

WBFF
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
Meteorologist	1-3, 5-10, 14-17, 19, 21-29, 31-34, 36-41	14
News Photographer	2-3, 5-10, 13, 15-19, 21-29, 31-39, 41, 43	13
News Producer	2-3, 5-12, 15-19, 21-29, 31-39, 41, 43	12
Assistant News Director	1-3, 5-11, 15-19, 21-29, 31-39, 41, 43	1
Marketing Consultant	2-6, 9-10, 14-19, 21-24, 26, 28-29, 31-32, 34-39, 41, 43	19
News Assignment Editor	2, 5-10, 15-19, 21-29, 31-39, 41, 43	32
Marketing Associate	2, 5-6, 9-10, 15-19, 21-26, 28-29, 31-32, 34-39, 41, 43	32
Multimedia Journalist	2, 5-10, 15-29, 31-39, 41, 43	32
Multimedia Journalist	2, 5-10, 15-29, 31-39, 41, 43	32
Broadcast Engineer	2, 5-6, 9-11, 15-19, 21-26, 28-29, 31-32, 34-39, 41, 43	19
Broadcast Engineer	2, 5-6, 9-11, 15-19, 21-26, 28-29, 31-32, 34-39, 41, 43	19
Administrative Assistant	2, 5-6, 9-10, 14-19, 21-26, 28-29, 31-32, 34-39, 41, 43	24
News Editor	2, 5-12, 15-19, 21-29, 31-39, 41, 43	12
News Producer	2, 5-12, 15-19, 21-29, 31-39, 41, 43	12
News Producer	2, 5-12, 15-19, 21-29, 31-39, 41, 43	12
Master Control Operator	2, 5-6, 9-11, 13, 15-19, 21-26, 28-29, 31-32, 34-39, 41, 43	13
Master Control Operator	2, 5-6, 9-11, 13, 15-19, 21-26, 28-29, 31-32, 34-39, 41, 43	19
Sales / Marketing Consultant	2, 5-6, 9-10, 14-19, 21-26, 28-29, 31-32, 34-39, 41, 43	14
Automotive Marketing Consultant	2, 5-6, 9-10, 15-19, 21-26, 28-32, 34-39, 41-43	30
Chief Photographer	2, 5-11, 13, 15-19, 21-29, 31-39, 41, 43	13
News Photographer	2, 5-12, 15-19, 21-29, 31-39, 41, 43	5
Assistant Newscast Director	2, 5-10, 15-19, 21-29, 31-39, 41, 43	19
BMORE Lifestyle Show Host	2, 5-11, 13, 15-19, 21-29, 31-39, 41, 43	13
General Assignment Reporter	2, 5-12, 15-19, 21-29, 31-39, 41, 43	12

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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	Agency Referral	N	4
2	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
3	Baltimore Urban League Orchard Street Church 512 Orchard Street Baltimore, Maryland 21201 Phone : 443-813-0681 Url : http://www.gbul.org Email : sbarnett@gbul.org Sharnice Barnett	N	0
4	Career Fair	N	1
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	1
6	City of Baltimore, Mayor's Office of Employment Development Baltimore, Maryland 21201 Email : pfinley@oedworks.com Paul Finley	N	0
7	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	Columbia Journalism School Graduate School 207 Journalism, MC 3801 New York, New York 10027 Email : as1698@columbia.edu Anusha Shrivastava	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	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Email : careerservices@coppin.edu Career Services	N	0
10	CSB School of Broadcasting Maryland Url : http://www.gocsb.com Email : rhigbie@gocsb.com Robert Higbie	N	0
11	Current Employee	N	23
12	Current Employee - Transfer/Promotion	N	6
13	Current Employee/Internal Promotion	N	5
14	Employee Referral	N	9
15	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	1
16	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
17	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
18	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	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	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	13
20	Internet Ad-not directly contacted by SEU	N	1
21	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
22	Joblink of Maryland 122 Slade Avenue Suite 100 Baltimore, Maryland 21208 Url : http://www.joblinkemployment.org Email : marthe@joblinkemployment.com Marthe Vidaver	N	0
23	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
24	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	4
25	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

