

WRLH
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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
New Business & Digital Account Executive	1-8, 10-19, 21, 23-35, 38-45, 47-48	35
Sales Manager	1, 3, 5, 7-12, 14-19, 21-36, 38-45, 47-48	9
Production Producer	1, 3, 5, 7-8, 10-12, 14-21, 23-35, 37-45, 47-48	15
Marketing Consultant - Experienced	1, 3, 5, 7-8, 10-12, 14-19, 21-36, 38-45, 47-48	26
Entry Level Marketing Consultant	1, 3, 5, 7-8, 10-12, 14-19, 21, 23-26, 28-35, 38-48	46
Marketing Associate	1, 3, 5, 7-8, 10-12, 14-19, 21, 23-26, 28-35, 38-45, 47-48	35
Marketing Consultant	1, 3, 5, 7-8, 10-12, 14-19, 21, 23-26, 28-35, 38-45, 47-48	26
Marketing Associate	1, 3, 5-8, 10-12, 14-19, 21, 23-26, 28-35, 38-45, 47-48	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : kbordell@asu.edu Karen Bordeleau	Y	0
4	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
5	Bishop State Community 351 N. Broad St. Mobile, Alabama 36603 Phone : 251-662-5371 Url : http://www.bishop.edu Email : jwomack@bishop.edu Julia Womack	N	0
6	Career Fair	N	2
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	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
9	Current Employee/Internal Promotion	N	1
10	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgvtv.com Rob Steward	N	0
11	ECPI College of Technology 800 Moorefield Park Dr. Richmond, Virginia 23236 Phone : 866-499-0338 Url : http://www.ecpi.edu Email : jdjohnson@ecpi.edu Jeremy Johnson	N	0
12	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
13	Employee Referral	N	1
14	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgvtv.com Career Center	N	0
15	FOX Richmond website 1925 Westmoreland St. Richmond, Virginia 23230 Phone : 804-358-3535 Url : http://www.foxrichmond.com Email : sbgresumes@sbgvtv.com Nicole Jackson	N	1

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16	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
17	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
18	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
19	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
20	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
21	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
22	Indeed.com - Not Directly Contacted by SEU	N	2

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23	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
24	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
25	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
26	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	7
27	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 Prong 2 Ended Date: 11/21/2022	N	0
28	Metropolitan Business League 115 East Marshall St. Richmond, Virginia 23219 Phone : 804-649-7473 Url : http://www.theembl.org/ Email : info@thembl.com Oliver Singleton	N	0

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29	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
30	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
31	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Career Services	N	0
32	Norfolk State University 2401 Corprew Ave. Norfolk, Virginia 23504 Phone : 757-832-8600 Url : http://www.nsu.edu/ Pamela Saunders Manual Posting	N	0
33	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
34	Richmond Technical Ctr. 2020 Westwood Ave. Attn: Job Opening Richmond, Virginia 23227 Phone : 804-780-6272 Url : http://web.richmond.k12.va.us Fax : 1-804-780-6061 Nancy Holmes	N	0

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35	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.net Career Page	N	3
36	Station On-Air Advertisement	N	2
37	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
38	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbg.net Career Center	N	0
39	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbg.net Andrea Siegle	N	0
40	The Society of Broadcast Engineers 9102 North Median Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbd.org/ Email : kjones@sbe.org Scott Jones	N	0
41	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0

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42	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
43	VA State University Box 9410 Petersburg, Virginia 23806 Phone : 804-524-5211 Url : http://www.vsu.edu/ Email : careerservices@vsu.edu Yolando Crewe	N	0
44	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
45	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
46	Word of Mouth Referral	N	1
47	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
48	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			20

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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	8/12/2022	Participation in events sponsored by organizations representing the community	WRLH, Creative Service Director & Chief Engineer were in attendance for the Salvation Army's Career Day for youth on Friday, August 12th from 9:30am until noon. They talked with the youth about various jobs within WRLH and Sinclair. They also talked about the company's internship program.	2	Creative Service Director Chief Engineer
2	9/22/2022	Participation in Job Fairs	UNCA held their Fall career and Internship Fair on September 22, 2022. One of our Marketing Associates participated in the event. He took a list of current job postings for our stations in NC & VA. He spoke with students about current openings directing them to the Sinclair website to apply. He was also able to provide information to students about the internship program. Very successful day!	1	Marketing Associate
3	9/27/2022	Participation in Job Fairs	Liberty University held a job fair on their campus Tuesday, 9/27/22. The News Director, Assistant News Director and one of the main Anchor/Reporters attended. They spoke with students about careers and current openings at WSET. They also spoke about career opportunities at our sister stations, WTVZ & WRLH as well as within Sinclair directing students to apply online at sbgi.net. Many students were interested in the Internship program which they also discussed. Very successful day!	3	News Director Assistant News Director Director Anchor/Reporter
4	10/11/2022	Participation in Job Fairs	The HR Coordinator with WLOS-TV went to the WNC Agricultural Center for the WNC Expo Career Fair on October 11, 2022. The public was invited. She met with job seekers and talked about current openings at the Sinclair stations in NC, SC & VA. She provided a list of current openings & directed interested candidates to the sbginet website to view all jobs & apply.	1	HR Coordinator

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5	10/14/2022	Participation in Job Fairs	The News Director & Assistant News Director attended the Virginia Tech job Fair on October 14, 2022. They represented stations WSET, WRLH, WTVZ, WCTI, WLOS & WXLV. They talked to candidates about job opening at those stations providing a list of the current openings & how to apply. They also talked about Sinclair's internship program & how that is a great way to prepare students for entry level jobs.	2	News Director Assistant News Director
6	10/18/2022	Participation in Job Fairs	The Director of Creative Services attended the Radio One Richmond RVA Job Fair at the Chesterfield Towne Center. The event was open to the general public. He was able to talk to candidates about job openings within stations WRLH, WSET, and WTVZ. He provided information on how to apply to open positions. The day was a huge success.	1	Director of Creative Services
7	10/21/2022	Participation in events sponsored by organizations representing the community	The Director of Creative Services for WRLH attended the RVA Career Expo held by the Virginia Tech Alumni Association on October 21, 2022. He represented stations WRLH, WTVZ & WSET. He had a booth where he talked with candidates about job opportunities at each station. He provided a list of their current openings and a website where they could apply.	1	Director of Creative Services
8	3/16/2023	Participation in Job Fairs	The Creative Service Director with WRLH attended the Radio One Career and Resource Fair on Thursday, March 16, 2023. He represented station WRLH, WSET & WTVZ. He spoke with prospects about current job openings & directed them to the company's website to apply & view a list of all job openings across the organization.	2	Director of Creative Services Assistant Chief Engineer