

WTOV
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
Newscast Director	1-15, 17-19, 22, 24-25, 27-29, 31, 33-49, 51-77	10
Weekend Meteorologist	1-9, 11-15, 17-20, 22, 24-25, 27-29, 31, 33-49, 51-70, 72-77	55
Master Control Operator	1-9, 11-13, 15, 17-20, 22, 24-25, 27-29, 31, 33, 35-49, 51-57, 59-70, 72-77	20
Master Control Operator	1-9, 11-13, 15, 17-20, 22, 24-25, 27-29, 31, 33, 35-49, 51-57, 59-70, 72-77	24
News Producer	1-9, 11-13, 15, 17-19, 22, 24-29, 31, 33, 35-49, 51-57, 59-70, 72-77	41
Multimedia Journalist (MMJ)	1-9, 11-15, 17-20, 22, 24-29, 31, 33, 35-49, 51-70, 72-77	67
Multimedia Journalist (MMJ)	1-9, 11-15, 17-20, 22, 24-29, 31, 33, 35-49, 51-70, 72-77	20
Newscast Director	1-9, 11-13, 15, 17-20, 22, 24-29, 31, 33-49, 51-57, 59-77	53
Newscast Director	1-9, 11-13, 15, 17-20, 22, 24-29, 31, 33-49, 51-57, 59-77	20
Newscast Director	1-9, 11-13, 15, 17-20, 22, 24-29, 31, 33-49, 51-57, 59-77	34
News Topical Promotion Producer	1-9, 11-13, 15, 17-19, 22, 24-29, 31, 33-49, 51-57, 59-70, 72-77	34
News Videographer	1-9, 11-13, 15, 17-19, 22-29, 31-33, 35-49, 51-57, 59-70, 72-77	32
Marketing Consultant	1-9, 11-13, 15, 17-19, 21-22, 24-29, 31, 33-49, 51-57, 59-77	34
Marketing Consultant	1-9, 11-13, 15, 17-19, 21-22, 24-29, 31, 33-49, 51-57, 59-77	21
Marketing Associate	1, 3-4, 6-9, 11-13, 15-19, 22, 24-29, 31, 33-49, 51-57, 59-77	71
Marketing Associate	1, 3-4, 6-9, 11-13, 15-19, 22, 24-29, 31, 33-49, 51-57, 59-77	16
Belmont County Reporter	1, 3-4, 6-9, 11-19, 22, 24-31, 33, 35-49, 51-70, 72-77	16
News Videographer	1, 3-4, 6-9, 11-15, 17-20, 22, 24-31, 33-49, 51-70, 72-77	20
News Videographer	1, 3-4, 6-9, 11-15, 17-20, 22, 24-31, 33-49, 51-70, 72-77	34
Creative Services Producer	1, 3-4, 6-9, 11-13, 15, 17-19, 22, 24-29, 31-33, 35-49, 51-57, 59-70, 72-77	32

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News Photographer	1, 3-4, 6-9, 11-13, 15, 17-19, 22, 24-29, 31, 33, 35-49, 51-57, 59-70, 72-77	41
News Anchor - Reporter (Weekends)	1, 3-4, 6-7, 9, 11-15, 17-19, 22, 24-31, 33, 35-41, 43-49, 51-70, 72-77	55
Master Control Operator	1, 3-4, 6-7, 9, 11-13, 15, 17-19, 22, 24-29, 31, 33-41, 43-49, 51-57, 59-77	71
Meteorologist	1, 3-4, 6-7, 9, 11-15, 17-19, 22, 24-31, 33, 35-41, 43-49, 51-70, 72-77	41
Master Control Operator	1, 3-4, 6-7, 9, 11-13, 15, 17-20, 22, 24-29, 31-33, 35-41, 43-49, 51-57, 59-70, 72-77	20
News Producer	1, 3-4, 6-7, 9, 11-15, 17-19, 22, 24-33, 35-41, 43-49, 51-70, 72-77	32
Multimedia Journalist (MMJ)	1, 3-4, 6-7, 9, 11-15, 17-20, 22, 24-31, 33, 35-41, 43-49, 51-77	71
Photographer/Editor	1, 3-4, 6-7, 9, 11-13, 15, 17-19, 22, 24-29, 31, 33, 35-41, 43-49, 51-57, 59-70, 72-77	72
News Producer	1, 3-4, 6-7, 9, 11-13, 15, 17-20, 22, 24-31, 33-41, 43-70, 72-77	20

