

WJLA WIAV-CD WDCO-CD
EEO PUBLIC FILE REPORT
June 1, 2024 - May 31, 2025

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
General Assignment Reporter	1-7, 9-14, 16-20, 22-29, 32-44, 46-59, 61-62	1
Assignment Desk Manager	1, 3-7, 9-10, 12, 17-18, 20, 22-27, 29, 32-44, 49-59, 61-62	12
Technical Director	1, 3-7, 9-10, 13, 15, 17-27, 29-30, 32-44, 47, 49-59, 61-62	35
Technical Director	1, 3-7, 9-10, 13, 15, 17-27, 29-30, 32-44, 47, 49-59, 61-62	47
Digital Multimedia Journalist	1, 3-7, 9-10, 17-18, 20, 22-29, 32-44, 47-49, 51-59, 61-62	35
IT Manager	1, 3-7, 9-10, 17-18, 20, 22-27, 29-30, 32-44, 46, 49, 51-59, 61-62	30
Morning News Anchor	1, 3-7, 9-10, 13, 17-20, 22-29, 32-44, 46-49, 51-59, 61-62	19
General Assignment Reporter	1-7, 9-10, 13, 17-18, 20, 22-27, 29, 32-44, 46-47, 49, 51-59, 61-62	2
Marketing Consultant	1, 3-7, 9-10, 14, 17-20, 22-27, 29, 32-44, 46, 49, 51-59, 61-62	14
Newscast Producer	1, 3-7, 9-10, 13, 17-20, 22-29, 32-44, 48-49, 51-59, 61-62	19
Multi-Platform Content Producer	1, 3-10, 13, 17-20, 22-30, 32-44, 46-49, 51-59, 61-62	47
Multi-Platform Content Producer	1, 3-10, 13, 17-20, 22-30, 32-44, 46-49, 51-59, 61-62	47
Multi-Platform Content Producer	1, 3-10, 13, 17-20, 22-30, 32-44, 46-49, 51-59, 61-62	35
Photographer	1, 3-7, 9-10, 17-18, 20, 22-29, 32-44, 48-49, 51-62	60
Lead Newscast Director	1, 3-7, 9-10, 15, 17-18, 20, 22-27, 29-30, 32-44, 46-47, 49, 51-59, 61-62	15
Assistant Chief Engineer	1, 3-7, 9-10, 17-18, 20, 22-27, 29, 32-44, 46-47, 49, 51-59, 61-62	47
News Production Assistant	1, 3-7, 9-10, 17-20, 22-29, 32-44, 46, 48-49, 51-59, 61-62	19
Marketing Associate	1, 3-7, 9-10, 17-18, 20, 22-27, 29, 32-44, 46-47, 49, 51-59, 61-62	47
Special Projects Producer	1, 3-7, 9-10, 17-18, 20, 22-30, 32-44, 46, 48-49, 51-59, 61-62	35
Sales & Marketing Consultant	1, 3-7, 9-10, 17-20, 22-27, 29, 32-44, 46, 49, 51-59, 61-62	19

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Newscast Director	1, 3-7, 9-10, 13, 17-20, 22-27, 29, 32-44, 46, 49, 51-59, 61-62	19
Digital Sales Coordinator	1, 3-7, 9-10, 17-18, 20, 22-27, 29, 32-44, 46, 49, 51-59, 61-62	35
Morning News Alert Desk Reporter	1, 3-7, 9-10, 13, 17-20, 22-27, 29, 32-44, 46, 49, 51-59, 61-62	19
News Director	1, 3-7, 9-10, 13-14, 17-18, 20, 22-29, 31-44, 46, 48-49, 51-59, 61-62	14
Photographer	1, 3-7, 9-10, 17-20, 22-27, 29, 32-47, 49, 51-59, 61-62	19
Travel Content Creator	1, 3-7, 9-10, 17-18, 20, 22-27, 29-30, 32-44, 46, 49, 51-59, 61-62	35

