

WSTM, WSTQ
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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
Sales Account Executive	1-4, 6-10, 12-15, 17-20, 22, 25-27, 30-32, 34-37, 41-44, 46, 48-52, 55-56, 58-61	18
Sales Account Executive	1-4, 6-10, 12-15, 17-20, 22, 25-27, 30-32, 34-37, 41-44, 46, 48-52, 55-56, 58-61	12
Sales Account Executive	1-4, 6-10, 12-15, 17-20, 22, 25-27, 30-32, 34-37, 41-44, 46, 48-52, 55-56, 58-61	12
Weekend Anchor	1-11, 14-18, 20, 22-23, 25-28, 30-31, 34-37, 41-46, 48-53, 55-56, 58-61	17
Local Sales Manager	1, 3-10, 12, 14-17, 23, 25-27, 30-31, 34-37, 41-46, 49-53, 55-56, 58-61	12
Executive Producer	1-10, 12, 14, 16-18, 20, 22-23, 25-27, 30-31, 34-37, 41-44, 46, 48-53, 55-56, 58-61	43
Local Sales Assistant	1-10, 12, 14-18, 20, 22-23, 25-27, 30-31, 34-37, 41-46, 48-53, 55-61	12
News Producer	1, 3-12, 14-17, 21-23, 25-28, 30-31, 34-37, 41-46, 48-53, 55-56, 58-61	51
News Producer	1, 3-12, 14-17, 21-23, 25-28, 30-31, 34-37, 41-46, 48-53, 55-56, 58-61	12
News Producer	1, 3-12, 14-17, 21-23, 25-28, 30-31, 34-37, 41-46, 48-53, 55-56, 58-61	12
Multimedia Journalist	1-12, 14-18, 23, 25-28, 30-31, 34-37, 41-46, 49-53, 55-56, 58-61	18
Multimedia Journalist	1-12, 14-18, 23, 25-28, 30-31, 34-37, 41-46, 49-53, 55-56, 58-61	12
Multimedia Journalist	1-12, 14-18, 23, 25-28, 30-31, 34-37, 41-46, 49-53, 55-56, 58-61	43
News Operations Manager	1, 3-11, 14-18, 23, 25-28, 30-31, 34-37, 41-46, 49-53, 55-56, 58-61	17
Promotions Producer/Graphics Assistant	1, 3-10, 12, 14-17, 23, 25-27, 30-31, 34-37, 41-46, 49-53, 55-56, 58-61	43
Digital Sales Manager	1, 3-10, 14-17, 23, 25-27, 30-31, 34-37, 41-46, 49-53, 55-56, 58-61	26
News Producer	1, 3-12, 14-18, 20, 22-23, 25-28, 30-31, 34-37, 41-46, 49-53, 55-56, 58-61	17
News Producer	1, 3-12, 14-18, 20, 22-23, 25-28, 30-31, 34-37, 41-46, 49-53, 55-56, 58-61	12

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News Producer	1, 3-12, 14-18, 20, 22-23, 25-28, 30-31, 34-37, 41-46, 49-53, 55-56, 58-61	18
Digital Director	1, 3-10, 14-20, 22-23, 25-27, 30-31, 35- 37, 41-46, 49-53, 55-56, 58-61	23
Master Control Operator	1, 3-10, 14-17, 20, 22-27, 30-31, 35-37, 41-46, 49-56, 58-61	17
Master Control Operator	1, 3-10, 14-17, 20-27, 30-31, 35-37, 41- 46, 49-56, 58-61	21
Producer	1, 3-11, 14-18, 20, 22-28, 30-31, 35-37, 41-46, 49-56, 58-61	18
Producer	1, 3-11, 14-18, 20, 22-28, 30-31, 35-37, 41-46, 49-56, 58-61	18
Digital Sales Manager	1, 3-10, 12, 14-17, 20, 22-27, 30-31, 35 -38, 41-46, 49-56, 58-61	14
Local Sales Assistant	1, 3-10, 12, 14-17, 20, 22-27, 29-31, 33, 35-37, 39-47, 49-56, 58-61	12
Director	18, 43	43
Digital News Producer	1, 3-5, 7-10, 14-18, 20, 22-27, 30-31, 35-37, 41-46, 49-56, 58-62	58
Master Control Operator	1, 3-5, 7-10, 14-18, 20, 22-27, 30-31, 35-37, 41-46, 49-56, 58-62	18

