

WSTM WSTQ
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
Digital Sales Manager	1-14, 16, 20-28, 30-31, 33-43, 45-47, 49-53, 55-59, 61-68, 70-71	22
Marketing Consultant	1, 3-5, 7-14, 16, 20-21, 23-28, 30-43, 45-47, 49-59, 61-71	32
Assistant News Director	1, 3-5, 7-13, 15-17, 20-21, 23-30, 33-43, 45-47, 49-68, 70-71	39
Multimedia Journalist (MMJ)	1, 3-5, 7-13, 15-16, 20-30, 33-43, 45-47, 49-68, 70-71	58
Engineering Manager	1, 3-5, 7-14, 16, 20-21, 23-28, 30, 33-39, 41-43, 45-47, 49-59, 61-71	69
Newscast Producer	1, 3-5, 7-13, 16, 19-21, 23-28, 30, 33-39, 41-43, 45-47, 49-59, 61-68, 70-71	19
Newscast Producer	1, 3-5, 7-13, 16, 19-21, 23-28, 30, 33-39, 41-43, 45-47, 49-59, 61-68, 70-71	53
Weekend Sports Anchor/MMJ	1, 3-5, 7-13, 16, 20-21, 23-30, 33-39, 41-68, 70-71	53
Newscast Producer	1, 3-5, 7-14, 16, 20-21, 23-30, 33-39, 41-68, 70-71	53
Master Control Operator	1, 3-5, 7-14, 16, 18, 20-28, 30-31, 33-39, 41-59, 61-68, 70-71	9
Master Control Operator	1, 3-5, 7-14, 16, 18, 20-28, 30-31, 33-39, 41-59, 61-68, 70-71	18
Master Control Operator	1, 3-5, 7-14, 16, 18, 20-28, 30-31, 33-39, 41-59, 61-68, 70-71	22

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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	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
2	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgvtv.com Career Planning	N	0
3	Arise, Inc 635 James Street Syracuse, New York 13203 Url : http://www.ariseinc.org Email : ljones@ariseinc.org Fax : 1-315-422-0948 Laura Jones	N	0
4	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
5	Auburn Human Rights Commission 24 South Street Auburn, New York 13021 Url : http://www.ci.auburn.ny.us Email : kburns@ci.auburn.ny.us Fax : 1-315-435-8272 Karen Burns	N	0
6	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgvtv.com Career Center	N	0

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7	Booker T Washington Community Center 23 Chapman Avenue Auburn, New York 13021 Email : tcljgr@aol.com Monique Williams	N	0
8	Bryant & Stratton College 953 James Street Syracuse, New York 13203 Url : http://www.bryantstratton.edu Email : eagifford@bryantstratton.edu Beth Gifford	N	0
9	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	1
10	Cayuga Community College Auburn, New York 13021 Phone : (315) 283-9422 Url : http://www.cayuga-cc.edu Sheila Myers Manual Posting	N	0
11	Cazenovia College 22 Sullivan Street Cazenovia, New York 13035 Email : sdettmmer@cazenovia.edu Sharon Dettmer	N	0
12	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
13	CNY Works - Workforce NY 960 James Street 1st Floor Syracuse, New York 13203 Url : http://www.cnyworks.com Email : hpitt@cnyworks.com Fax : 1-315-472-9492 Heather Pitt	N	0

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14	CNYTVNews 104 Brookside Lane Fayetteville, New York 13066 Url : http://cnycentral.com/ Email : cnyradio@gmail.com Peter Naughton	N	0
15	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
16	CUNY- Craig Newmark Graduate School of Journalism 219 W 40th St New York, New York 10018 Url : https://www.journalism.cuny.edu/current-students/c Michelle Higgins Manual Posting	Y	0
17	Current Employee	N	1
18	Current Employee/Internal Promotion	N	1
19	Current Intern	N	1
20	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
21	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
22	Employee Referral	N	6
23	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0