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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	ABC 7/WJLA 24/7 News 1100 Wilson Blvd., 6th Floor Arlington , Virginia 22209 Phone : 7032369217 Url : www.wjla.com Email : employment@sbgvtv.com Audrey Watson	N	2
2	Agency Referral	N	2
3	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : Erin.Mae.Murphy@asu.edu Erin Murphy	Y	0
5	Arlington Employment Center 2100 Washington Blvd. 1st Floor Arlington , Virginia 22209 Phone : 7032281477 Url : https://jobboard.arlingtonva.us Pam Egner Manual Posting	N	0
6	Baltimore American Indian Center 113 South Broadway Baltimore, Maryland 21231 Phone : 410-675-3535 Url : http://www.baicenter.org Email : baic.center@gmail.com Dellie James	N	0
7	Bowie State University Department of Communications 14000 Jericho Park Rd Bowie, Maryland 20715 Url : http://www.bowiestate.edu Email : drice@bowiestate.edu Donna Rice	N	0
8	Career Fair	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
10	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.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	Corporate Recruiter	N	2
13	Current Employee	N	16
14	Current Employee - Transfer/Promotion	N	3
15	Current Employee/Internal Promotion	N	2
16	DC Center for Immigration Studies 1629 K ST. NW Suite 600 Washington, District of Columbia 20006 Phone : 202-466-8185 Url : http://www.cis.org Email : press@cis.org Bryan Griffith	N	0
17	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0

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18	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
19	Employee Referral	N	15
20	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
21	Former Employee Referral	N	1
22	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
23	George Mason University University Center Service-MSn-3B6 4400 University DR Fairfax, Virginia 22030 Phone : 703-993-2370 Url : http://www.gmu.edu Email : sbgresumes@sbgstv.com Rebekah Trog	N	0
24	Georgetown University Career Education Center 37th & O ST, NW Washington, District of Columbia 20057 Phone : 202-687-3493 Url : http://www.georgetown.edu Email : sbgresumes@sbgstv.com Gregory Wilson	N	0
25	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0

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26	Hire A Hero PO Box 6808 Morongo, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
27	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
28	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
29	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
30	Indeed.com - Not Directly Contacted by SEU	N	14
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 : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
33	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0

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34	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
35	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	27
36	Maryland Workforce Online Only Annapolis, Maryland Phone : (301) 929-6880 Url : https://mwejobs.maryland.gov/vosnet/Default.aspx Email : wheaton@worksourcemontgomery.com Customer Service	N	0
37	Marymount University 2807 N. Glebe RD Arlington, Virginia 22207 Phone : 703-522-5600 Url : http://www.marymount.edu Email : sbgresumes@sbgstv.com Jessica O'Donnell	N	0
38	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
39	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.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
40	NABET-CWA, Local 31 4483-B. Forbes Blvd Lanham, Maryland 20706 Url : http://www.nabet31.org Email : president@NABET31.org Bob Williams	N	0
41	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	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	Opportunities in Public Affairs Employment Services, Inc. 700 Graves ST Charlottesville, Virginia 22902 Phone : 1-888-315-2373 Url : http://www.opajobs.com Email : jobs@opajobs.com Fax : 1-888-342-2629 Betty Brubach	N	0
45	Re-hire	N	1
46	SAG-AFTRA 7735 Old Georgetown Rd #950 Bethesda, Maryland 20814 Phone : 3016572560 Url : http://www.sagaftra.org Email : anee.raulerson@sagaftra.org Fax : 1-301-656-3615 Patricia O'Donnell	N	0

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47	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.tv Career Page	N	23
48	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : dunn@talentedynamics.com Julie Pumphrey	N	0
49	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbg.tv Career Center	N	0
50	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbg.tv Andrea Siegle	N	0
51	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
52	UDC Department of Mass Media 4200 Connecticut Ave. NW Washington, District of Columbia 20008 Phone : 202-274-5194 Url : http://www.udc.edu Email : ovassell@udc.edu Olive Vassell	N	0

