

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2023 - May 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
News Producer	1-12, 14-16, 18-27, 29-30, 32-60, 62-63, 65-69, 72-79, 81-82	37
Promotions Producer	1-12, 14-16, 18-27, 29-30, 32-39, 41-47, 49-60, 62-63, 65-69, 72-79, 81-82	30
Weekend Meteorologist Reporter	1-16, 18-29, 32-39, 41-47, 49-60, 62-63, 65-69, 71-82	80
Marketing Associate (Sales Assistant)	1-12, 14-16, 18-27, 29-30, 32-39, 41-46, 49-54, 56-60, 62-69, 72-79, 81-82	30
News Reporter	1-12, 15-39, 41-47, 49-54, 56-69, 71-79, 81-82	30
Content Marketing Creator	1-12, 14-27, 29-30, 32-39, 41-47, 49-54, 56-69, 72-79, 81-82	30
Marketing Sales Manager	1-12, 14-27, 29, 32-39, 41-47, 49-54, 56-70, 72-79, 81-82	17

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

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

<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	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
2	Antrim County Social Services Department 205 East Cayuga Street Bellaire, Michigan 49615 Phone : 616-533-8664 Url : <a href="http://www.antrimcounty.org">http://www.antrimcounty.org</a> Email : <a href="mailto:humanresources@antrimcounty.org">humanresources@antrimcounty.org</a> Fax : 1-231-533-8111 Fred Harris	N	0
3	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
4	Baker College-Cadillac-Career Services 9600 East 13th Street Cadillac, Michigan 49601 Phone : 231-876-3100 Url : <a href="http://www.bakercadillac.com">http://www.bakercadillac.com</a> Email : <a href="mailto:fnaid-ca@baker.edu">fnaid-ca@baker.edu</a> Fax : 1-231-876-3440 Doreen Berndt	N	0
5	Bay City Chamber of Commerce 910 Saginaw St. 3709 Deep River Road Bay City, Michigan 48708 Phone : 989-895-4567 Url : <a href="http://www.baycitychamber.com">http://www.baycitychamber.com</a> Email : <a href="mailto:chamber@baycityarea.com">chamber@baycityarea.com</a> Fax : 1-989-895-5594 Leann Harrison	N	0

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

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

<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>
6	Bay de Noc Community College - Job Listing Services Bay de Noc Community College 2001 N. Lincoln Road Escanaba, Michigan 49829 Phone : 231-995-1360 Url : <a href="http://www.baycollege.edu">http://www.baycollege.edu</a> Email : <a href="mailto:wolakk@baycollege.edu">wolakk@baycollege.edu</a> Ann Johnson	N	0
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	0
8	Catholic Human Services 1000 Hastings Street Traverse City, Michigan 49686 Phone : 231-947-8110 Url : <a href="http://www.catholichumanservices.org">http://www.catholichumanservices.org</a> Email : <a href="mailto:chshastings@catholichumanservices.org">chshastings@catholichumanservices.org</a> Fax : 1-989-732-6763 Career service n/a	N	0
9	Central Michigan University 1200 S. Franklin St Mount Pleasant, Michigan 48859 Phone : 989-774-4000 Url : <a href="http://www.cmich.edu">http://www.cmich.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Jackie Soltman	N	0
10	Central Michigan University 1200 S Franklin St Mt. Pleasant, Michigan n/a n/a Manual Posting	N	0
11	Central Michigan University- Broadcast and Cinematic Arts 1200 S Franklin St Mount Pleasant, Michigan 48859 Url : <a href="https://www.cmich.edu/">https://www.cmich.edu/</a> Email : <a href="mailto:marti11l@cmich.edu">marti11l@cmich.edu</a> Llara Granger	N	1

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

**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>
12	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
13	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
14	Delta College-Career & Employment Services P.O. Box 277 1961 Delta Road University Center, Michigan 48710 Phone : 989-686-9072 Url : <a href="http://www.delta.edu">http://www.delta.edu</a> Email : <a href="mailto:careerdevelopment@delta.edu">careerdevelopment@delta.edu</a> H Wing	N	0
15	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
16	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
17	Employee Referral	N	3
18	Ferris State University 1201 S State St Big Rapids, Michigan 49307 Career Center Manual Posting	N	0

