

**WCHS**  
**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
Multimedia Journalist	1-5, 7-14, 17-18, 20-26, 28-36, 38-40, 42-47, 49-63, 65-66	47
Digital Content Producer	1-5, 7-10, 12-14, 16-18, 20-24, 26, 28- 32, 34-37, 39-49, 51-66	49
Senior Assignment Editor	1-5, 7-10, 12-15, 17-18, 20-24, 26, 28- 32, 34-36, 39-40, 42-49, 51-63, 65-66	49
News Producer	1-5, 7-10, 12-14, 17-18, 20-32, 34-36, 39-48, 50-63, 65-66	47
Newscast Producer	1-5, 7-10, 12-14, 17-32, 34-37, 40-48, 50-55, 57-66	47
Newscast Producer	1-5, 7-10, 12-14, 17-32, 34-37, 40-48, 50-55, 57-66	19
Human Resources Coordinator	1-5, 7-10, 12-14, 17-24, 26, 28-32, 34- 37, 39-48, 51-63, 65-66	19
News Producer	1-5, 7-10, 12-15, 17-18, 20-24, 26, 28- 32, 34-37, 39-48, 51-63, 65-66	31
Newscast Director	1-3, 5, 7-10, 12-14, 16-18, 20-24, 26, 28-32, 34-37, 39-49, 51-63, 65-66	16
Newscast Director	1-3, 5, 7-10, 12-14, 16-18, 20-24, 26, 28-32, 34-37, 39-49, 51-63, 65-66	31
Digital Content Producer	1-5, 7-10, 12-14, 16-18, 20-24, 26, 28- 32, 34-37, 39-48, 51-63, 65-66	16
News Photographer	1-5, 7-10, 12-14, 17-18, 20-24, 26-32, 34-37, 39-48, 51-63, 65-66	27
Master Control Operator	1-5, 7-10, 12-14, 17-18, 20-24, 26-32, 34-37, 39-48, 51, 53-63, 65-66	27
Multimedia Journalist	1-10, 12-14, 17-18, 20-32, 34-37, 39- 48, 50-51, 53-63, 65-66	47
News Producer	1-10, 12-14, 17-18, 20-24, 26, 28-32, 34-37, 39-48, 51, 53-63, 65-66	31
News Producer	1-10, 12-14, 17-18, 20-24, 26, 28-32, 34-37, 39-48, 51, 53-63, 65-66	31

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**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	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:kbordell1@asu.edu">kbordell1@asu.edu</a> Karen Bordeleau	Y	0
3	Bishop State Community College 351 N Broad St Mobile, Alabama 36603 Phone : 251-662-5371 Url : <a href="http://www.bishop.edu">http://www.bishop.edu</a> Email : <a href="mailto:jwomack@bishop.edu">jwomack@bishop.edu</a> Juliette Womack	N	0
4	Cabell County Career Technology Center 1035 Norway Ave Huntington, West Virginia 25705 Phone : 304.528.5107 Fax : 1-304-528-5110 Susan Ferguson	N	0
5	Cabell County Community Service Organization 724 10th Ave Huntington, West Virginia 25701 Phone : 304-529-4952 Url : <a href="http://www.cccso.com">http://www.cccso.com</a> Email : <a href="mailto:execoffice@cccso.com">execoffice@cccso.com</a> Robert Roswall	N	0
6	Career Fair	N	2
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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Aaron Brumfield	N	0

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8	Case Monroe County PO Box 403 Union, West Virginia 24983 Phone : 304-772-3381 Email : belmore@casewv.org Fax : 1-304-772-4014 Brenda Elmore	Y	0
9	Change, Inc. 3136 West St Weirton, West Virginia 26062 Phone : 304-797-7733 Fax : 1-304-797-7740 Judy Raveaux	N	0
10	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu 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 207 Journalism MC 3801 New York, New York 10027 Url : http://www.columbia.edu Email : as1698@columbia.edu Anusha Shrivastava	Y	0
13	Concord University Campus Box 1 PO Box 1000 Athens, West Virginia 24712 Phone : 304-384-5101 Url : http://www.concord.edu Email : hr@concord.edu Jenni Canterbury	N	0