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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	Arise, Inc 635 James Street Syracuse, New York 13203 Url : http://www.ariseinc.org Email : sbharrison@ariseinc.org Sedalia Brown-Harrison	N	0
2	Auburn Human Rights Commission 24 South Street Auburn, New York 13021 Url : http://www.ci.auburn.ny.us Email : kburns@ci.auburn.ny.us Karen Burns	N	0
3	Booker T Washington Community Center 23 Chapman Avenue Auburn, New York 13021 Email : tcjgr@aol.com Monique Williams	N	0
4	Bryant & Stratton College 953 James Street Syracuse, New York 13203 Url : http://www.bryantstratton.edu Email : kaust@bryantstratton.edu Kristin Aust	N	0
5	Careerbuilder 1750 Tyson Blvd 4th Floor McLean, Virginia 22102 Phone : 703-637-7912 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	4
6	Cayuga Community College Auburn, New York 13021 Url : http://www.cayuga-cc.edu Email : Keeler@cayuga-cc.edu Steve Keeler	N	0
7	Cayuga Seneca Community Action Agency 65 State Street Auburn, New York 13021 Url : http://www.cscaa.com Email : site1@cscaa.com Joyce Vega	N	0

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8	Cazenovia College 22 Sullivan Street Cazenovia, New York 13035 Email : cwrichardson@cazenovia.edu Christine Richardson	N	0
9	CNY Works - Workforce NY 960 James Street 1st Floor Syracuse, New York 13203 Url : http://www.cnyworks.com Email : hpitt@cnyworks.com Fax : 1-315-472-9492 Heather Pitt	N	0
10	CNYTVNews 104 Brookside Lane Fayetteville, New York 13066 Url : http://cnycentral.com/ Email : cnyradio@cnyradio.com Peter Naughton	N	0
11	Collective Talent Richardson Place Tampa, Florida Phone : na Email : bille@michaelsmedia.com Michael Bille	N	0
12	Employee Referral	N	17
13	Former Employee Referral	N	1
14	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	3
15	Greater Ithaca Activities Center 318 North Albany Street Ithaca, New York 14850 Phone : 607-272-3622. Url : http://www.cityofithaca.org/327/Greater-Ithaca-Activities-Center Email : NLacka@cityofithaca.org Nagiane Lacka Arriaza	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
16	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
17	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	21
18	Internal Candidate	N	20
19	Internet Ad-not directly contacted by SEU	N	2
20	Ithaca College Ithaca College Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
21	Job Fair	N	2
22	JOBS Plus 677 South Salina Street Syracuse, New York 13202 Url : http://www.jobsplus.cc Email : rimon.neshawait@dfa.state.ny.us Rimon Neshawait	N	0
23	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	2
24	Jubilee Homes Build to Work Program 119 South Ave Syracuse, New York 13204 Phone : 315-427-0070 Url : www.jubilee-homes.org Email : jhbuild2work@gmail.com Twiggy Billue	N	0

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25	Lemoyne College Syracuse, New York 13214 Url : http://www.lemoyne.edu Email : careers@lemoyne.edu Linda McGraw	N	0
26	Linkedin New York Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Danielle Anderson	N	8
27	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Phone : * Url : www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
28	Medialine New York Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
29	Mount Saint Vincent College 6301 Riverdale Ave. Riverdale, New York 10471 Phone : 718-405-3263 Email : dmachado@mountsaintvincent.edu Fax : 1-718-405-3491 Diane Machado	N	0
30	NAACP, Syracuse-Onondaga County P. O. Box 397 Syracuse, New York 13205 Email : alkebulanj@aol.com Linda Brown-Robinson	N	0
31	New York State Broadcaster Association New York Url : http://www.nysbroadcasters.org Email : sandy@nysbroadcasters.org Sandy Messineo	N	0

