

**WICS WICD**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 - July 31, 2023**

**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>
Multimedia Journalist	1-6, 8-10, 12-15, 19-23, 25-31, 33-39, 41-69, 71-74, 76-77	58
Weekend News Anchor	1-6, 8-10, 12-14, 19-23, 25-39, 41-69, 71-74, 76-77	58
Evening News Anchor	1-6, 8-10, 12-15, 19-23, 25-38, 41-69, 71-74, 76-77	58
News Assignment Editor	1-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 39, 41-62, 64-69, 71-74, 76-77	39
Newscast Director	1-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 41-62, 64-69, 71-77	75
Newscast Producer	1-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 39-62, 64-69, 71-74, 76-77	39
Newscast Producer	1-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 39-62, 64-69, 71-74, 76-77	40
Morning News Producer	1-10, 12-13, 15, 18-23, 25-31, 33-34, 36-37, 41-62, 64-67, 69-74, 76-77	18
News Photographer	1-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 41-62, 64-67, 69-74, 76-77	58
Sports Director	1-2, 4-5, 7-10, 12-13, 15, 17, 19-23, 25- 31, 33-34, 36-37, 41-62, 64-67, 69-74, 76-77	58
News Editor	1-2, 4-5, 7-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 41-62, 64-67, 69-74, 76- 77	58
Weekend Anchor/Reporter	1-2, 4-5, 7-15, 19-23, 25-38, 41-67, 69- 74, 76-77	11
Multimedia Journalist (MMJ)	1-2, 4-5, 7-10, 12-15, 19-23, 25-38, 41- 67, 69-77	75
Local Sales Manager	1-2, 4-5, 7-10, 12-13, 15-16, 19-23, 25- 31, 33-34, 36-37, 41-62, 64-67, 69-74, 76-77	16
News Photographer	1-2, 4-5, 7-10, 12-13, 15, 18-23, 25-31, 33-34, 36-37, 41-62, 64-67, 69-74, 76- 77	18
News Photographer	1-2, 4-5, 7-10, 12-13, 15, 18-23, 25-31, 33-34, 36-37, 41-62, 64-67, 69-74, 76- 77	58

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Master Control Operator	1-2, 4-5, 7-10, 12-13, 15, 19-31, 33-34, 36-37, 39, 41-62, 64-67, 69-74, 76-77	24
Master Control Operator	1-2, 4-5, 7-10, 12-13, 15, 19-31, 33-34, 36-37, 39, 41-62, 64-67, 69-74, 76-77	73
Multimedia Journalist (MMJ)	1-2, 4-5, 7-10, 12-15, 19-23, 25-38, 41-67, 69-74, 76-77	45
Newscast Director	1-2, 4-5, 7-10, 12-13, 15, 18-31, 33-34, 36-37, 41-45, 47-62, 64-67, 69-74, 76-77	24
Newscast Director	1-2, 4-5, 7-10, 12-13, 15, 18-31, 33-34, 36-37, 41-45, 47-62, 64-67, 69-74, 76-77	18
Sports Anchor/Reporter	1-2, 4-5, 7-10, 12-15, 19-23, 25-38, 41-45, 47-67, 69-74, 76-77	58
VP, General Manager	1-2, 4-5, 7-10, 12-13, 15-17, 19-31, 33-34, 36-37, 41-45, 47-62, 64-67, 69-74, 76-77	16
Newscast Producer	1-2, 4-5, 7-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 39, 41-45, 47-62, 64-67, 69-74, 76-77	39
Digital Sales Coordinator	1-2, 4-5, 7-8, 10, 12-13, 15, 19-31, 33-34, 36-37, 41-45, 47-62, 64-67, 69-74, 76-77	24
News Photographer	1-2, 4-5, 7-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 39, 41-45, 47-62, 64-67, 69-74, 76-77	45
News Photographer	1-2, 4-5, 7-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 39, 41-45, 47-62, 64-67, 69-74, 76-77	39
Multimedia Journalist (MMJ)	1-2, 4-5, 7-10, 12-15, 19-23, 25-38, 41-45, 47-67, 69-74, 76-77	58

