow program is intended to educate students about careers in broadcasting and particularly within a television station.	1	Producer / Traffic Reporter



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5	9/15/2016	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for a student from Mercy High School as part of their mentoring program. Student was interested in a future meteorology career and spent time with one of our meteorologist discussing this career, future career growth, and what education is required to pursue this type of career. Student observed the newscast and how the meteorologist prepares for each newscast. The job shadow program is intended to educate students about careers in broadcasting and will hopefully lead to a future career in this area.	1	Meteorologist

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6	12/12/2016	Provision of training to management	<p>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.</p> <p>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</p>	100	

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7	12/19/2016	Participation in events or programs sponsored by educational institutions	CHAMPIONS OF COURAGE: In commemoration of Black History Month, the station produces a campaign in which students grade 6 – 12 are challenged to write a brief essay saluting their role model who has shared with them the teachings and legacy of Dr, Martin Luther Kings. Over 3000 essays are received and 20 were selected to be taped and broadcast on the station during January and February, 2017. Students visited the station and experienced production, script writing, editing, audio, and posting of their essays. Students were challenged to present their salutes in a 30 sec. broadcast spot and learn how to effectively and concisely use language and visuals to present a story.	5	Public Affairs Manager Producer Technical Director Audio Engineer
8	3/7/2017	Participation in events sponsored by community groups	Visited KinderCare Childcare Center in Abingdon, MD and presented to attendees about being a meteorologist at Fox 45, including daily duties. Performed weather experiments and allowed the kids to see our Chevy StormTracker vehicle and its different weather-observing tools.	1	Morning Meteorologist
9	3/21/2017	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for 3 Towson State University students to discuss careers in Broadcasting and observe how a show is actually produced. The importance of education was emphasized, and students were shown all aspects of a television station operation. The job shadow program is intended to educate students about careers in broadcasting and particularly within a television station.	2	Creative Services Mgr Producer

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10	3/30/2017	Participation in events or programs sponsored by educational institutions	One hour station tour for a student-run news program from General John Stricker Middle School consisting of 10 students, 2 teachers, and 1 administrator. Students observed live news and toured the newsroom, studios, control room, and master control. Station crew and talent discussed career paths to employment, a day in the life of a TV news person, and answered questions about careers in television.	5	WNUV Public Affairs Meteorologist Anchor Anchor
11	4/12/2017	Participation in Job Fairs	Represented the station with a booth and 2 representatives at the Job Networking Fair for Towson University students studying public relations, journalism, advertising, marketing, business, film studies, and electronic media. Discussed careers available in the Broadcasting industry and how to achieve those career goals. Answered many questions and received interest in possible future careers with our station.	2	Assistant Business Mgr Research Director
12	4/19/2017	Participation in events or programs sponsored by educational institutions	Television career presentation to 8th grade students at Sudbrook Magnet Middle School. Discussed careers in the Broadcasting industry and how to pursue one in the future, including the importance of goal setting, academic skill development, and putting forth optimal effort in their lives to achieve those goals.	2	WNUV Public Affairs WBFF Anchor
13	4/20/2017	Participation in events or programs sponsored by educational institutions	Conducted station tour for 16 students and 2 adults from Stoneleigh Elementary School who are members of the school's morning news TV crew. Attendees watched and learned about news production, content, and met with talent and production crew to gain insight into how the news is produced, timed, story selection, and how to prepare for a career in the Broadcasting industry. Questions about future careers were answered by our news crew.	5	Public Affairs Manager Public Affairs Producer Morning News Anchor Morning News Anchor

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14	4/25/2017	Participation in events or programs sponsored by educational institutions	Station tour conducted for 12 students from the University of Maryland Baltimore County to learn more about careers in the Broadcasting industry. Participants toured production, studios, master control with station personnel stressing the importance of having a passion for this type of career, preparing for entry into their Broadcasting career, the changing outlook for employment opportunities with new technology, and future trends.	7	Public Affairs Manager Producer Marketing Director Chief Meteorologist
15	5/8/2017	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for student with Gerstell Academy to gain more insight into the television field. Discussed career opportunities in news production with News Dept staff 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.	5	News Director Assignment Desk Editor Digital Content Specialist Multimedia Journalist