

Exhibit 1

KECI / KCFW
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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 Editor	1-3, 6, 8-12, 15-19, 21-22, 24-26, 28-34	6
Marketing Assistant	1-3, 6, 8-12, 15-19, 21-22, 24-26, 28-34	6
Local Sales Manager	1-3, 8-12, 15-19, 21-26, 28-34	23
Multimedia Journalist (MMJ)	1-3, 8-12, 15-19, 21-22, 24-26, 28-34	26
News Producer	1-3, 5, 9-11, 15-19, 21-22, 26, 29, 31-34	26
Digital Sales Manager	1-3, 9-11, 13, 15-19, 21-22, 26, 29, 31-34	13
Morning Meteorologist	1-4, 9-11, 13-22, 26-27, 29, 31-34	26
Multimedia Journalist (MMJ)	1, 3-4, 7, 9-11, 13, 15-20, 22, 26-27, 29, 31-34	26
News Editor	1-3, 7, 9-11, 13, 15-19, 21-22, 26, 29, 31-34	26
News Producer	1, 3, 6-7, 9-11, 13, 15-19, 22, 26, 29, 31-34	6

KECI / KCFW
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
1	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
2	Career Transitions, inc 189 Arden Dr Belgrade, Montana 59714 Url : http://www.careertransitions.com Fax : 1-406-388-6592 Employer Services	N	0
3	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
4	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
5	Current Employee	N	1
6	Current Employee/Internal Promotion	N	3
7	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
8	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Sinclair SilkRoad Source	N	1

KECI / KCFW
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
9	Hire A Hero PO Box 6808 Morongo, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
10	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
11	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
12	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Sinclair SilkRoad Source	N	3
13	Indeed.com - Not Directly Contacted by SEU	N	5
14	Internet Ad-not directly contacted by SEU	N	1
15	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
16	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0

KECI / KCFW
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
17	KECI website 340 W Main St Missoula, Montana 59802 Url : http://www.nbcmontana.com Email : employment@sbg.net Gordon Stabler	N	0
18	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbg.tv Account Manager	N	2
19	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	Y	0
20	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
21	Montana Job Service 539 S 3rd St W Missoula, Montana 59806 Fax : 1-406-721-7094 Job Service	N	0
22	Montana State University 211 Montana Hall Bozeman, Montana 59717 Url : http://www.montana.edu Email : advising@montana.edu Emily Edwards	N	0
23	Non-Employee Referral	N	1
24	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Sinclair SilkRoad Source	N	0

KECI / KCFW
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
25	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Sinclair SilkRoad Source	N	0
26	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.net Career Page	N	12
27	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
28	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbg.net Broadbean Source	N	0
29	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbg.net Andrea Siegle	N	0
30	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Sinclair SilkRoad Source	N	0
31	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0

KECI / KCFW
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
32	University of Montana 32 Campus Dr Missoula, Montana 59812 Url : http://www.emt.edu Email : sbgresumes@sbgstv.com Career Center	N	0
33	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
34	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			29

KECI / KCFW
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/29/2020	Participation in scholarship programs	Ran a commercial on giving away a \$5000,.00 Diversity Scholarship to any current college sophomore and juniors that are pursuing a career in broadcast/digital journalism or marketing	1	
2	7/8/2020	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, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ Convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.	4	Sr Employment Manager News Talent Manager Employment Specialist Director News Training
3	10/17/2020	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Media Sales Academy as a Corporate Recruiter. He met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. Our Corporate Recruiter spoke with students and alumni currently enrolled in NAB's Media Sales Academy regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website.	1	Recruiting Coordinator

KECI / KCFW
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	11/12/2020	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	Employment Specialist Employment Specialist

KECI KCFW
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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 Editor	3, 5-6, 14-18, 20-23, 25-26, 28-29, 32, 36-37, 39-40, 43	20
Newscast Director	3, 5-6, 14-17, 21-23, 25-26, 28-29, 32, 36-37, 39-40, 42-43	32
Master Control Supervisor	1, 3, 5-7, 9, 11-17, 19, 21-29, 31-32, 35 -37, 39-44	13
Master Control Operator	1, 3, 5-7, 11-12, 14-17, 19-29, 31-33, 35-37, 39, 41-44	20
Multimedia Journalist (MMJ)	1, 3, 5-8, 11-12, 14-17, 19-29, 31-37, 39, 41-44	32
Multimedia Journalist (MMJ)	1, 3, 5-8, 11-17, 19-29, 31-32, 34-37, 39, 41-44	20
Multimedia Journalist (MMJ)	1, 3, 5-8, 11-17, 19-29, 31-32, 34-37, 39, 41-44	32
Master Control Operator	1, 3, 5-7, 11-12, 14-17, 19-29, 31-32, 35-37, 39, 41-44	20
Newscast Director	1, 3, 5-7, 11-12, 14-17, 19-29, 31-32, 35-37, 39, 41-44	20
Marketing Consultant	1, 3, 5-7, 11-12, 14-17, 19, 21-29, 31- 32, 35-37, 39, 41-44	32
Master Control Operator	1-7, 11-12, 14-17, 19-32, 35-39, 41-44	20
Executive Producer	1-7, 10-12, 14-17, 19, 21-32, 35-39, 41- 44	10
Live Desk Anchor/Multimedia Journalist (MMJ)	1-8, 11-12, 14-17, 19-32, 34-39, 41-44	32
News Producer	1-7, 11-17, 19-27, 29-32, 35-39, 41-44	20
Master Control Supervisor	1-4, 6-8, 11-12, 14-17, 19, 21-32, 34- 39, 41-44	32
Digital Content Producer	1-7, 11-12, 14-17, 19, 21-27, 29-32, 35- 39, 41-44	32