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1	602 Communications 6839 Charter Hills Rd Charlotte, North Carolina 28277 Phone : 704-543-1426 Url : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : <a href="mailto:gnewell@602communications.com">gnewell@602communications.com</a> Graeme Newell	N	0
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	Albany State University 504 College Dt Albany, Georgia 31705 Url : <a href="http://www.asurams.edu">www.asurams.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Planning	N	0
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:kbordell@asu.edu">kbordell@asu.edu</a> Karen Bordeleau	Y	0
5	Augustana College 639 38th St Rock Island, Illinois 61201 Phone : 309-794-7339 Url : <a href="http://www.augustana.edu">http://www.augustana.edu</a> Email : <a href="mailto:lisaslater@augustana.edu">lisaslater@augustana.edu</a> Lisa Slater	N	1
6	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : <a href="http://www.benedict.edu">www.benedict.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0

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7	BeOnAir National Broadcast and Multimedia School 7955 NW 12 Street Champaign-Springfield, Illinois Email : lleciejewski@beonair.com Lynda Leciejewski	Y	0
8	Bradley University Smith Career Center Burgess Hall Peoria, Illinois 61625 Phone : 309-677-2510 Url : <a href="http://www.bradley.edu">http://www.bradley.edu</a> Email : sbgresumes@sbgstv.com Janet Pesek	N	0
9	California Chicano News Media 725 W Arizona Ave, Ste 206 Santa Monica, California 90401 Phone : 213-821-0075 Url : <a href="http://www.ccnma.org">http://www.ccnma.org</a> Email : ccnmainfo@ccnma.org Sylvia Wells	N	0
10	Capital Area Career Center 2201 Toronto Road Springfield, Illinois 62707 Phone : (217)529-5431 X 126 Email : rferriell@caccschool.org Robert Ferriell	N	0
11	Career Fair	N	1
12	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
13	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : <a href="http://www.cheyney.edu">www.cheyney.edu</a> Email : sbgresumes@sbgstv.com Career Services	N	0

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14	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
15	Columbia Journalism School 207 Journalism MC 3801 New York, New York 10027 Phone : 212-854-4422 Url : <a href="http://www.columbia.edu">http://www.columbia.edu</a> Email : <a href="mailto:gb2219@columbia.edu">gb2219@columbia.edu</a> Gina Boubion	Y	0
16	Corporate Recruiter	N	4
17	Current Employee	N	4
18	Current Employee/Internal Promotion	N	3
19	Danville Area Comm College 2000 E. Main St Danville, Illinois 61832 Phone : 217-443-8753 Url : <a href="http://www.dacc.edu">http://www.dacc.edu</a> Email : <a href="mailto:jobborder@dacc.edu">jobborder@dacc.edu</a> Nancy Boesdorfer	N	0
20	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
21	Dominican University 7900 W. Division Lewis 216 River Forest, Illinois 60305 Url : <a href="http://www.dom.edu">http://www.dom.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Keli Wojciechowski	N	0

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22	Eastern Illinois University 600 Lincoln Ave Charleston, Illinois 61920 Phone : 217-581-2412 Email : jwmarr@eiu.edu John Marr	Y	0
23	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
24	Employee Referral	N	6
25	Eureka College 300 E. College Ave Eureka, Illinois 61530 Phone : 309-467-6431 Url : http://www.eureka.edu/career-services Email : dspeiser@eureka.edu Fax : 1-309-467-6437 David Speiser	N	0
26	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
27	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
28	Greenville College 315 East College Ave Greenville, Illinois 62246 Phone : 618-664-6655 Url : http://www.greenville.edu Email : kelli.pryor@greenville.edu Kelli Pryor	N	0

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29	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : <a href="http://www.hbcuconnect.com">www.hbcuconnect.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> William Moss	N	0
30	Hire A Hero PO Box 6808 Morango, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
31	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Carol Dudley	Y	0
32	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	N	0
33	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : <a href="http://www.htu.edu">www.htu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
34	Illinois Broadcasters Assoc. 300 N Pershing Ave Ste B Energy, Illinois 62933 Phone : 618-985-5555 Email : <a href="mailto:iba@ilba.org">iba@ilba.org</a> Fax : 1-618-988-9056 Erin Camfield	N	0