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26	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
27	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
28	Morgan State University Center for Career Development 1700 E. Coldspring Lane Baltimore, Maryland 21251 Email : sbgresumes@sbgstv.com Garrya Hatton	N	2
29	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
30	Recruiter	N	3
31	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
32	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	1
34	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
35	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
36	The Sheffield Institute for the Recording Arts 13816 Sunnybrook Road Phoenix, Maryland 21131 Email : jared@sheffieldav.com Jared Brazil	N	0
37	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
38	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

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39	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	4
40	UMBC, The Shriver Center 1000 Hilltop Circle Baltimore, Maryland 21250 Phone : 410-455-2216 Url : http://careers.umbc.edu Email : sdesiree@umbc.edu Desiree Stonesifer	N	0
41	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
42	Word of Mouth Referral	N	2
43	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			91

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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	6/4/2018	Establishment of an intern program designed to assist members of the community	The station implemented a Summer 2018, Fall 2018, Winter 2019 Internship Program to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry. Program Objectives are to: (1) Develop links with technical schools, universities and colleges to promote the station as prospective employers. (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	Research Director Assistant Business Manager On Air Marketing Manager
2	7/13/2018	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for student with Towson University 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.	3	Anchor Director Chief Meteorologist
3	7/16/2018	Participation in events sponsored by community groups	30 Celebree Learning Center Summer Campers ages 5-12 visited the station to watch and learn about news production, content and to meet with talent and the production crew to gain insights as to how the news is produced, timed, story selection, and career preparation.	4	Public Affairs Manager Morning News Anchor Morning News Anchor Promotions Producer/Editor
4	8/3/2018	Participation in Job Fairs	Career Fair designed to educate the students about careers in the broadcast industry and what types of jobs are needed at a television station. Company representatives met with potential candidates and reviewed resumes and tapes for current and future job openings across the company, including the Baltimore market.	3	Sr Employment Manager Director, Training and Development News Talent Manager

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5	8/6/2018	Participation in events or programs sponsored by educational institutions	DORS program of the Maryland Department of Education Division of Rehabilitation Services requested station personnel to participate in a Work Readiness program for adult students with various special needs and learning differences. Provided an overview of broadcasting and TV stations, various positions and opportunities and career preparation for various positions.	1	Public Affairs Manager
6	9/26/2018	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, and Travis Cahill, Research Director, attended the University of Maryland Baltimore County Job Fair. They spoke to students interested in internships and open positions with the station. Students were given information on how to apply through the Sinclair Broadcast Group career website.	2	Research Director Assistant Business Manager
7	9/27/2018	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, and Mollyann Hart, Employment Coordinator, attended the Workforce Baltimore Job Fair. They spoke to adults interested in open positions with the station. Participants were given information on how to apply through the Sinclair Broadcast Group career website.	2	Assistant Business Manager Employment Coordinator
8	9/28/2018	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, and Travis Cahill, Research Director, attended the Towson University Job Fair. They spoke to students interested in 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 Manager Research Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	10/12/2018	Participation in events or programs sponsored by educational institutions	Station tour conducted for 15 students from the St Johns Day School to learn more about careers in the Broadcasting industry. Participants toured production, news studios, and master control. Station personnel stressed the importance of having a passion for this type of career, preparing for entry into their Broadcasting Career, and the changing outlook for employment opportunities with new technology and future trends.	3	Public Affairs Manager Morning News Anchor Morning Meteorologist
10	10/17/2018	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, and Travis Cahill, Research Director, attended the Morgan State University Job Fair. They spoke to students interested in internships and open positions with the station. Students were given information on how to apply through the Sinclair Broadcast Group career website.	2	Research Director Assistant Business Manager
11	10/24/2018	Participation in events or programs sponsored by educational institutions	Station tour conducted for 15 students from the Shiloh Middle School News team to learn more about careers in the Broadcasting industry. Participants toured production, news studios, and master control. Station personnel stressed the importance of having a passion for this type of career, preparing for entry into their Broadcasting Career, and the changing outlook for employment opportunities with new technology and future trends.	6	Public Affairs Manager Morning News Anchor Morning Meteorologist Investigative Reporter
12	11/5/2018	Participation in events or programs sponsored by educational institutions	Station tour conducted for 6 students from Towson University to learn more about careers in the Broadcasting industry. Participants toured production, news studios, and master control. Station personnel stressed the importance of having a passion for this type of career, preparing for entry into their Broadcasting Career, and the changing outlook for employment opportunities with new technology and future trends.	7	Dir of Marketing and Creative Services News Director BMORE Lifestyle Host BMORE Lifestyle Producer