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24	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgvtv.com R. Brandt	N	0
25	Greater Ithaca Activities Center 318 North Albany Street Ithaca, New York 14850 Phone : 607-272-3622. Url : http://www.cityofithaca.org/327/Greater-Ithaca-Activities-Center Email : NLacka@cityofithaca.org Nagiane Lacka Arriaza	N	0
26	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgvtv.com William Moss	N	0
27	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
28	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgvtv.com Carol Dudley	Y	0
29	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	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
30	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
31	Indeed.com - Not Directly Contacted by SEU	N	5
32	Internet Ad-not directly contacted by SEU	N	1
33	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
34	JOBS Plus 677 South Salina Street Syracuse, New York 13202 Url : http://www.jobsplus.cc Email : rimon.neshawait@dfa.state.ny.us Rimon Neshawait	N	0
35	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
36	Jubilee Homes Build to Work Program 119 South Ave Syracuse, New York 13204 Phone : 315-427-0070 Url : www.jubilee-homes.org Email : cbillue@jubilee-homes.org Twiggy Billue	N	0
37	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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38	Lemoyne College Syracuse, New York 13214 Url : http://www.lemoyne.edu Linda McGraw Manual Posting	N	0
39	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	5
40	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	N	0
41	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
42	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
43	NAACP, Syracuse-Onondaga County P. O. Box 397 Syracuse, New York 13205 Email : alkebulanj@aol.com Linda Brown-Robinson	N	0
44	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0

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45	New York State Broadcaster Association , New York Url : http://www.nysbroadcasters.org Email : sandy@nysbroadcasters.org Sandy Messineo	N	0
46	New York State Department of Labor 450 South Salina Street Room 302 Syracuse, New York 13202 Phone : 315-479-3290 Url : www.labor.ny.gov Email : ana.lorenzo@labor.ny.gov Fax : 1-315-479-3216 Ana Lorezo	N	0
47	North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
48	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
49	Onondaga Community College (Electronic Media) 4941 Onondaga Road Syracuse, New York 13215 Url : http://www.sunyocc.edu Email : careerservices@sunyocc.edu Mandy Salsbury	N	0
50	Onondaga Community College - Calcenter Onondaga Community College 4941 Onondaga Road Syracuse, New York 13215 Email : d.f.acee@sunyocc.edu Dana Acee	N	0
51	Options for Independence 5 Genesee Street Auburn, New York 13021 Email : opforind@aol.com Tracy Murphy	N	0

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52	PEACE, Inc. 217 South Salina Street Syracuse, New York 13202 Url : http://www.peace-caa.org Email : jcolucci@peace-caa.org J Colucci	N	0
53	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.com Career Page	N	5
54	Southwest Community Center 401 South Avenue Syracuse, New York 13204 Url : http://www.swcc.org Email : rhunter@smnfwcc.org Fax : 1-315-472-9963 Rahjana Hunter	N	0
55	Spanish Action League (LA Liga) 700 Oswego Street Syracuse, New York 13204 Phone : 315-475-6153 Email : dulramirez@laligacny.org Dulce Ramirez	N	0
56	Suny Oswego Career Services State University at Oswego 142 Campus Center Oswego, New York 13127 Phone : (315) 312-2255 Url : http://www.oswego.edu Email : gary.morris@oswego.edu Gary Morris	N	0
57	SUNY Oswego Career Services Oswego, New York 13126 Phone : (315) 312-2255 Email : mallory.bower@oswego.edu Mallory Bower	N	0

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58	Syracuse University / Newhouse School of Public Communications Rubin & Press Career Center Syracuse University Syracuse, New York 13224 Url : http://www.syr.edu Email : belichti@syr.edu Bridget Lichtinger	N	1
59	Syracuse University Career Services Syracuse, New York 13044 Url : http://www.syr.edu Email : kmcgee@syr.edu Karen Mcgee	N	0
60	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
61	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
62	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle Prong 2 Ended Date: 12/31/2023	N	0
63	Tompkins Cortland Community College (TC3) Liberty Street Dryden, New York 13053 Url : http://www.tc3.edu Email : DR087@tompskinscortland.edu Dara Riegel	N	0