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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	Bel. Cty. Job & Family Serv. 310 Fox-Shannon Place St. clairsville, Ohio 43950 Phone : 740-633-5627 Email : Mike.schlanz@jfs.ohio.gov Mike Schlantz	Y	0
5	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
6	Bethany College Main Street Bethany, West Virginia 26032 Phone : 304-829-7150 Email : career@bethanywv.edu Amy Van Horne	N	0
7	Bradley University Smith Career Center Bradley University Smith Career Center Peoria, Illinois 61625 Phone : 309-677-2510 Email : sbgresumes@sbgstv.com Sandy McDermott	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
8	California University of Pennsylvania 250 University Ave. California, Pennsylvania 15419 Phone : 724-938-1511 Email : recruit@calu.edu Kelsey Davin	N	0
9	California University of Pennsylvania 250 University Ave California, PA , Pennsylvania 15419 Phone : 724-938-4413 Url : https://www.calu.edu/ Email : sbgresumes@sbgstv.com Career Center	N	0
10	Career Fair	N	1
11	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
12	Central State University 1400 Brush Row Rd Wilburforce, Ohio 45384 Phone : 800-388-2781 Email : careerservices@centralstate.edu Career Services	N	0
13	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0
14	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0

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15	Collegiate Broadcasters Inc. PO BOX D Austin, Texas 78713 Phone : 713-348-2935 Email : cbjob@rice.edu Will Robedee	N	0
16	Current Employee/Internal Promotion	N	2
17	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
18	Eastern Gateway Community College 4000 Sunset Blvd. Steubenville, Ohio 43952 Phone : 740-266-9639 Email : zsteiner@egcc.edu Zachary Steiner	Y	0
19	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
20	Employee Referral	N	12
21	Facebook post	N	1
22	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
23	Former Employee Referral	N	1
24	Franciscan Univ. of Steub. 1235 University Blvd Steubenville, Ohio 43952 Phone : 740-284-5232 Email : careers@franciscan.edu Nancy Ronevich	Y	1

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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	Hocking College 3301 Hocking Parkway Nelsonville, Ohio 45764 Phone : 740-753-7147 Email : humanresources@hocking.edu Bob Bowser	N	0
29	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
30	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
31	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Indeed.com - Not Directly Contacted by SEU	N	6
33	Int. College of Broadcasting 6 S. Smithville Road Dayton, Ohio 45431 Phone : 937-258-8251 Kenny Pyles Manual Posting	N	0
34	Internet Ad-not directly contacted by SEU	N	10
35	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
36	Jeff. Cty. Community Action Council 114 N. Fourth Street PO BOX 130 Steubenville, Ohio 43952 Phone : 740-282-0971 Email : daniel.wilson@jfs.ohio.gov Daniel Wilson	Y	0
37	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
38	Kent State Tuscarawas Campus 330 University Dr., NE New Philadelphia, Ohio 44663 Phone : 330-339-3391 Email : wbeisel@kent.edu Bill Beisel	N	0
39	Kent State University 130 Taylor Hall Kent, Ohio 44242 Phone : 330-672-2360 Email : sbgresumes@sbgstv.com Broadbean Source	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
40	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
41	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	10
42	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
43	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
44	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
45	Muskingum College 163 Stomont St New Concord, Ohio 43762 Phone : 740-826-8085 Email : jkent@muskingum.edu Jackie Vascura	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
46	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
47	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-447-9117 Email : dclark@beonair.com Don Clark	N	0
48	Ohio Center for Broadcasting 5330 East Main Street Columbus, Ohio 43213 Phone : 614-655-5250 Email : amoore@beonair.com Alvis Moore	N	0
49	Ohio Means Jobs / Harrison Cty. Dept. of Job & Family PO BOX 239 520 N. Main St Cadiz, Ohio 43907 Phone : 740-942-2171 Joyce Heavilin Manual Posting	N	0
50	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
51	Ohio Univ. Scripps Schl. of Journ. 106 Scripps Hall Athens, Ohio 45701 Phone : (740)-593-4883 Url : scrippscollege@ohio.edu Email : foxr1@ohio.edu Becky Fox	N	0