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

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

<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>
19	Ferris State University-Bulldog Radio-FM 1201 South State Street Masselink Hall Big Rapids, Michigan 49307 Phone : 231-591-3058 Url : <a href="http://www.bulldogradio.org">http://www.bulldogradio.org</a> Cindy Smith Manual Posting	N	0
20	Ferris State University-Educational & Career Counseling Starr 313 Big Rapids, Michigan 49307 Phone : 1-800-433-7747 Url : <a href="http://www.ferris.edu/eccc">http://www.ferris.edu/eccc</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Fax : 1-231-591-2685 Michell Albright	N	0
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	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : <a href="http://www.gijobs.com">www.gijobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> R. Brandt	N	0
23	Grand Rapids Community College 143 Bostwick NE Room 103 Main Grand Rapids, Michigan 49503 Phone : 616-234-3738 Email : <a href="mailto:CAllen@grcc.edu">CAllen@grcc.edu</a> Fax : 1-616-234-4173 Chris Allen	N	0
24	Grand Traverse Band of Ottawa and Chippewa Indians 2605 North West Bay Shore Drive Peshawbestown, Michigan 49682 Phone : 231-534-7100 Url : <a href="http://www.gtbindians.org">http://www.gtbindians.org</a> Email : <a href="mailto:careers@gtedusa.com">careers@gtedusa.com</a> Fax : 1-231-534-7904 Phyllis Wnangeshik	N	0

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

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

<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>
25	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
26	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
27	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
28	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
29	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
30	Indeed.com - Not Directly Contacted by SEU	N	7
31	Internet Ad-not directly contacted by SEU	N	1
32	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

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

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

<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>
33	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
34	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
35	Kewaunee County Department of Human Services 510 Kilbourn Street Kewaunee, Wisconsin 54216 Phone : 800-237-8073 Url : <a href="http://www.kewauneeco.org">http://www.kewauneeco.org</a> Email : <a href="mailto:johnson.dana@kewauneeco.org">johnson.dana@kewauneeco.org</a> Fax : 1-920-388-7044 Dana Johnson	N	0
36	Little Traverse Bay Band of Odawa Indians 915 Emmet Street 7500 Odawa Circle-Government Center Harbor Springs, Michigan 49740 Phone : 231-627-4303 Url : <a href="http://www.ltbbodawa-nsn.gov">http://www.ltbbodawa-nsn.gov</a> Fax : 1-920-746-2355 Lynn Scheinoha	N	0
37	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	7
38	MACKINAC SOCIAL SVC DEPT 199 FERRY LN SAINT IGNACE, Michigan 49781 Phone : 231-347-5150 Url : <a href="http://www.socialwelfareservices.org/">http://www.socialwelfareservices.org/</a> Fax : 1-920-743-4504 Mark Shilstone	N	0

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

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

<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>
39	Manitowoc County Human Services Department 926 South 8th Street Manitowoc, Wisconsin 54221 Phone : 906-789-0558 Url : <a href="http://www.co.manitowoc.wi.us/department/dept">http://www.co.manitowoc.wi.us/department/dept</a> Fax : 1-920-746-2519 Randy Neumann	N	0
40	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
41	Michigan Association of Broadcasters Lansing, Michigan 48906 Phone : 800-968-7622 Url : <a href="http://www.michmab.com">http://www.michmab.com</a> Email : <a href="mailto:dkelley@michmab.com">dkelley@michmab.com</a> Career Services	N	0
42	Michigan State University 409 Communication Arts Building East Lansing, Michigan 48824-1212 Phone : (517) 353-9753 Email : <a href="mailto:reidg@msu.edu">reidg@msu.edu</a> Fax : 1-517-353-1292 Gary Reid	N	0
43	Michigan Tech University 1400 Townsend Dr Houghton, Michigan 49931 Url : <a href="http://www.mtu.edu">www.mtu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
44	Michigan Works - Gaylord 2927 D & M Drive Gaylord, Michigan 49735 Phone : 989-306-7975 Url : <a href="http://www.michigan.gov/dhs">http://www.michigan.gov/dhs</a> Email : <a href="mailto:coughlinj@nemcworks.org">coughlinj@nemcworks.org</a> Fax : 1-989-731-6023 Jennifer Coughlin	N	0