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35	Illinois Center for Broadcasting 455 Eisenhower Ln Ste 200 Lombard, Illinois 60148 Url : <a href="http://www.beonair.com">http://www.beonair.com</a> Email : <a href="mailto:dclark@beonair.com">dclark@beonair.com</a> Don Clark	N	0
36	Illinois Central College One College Drive East Peoria, Illinois 61635 Phone : 309-694-5422 Url : <a href="http://www.icc.edu">http://www.icc.edu</a> Career Services Manual Posting	N	0
37	Illinois College 1101 West College Ave Jacksonville, Illinois 62650 Phone : 217-245-3000 Url : <a href="http://www.ic.edu">http://www.ic.edu</a> Email : <a href="mailto:sdrake@ic.edu">sdrake@ic.edu</a> Susie Drake	N	0
38	Illinois News Broadcasters Assn 815 Long Road c/o WIUM-FM Glenview, Illinois 60025 Url : <a href="http://www.inba.net">http://www.inba.net</a> Email : <a href="mailto:borowmaq@aol.com">borowmaq@aol.com</a> Career Services	N	0
39	Indeed.com - Not Directly Contacted by SEU	N	7
40	Internet Ad-not directly contacted by SEU	N	1
41	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
42	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



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43	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
44	Lincolnland Community College Placement Office Shephard Road Springfield, Illinois Phone : 217-786-2410 Email : <a href="mailto:wplc@llcc.edu">wplc@llcc.edu</a> Shawn Shures	N	0
45	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	6
46	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  Prong 2 Ended Date: 11/21/2022	N	0
47	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
48	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : <a href="http://www.morgan.edu">www.morgan.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0

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49	NAACP PO Box 1524 Springfield, Illinois 62705 Phone : 217-836-4339 Url : <a href="http://www.naACP.org">http://www.naACP.org</a> Email : <a href="mailto:thaley526@aol.com">thaley526@aol.com</a> Teresa Haley	N	0
50	National Assoc of Hispanic Journalists 1000 National Press Building 529 14th St NW Washington, District of Columbia 20045 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Email : <a href="mailto:nahj@nahj.org">nahj@nahj.org</a> Career Services	N	0
51	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Url : <a href="http://www.nhmc.org">http://www.nhmc.org</a> Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Fax : 1-626-792-6051 Career Services	N	0
52	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Url : <a href="http://www.nsu.edu">http://www.nsu.edu</a> Email : <a href="mailto:cmcoleman@nsu.edu">cmcoleman@nsu.edu</a> Chantell Coleman	N	0
53	North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : <a href="http://www.ncat.edu">www.ncat.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
54	Northern Illinois University 220 Campus Life Building DeKalb, Illinois 60115 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Services	N	0

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55	Purdue University 100 S. Grant St West Lafayette, Indiana 47907 Url : <a href="http://www.purdue.edu">http://www.purdue.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sally Luzader	N	0
56	Rainbow Push Coalition 930 E. 50th St Chicago, Illinois 60615 Phone : 773-373-3366 Url : <a href="http://www.rainbowpush.org">http://www.rainbowpush.org</a> Marjorie McKinnon-Price Manual Posting	N	0
57	Richland Community College 1 College Park Decatur, Illinois 62521 Phone : 217-875-7200 Url : <a href="http://www.richland.edu">http://www.richland.edu</a> Career Services Manual Posting	N	0
58	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Career Page	N	16
59	Southern Illinois University-Carbondale 900 S. Normal Woody Hall, B204 Carbondale, Illinois 62901 Url : <a href="http://www.siu.edu">http://www.siu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> career services	Y	0
60	Southern Illinois University-Edwardsville Founders Hall Room 3126 Edwardsville, Illinois 62025 Phone : 618-650-3656 Url : <a href="http://www.siu.edu">http://www.siu.edu</a> Email : <a href="mailto:careerdevelopment@siue.edu">careerdevelopment@siue.edu</a> Susan Feiber	N	0

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61	Specs Howard School of Broadcast Arts 1990 W. 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Url : <a href="http://www.specshoward.edu">http://www.specshoward.edu</a> Email : <a href="mailto:nshiner@specshoward.edu">nshiner@specshoward.edu</a> Nancy Shiner	N	0
62	Springfield Urban League 100 N. 11th Street Springfield, Illinois 62703 Phone : 217-789-0830 Email : <a href="mailto:cbacon@springfieldul.org">cbacon@springfieldul.org</a> Cassondra Bacon	N	0
63	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:jpumphrey.td@gmail.com">jpumphrey.td@gmail.com</a> Julie Pumphrey	N	0
64	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : <a href="http://www.tsu.edu">www.tsu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
65	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrea Siegle	N	0
66	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	1