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52	Ohio University 45425 National Road Athens, Ohio 43950 Phone : . Email : sbgresumes@sbgstv.com Career Center	N	0
53	Pittsburgh Technical College 111 McKee Road Oakdale, Pennsylvania 15071 Phone : 412-809-5150 Email : careerservices@ptcollege.edu Josephine Smith	N	2
54	Robert Morris University 6001 University Blvd Moon Township, Pennsylvania 15108 Phone : 412-397-6286 Url : https://www.rmu.edu/ Email : sbgresumes@sbgstv.com Lisa L. Sauer	N	0
55	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page	N	12
56	Specs Howard School of Media Arts 19900 West 9 Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Email : bcarey@specshoward.edu J Poxson	Y	0
57	Steub. Branch of the NAACP 122 S. 7th St. Box 1111 Steubenville, Ohio 43952 Phone : 740-792-0764 Michael McIntyre Manual Posting	N	0

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58	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
59	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
60	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
61	The University of Akron 302 E Buchtel Ave Akron, Ohio 44325 Phone : 330-972-7747 Url : https://www.uakron.edu/ Email : sbgresumes@sbgstv.com Career Center	N	0
62	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
63	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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64	Urban League of Pittsburgh(Employment&Training Center) One Smithfield St. Third Floor Pittsburgh, Pennsylvania 15222 Phone : 412-227-4160 Email : development@ulpgh.org Andrea Hudley	Y	0
65	Waynesburg College 51 W. College St. Waynesburg, Ohio 15370 Phone : 724-852-7790 Email : sbell@waynesburg.edu Marie Coffman	N	1
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	West Virginia University PO Box 6201 Morgantown, West Virginia 26506 Phone : 304-293-0111 Email : sarah.glenn@mail.wvu.edu Sarah Glenn	N	1
68	Western Kentucky Univ. Cravens 216 1 Big Red Way Bowling Green, Kentucky 42101 Phone : 270-745-0111 Email : career.services@wku.edu Rebecca Tinker	N	0
69	Wheeling Jesuit University 316 Washington Ave. Wheeling, West Virginia 26003 Phone : 304243-2464 Email : jlecuyer@wju.edu John L'Ecuyer	N	0
70	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0

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71	Word of Mouth Referral	N	9
72	WTOV9.com Steubenville, Ohio Url : http://www.wtov9.com Email : sbgresumes@sbgstv.com Janet Mantos	N	6
73	WV Div. Of Rehab. Services Central Union Bldg. 40 14th Street Wheeling, West Virginia 26003 Phone : 304-238-1092 Email : david.m.valentine@wv.gov David Valentine	Y	0
74	WV North. Community College 1704 Market Street Wheeling, West Virginia 26003 Phone : 304-214-8817 Laura Kascencauer Manual Posting	Y	0
75	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
76	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
77	YWCA of Wheeling 1100 Chapline St Wheeling, West Virginia 26003 Phone : 304-232-0511 Email : ywca@ywcawheeling.org Lori Jones	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			75

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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	7/19/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist and the Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed, and collected resumes as well as candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	Sr. Employment Specialist Employment Coordinator
2	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
3	9/8/2022	Participation in Job Fairs	Allie O'Kane represented WOLF/WQMY/WSWB and sister stations WHP/WJAC/WCHS/WVAC/WPGH/WRPNT/WTOV at Penn State University Job Fair. She spoke to students about careers and internships in broadcasting and the importance of obtaining an internship. Students were provided with information on how to apply to the Sinclair Broadcast Group website.	1	Business Manager