**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

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

<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>
45	Michigan Works / Dept of Social Services - Essexville 1399 West Center Road Essexville, Michigan 48732 Phone : 616-832-4100 Url : <a href="http://www.socialwelfareservices.org/michigan/esse">http://www.socialwelfareservices.org/michigan/esse</a> Fax : 1-989-895-2494 Dave VanHouten	N	0
46	Michigan Works / Dept of Social Services - Reed City 220 East Church Street PO Box 63 Reed City, Michigan 49677 Phone : 920-487-3541 Url : <a href="http://www.michigan.gov/dhs">http://www.michigan.gov/dhs</a> Fax : 1-231-796-0799 Michael Van Dyke	N	0
47	Michigan Works-Bay County-Great Lakes Bay 4061 North Euclid Avenue Bay City, Michigan 48706 Phone : 989-772-5304 Url : <a href="http://www.michiganworks.org">http://www.michiganworks.org</a> Fax : 1-989-684-7920 Don Smith	N	0
48	Michigan Works-Escanaba-The Job Force Board Six County Employment Alliance 2950 College Avenue Escanaba, Michigan 49829 Phone : 906-789-9732 Url : <a href="http://www.michiganworks.org">http://www.michiganworks.org</a> Email : <a href="mailto:communications@upmichiganworks.org">communications@upmichiganworks.org</a> Fax : 1-906-789-1904 Heidi Rich	N	0
49	Michigan Works-Isabella County-Mt. Pleasant Service Center 1803 South Mission Street Room 400 Mt Pleasant, Michigan 48858 Phone : 231-922-3700 Url : <a href="http://www.michiganworks.org">http://www.michiganworks.org</a> Fax : 1-989-772-4830 Melissa Ruba	N	0

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

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

<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>
50	Michigan Works-Lake County-Baldwin Service Center 5252 South M-37 Baldwin, Michigan 49304 Phone : 989-826-6107 Url : <a href="http://www.michiganworks.org">http://www.michiganworks.org</a> Email : <a href="mailto:jeppley@michworkswc.org">jeppley@michworkswc.org</a> Fax : 1-231-745-2704 Dennis Brieske	N	0
51	Michigan Works-Manistee County Service Center 1660 US 31 South Manistee, Michigan 49660 Phone : 231-723-2535 Url : <a href="http://www.michiganworks.org">http://www.michiganworks.org</a> Email : <a href="mailto:Brenda.Lake@networksnorthwest.org">Brenda.Lake@networksnorthwest.org</a> Kurt Ries	N	0
52	Michigan Works-Midland County Service Center-Great Lakes Bay 1409 Washington Midland, Michigan 48640 Phone : (989) 631-3073 Url : <a href="http://www.michiganworks.org">http://www.michiganworks.org</a> Fax : 1-989-631-3990 Bud Shipstead	N	0
53	Michigan Works-Muskegon County-White Lake WDC 541 Slocum Street Whitehall, Michigan 49461 Phone : 231-796-0049 Url : <a href="http://www.michiganworks.org">http://www.michiganworks.org</a> Fax : 1-231-258-4482 Robin Richard	N	0
54	Michigan Works-Northeastern MI Consortium 4595 Salling Road PO Box 333 Grayling, Michigan 49738 Phone : 989-348-8709 Url : <a href="http://www.michiganworks.org">http://www.michiganworks.org</a> Email : <a href="mailto:hansena@nemcworks.org">hansena@nemcworks.org</a> Alayne Hansen	N	0

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

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

<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>
55	Michigan Works-Northwest Michigan Council of Governments-Traverse City 1209 South Garfield Street Suite C Traverse City, Michigan 49686 Phone : 231-922-3700 Url : <a href="http://www.michiganworks.org">http://www.michiganworks.org</a> Email : <a href="mailto:lisa.morgan-cole@networksnorthwest.org">lisa.morgan-cole@networksnorthwest.org</a> Lisa Morgan-Cole	N	0
56	Michigan Works-Saginaw County MRS Office 614 Johnson Street Saginaw, Michigan 48607 Phone : 231-995-1041x Url : <a href="http://www.michiganworks.org">http://www.michiganworks.org</a> Fax : 1-231-242-1635 Michael Wyman	N	0
57	Michigan Works-West Central-Newaygo County-Fremont 4747 West 48th Street Fremont, Michigan 49412 Phone : 989-775-5600 Url : <a href="http://www.michiganworks.org">http://www.michiganworks.org</a> Fax : 1-906-643-7467 Career Services	N	0
58	Mid Michigan Community College, Harrison Campus 1375 S. Clare Avenue Harrison, Michigan 48625 Phone : 1-800-848-9722 Url : <a href="http://www.midmich.edu">http://www.midmich.edu</a> Email : <a href="mailto:cemitchell@westshore.edu">cemitchell@westshore.edu</a> Cara Mitchell	N	0
59	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
60	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