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32	New York State Labor Department 443 North Franklin Street Syracuse, New York 13202 Url : http://www.labor.state.ny.us Email : peter.pavlacka@labor.state.ny.us Peter Pavlacka	N	0
33	NYMRAD 261 Madison Ave. 23rd Floor New York, New York 10016 Phone : 646-254-4493 Email : db@nymrad.org Fax : 1-646-254-4498 Deborah Beagan	N	0
34	Onondaga Community College (Electronic Media) 4941 Onondaga Road Syracuse, New York 13215 Url : http://www.sunyocc.edu Email : m.j.salsbury@sunyocc.edu Mandy Salsbury	N	0
35	Onondaga Community College - Calcenter Onondaga Community College 4941 Onondaga Road Syracuse, New York 13215 Email : calcenter@sunyocc.edu Calcenter n/a	N	0
36	Options for Independence 5 Genesee Street Auburn, New York 13021 Email : opforind@aol.com Tracy Murphy	N	0
37	PEACE, Inc. 217 South Salina Street Syracuse, New York 13202 Url : http://www.peace-caa.org Email : jcolucci@peace-caa.org J Colucci	N	0
38	Phone Inquiry	N	1
39	PJ Video Productions 167 Parkside Drive Suffern, New York 10901 Phone : 845-270-0941 Email : quinnsmail@yahoo.com John Quinn	N	0

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40	Purchase College, SUNY 735 Anderson Hill Rd. Purchase, New York 10577 Phone : 914-251-6370 Email : career.development@purchase.edu Fax : 1-914-251-7802 Wendy Morosoff	N	0
41	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
42	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
43	Sinclair Website 10709 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone : 410-568-1517 Email : employment@sbgstv.com Sharon Pickeral	N	25
44	Southeast Asian Center 500 North Salina Street Syracuse, New York 13208 Email : mlputnam@hotmail.com Mai Lan Putnam	N	0
45	Southwest Community Center 401 South Avenue Syracuse, New York 13204 Url : http://www.swcc.org Email : info@swccsyr.org n/a n/a	N	0
46	Spanish Action League (LA Liga) 310 Seymour Street Syracuse, New York 13204 Email : execassist@laligaupstateny.org Rita Paniagua	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
47	St. John's University 8000 Utopia Parkway Jamaica, New York 11439 Phone : 718-990-1327 Email : careers@stjohns.edu Fax : 1-718-969-0446 Julia Tramonti	N	0
48	SUNY Oswego (career center) State University at Oswego 142 Campus Center Oswego, New York 13126 Email : career@oswego.edu n/a n/a	N	0
49	Suny Oswego Career Services State University at Oswego 142 Campus Center Oswego, New York 13127 Phone : (315) 312-2255 Url : http://www.oswego.edu Email : gary.morris@oswego.edu Gary Morris	N	0
50	SUNY Oswego Career Services Oswego, New York 13126 Phone : (315) 312-2255 Email : mallory.bower@oswego.edu Mallory Bower	N	0
51	Syracuse University / Newhouse School of Public Communications Rubin & Press Career Center Syracuse University Syracuse, New York 13224 Url : http://www.syr.edu Email : belichti@syr.edu Bridget Lichtinger	N	1
52	Syracuse University Career Services Syracuse, New York 13044 Url : http://www.syr.edu Email : kmcgee@syr.edu Karen Mcgee	N	0
53	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com 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
54	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	1
55	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
56	Tompkins Cortland Community College (TC3) Liberty Street Dryden, New York 13053 Url : http://www.tc3.edu Email : evenert@tc3.edu Teri Evener	N	0
57	TV advertisement	N	1
58	Tvjobs P O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	2
59	US Army Wounded Warrior Program 200 Stovall Street Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
60	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 855-278-5080 Url : News Only Email : mike.wong@asu.edu Michael Wong	Y	0