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13	11/7/2018	Participation in events or programs sponsored by educational institutions	On site visit to School of the Cathedral of Mary Our Queen 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	Morning Meteorologist
14	11/20/2018	Participation in events or programs sponsored by educational institutions	On site visit to Grace United Methodist Preschool in North Baltimore 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	Morning Meteorologist
15	11/27/2018	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for 2 students with CCBC Catonsville to gain more insight into the television field and particularly meteorologist careers. 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.	1	Morning Meteorologist
16	12/3/2018	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for 3 students with CCBC Catonsville to gain more insight into the television field and particularly meteorologist careers. 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.	1	Morning Meteorologist

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17	12/13/2018	Participation in events or programs sponsored by educational institutions	In partnership with the CollegeBound Foundation, WBFF visited 12 Baltimore City neighborhood high schools to salute a college bound graduating senior for his/her academic achievements, campus leadership, and community service. Students exposed to television script writing, videography and editing as 12-30 second salutes are produced for broadcast. Students are also given information about career opportunities in broadcasting.	3	Public Affairs Manager Editor & Videographer Producer
18	12/19/2018	Participation in events or programs sponsored by educational institutions	In commemoration of Black History Month, the station produces a campaign in which students grades 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 King. Over 3000 essays received and 20 were selected to be taped and broadcast on the station during January and February 2019. Students visited the station and experienced production, script writing, editing, audio, and posting of their essays. Students were each challenged to present their salutes in a 30 second broadcast spot and learn how to effectively and concisely use language and visuals to present a story.	4	Public Affairs Manager Audio Engineer Producer Director
19	1/22/2019	Participation in events or programs sponsored by educational institutions	On site visit to Youth's Benefit Elementary 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	Morning Meteorologist
20	3/19/2019	Participation in events sponsored by community groups	Visited Kensington KinderCare Childcare Center and presented to 3 and 4 year olds about what a career as a meteorologist is like. Activities included weather experiments, a story time, and a tour of our Chevy Storm Tracker vehicle.	1	Morning Meteorologist

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21	3/26/2019	Participation in events or programs sponsored by educational institutions	On site visit to Perry Hall Middle 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	Morning Meteorologist
22	4/1/2019	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for students with CCBC Catonsville to gain more insight into the television field, particularly meteorology. 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.	1	Morning Meteorologist
23	4/2/2019	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for students with University of Maryland Baltimore County 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	Public Affairs Manager Research Director Chief Meteorologist News Anchor

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24	4/7/2019	Participation in events sponsored by community groups	Station tour conducted for 20-30 scouts and their parents from Pack 1000 to learn more about careers in the Broadcasting industry and particularly meteorology. Participants toured production, news studios, and master control. Station personnel stressed the importance of having a passion for this type of career, preparing for entry into their Broadcasting Career, and the changing outlook for employment opportunities with new technology and future trends.	1	Morning Meteorologist
25	4/9/2019	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for students with CCBC Catonsville to gain more insight into the television field and particularly meteorology. 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.	1	Morning Meteorologist
26	4/23/2019	Participation in events or programs sponsored by educational institutions	Station tour conducted for 10 students and their parents from Maryland School for the Deaf to learn more about careers in the Broadcasting industry. Participants toured production, news studios, and master control. Station personnel stressed the importance of having a passion for this type of career, preparing for entry into their Broadcasting Career, and the changing outlook for employment opportunities with new technology and future trends.	3	Public Affairs Manager Morning Meteorologist Morning News Anchor