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53	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
54	University of Maryland Career Services 660 W. Redwood ST, Rm 021 Baltimore, Maryland 21201 Phone : 410-706-7214 Url : http://www.gradschool.umd.edu Terri Goode Manual Posting	N	0
55	University of Massachusetts Career Center/Employment Relations 101 South College Amherst, Massachusetts Phone : 413-545-2224 Url : http://www.umass.edu/careers/ Email : sbgresumes@sbgstv.com Sharon Jefferson	N	0
56	Washington Adventist University Office of Human Resources 7600 Flower Ave, 4th floor #431 Takoma Park, Maryland 20912 Url : http://www.wau.edu Email : hr@wau.edu Fax : 1-301-891-4020 Daniella Williams	N	0
57	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
58	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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59	Women in Film and Video 1200 18th Street NW Suite 300 Washington, District of Columbia 20036 Phone : 202-429-9438 Url : http://www.wifv.org Email : director@wifv.org Melissa Houghton	N	0
60	Word of Mouth Referral	N	1
61	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
62	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgtv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			112

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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	11/13/2024	Participation in Job Fairs	Audrey Watson attended the COMM Careers in the Capital/Penn State job fair in Washington DC. She spoke to college students regarding active internship and full time opportunities. Audrey collected student resumes in order to share with Adini Parikh and let her connect with the students via LinkedIn and discuss their career interests.	1	Human Resources Manager
2	1/28/2025	Participation in events or programs sponsored by educational institutions	Kristine Frazao gave a tour of the station including the newsroom, studios and weather center for the students in the Brownie Troop (from Potomac, MD). She shared her experiences of how it is like working in the broadcast industry, and explained the types of careers there are in the newsroom.	1	General Assignment Reporter

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3	2/19/2025	Co Sponsoring Job Fair	<p>As part of Sinclair’s commitment to fostering diversity and inclusion in media sales, the company served as a sponsor of the 2024-2025 Media Sales Institute in partnership with the National Association of Broadcasters. This sponsorship allowed Sinclair to actively engage with emerging sales talent through multiple avenues, including serving as a judge in a sales competition, participating in a career fair, and providing hands-on training over a three-day period.</p> <p>Senior leadership played a key role in these efforts, with the Vice President & General Manager of Richmond and the Marketing Sales Manager of Washington, D.C., in attendance. Throughout the event, the team connected with 25 students individually, offering guidance on career paths within media sales and opportunities at Sinclair.</p> <p>To maintain engagement beyond the event, Sinclair’s Sales Recruiter has followed up with each student individually, establishing a pipeline of potential candidates for future openings. The recruiter will continue to nurture these relationships, ensuring that students are considered for relevant job opportunities upon graduation, reinforcing Sinclair’s dedication to building a diverse and skilled workforce in the broadcasting industry.</p>	1	Digital Sales Manager

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4	3/7/2025	Participation in scholarship programs	In keeping with promoting diversity in the Broadcast industry as well as promoting broadcasting careers as a whole, WJLA has publicly shared information on their website regarding the 2025 Sinclair Diversity Scholarship. This scholarship opportunity is offered to college students from diverse backgrounds who are a current college sophomore or junior at an accredited four-year undergraduate college or university in the United States and are pursuing a career in broadcasting, digital or social media, or marketing. By promoting this at the local WJLA station level, it will bring visibility to this scholarship at local colleges who may have interested and eligible students.	0	
5	4/5/2025	Participation in Job Fairs	Adini Parikh, HR Coordinator for WJLA, attended the DC Journalism Job Fair in Washington, D.C., alongside Corporate Recruiter Kevin Olivas. At the event, Adini spoke with students and young professionals about what career opportunities at ABC7 WJLA. Adini and Kevin encouraged recent graduates to apply for the station's current job openings. Students inquired about Adini's experience at the station and she shared personal highlights and achievements from her time at WJLA.	1	HR Coordinator
6	4/5/2025	Participation in events sponsored by organizations representing the community	Jade Lawson, Digital Multimedia Journalist at WJLA, participated in a panel discussion at the Society for Advancing Businesses, where she spoke with business professionals about news and social media. She discussed how to navigate social media in today's climate and shared insights on selecting the appropriate platforms to effectively tell a story. Lawson also explained how to tailor each social media post to reach specific audiences and offered strategies for building community and driving engagement.	1	Digital Multimedia Journalist