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61	Women's Opportunity Center (Syracuse) 770 James Street Syracuse, New York 13203 Email : wocpeggywoods@yahoo.com Peggy Woods	N	0
62	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			111

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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	2/15/2017	Participation in events or programs sponsored by educational institutions	Laura Hand provided a station tour to Liverpool Middle school Students. The students produce a show for the school called Warrior Live and wanted to see the process at a television station. They toured the station and discussed work fitting into lifestyle, education needs, how to apply and workplace expectations for broadcasters.	7	Anchor/Community Relations News Director Promotions Editor
2	3/1/2017	Participation in events or programs sponsored by educational institutions	Matt Stevens and Allison Bybee conducted a tour for Onondaga Hill Middle School students. He took them around the station and showed them the different areas of broadcasting, what people do and how they can have a career in the broadcasting industry.	2	Meteorologist Anchor
3	3/25/2017	Participation in events or programs sponsored by educational institutions	Matt Stevens, Meteorologist, participated in a Workshop for College Meteorology Students at SUNY Oswego. He spoke with broadcasting students about Meteorology including prospective employment opportunities. A two hour question and answer session took place after the event.	1	Meteorologist
4	3/29/2017	Participation in Job Fairs	Brian Metz, Local Sales Manger, and Laura Hand, Community Relations, attended a job fair at SUNY Oswego. They answered questions and provided employment information to prospective students in the broadcasting industry.	2	Local Sales Manager Community Relations
5	4/26/2017	Participation in Job Fairs	Laura Hand, Community Relations and Mary Jo Clavijo, Local Sales Manager attended a Job Fair at Onondaga Community College. They met with students interested in a broadcasting career and provided employment information.	2	Community Relations Local Sales Manager
6	4/28/2017	Participation in events or programs sponsored by educational institutions	Brandon Roth, Anchor, was a guest speaker at the Cornell University Football's career day 2017. Former players are invited to come back and talk to current players about careers. Brandon spoke about his background in journalism and gave advice about pursuing a career in Broadcasting.	1	Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	8/8/2017	Participation in Job Fairs	The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	3	Employment Manager News Talent Manager Director, News Training

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	9/7/2017	Establishment of an intern program designed to assist members of the community	<p>INTERNSHIP PROGRAM The stations also have an internship program as defined below:</p> <p>Program Goal: The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives: <ul style="list-style-type: none"> •Develop links with technical schools, universities and colleges to promote the station as prospective employers. •Create a symbiotic relationship between interns and station employees. •Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry. </p> <p>Eligibility Requirements: <ul style="list-style-type: none"> •The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered. •The applicant must be at least 18 years of age. •The applicant must be in good academic standing, as defined by his or her academic institution. •The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid. •In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements. </p> <p>The station hosted 6 interns in news and</p>	3	News Director Assistant News Director Sports Director

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			3 interns in sports from 9/07/17 - 12/15/17		
9	10/18/2017	Participation in Job Fairs	Laura Hand, Community Relations, and Brian Metz, Local Sales Manager, attended a job fair at State University of New York at Oswego. They interviewed potential job and intern candidates, explained the hiring process and where to apply to open positions.	2	Community Relations Local Sales Manager
10	10/23/2017	Participation in events or programs sponsored by educational institutions	Matt Mulcahy, Ancor, and Laura Hand, Community Affairs, hosted a Job Shadow opportunity for a Marcellus High School Student looking at possible broadcasting and meteorology careers. They discussed opportunities in the industry and allowed him to observe an evening newscast.	2	Anchor Community Events
11	11/29/2017	Provision of training to management	Web-based management training provided to supervisors/department heads at all locations through ThinkHR. The purpose of the training is to increase and renew awareness of our policies and procedures, manager and supervisor development. Managers completed courses in Business Ethics, Union awareness and Preventing Harassment in the Workplace	11	