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67	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : <a href="http://www.uapb.edu">www.uapb.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
68	University of Illinois - Springfield Career Services Bldg. F. Room 50 Springfield, Illinois Phone : 217-206-6508 Email : <a href="mailto:employerrelations@uis.edu">employerrelations@uis.edu</a> Rosa Bryan	N	0
69	University of Illinois-Chicago 1200 W. Harrison St Chicago, Illinois 60607 Phone : 312-996-2300 Url : <a href="http://www.uic.edu">http://www.uic.edu</a> Career Services Manual Posting	Y	0
70	University of Illinois-Springfield One University Plaza Springfield, Illinois 62703 Phone : 217-206-6508 Url : <a href="http://www.uis.edu">http://www.uis.edu</a> Doug Brackney Manual Posting	N	0
71	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : <a href="http://www.wvstateu.edu">www.wvstateu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
72	Western Illinois University 1 University Circle Macomb, Illinois 61455 Url : <a href="http://www.wiu.edu">http://www.wiu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sharon Evans	N	0

**WICS WICD**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 - July 31, 2023**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
73	WICS/WICD/WRSP/WCCU/WBUI 2680 East Cook Street Springfield, Illinois 62703 Phone : 217-351-8502 Url : <a href="https://newschannel20.com/">https://newschannel20.com/</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Paige Klein	N	1
74	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
75	Word of Mouth Referral	N	2
76	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
77	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>53</b>

**WICS WICD**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 - July 31, 2023**

**III. RECRUITMENT INITIATIVES**

	<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	8/3/2022	Participation in Job Fairs	Sinclair's SVP of News, News Recruiter, several News Managers and News employees represented all Sinclair News stations at the 2022 NABJ convention/career expo. They met with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who met with Sinclair during the career fair were followed up with and interviews were set up where applicable.	3	News Recruiter Group News Director SVP of News
2	9/29/2022	Participation in Job Fairs	HR Coordinator, Melissa Billington, represented KTVO, KHQA, and sister stations KRCG, WICS/WRSP/WICD/WCCU/WBUI at the Truman State University Career Expo and Internship Fair on Thursday September 29, 2022. Melissa reviewed resumes and met with attendees on campus to discuss Sinclair Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were given handouts about current job openings and how to apply on-line for jobs and internships using the Sinclair Broadcast Group website.	1	HR Coordinator
3	10/21/2022	Participation in Job Fairs	The HR Coordinator represented WICS/WRSP/WICD/WCCU/WBUI and sister stations KHQA and KTVO at Columbia College Chicago's virtual Careers in Communication Expo. She spoke to the students about their career interests and types of career paths in broadcast media, including current and future job openings at these stations. The attendees were provided with instructions to apply using the Sinclair Broadcast Group website and connect on LinkedIn for more information and job updates on Sinclair.	1	HR Coordinator

**WICS WICD**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 - July 31, 2023**

**III. RECRUITMENT INITIATIVES**

	<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>
4	2/23/2023	Participation in Job Fairs	HR Coordinator, Melissa Billington, represented KTVO, KHQA, and sister stations WICS/WRSP at the Truman State University Career Expo and Internship Fair on Thursday February 23, 2023. Melissa reviewed resumes and met with attendees on campus to discuss Sinclair Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were given handouts about current job openings and how to apply on-line for jobs and internships using the Sinclair Broadcast Group website.	1	HR Coordinator
5	3/29/2023	Participation in Job Fairs	The HR Coordinator and News Director represented WICS/WRSP/WICD/WCCU/WBUI and sister stations KHQA and KTVO at the Media Internship and Job Fair at Eastern Illinois University. They met with potential candidates to discuss their career interests and identify potential career opportunities within these stations and Sinclair as a company. Students were encouraged to apply to the stations' opportunities and continuously check the Sinclair website for more information on our various opportunities within the company. Students were also encouraged to reach out to our News Director for interest in job shadowing or internship opportunities.	2	News Director HR Coordinator
6	7/12/2023	Participation in Job Fairs	Sinclair's News Talent Manager and Corporate News Recruiter represented all Sinclair News stations at the 2023 NAHJ convention/career expo. They met with potential candidates and reviewed resumes and reels for current and future job openings across the company. All candidates who met with Sinclair during the career fair are followed up with and interviews are set up where applicable.	2	Recruiter News Talent Manager



**WICS WICD**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 - July 31, 2023**

**III. RECRUITMENT INITIATIVES**

	<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>
7	7/19/2023	Participation in Job Fairs	Sinclair's Corporate Recruiter and AVP, Digital Publishing represented all Sinclair News stations at the 2023 AAJA convention/career expo. They met with potential candidates and discussed current and future job openings across the company. All candidates who met with Sinclair during the career fair will be followed up with and interviews will be set up where appl	2	Recruiter AVP of Digital Publishing