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

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

<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>
61	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
62	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
63	NORTH CENTRAL MICHIGAN COLLEGE HOWARD ST PETOSKEY, Michigan 49770 Phone : 231-439-6456 Url : http://www.ncmich.edu Email : badgleys@ncmich.edu Samantha Badgley	N	0
64	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
65	Pure Michigan Talent Connect 1209 Garfield Ave Traverse City, Michigan 49686 Phone : 231-258-8606x Fax : 1-231-922-3737 Debra Cox, LPC	N	0
66	Saginaw Chippewa Indian Tribe 7070 E. Broadway Mt. Pleasant, Michigan 48858 Phone : 989-835-6771 Url : http://www.sagchip.com Fax : 1-989-775-5601 Mike Van	N	0

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

**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>
67	Saginaw Public Schools Media Center 1505 Ottawa Blvd. Saginaw, Michigan 48602 Phone : 989-399-6600 Url : <a href="http://www.spsd.net">http://www.spsd.net</a> Email : <a href="mailto:HR@spsd.net">HR@spsd.net</a> Fax : 1-989-399-6615 Human Resources -----	N	0
68	SALVATION ARMY 545 W 11TH ST TRAVERSE CITY, Michigan 49684 Phone : 800-374-0119 Url : <a href="http://www.salvationarmyusa.net">http://www.salvationarmyusa.net</a> Fax : 1-231-347-4454 ROBYN LOVISKA	N	0
69	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@sbg.com">employment@sbg.com</a> Career Page	N	1
70	Syracuse University Syracuse, New York n/a n/a Manual Posting	N	0
71	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
72	Temple University - Klein College of Media and Communications 2020 N. 13th St. Philadelphia, Pennsylvania 19122 Phone : 215-204-6501 Url : <a href="https://klein.temple.edu">https://klein.temple.edu</a> Email : <a href="mailto:luanncahn@temple.edu">luanncahn@temple.edu</a> LuAnn Cahn	N	0

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

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

<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	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
74	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  Prong 2 Ended Date: 12/31/2023	N	0
75	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	0
76	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
77	University of Michigan 500 S State St Ann Arbor, Michigan Url : <a href="http://www.umich.edu">www.umich.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
78	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

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

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

<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>
79	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
80	Word of Mouth Referral	N	1
81	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
82	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>21</b>

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

**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	6/30/2023	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	General Manager Marketing Sales Manager News Director Chief Engineer
2	9/28/2023	Participation in events or programs sponsored by educational institutions	Ashley Beam –Station HR Manager for Flint, Toledo and Traverse City attended the Lawrence Tech University Career fair on 9/28/23. She attended the job fair solely on behalf of Flint, Traverse City, Toledo, and the stations in Kalamazoo. While there, she discussed career and internship opportunities available in Broadcasting and Broadcast Engineering with LTU students. At the job fair she specifically discussed the openings at each of the four stations with the intent of hiring for each location. She worked directly with hiring managers at each station immediately following the job fair to ensure that the interested students resumes were followed up on.	1	HR Manager



**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2023 - May 31, 2024**

**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>
3	9/30/2023	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	Marketing Sales Manager News Director Chief Engineer Creative Services Director

