

WGME
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 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
Meteorologist/Reporter	1-14, 17-28, 30-37, 39-42, 46-59	28
Meteorologist/Reporter	1-14, 17-28, 30-37, 39-42, 46-59	19
Operations Technician	1-10, 12, 17-18, 21-25, 27, 29-37, 39-42, 46-47, 49-59	34
Multimedia Journalist (MMJ)	1, 3, 5-12, 14, 17-19, 21-27, 30-37, 39-42, 45-59	46
Anchor/Investigative Reporter	1, 3, 5-10, 12, 17-19, 21-27, 30-37, 39-42, 46-59	19
Marketing Consultant	1, 3, 5-10, 12, 17-19, 21-25, 27-28, 30-37, 39-42, 46-47, 49-59	34
Marketing Consultant	1, 3, 5-10, 12, 17-19, 21-25, 27-28, 30-37, 39-42, 46-47, 49-59	19
Marketing Consultant	1, 3, 5-10, 12, 17-19, 21-25, 27-28, 30-37, 39-42, 46-47, 49-59	34
News Editor	1, 3, 5-10, 12, 17-18, 21-25, 27-28, 30-37, 39-42, 46-47, 49-59	28
Broadcast Engineer	1, 3, 5-10, 12, 17-18, 21-25, 27, 30-37, 39-42, 46-47, 49-59	56
News Photographer	1, 3, 5-10, 12, 17-18, 21-25, 27, 30-34, 36-37, 39-42, 46-47, 49-59	34
News Assignment Editor	1, 3, 5-10, 12, 14-15, 17-18, 21-25, 27-28, 30-34, 36-37, 39-42, 46-47, 49-59	15
News Editor	1, 3, 5-12, 17-18, 21-28, 30-34, 36-37, 39-42, 46-59	6
News Editor	1, 3, 5-12, 17-18, 21-28, 30-34, 36-37, 39-42, 46-59	28
Operations Technician	1, 3, 5-10, 12, 17-18, 21-34, 36-37, 39-42, 46-47, 49-59	29
Operations Technician	1, 3, 5-10, 12, 17-18, 21-34, 36-37, 39-42, 46-47, 49-59	26
News Producer	1, 3, 5-10, 12, 17-19, 21-25, 27, 30-34, 36-37, 39-42, 46-47, 49-59	19
News Photographer	1, 3, 5-10, 12, 17-18, 21-25, 27-28, 30-34, 36-37, 39-42, 46-47, 49-59	34
Executive Producer	1, 3, 5-12, 17-18, 21-27, 30-34, 36-37, 39-42, 46-59	34
News Editor	1, 3, 5-10, 12, 17-18, 21-27, 30-34, 36-37, 39-44, 46-59	44

WGME
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 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
Creative Services Producer	1, 3, 5-10, 12, 14, 17-19, 21-25, 27-28, 30-34, 36-43, 46-47, 49-59	19
Promotions Producer	1, 3, 5-10, 12, 14, 17-19, 21-25, 27-28, 30-34, 36-43, 46-47, 49-59	34
News Producer	1, 3, 5-10, 12, 17-19, 21-25, 27, 29-34, 36-43, 46-47, 49-59	34
Engineering Technician	1, 3, 5-10, 12, 16-18, 21-25, 27-28, 30- 34, 36-43, 46-47, 49-59	16
News Editor	1, 3, 5-10, 12, 17-18, 21-25, 27, 30-34, 36-43, 46-47, 49-59	34
Digital Sales Coordinator	1, 3, 5-10, 12, 17-19, 21-25, 27-28, 30- 34, 36-43, 46-47, 49-59	19

WGME

EEO PUBLIC FILE REPORT

December 1, 2022 - November 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@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	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
5	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Email : jwomack@bishop.edu Julia Womack	N	0
6	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	1
7	Central Maine Community College 1120 Turner St Auburn, Maine 4210 Email : eoken@cmcc.edu Elizabeth Oken	N	0

WGME

EEO PUBLIC FILE REPORT

December 1, 2022 - November 30, 2023

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
8	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
9	City of Portland 389 Congress St Portland, Maine 4101 Phone : 207-874-8624 Url : http://www.portlandmaine.gov/ Email : jobbank.careercenter@maine.gov Fax : 1-207-874-8937 Kathleen Vosmus	N	0
10	Colby College 4000 Mayflower Hill Waterville, Maine 4901 Email : sbgresumes@sbgvtv.com Career Services	N	0
11	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
12	Columbia Journalism School-Graduate School 207 Journalism, MC 3801 New York, New York 10027 Email : LEM2111@columbia.edu Lauren Mack	Y	0
13	Corporate Recruiter	N	1
14	Current Employee	N	6
15	Current Employee - Transfer/Promotion	N	1
16	Current Employee/Internal Promotion	N	1
17	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgvtv.com Rob Steward	N	0

WGME

EEO PUBLIC FILE REPORT

December 1, 2022 - November 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
19	Employee Referral	N	17
20	Facebook post	N	2
21	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgvtv.com Career Center	N	0
22	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgvtv.com R. Brandt	N	0
23	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgvtv.com William Moss	N	0
24	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
25	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgvtv.com Carol Dudley	Y	0

WGME

EEO PUBLIC FILE REPORT

December 1, 2022 - November 30, 2023

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
26	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	1
27	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
28	Indeed.com - Not Directly Contacted by SEU	N	15
29	Internet Ad-not directly contacted by SEU	N	3
30	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
31	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
32	Kaplan University 901 Washington Ave Portland, Maine 4103 Phone : 855-586-2463 Email : estrella.fratangelo1@kaplan.edu Estrella Fratangelo	N	0
33	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