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14	CSB School of Broadcasting , West Virginia Url : <a href="http://www.gocsb.com">http://www.gocsb.com</a> Email : <a href="mailto:info@gocsb.com">info@gocsb.com</a> Career Services	N	0
15	Current Employee	N	2
16	Current Employee/Internal Promotion	N	3
17	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Rob Steward	N	0
18	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
19	Employee Referral	N	2
20	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
21	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> R. Brandt	N	0
22	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> William Moss	N	0

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23	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
24	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
25	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
26	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
27	Indeed.com - Not Directly Contacted by SEU	N	7
28	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
29	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0

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30	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
31	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	16
32	Marshall University Career Services Center One John Marshall Dr Huntington, West Virginia 25755 Phone : 304-696-2248 Url : <a href="http://www.marshall.edu">http://www.marshall.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Denise Hogsett	N	0
33	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
34	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
35	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : <a href="http://www.morgan.edu">www.morgan.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0

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36	Mountain Heart Community Services, Inc PO Box 1509 Oceana, West Virginia 24870 Phone : 304-682-8271 Email : esmith@mountainheartwv.org Earl Smith	N	0
37	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgvtv.com n/a n/a	N	0
38	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California 91105 Phone : 213-746-6988 Email : info@nhmc.org Career Services	N	0
39	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Email : careerservices@nsu.edu Christopher Anderson	N	0
40	North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
41	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
42	Ohio University RTVC Bldg 484 Athens, Ohio 45701 Phone : 740-593-9994 Email : sbgresumes@sbgvtv.com Tina Stewart	N	0

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43	P.R.I.D.E. in Logan County 699 Statton St Logan, West Virginia 25601 Phone : 304-752-6868 Email : Lisha.Whitt@loganpride.com Fax : 1-304-752-1047 Lisha Whitt	Y	0
44	Pittsburgh Technical Institute 1111 McKee Rd Oakdale, Pennsylvania 15071 Phone : 412-809-5157 Email : careerservices@ptcollege.edu Josephine Smith	N	0
45	Putnam County Job Service PO Box 281 Teays Valley, West Virginia 25069 Phone : 304-757-7270 Email : ucputnam@wv.gov Fax : 1-304-693-2879 Glenn Glen	Y	0
46	Raleigh County Community Action Association PO Box 3066 East Beckley Station Beckley, West Virginia 25801 Phone : 304-252-6396 Fax : 1-304-255-9198 Randy Housh	N	0
47	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Email : employment@sbgstv.com Career Page	N	14
48	Southwestern Community Action Council 540 Fifth Ave Huntington, West Virginia 25701 Phone : 304-525-5151 Fax : 1-304-525-5162 Brent Sansom	N	0
49	Station Website	N	5



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50	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
51	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
52	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
53	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
54	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
55	University of Charleston 2300 MacCorkle Ave SE Charleston, West Virginia 25302 Phone : 304-357-4777 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Hannah Johnson	N	0

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56	Wayne County Community Service Organization PO Box 276 Wayne, West Virginia 25570 Phone : 304-272-5112 Url : <a href="http://www.wccso.org">http://www.wccso.org</a> Fax : 1-304-429-0027 Kathy Stephens	N	0
57	West Virginia Broadcasters Association 140 7th Ave South Charleston, West Virginia 25303 Phone : 304-744-2143 Url : <a href="http://www.wvba.com">http://www.wvba.com</a> Career Services Manual Posting	N	0
58	West Virginia Career Transition Services 1701 5th Ave Box 16 Schoenbaum Center Charleston, West Virginia 25312 Phone : 304-414-4683 Email : <a href="mailto:jett.bridget@jobcorps.org">jett.bridget@jobcorps.org</a> Fax : 1-304-414-4684 Bridget Jett	Y	0
59	West Virginia Junior College 1000 Virginia St E Charleston, West Virginia 25301 Phone : 304-345-2820 Email : <a href="mailto:wvjccareers@gmail.com">wvjccareers@gmail.com</a> Career Services	N	0
60	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Career Center	N	0
61	West Virginia Tech Box 31 Old Main Montgomery, West Virginia 25136 Phone : 304-442-3185 Email : <a href="mailto:cantrell.miller@mail.wvu.edu">cantrell.miller@mail.wvu.edu</a> Cantrell Miller	N	0

