

**WPEC / WTVX / WWHB-CA/ WTCN-CA****EEO PUBLIC FILE REPORT****October 1, 2023 - September 30, 2024****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Weekend Meteorologist	2-5, 7-14, 16-30, 33-39, 41-43, 45-60, 62-65	20
IT Engineer	2-5, 7-10, 12-13, 16-19, 21-28, 30-31, 33-36, 38-39, 41-43, 45-49, 51-60, 62-65	31
Digital Content Manager	2-5, 7-10, 12-13, 16-28, 30, 33-36, 38-39, 41-49, 51-60, 62-65	48
Human Resources Coordinator	2-5, 7-10, 12-13, 16-19, 21-28, 30-31, 33-36, 38-49, 51-60, 62-65	48
Digital Content Producer	1-5, 7-10, 12-13, 16-19, 21-28, 30, 33-36, 38-49, 51-59, 62-65	1
News Producer	2-5, 7-10, 12-13, 16-19, 21-28, 30, 33-36, 38-49, 51-59, 61-65	61
News Photographer	2-5, 7-10, 12-13, 16-28, 30-31, 33-36, 38-49, 51-59, 62-65	20
Newscast Director	2-5, 7-10, 12-13, 16-28, 30, 33-36, 38-49, 51-59, 62-65	20
Digital Content Producer	2-5, 7-10, 12-13, 16-19, 21-28, 30-31, 33-36, 38-49, 51, 54-59, 62-65	36
Promotion/Creative Content Producer	2-5, 7-10, 12-13, 16-28, 30, 33-36, 38-49, 51, 54-59, 62-65	20
News Operations Manager	2-5, 7-10, 12-19, 21-31, 33-36, 38-51, 54-59, 62-65	15
Marketing Consultant	2-5, 7-10, 12-13, 15-28, 30, 33-36, 38-49, 51, 54-59, 62-65	15
Marketing Consultant	2-5, 7-10, 12-13, 15-28, 30, 33-36, 38-49, 51, 54-59, 62-65	20
Marketing Associate	2-5, 7-10, 12-13, 16-28, 30, 33-36, 38-49, 51, 54-59, 62-65	36
Marketing Associate	2-5, 7-10, 12-13, 16-28, 30, 33-36, 38-49, 51, 54-59, 62-65	20
Master Control Operator	2-10, 12-13, 16-28, 30, 33-36, 38-49, 51, 54-59, 62-65	6
Master Control Operator	2-10, 12-13, 16-28, 30, 33-36, 38-49, 51, 54-59, 62-65	36
Newscast Director	2-5, 7-10, 12-13, 16-19, 21-28, 30, 32-36, 38-49, 51, 54-59, 62-65	32
News Producer	2-5, 7-10, 12-13, 16-19, 21-31, 33-36, 38-51, 54-59, 62-65	36

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**EEO PUBLIC FILE REPORT**  
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Director of Sales	2-5, 7-10, 12-13, 16-19, 21-28, 30, 33-36, 38-49, 51, 54-59, 62-65	36
News Photographer	2-5, 7-10, 12-14, 16-19, 21-28, 30-31, 33-36, 38-49, 51, 54-59, 62-65	31
Master Control Supervisor	2-5, 7-10, 12-19, 21-28, 30, 33-36, 38-49, 51, 54-59, 62-65	15

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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>
1	Agency Referral	N	1
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : <a href="http://www.aamu.edu">www.aamu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
3	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:Erin.Mae.Murphy@asu.edu">Erin.Mae.Murphy@asu.edu</a> Erin Murphy	Y	0
4	BeOnAir National Broadcast and Multimedia School 7955 NW 12 Street Doral, Florida 33126 Phone : 305-676-6494 Email : <a href="mailto:Allamazares@beonair.com">Allamazares@beonair.com</a> Angel Llamazares	Y	0
5	Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Student Services Daytona Beach, Florida 32114 Phone : 386-481-2143 Email : <a href="mailto:bonnerd@cookman.edu">bonnerd@cookman.edu</a> Davita Bonner	N	0
6	Career Fair	N	1
7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Aaron Brumfield	N	3
8	Central Florida Association of Black Journalists PO Box 745 Orlando, Florida 32801 Email : <a href="mailto:cfabjl@gmail.com">cfabjl@gmail.com</a> Career Services	N	0