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64	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
65	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
66	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
67	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
68	Women's Opportunity Center (Syracuse) 290 Elwood Davis Drive Liverpool, New York 13088 Phone : (315) 991-7611 Email : rway@womensopportunity.org Ronisse Way	N	0
69	Word of Mouth Referral	N	2
70	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

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71	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			29

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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	3/23/2023	Participation in Job Fairs	The WHAM News Director and Morning Executive Producer represented WSTM at the St. John Fisher University Spring Career Fair. This was an in-person event held on campus. They met with potential candidates and reviewed and collected resumes and candidate information for future job openings across New York State. They spoke with current students regarding their interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Career site and were given information on specific openings within the New York State stations.	2	News Director Morning Executive Producer
2	4/11/2023	Participation in events or programs sponsored by educational institutions	One of WSTM's Meteorologists, Josh Kozlowski, went to Allen Road Elementary School in the North Syracuse Central School District to speak to students about Meteorology and what the day to day of his job is all about. He gave a presentation in the school's gymnasium with visual slideshows. The students were able to ask him questions about the weather. He was there to promote Meteorology as a career.	1	Meteorologist
3	4/11/2023	Participation in events sponsored by organizations representing the community	Young Christian Women's Association Newsroom Tour guided by Samantha Croston, Brian Anelli, and Sean Carroll	3	Anchor/Reporter Operations Director News Director
4	4/27/2023	Participation in events or programs sponsored by educational institutions	Students from the Syracuse University Newhouse Class visited WSTM to do a station tour. Students were given the opportunity to speak with our broadcasters and were given a tour of the building and studio. Station employees answered students questions regarding careers in the broadcasting industry.	3	News Director Anchor Anchor

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	5/19/2023	Provision of training to management	Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is a 3-part series of trainings that people managers will complete. The station had 4 managers complete Part 1 which is focused on embodying servant leadership and the importance of building a strong culture within their teams.	4	Sales Director VP, General Manager Business Manager Chief Engineer
6	9/28/2023	Participation in Job Fairs	The WOLF/WHAM Human Resources Manager represented WSTM at the Penn State Virtual Career Fair. This was a virtual event held via the Brazen platform. The representative spoke with current students regarding their interests in potential career opportunities within Sinclair. Several potential candidates were interviewed for future job openings across New York State and Pennsylvania. All candidates who were interested in job opportunities were asked to apply through our Sinclair Career site and were given information on specific openings within the New York State and Pennsylvania stations.	1	Human Resources Manager

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7	10/6/2023	Co Sponsoring Job Fair	The 2023 Military Veterans in Journalism Convention and Career Fair took place in New York City from October 5th to 7th, 2023, as an opportunity for organizations in the journalism/broadcast world to engage with veterans directly and for veterans to develop new professional connections and explore career opportunities. Sinclair was a bronze sponsor of the convention, with Regional HR Manager/Culture & Talent Development Lead, Katelyn Colon for WGXA, WFXL, WTGS, WTWC, WACH, WEAR, WPMI and WGFL & Regional HR Manager, Jamie Kilmer for WRGB, WUTV, WJAC, WGME, WJAR, WHAM, WSTM, and WOLF, attending the in-person career fair on October 6th and the virtual career fair on Oct 7th, speaking to career opportunities for the stations they serve.	2	Regional HR Manager/Culture & Talent Development Lead Regional HR Manager
8	1/11/2024	Provision of training to management	Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is a 3-part series of trainings that people managers will complete. The station had 15 managers complete Part 1 which is focused on embodying servant leadership and the importance of building a strong culture within their teams.	15	Director of Operations News Director Master Control Supervisor Chief Engineer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	1/18/2024	Provision of training to management	Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is a 3-part series of trainings that people managers will complete. The station had 9 managers complete Part 3 which is focused on embodying servant leadership and the importance of building a strong culture within their teams.	9	Director of Operations Director of Sales SVP, Group Manager Business Manager
10	1/18/2024	Provision of training to management	Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is a 3-part series of trainings that people managers will complete. The station had 13 managers complete Part 2 which is focused on embodying servant leadership and the importance of building a strong culture within their teams.	13	Director of Operations Director of Sales SVP, Group Manager Business Manager