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62	West Virginia University PO Box 6008 Morgantown, West Virginia 26506 Phone : 304-293-2221 Career Services Manual Posting	N	0
63	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
64	Word of Mouth Referral	N	2
65	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
66	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>53</b>

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**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	7/5/2023	Participation in events or programs sponsored by educational institutions	Dante Ricci, Meteorologist for WCHS/WVAH, visited Camp Marshmallow on July 5, 2023 at Huntington Mall to discuss weather and what a meteorology includes. Dante shared how meteorologists study the atmosphere and the air around our planet. Meteorologists can help understand the impact and likelihood of larger weather events such as hurricanes, tornadoes, or floods.	1	Meteorologist
2	10/25/2023	Participation in Job Fairs	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 Steubenville, OH and Pittsburgh, PA attended the Miami Regionals Virtual Career Fair on 10/25/2023. They attended solely to represent the stations they represent, which are 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 worked directly with hiring managers at each station immediately following the job fair to ensure that the interested students resumes are followed up on.	5	Human Resources Manager Human Resources Coordinator Human Resources Coordinator Human Resources Coordinator

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3	1/17/2024	Establishment of an intern program designed to assist members of the community	WCHS hired Matthew Schaffer for our paid news internship program. This program is a 10-week long program. The program will introduce students to broadcast journalism and provide them with a first-hand look at jobs in the industry. Managers will be able to train the intern on different aspects of broadcast journalism. The goal will be for the candidate to consider working for Sinclair in the future.	1	News Intern
4	1/25/2024	Participation in scholarship programs	In keeping with promoting diversity in the Broadcast industry as well as promoting broadcasting careers as a whole, WCHS 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 WCHS station level, it will bring visibility to this scholarship at local colleges who may have interested and eligible students.	0	
5	2/7/2024	Participation in Job Fairs	News Director, Wade Parsons, attended the career fair at Ohio University in Athens, Ohio on February 7, 2024. Wade represented the WCHS/WVAH station. He met with college students who were interested in broadcast jobs and other jobs at the station. Wade also met with several students who were interested in internship opportunities. Students provided resumes and were asked to apply online via the careers website.	1	News Director

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	<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	2/23/2024	Participation in Job Fairs	News Director, Wade Parsons, attended the career fair at Penn State on February 23, 2024. Wade represented WCHS/WVAH station. He met with college students who were interested in broadcast jobs and other jobs at the station. Wade also met with several students who were interested in internship opportunities. Students provided resumes and were asked to apply online via the careers website.	1	News Director
7	3/14/2024	Participation in events or programs sponsored by educational institutions	Brandon Stover, Meteorologist for WCHS/WVAH, visited a second grade class at Albany Elementary in Saint Albans and shared how meteorologists study the atmosphere and the air around our planet. Meteorologists can help understand the impact and likelihood of larger weather events such as hurricanes, tornadoes, or floods. Brandon was able to share his daily forecast routine and how the weather has improved due to technology and weather models.	1	Meteorologist
8	4/17/2024	Participation in events or programs sponsored by educational institutions	Wade Parsons, News Director for WCHS/WVAH, visited a broadcasting class at West Virginia University on April 17, 2024. Wade discussed the future of broadcast journalism and how to shape a career in the field. Wade was able to build relationships and create a candidate pool for future openings at the station. Students were able to ask questions about the broadcast media field.	1	News Director