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4	9/30/2022	Participation in Job Fairs	Bryan Queen attended the Shippensburg University Job Fair to represent WHP/WLYH and sister stations WOLF/WQMY/WSWB /WJAC/WCHS/WVAC/WPGH/WRPN T/WTOV. Students were told about the career and internship opportunities in broadcasting and the openings at all these stations. They also received information on how and where to apply.	1	News Director
5	10/5/2022	Participation in Job Fairs	Sue Nolan and Ashlan Houser represented WPGH/ WPNT WHP WJAC/WTOV/ WOLF/WQMY/WSWB/WSYX/WTTE/ WHP/WCHSH/WVAH at the Spring Western PA Collegiate Virtual Fair. They spoke with students and alumni, explaining the various positions within Sinclair and broadcast stations WPGH/ WPNT WHP, WJAC/WTOV/ WOLF/WQMY/WSWB/WSYX/WTTE/ WHP/. WCHS/WVAH Students were given information on how to apply through the Sinclair Broadcast Group website.	2	HR Coordinator HR Coordinator
6	10/6/2022	Participation in Job Fairs	Allie O’Kane attended the Jefferson East Job Fair to represent WOLF/WQMY/WSWB and sister stations WHP/WLYH /WJAC/WCHS/WVAC/WPGH/WRPN T/WTOV. Students were told about the career and internship opportunities in broadcasting and the openings at all these stations. They also received information on how and where to apply.	1	Business Manager

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7	10/13/2022	Participation in Job Fairs	Allie O’Kane attended the Penn State Job Fair to represent WOLF/WQMY/WSWB and sister stations WHP/WLYH /WJAC/WCHS/WVAC/WPGH/WRPN T/WTOV. Students were told about the career and internship opportunities in broadcasting and the openings at all these stations. They also received information on how and where to apply.	1	Business Manager
8	10/18/2022	Participation in Job Fairs	Sinclair’s SVP of News, News Recruiter, several News Managers and News employees from represent Sinclair News stations WTOV and WJAC at Penn State University They met with potential candidates and reviewed resumes and tapes for current and future job openings for WTOV and WJAC y. All candidates who met with Sinclair during the career fair were followed up with and interviews were set up where applicable.	4	Talenent Manager News Recruiter News Director News Director
9	10/19/2022	Participation in Job Fairs	Laura Kelly represented WJAC and sister stations WHP/WLYH/WOLF/WQMY/WSWB /WCHS/WVAC/WPGH/WRPNT/WTO V at the Seton Hill Virtual Career Fair. Students were told about the career and internship opportunities in broadcasting and the openings at all these stations. They also received information on how and where to apply through the Sinclair Broadcast Group website.	1	HR Coordinator
10	10/26/2022	Participation in Job Fairs	Ashlan Houser represented WHP/WLYH and sister stations WJAC /WOLF/WQMY/WSWB /WCHS/WVAC/WPGH/WRPNT/WTO V at Susquehanna Valley Job Fair, which WHP/WLYH promoted. Attendees were told about the career and internship opportunities in broadcasting and the openings at all these stations. They also received information on how and where to apply through the Sinclair Broadcast Group website.	1	HR Coordinator

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11	11/10/2022	Participation in Job Fairs	Brandi Proctor, Sinclair's News Recruiter, represented all of Sinclair Broadcast Group at a Virtual Career Fair with Penn State University. She met with students one on one, and discussed their interest in Sinclair Broadcast Group, and the potential opportunities we offer in the television industry. She discussed the different avenues and careers in the broadcast industry, and how to meet your career goals. She connected with the students on LinkedIn, and provided her contact information, as well as directed them to our Careers Page to check out all of our open opportunities.	1	News Recruiter
12	11/15/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist represented all of Sinclair Broadcast Group at a Career Discussion with Elizabeth City State University. The topic of discussion was Professional Development, and Career Opportunities. She met virtually with a class and discussed career opportunities within Sinclair, and competencies for career readiness with the company. She also provided information on how to apply, and how to search our openings on our Careers Page. All students were given contact information, and a presentation with an overview of Sinclair.	1	Sr. Employment Specialist