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9	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : <a href="http://www.cheyney.edu">www.cheyney.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Services	N	0
10	City College-Fort Lauderdale Campus 2000 West Commercial Blvd Fort Lauderdale, Florida 33309 Phone : 954-492-5353 Email : <a href="mailto:kstaten@citycollege.edu">kstaten@citycollege.edu</a> Katrell Spapen	Y	0
11	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
12	Connecticut School of Broadcasting 3450 Northlake Blvd. Ste. 110 Palm Beach Gardens, Florida 33403 Phone : 561-847-4126 Email : <a href="mailto:csbpalmbeach@gocsb.com">csbpalmbeach@gocsb.com</a> Harley Rhodes	N	0
13	Creative Jobs Central 324 W. 38th St. Ste. #1002 New York, New York 10018 Phone : 646-202-9538 Url : <a href="http://www.creativejobcentral.com">http://www.creativejobcentral.com</a> Email : <a href="mailto:livejobsites@gmail.com">livejobsites@gmail.com</a> Cara Silverman	N	0
14	Current Employee	N	6
15	Current Employee/Internal Promotion	N	3
16	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : <a href="http://www.diversityjobs.com">www.diversityjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Rob Steward	N	0

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17	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : <a href="http://www.ecsu.edu">www.ecsu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
18	Emerson College 100 Beacon Street Boston, Massachusetts Phone : 617-824-8586 Url : <a href="http://www.emerson.edu">http://www.emerson.edu</a> Email : <a href="mailto:carol_spector@emerson.edu">carol_spector@emerson.edu</a> Carol Spector	N	0
19	Emma L. Bowen Foundation For Minority Interests In Media, Inc. 825 - 7th Avenue 2nd Floor New York, New York 10019 Phone : 212-664-3773 Email : <a href="mailto:everette.harrison@nbcuni.com">everette.harrison@nbcuni.com</a> Everette Harrison	N	0
20	Employee Referral	N	8
21	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
22	Florida Association of Broadcasters 201 S Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 800.802.5322 Email : <a href="mailto:intern@fab.org">intern@fab.org</a> Career Services	N	0
23	Florida Atlantic University 777 Glades Road P.O. Box 3091 Boca Raton, Florida Phone : 561-297-3536 Url : <a href="http://www.myinterface.com/fau/employed">http://www.myinterface.com/fau/employed</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> James Watson	N	0

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24	Florida Memorial University 15800 NW 42nd Ave Miami Gardens, Florida Email : sbgresumes@sbgstv.com Career Center	N	0
25	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
26	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
27	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
28	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.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
30	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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31	Indeed.com - Not Directly Contacted by SEU	N	10
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 : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
34	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
35	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : <a href="http://www.kysu.edu">www.kysu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
36	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Account Manager	N	20
37	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	N	0
38	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : <a href="http://www.miles.edu">www.miles.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0

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39	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
40	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
41	Norfolk State University 700 Ark Avenue Norfolk, Virginia 23504 Email : tatwater@nsu.edu Career Services	N	0
42	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
43	Ohio Center for Broadcasting Ohio 9885 Rockside Road Suite 160 Valley View, Ohio 4125 Phone : 216-447-9117 Email : LLeciejewski@beonair.com Janice Hardy	Y	0
44	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
45	Palm Beach Atlantic University 901 S.Flagler Drive West Palm Beach, Florida 33401 Phone : 561-803-2386 Email : kimberly_ladd@pba.edu Kimberly Ladd	N	0

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46	Palm Beach County Film & Television Commission 1555 Palm Beach Lakes Boulevard Suite 414 West Palm Beach, Florida 33401 Phone : 561-233-1000 Email : ajordat@pbfilm.com Alberto Jordat	Y	0
47	Palm Beach State College Central Campus 4200 Congress Avenue Lake Worth, Florida 33461 Phone : 561-868-3049 Url : <a href="http://www.pbcc.edu">http://www.pbcc.edu</a> Gail Tomei Manual Posting	Y	0
48	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Email : employment@sbgstv.com Career Page	N	14
49	Society of Broadcast Engineers, Inc. 8445 Keystone Crossing Ste. 140 Indianapolis, Indiana 46240 Phone : 317-253-1640 Scott Jones	N	0
50	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
51	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : <a href="http://www.tsu.edu">www.tsu.edu</a> Email : sbgresumes@sbgstv.com Career Center	N	0

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52	The Institute of Production and Recording 312 Washington Avenue North Minneapolis, Minnesota 55401 Phone : 612-244-2807 Email : DWelter@ipr.edu Diane Welter  Prong 2 Ended Date: 1/22/2024	N	0
53	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : sbgresumes@sbgstv.com Andrea Siegle  Prong 2 Ended Date: 12/31/2023	N	0
54	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : info@tvjobs.com Mark Holloway	N	0
55	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : <a href="http://www.uapb.edu">www.uapb.edu</a> Email : sbgresumes@sbgstv.com Career Center	N	0
56	Urban League of Greater Miami 8500 N.W. 25th Avenue Miami, Florida 33147 Phone : 305-696-4450 Email : twfair@miamiurbanleague.org T. Willard Fair	N	0
57	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : <a href="http://www.wvstateu.edu">www.wvstateu.edu</a> Email : sbgresumes@sbgstv.com Career Center	N	0