WGME

EEO PUBLIC FILE REPORT

December 1, 2022 - November 30, 2023

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
34	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	16
35	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	N	0
36	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
37	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
38	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
39	National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, California Email : info@nhmc.org Alejandra Valenzuela	N	0
40	New England School of Communications One College Circle Bangor, Maine 4401 Email : careerservices@husson.edu Bill Devine	N	0

WGME

EEO PUBLIC FILE REPORT

December 1, 2022 - November 30, 2023

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
41	Norfolk State Uni., Dept. of Mass Communications & Journalism 700 Park Avenue Norfolk, Virginia 23504 Email : tatwater@nsu.edu Tony Atwater	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 Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
44	Re-hire	N	1
45	Recruiter	N	1
46	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page	N	8
47	St. Joseph's College of Maine 278 Whites Bridge Rd Standish, Maine 4084 Phone : 207-893-6637 Email : pseavor@sjcme.edu Pete Seavor	N	0
48	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

WGME

EEO PUBLIC FILE REPORT

December 1, 2022 - November 30, 2023

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
49	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
50	The Career Center 151 Jetport Blvd Portland, Maine 4102 Phone : 877-594-5627 Email : joblink@maine.gov Lauren Johnson	N	0
51	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
52	Thomas College 180 West River Rd Waterville, Maine 4901 Email : careerhelp@thomas.edu Diane Anderson	N	0
53	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
54	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
55	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

WGME

EEO PUBLIC FILE REPORT

December 1, 2022 - November 30, 2023

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
56	WGME 81 Northport Dr Portland, Maine Email : sbgresumes@sbgstv.com Joanne Elliott	N	2
57	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
58	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
59	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			76

WGME

EEO PUBLIC FILE REPORT

December 1, 2022 - November 30, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/2/2023	Participation in Job Fairs	WGME/WPFO participated in an in-person Job & Internship Fair with University of Southern Maine. Station HR promoted and discussed current station openings with attendees. Handed out job information sheets, business cards and directed them to station and Sinclair websites. Resumes collected and forwarded to station managers. Networked with other vendors for other job venues in the area.	1	HR
2	3/2/2023	Participation in events sponsored by organizations representing the community	WGME/WPFO did a partnership with State of Maine Make-A-Wish Foundation and held a live Telethon in our station newsroom which raised over \$132K. Station Tour was held and HR discussed current employment opportunities introducing our station employee job board. Individual info sheets handed out for all openings.	4	HR News Director Assistant News Dir. Reporter
3	3/27/2023	Participation in Job Fairs	News Recruiting Manager, along with several stations News Directors, represented Sinclair at a virtual career fair at Columbia Journalism School. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.	3	News Recruiting Mgr News Director News Director
4	4/5/2023	Participation in events or programs sponsored by educational institutions	WGME Christian Bridges, Meteorologist, hosted a Weather 101 class for 34 students from Great Falls Elementary School, Gorham, ME. He discussed a typical day as a Meteorologist, the job responsibilities and meteorology education. Slide show presented on natural disasters in Maine, methods used to predict weather, names associated with weather patterns and how to measure rain and snow. This was followed by a Q&A session and a "green screen" show.	1	Meteorologist

WGME

EEO PUBLIC FILE REPORT

December 1, 2022 - November 30, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	4/13/2023	Participation in events or programs sponsored by educational institutions	WGME Charlie Lopresti, Chief Meteorologist, hosted a Weather 101 class for 55 students at Eight Corner School, Scarborough, ME. He discussed a typical day as a Meteorologist, the job responsibilities, and meteorology education. He presented a slide show on natural disasters in Maine, methods used to predict weather, names associated with weather patterns and storms and how to measure rain and snow. This was followed by Q&A session and live show of a green screen.	1	Chief Meteorologist
6	5/4/2023	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 team 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 8 managers complete Part 1 Series which is focused on embodying servant leadership and the importance of building a strong culture within their teams.	7	HR News Director General Manager Dir of Operations

WGME

EEO PUBLIC FILE REPORT

December 1, 2022 - November 30, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	5/8/2023	Participation in Job Fairs	WGME/WPFO News Director and HR, represented station at in-person Career Fair with Southern Maine Community College. We met with students one on one, and discussed their graduate degrees and interest in Sinclair Broadcast Group, and the potential opportunities we offer in the television industry. Also discussed the different avenues and careers in the broadcast industry, and how to help meet their career goals. Connected students with Sinclair and station LinkedIn, and provided contact information, as well as directed them to our station Careers Page to check out all of our open opportunities.	2	Human Resources News Director
8	7/7/2023	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 team 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 8 managers complete Part 2 Series which is focused on communication and team interaction as well as applying skills learned in Part 1.	8	HR Engineer Director News Director General Manager

WGME

EEO PUBLIC FILE REPORT

December 1, 2022 - November 30, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	9/1/2023	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 team 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 7 managers that completed Part 3 which is focused on personalized support on upskilling leadership skills to make a positive impact.	7	General Manager, VP News Director Engr Director HR
10	10/6/2023	Co Sponsoring Job Fair	The 2023 Military Veterans in Journalism Convention and Career Fair took place in New York City from October 5th to 7th, 2023, as an opportunity for organizations in the journalism/broadcast world to engage with veterans directly and for veterans to develop new professional connections and explore career opportunities. Sinclair was a bronze sponsor of the convention, with Regional HR Manager/Culture & Talent Development Lead, Katelyn Colon for WGXA, WFXL, WTGS, WTWC, WACH, WEAR, WPMI and WGFL & Regional HR Manager, Jamie Kilmer for WRGB, WUTV, WJAC, WGME, WJAR, WHAM, WSTM, and WOLF, attending the in-person career fair on October 6th and the virtual career fair on Oct 7th, speaking to career opportunities for the stations they serve.	2	Regional HR Mgr Regional HR Mgr