

WBFF
EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018

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	1-10, 12-15, 17-31, 33-39	2
News Assignment Editor	1-10, 12-15, 17-31, 33-39	10
Local Sales Assistant	1, 3-4, 7-8, 11, 13-15, 17-23, 25-28, 31, 33-39	17
News Photographer	1, 3-9, 13-15, 17-28, 30-31, 33-39	17
Morning News Producer	1, 3-9, 13-15, 17-28, 30-31, 33-39	27
Administrative & Accounting Assistant	1, 3-4, 7-9, 11, 13-15, 17-23, 25-28, 31, 33-39	27
Master Control Operator	1, 3-4, 7-9, 13-15, 17-23, 25-28, 31, 33- 39	17
Sales /Marketing Consultant	1, 3-4, 7-8, 11, 13-15, 17-23, 25-28, 31, 33-39	27
Sales /Marketing Consultant	1, 3-4, 7-8, 11, 13-15, 17-23, 25-28, 31, 33-39	27
News Editor	1, 3-9, 11, 13-15, 17-28, 30-31, 33-39	27
Regional National Sales Assistant	1, 11, 17-18, 23, 38-39	11
Master Control Operator	1, 3-4, 7-10, 13-15, 17-23, 25-28, 31- 36, 38-40	10
News Photographer	1, 3-8, 10, 13-28, 30-36, 38-40	10

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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	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	Y	0
2	Career Fair	N	1
3	Careerbuilder.com 8401 Greensboro Drive McLean, Virginia 22102 Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	3
4	City of Baltimore, Mayor's Office of Employment Development Baltimore, Maryland 21201 Email : pfinley@oedworks.com Paul Finley	N	0
5	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Email : bille@michaelsmedia.com Michael Bille	N	0
6	Columbia Journalism School Graduate School 207 Journalism, MC 3801 New York, New York 10027 Email : as1698@columbia.edu Anusha Shrivastava	N	0
7	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Email : careerservices@coppin.edu Career Services	N	0
8	CSB School of Broadcasting Maryland Url : http://www.gocsb.com Email : rhigbie@gocsb.com Robert Higbie	N	0
9	Current Employee	N	10

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10	Current Employee/Internal Promotion	N	3
11	Employee Referral	N	8
12	Former Employee	N	1
13	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	0
14	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
15	Howard University School of Communications 525 Bryant St, NW, Room 107 Washington, District of Columbia 20059 Email : cdudley@howard.edu Carol Dudley	N	0
16	Husson University 1 College Circle New England School of Communications Bangor, Maine 04401 Phone : 207-973-1064 Email : verrillr@husson.edu Rodney Verrill	Y	0
17	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	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Ithaca College Park School of Communications 953 Danby Road Ithaca, New York 14850 Phone : 555-555-5555 Email : sbgresumes@sbgvtv.com Sharon Pickeral	Y	0
19	Joblink of Maryland 122 Slade Avenue Suite 100 Baltimore, Maryland 21208 Url : http://www.joblinkemployment.org Email : marthe@joblinkemployment.com Marthe Vidaver	N	0
20	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
21	Linkedin Corporate Solutions Maryland Url : http://www.linkedin.com/company/sinclair-broadcast Email : sbgresumes@sbgvtv.com Danielle Anderson	N	2
22	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
23	Media Match 8112-1/2 West 3rd Street Los Angeles, California 90048 Phone : (323) 284-5589 Email : info@media-match.com Tammy Romaniuk	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
24	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Url : http://www.medialine.com Email : medialine@medialine.com Rich Everitt	N	0
25	Morgan State University Center for Career Development 1700 E. Coldspring Lane Baltimore, Maryland 21251 Email : sbgresumes@sbgvtv.com Garrya Hatton	N	0
26	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
27	SBG Website 10706 Beaver Dam Road Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Sharon Pickeral	N	10
28	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
29	Station Website	N	1
30	Talent Dynamics Maryland Url : http://www.talentdynamics.com/ Email : hedding@talentdynamics.com Christine Hedding	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
31	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
32	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
33	The Sheffield Institute for the Recording Arts 13816 Sunnybrook Road Phoenix, Maryland 21131 Email : josh@sheffieldav.com Josh Scarff	N	0
34	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
35	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	2
36	Tvjobs.com P.O. Box 4116 Oceanside, California 92052 Email : admin@tvjobs.com Mark Holloway	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
37	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
38	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
39	Walter Cronkite School of Journalism 555 N. Central Ave Suite 302 Phoenix, Arizona 85004 Phone : (855) 278-5080 Url : **NEWS ONLY** Email : mike.wong@asu.edu Michael Wong	Y	0
40	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:			56