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2023 - May 31, 2024**

**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	10/25/2023	Participation in events or programs sponsored by educational institutions	Ashley Beam (Station HR Manager for Flint, Toledo and Traverse City), Heather Foley (Station HR Coordinator for Cincinnati, OH), Brandon Smith (Station HR Coordinator for Charleston, WV), Erika Kabbes (Assistant News Director for the Dayton, OH station), and Sue Nolan (Station HR Coordinator for Stubenville, OH and Pittsburgh, PA) attended the Miami Regionals Virtual Career Fair on 10/25/2023. They attended solely to represent the stations they represent – WEYI/WSMH/WBSF, WNWO, WPBN, WKRC/WSTR, WCHS/WVAH, WKEF/WRGT, WPGH/WPNT, and WTOV. While there, they presented career and internship opportunities available in Broadcasting and Sales with Miami Regionals students. They were prepared to discuss the openings at each of these 8 stations with the intent of hiring for each location. They will work directly with hiring managers at each station immediately following the job fair to ensure that the interested students resumes are followed up on.	5	HR Manager HR Coordinator HR Coordinator HR Coordinator

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2023 - May 31, 2024**

**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>
5	11/2/2023	Participation in Job Fairs	<p>Ashley Beam (Station HR Manager for Flint, Toledo and Traverse City) and Kevin Dunaway (General Manager for Flint) attended the Michigan Association of Broadcasters' Great Lakes Broadcast &amp; Sports Media Academy on 11/02/2023. They attended solely to represent the stations they represent – WEYI/WSMH/WBSF, WNWO, WPBN – and WWMT. Flint and WWMT (Kalamazoo) share a News Director, so Ashley supports the News Director in recruiting efforts for both Stations. While there, they presented career and internship opportunities available in Broadcasting and Sales with students from across Michigan's schools. They were prepared to discuss the openings at each of the 4 represented stations (Flint, Traverse City, Kalamazoo, and Toledo) with the intent of hiring for each location. They worked directly with hiring managers at each station immediately following the job fair to ensure that the interested students resumes were followed up on.</p>	2	General Manager HR Manager

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

**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>
6	12/31/2023	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 5 managers complete Part 3 which is focused on personalized support on upskilling leadership skills to make a positive impact.	5	News Director Station Manager Creative Services Director Chief Engineer
7	1/17/2024	Participation in scholarship programs	In keeping with promoting diversity in the Broadcast industry as well as promoting broadcasting careers as a whole, WPBN 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, who are in their sophomore or junior years of a 4-yr college or university, and are pursuing a career in broadcasting, digital, social media, or marketing. There is no specific college major required. By promoting this at the local WPBN station level, it will bring visibility to this scholarship at local colleges who may have interested and eligible students.	0	
8	2/7/2024	Participation in events or programs sponsored by educational institutions	Meteorologist Heather Bricca spoke to Kindergarten and 1st Grade Classrooms at Lincoln Elementary (about 80 students) in Cadillac MI about winter weather phenomena and her career in broadcast meteorology.	1	Meteorologist

**WPBN / WTOM**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

**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>
9	2/22/2024	Participation in events or programs sponsored by educational institutions	Meteorologist Heather Bricca visited Traverse City Area Public Schools Montessori School on 2/22/2024 to talk to about 40 students in 7th and 8th Grades about winter weather and her career in Broadcast Meteorology.	1	Meteorologist
10	3/18/2024	Participation in Job Fairs	Ashley Beam (HR Manager for WEYI/WSMH, WPBN, and WNWO) participated in the MAB Career Fair on March 18th, 2024 where over 300 students/participants had the opportunity to talk to stations about our job and internship opportunities. While there, Ashley shared our job and internship opportunities for WEYI/WSMH in Flint MI, for WPBN in Traverse City MI, and WWMT in Grand Rapids MI. Ashley shared all of the resumes collected with the appropriate hiring managers and followed up to make sure they were screened.	1	HR Manager
11	4/19/2024	Participation in events or programs sponsored by educational institutions	Meteorologist Heather Bricca visited Harbor Springs Elementary School on 4/19/2024 to talk to about 50 students in 3rd grade about severe spring weather safety and her career in Broadcast Meteorology.	1	Meteorologist
12	5/9/2024	Participation in events or programs sponsored by educational institutions	Meteorologist Heather Bricca represented WPBN at the Mason County Central High School Career Exploration Day. There were about 700 students in attendance, and Heather talked to students as they stopped by about jobs in the news business while highlighting being a meteorologist and what is required to become a meteorologist. Students had to navigate the event with a bingo card of questions to encourage them to talk to each business.	1	Meteorologist