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13	1/27/2023	Participation in scholarship programs	In keeping with promoting diversity in the Broadcast industry as well as promoting broadcasting careers as a whole, WTOV has publicly shared information on their website regarding the Sinclair Diversity Scholarship. This \$5,000 scholarship opportunity is offered to college students from diverse ethnic backgrounds and who are in their sophomore or junior years of a 4-yr college or university and are pursuing a career in broadcasting, digital or social media, or marketing. There is no specific college major required. By promoting this at the local WTOV station level, it will bring visibility to this scholarship at local colleges who may have interested and eligible students.	1	
14	2/2/2023	Participation in events or programs sponsored by educational institutions	Third graders from East Garfield Elementary School in Steubenville visited WTOV-TV during the morning of February 2, 2023. Approximately 75 students were given a tour of the news studio. Jeffrey Oechslein Meteorologist explained how he became interested in meteorology at a young age and followed through with schooling to reach my goal. The students learned how I put together a forecast each day. meteorologist He let each student get in front of the chroma key wall and explained how we broadcast the weather during the news. Students asked questions from their weather journals and he answered as many as time permitted.	1	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	2/24/2023	Participation in Job Fairs	Multimedia Journalist Nicole Fuschino represented WJAC-TV as well as sister stations WHP/WLYH/WOLF/WQMY/WSWB/WCHS/WVAC/WPGH/ WPNT/WTOV at Penn State University's Donald P. Bellisario College of Communications 24th Annual JobExpo.Comm Internship and Career Fair. In attendance was also Brandi Proctor, Sinclair Broadcast Group News Recruiter and Bryan Queen, WHP News Director. She met with students one on one, and discussed their interest in Sinclair Broadcast Group, and the potential opportunities we offer in the television industry. She discussed the different avenues and careers in the broadcast industry, and how to meet your career goals. She directed them to our Careers Page to check out all of our open opportunities.	3	Multimedia Journalist News Recruiter News Director
16	3/1/2023	Participation in Job Fairs	Jason Buchert Operations Supervisor and Marty Engle Assistant Chief Engineer represented WTOV and sister stations WJAC/WTOV/ WPGH/ WPNT/ WOLF/WQMY/WSWB/WSYX/WTTE/ WHP/WCHSH/WVAH at the St Vincent College Career Fair. They spoke with students and alumni, explaining the various positions within Sinclair and broadcast stations WPGH/ WPNT, WJAC/ WTOV/ WOLF/ WQMY/ WSWB/ WSYX/ WTTE/ WHP/. WCHS/ WVAH. Students were given information on how to apply through the Sinclair Broadcast Group website.	2	Operations Supervisor Assistatn Chief Engineer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
17	3/21/2023	Participation in Job Fairs	Heather Foley, HR Coordinator and Sydney Huber, Marketing Associate represented WKRC/WSTR and sister stations WTOV/WSYX/WTTE/WWHO/WKEF/WRGT/WNWO at the Local-12 Job Fair. Participants were told about the career opportunities at all represented stations and received information on how and where to apply using Sinclair's careers page.	1	HR Coordinator
18	3/22/2023	Participation in Job Fairs	Human Resources Coordinator Laura Kelly represented WJAC as well as sister stations WOLF/WQMY/WSWB/WHP/WLYH/WCHS/WVAC/WPGH/ WPNT/WTOV at University of Pittsburgh at Johnstown's 2023 Spring Career and Internship Fair. She met with students one on one, and discussed their interest in Sinclair Broadcast Group, and the potential opportunities we offer in the television industry. She discussed the different avenues and careers in the broadcast industry, and how to meet your career goals. She directed them to our Careers Page to check out all of our open opportunities.	1	HR Coordinator