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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	6/1/2017	Establishment of an intern program designed to assist members of the community	The station implemented a Summer 2017 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.	4	Assistant News Director Editor Chief Photojournalist Digital Content Producer
2	6/9/2017	Participation in events or programs sponsored by educational institutions	One hour station tour for a group of 6 students from Calvert Middle School and their chaperone. Explained how departments operate, including weather data gathering, news operations, promotions, commercial production, and marketing.	4	Public Affairs Manager News Anchor Meteorologist News Anchor/Reporter
3	6/30/2017	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 as a meteorologist 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	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	7/31/2017	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for student with St Paul's High School to gain more insight into the television field. Discussed career opportunities as a meteorologist 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	Meteorologist
5	8/3/2017	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for students with Towson University to gain more insight into the television field. Discussed career opportunities as a meteorologist 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	Meteorologist
6	8/9/2017	Participation in Job Fairs	The Corporate Sr Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017. 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.	3	Sr Employment Manager News Talent Manager Director, News Training and Development

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	8/9/2017	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for student with Towson University to gain more insight into the television marketing field. Discussed career opportunities in marketing with Dept staff and observed a sales call with one of our senior salespeople and other 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.	2	Research Director Marketing Consultant
8	8/25/2017	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for student with Virginia Tech to gain more insight into the television field. Discussed career opportunities in meteorology 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	Meteorologist
9	9/27/2017	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, and other corporate Human Resources personnel attended the Work Baltimore Job Fair. They spoke to individuals interested in open positions with the station. Individuals were given information on how to apply through the Sinclair Broadcast Group career website.	1	Assistant Business Manager
10	10/24/2017	Participation in events or programs sponsored by educational institutions	Station tour conducted for 25 students from St John's Parish 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.	5	Public Affairs Manager Public Affairs Producer News Anchor News Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	10/25/2017	Participation in events or programs sponsored by educational institutions	Travis Cahill, Research Director, and Rebecca Guy, Marketing Assistant attended the University of Baltimore Job/Networking 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 Marketing Assistant
12	12/18/2017	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 King. 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 Director Floor Director
13	1/12/2018	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	1/22/2018	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for student with St Paul School for Girls 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.	1	News Anchor/Reporter
15	1/25/2018	Participation in events or programs sponsored by educational institutions	On site visit to School of the Cathedral of St 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	Meteorologist
16	2/12/2018	Participation in events or programs sponsored by educational institutions	On site visit to Tyler Heights 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
17	2/13/2018	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
18	3/6/2018	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for student with Temple 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.	2	Photographer Chief Photojournalist
19	3/9/2018	Participation in events or programs sponsored by educational institutions	Station tour conducted for 15 special needs students from Woodlawn High 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	News Director Meteorologist Assistant Business Manager
20	4/6/2018	Participation in Job Fairs	Pam Keyt, Assistant Business Manager, and Travis Cahill, Research Director, attended the Towson University Job/Networking 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
21	4/9/2018	Establishment of an intern program designed to assist members of the community	The station implemented a Spring 2018 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.	4	News Director Chief Photojournalist News Anchor/Reporter Editor
22	4/9/2018	Participation in events or programs sponsored by educational institutions	On site visit to Wellwood 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	Chief Meteorologist
23	4/19/2018	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for student with Community College of Baltimore County-Catonsville 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.	1	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
24	4/24/2018	Participation in events or programs sponsored by educational institutions	Station tour conducted for 6 students from the University of Maryland Baltimore County 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.	5	Public Affairs Manager Research Director Art Director Marketing Producer
25	4/25/2018	Participation in events or programs sponsored by educational institutions	Station tour conducted for 9 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.	9	Director of Mktg and Creative Services TV host/producer Producer/Director Anchor/Sports Director
26	4/27/2018	Participation in events or programs sponsored by educational institutions	On site visit to Oaklands Elementary School to discuss careers in news broadcasting. Discussed responsibilities of various functions needed to produce news broadcasts including meteorology, producers, and editors. Reviewed the importance of certain school courses in order to be successful in each career and how to pursue a career in broadcasting.	3	Chief Meteorologist Producer Editor
27	4/27/2018	Participation in events or programs sponsored by educational institutions	Station tour conducted for 12 students from the Odyssey 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.	5	Public Affairs Manager Production Editor News Anchor/Reporter Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
28	5/8/2018	Participation in events or programs sponsored by educational institutions	Job shadowing opportunity for student with Severna High School 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.	4	Director of Mktg and Creative Services Producer Cohost and Producer Cohost and Producer