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58	West Virginia University of Journalism , Florida Email : maryanne.reed@mail.wvu.edu Marianne Reed	N	0
59	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
60	Women In Communications, Inc c/o P.B. Co. School Board 505 South Congress Avenue Boynton Beach, Florida 33426 Phone : 561-434-8000 Email : communications@palmbeachschools.org Claudia Shea	N	0
61	Word of Mouth Referral	N	1
62	WPEC website 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 205-982-3859 Url : http://www.cbs12.com Email : mcoubert@sbgvtv.com Melissa Coubert	N	1
63	WWHB - Azteca 48 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : http://azteca48.com Email : CMahecha@sbgvtv.com Ursula Peak	N	0
64	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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65	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : <a href="http://www.xula.edu">www.xula.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>69</b>

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	<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	10/27/2023	Participation in events or programs sponsored by educational institutions	Jennifer Collins our Meteorologist visited Jupiter Christian School to give a presentation to the 6th graders class on forecasting for television, hurricane season, and other careers in meteorology. This event took place on 10/27/2023.	1	Meteorologist
2	11/2/2023	Sponsorship of events in the community designed to increase public awareness	Matthew Lincoln our Morning Anchor hosted a station tour that consisted of 55 students from the Leadership Palm Beach County Grow Program. It was discussed with the students the different career opportunities available specifically as CBS12 News and in Broadcasting in general. This tour took place the morning of November 2nd 2023.	1	Morning Anchor Director of Engineering Meteorologist
3	12/8/2023	Participation in events or programs sponsored by educational institutions	Meteorologist Jennifer Collins visited the A.D. Henderson University School on December 8, 2023 to give a presentation to the 4th grade class on forecasting for television, hurricane season, and other careers in meteorology. Jennifer answered so many great questions from how the green screen works to how hurricanes are named and what time she wakes up for work.	1	Meteorologist
4	1/24/2024	Participation in events or programs sponsored by educational institutions	Meteorologist Michael Ehrenberg visited the 5th grade class at Lake Worth Christian School in Boynton Beach on January 24, 2024. The students are studying meteorology and Michael was there to answer all their questions about South Florida's weather, including hurricanes, tornadoes, and how climate change impacts it all. They also enjoyed the behind the scenes photos of our CBS12 studios.	1	Meteorologist

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5	3/6/2024	Participation in events or programs sponsored by educational institutions	News Anchor Matthew Lincoln visited Manatee Elementary School in Boynton Beach for Career Day on March 6th to talk about different careers in Broadcasting, what it's like to work at a news station, how we cover hurricanes, what the Storm Tracker Truck does, and what channel to tell their parents to turn to.	1	Morning News Anchor
6	3/7/2024	Participation in events or programs sponsored by educational institutions	Our Senior Executive Producer, Brogan Morris and our Executive Producer, Nick Tarrant visited Florida International University in Miami, Florida to talk about the company, Sinclair and the station, WPEC. Additionally, they discussed open positions specific to the newsroom such as Associate Producers, Producers, Editors, and Directors.	2	Senior Executive Producer Executive Producer
7	3/26/2024	Participation in Job Fairs	Senior Executive Producer, Brogan Morris and News Anchor Samantha Kerrigan attended a career fair at the University of Florida on March 26, 2024 to discuss open positions and careers in communications at the station.	2	Senior Executive Producer News Anchor
8	4/18/2024	Participation in events or programs sponsored by educational institutions	Meteorologist Jennifer Collins visited Lincoln Elementary School in Riviera Beach to talk to Kindergarteners as well as the first, fourth, and fifth grade students. Jennifer discussed what it's like to work and forecast TV, the different kinds of weather we experience here in Florida, and other careers in meteorology.	1	Meteorologist
9	7/22/2024	Sponsorship of events in the community designed to increase public awareness	Kristyne Infiesta - HR Representative at the station hosted a station tour for students from the Urban Youth Impact Program. They are a non-profit program that helps students from low-income families' who are wanting to acquire the life and job skills that are needed for career success. We toured the station and discussed the different types of careers in Broadcasting.	3	HR Manager General Manager Meteorologist

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10	8/28/2024	Participation in Job Fairs	HR Station Representative and Assistant News Director attended a career fair located at Palm Beach Atlantic University where we introduced all of our open positions in the company, Sinclair.	2	HR Manager Assistant News Director
11	9/12/2024	Participation in Job Fairs	HR representative of station attended a virtual career fair on a platform called Premier Virtual by Career.io. The virtual career fair was hosted by Box Elder & Ellsworth Virtual Career Expo. The HR representative discussed employment opportunities with the candidates that attended the virtual booth. A link to Sinclair's job openings was sent to them to apply directly with us.	1	HR Manager
12	9/25/2024	Participation in Job Fairs	The station HR Contact, Kristyne Infiesta attended a virtual career fair hosted by CareerEco on September 25th. This was part of Sinclair's diversity efforts to improve parity. This virtual career fair gave the students in the minority groups an opportunity to speak to us directly and answer any questions related to our open positions.	1	HR Manager