19	3/22/2023	Participation in Job Fairs	Creative Services Director Steve Phillips represented WOLF/WQMY/WSWB as well as sister stations WJAC/WHP/WLYH/WCHS/WVAC/WPGH/ WPNT/WTOV at King's College Career Fair. He met with students one on one, and discussed their interest in Sinclair Broadcast Group, and the potential opportunities we offer in the television industry. He discussed the different avenues and careers in the broadcast industry, and how to meet your career goals. He directed them to our Careers Page to check out all of our open opportunities.	1	Creative Service Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
20	3/28/2023	Participation in Job Fairs	Dawn Miller News Manger and Steve Phillips Creative Services Director represented WOLF/WQMY/WSWB and sister stations WPGH/WPNT/WTOV/WHP/WLYH/ WJAC/ WSYX/WTTE/WCHS/WVAH at the Keystone College Career Fair. They spoke with students and alumni, explaining the various positions within Sinclair and broadcast stations WOLF/WQMY/WSWB/ WPGH/WPNT/WTOV/WHP/WLYH/ WJAC/ WSYX/WTTE/WCHS/WVAH. Students were given information on how to apply through the Sinclair Broadcast Group website.	2	News Manager Creative Service Director
21	3/29/2023	Participation in Job Fairs	Sue Nolan, HR Coordinator represented WPGH/WPNT/WTOV and sister stations WHP/WLYH/ WJAC/ WOLF/WQMY/WSWB/WSYX/WTTE/ WCHS/WVAH at the Spring Western PA Collegiate virtual career fair. She spoke with students and alumni, explaining the various positions within the represented stations. Students were given information on how to apply through the Sinclair Broadcast Group website.	1	HR Coordinator
22	3/30/2023	Participation in Job Fairs	Bryan Queen, News Director represented WHP/WLYH and sister stations WJAC/WOLF/WCHS/WVAH/WPGH/ WPNT/WTOV/WSYX/WTTE at the Shippensburg University Spring job fair. Students were told about the career and internship opportunities at all represented stations. They also received information on how and where to apply using Sinclair's careers page.	1	News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
23	4/12/2023	Participation in Job Fairs	Human Resources Coordinator Laura Kelly represented WJAC as well as sister stations WOLF/WQMY/WSWB /WHP/WLYH/WPGH/WPNT/WTOV at the Pennsylvania Highlands Community College Job/Internship & Transfer Fair. She met with students one on one, and discussed their interest in Sinclair Broadcast Group, and the potential opportunities we offer in the television industry. She discussed the different avenues and careers in the broadcast industry, and how to meet your career goals. She directed them to our Careers Page to check out all of our open opportunities.	1	HR Coordinator
24	4/26/2023	Participation in Job Fairs	Jeffrey Hays- Digital Sales Manager and Jason Buchert- Operations Manager represented WTOV as well as sister stations WOLF/WQMY/WSWB /WHP/WLYH/WPGH/WPNT/WJAC at the Ohio Means job fair. They met with students one on one, and discussed their interest in Sinclair Broadcast Group, and the potential opportunities we offer in the television industry. They discussed the different avenues and careers in the broadcast industry, and how to meet their career goals. They directed them to Sinclair's careers page to check out all our open positions.	2	Digital Sales Manager Operations Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
25	5/7/2023	Establishment of training programs for station personnel	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 6 managers complete Part 1 which is focused on embodying servant leadership and the importance of building a strong culture within their teams.	6	Operations Supervisor Digital Sales Manager VP General Manager News Director
26	5/7/2023	Establishment of training programs for station personnel	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 6 managers complete Part 2 which is focused on communication and team interaction as well as applying skills learned in Part 1.	6	Operations Supervisor Digital Sales Manager VP General Manager News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
27	5/7/2023	Establishment of training programs for station personnel	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 ____ managers complete Part 3 which is focused on personalized support on upskilling leadership skills to make a positive impact.	3	Operations Supervisor Digital Sales Manager VP General Manager