KECI KCFW
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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
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 : mike.wong@asu.edu Mike Wong	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	Career Transitions, inc 189 Arden Dr Belgrade, Montana 59714 Url : http://www.careertransitions.com Fax : 1-406-388-6592 Employer Services	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	0
7	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0

KECI KCFW
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Current Employee	N	1
10	Current Employee/Internal Promotion	N	1
11	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
12	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
13	Employee Referral	N	3
14	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
15	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
16	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Prong 2 Ended Date: 12/31/2020	N	0

KECI KCFW
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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
17	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
18	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
19	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
20	Indeed.com - Not Directly Contacted by SEU	N	11
21	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
22	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	1
23	KECI website 340 W Main St Missoula, Montana 59802 Url : http://www.nbcmontana.com Email : employment@sbgnet.net Gordon Stabler	N	0
24	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

KECI KCFW
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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
25	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	0
26	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	Y	0
27	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
28	Montana Job Service 539 S 3rd St W Missoula, Montana 59806 Fax : 1-406-721-7094 Job Service	N	0
29	Montana State University 211 Montana Hall Bozeman, Montana 59717 Url : http://www.montana.edu Email : advising@montana.edu Emily Edwards	N	0
30	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
31	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0

KECI KCFW
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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
32	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.tv Career Page	N	13
33	South Carolina State University 300 College Ave North East Orangeburg, South Carolina 29117 Url : www.scsu.edu Email : sbgresumes@sbg.tv Career Center	N	0
34	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
35	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbg.tv Career Center	N	0
36	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbg.tv Andrea Siegle	N	0
37	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
38	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbg.tv Career Center	N	0

KECI KCFW
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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
39	University of Montana 32 Campus Dr Missoula, Montana 59812 Url : http://www.emt.edu Email : sbgresumes@sbgstv.com Career Center	N	0
40	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen Prong 2 Ended Date: 12/31/2020	N	0
41	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
42	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
43	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
44	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:			30

KECI KCFW
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/14/2021	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at Hampton University as a Corporate Recruiter. Sinclair was invited to attend Hampton University's Scripps Howard School of Journalism and Communication Virtual Career Fair to meet with students and faculty. Our Corporate Employment Coordinator started the session by giving a 10-minute presentation about Sinclair and wrapped up by showing corporate and station employment opportunities at Sinclair. Our Corporate Employment Coordinator then sat in a breakout room where students asked questions about Sinclair and potential career opportunities. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. Candidate information and resumes were also collected by our Corporate Recruiter via LinkedIn to further assist with potential placement.	1	Recruiting Coordinator
2	4/28/2021	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the G.I Jobs Virtual Career Expo. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with veterans, and their families regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	Employment Specialist Employment Specialist

KECI KCFW
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	5/4/2021	Participation in Job Fairs	The Corporate Employment Specialists represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	3	Employment Specialist Employment Specialist Employment Coordinator
4	8/18/2021	Participation in Job Fairs	The News Talent Manager and Director of News Training and Development, along with several station News Managers, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.	3	News Talent Manager Employment Specialist Director News Training
5	10/7/2021	Participation in Job Fairs	The General Manager and HR Coordinator went to the Western Montana Career fair. They met with potential candidates and reviewed resumes for current and future job openings with the Montana stations. Also provided information on how to apply, and how to search our openings on our Careers Page.	2	General Manager HR Coordinator

KECI KCFW
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	10/14/2021	Participation in scholarship programs	KECI-TV Scholarship for \$1000.00 to an undergraduate or graduate student in the School of Journalism. Annual banquet to award sponsored scholarship to undergraduate or graduate student from the University of Montana School of Journalism. Recipient must be in good academic standings who plans a career in Broadcast Journalism and who demonstrate a high work ethic.	1	
7	10/20/2021	Participation in Job Fairs	The Corporate Employment Specialist and Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	Employment Specialist Employment Coordinator
8	11/2/2021	Participation in Job Fairs	The Corporate Employment Specialist represented all of Sinclair Broadcast Group at a Career Discussion with Elizabeth City State University. The topic of discussion was Professional Development, and Career Opportunities. She met virtually with a class and discussed career opportunities within Sinclair, and competencies for career readiness with the company. She also provided information on how to apply, and how to search our openings on our Careers Page. All students were given contact information, and a presentation with an overview of Sinclair.	1	Employment Specialist

Interview Recruitment Source Report**Date:** 3/29/2022**From:** Missoula, MT**Page:** 1/6**Interview Recruitment Source Report from 12/1/2019 - 11/30/2020***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 78416

Job Title: News Editor

Job Opening Period: 11/7/2019 - 12/7/2019

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
[REDACTED]	11/11/2019	No		Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Sharon Pickeral
[REDACTED]	11/11/2019	No		Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone: 800-462-5842 Fax: 1---Sinclair SilkRoad Source
[REDACTED]	11/11/2019	No		Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone: 800-462-5842 Fax: 1---Sinclair SilkRoad Source
[REDACTED]	11/11/2019	Yes	12/1/2019	Current Employee/Internal Promotion

Job ID: 79220

Job Title: Marketing Assistant

Job Opening Period: 12/11/2019 - 1/11/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
[REDACTED]	12/18/2019	Yes	12/29/2019	Current Employee/Internal Promotion
[REDACTED]	12/18/2019	No		Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone: 800-462-5842 Fax: 1---Sinclair SilkRoad Source

Interview Recruitment Source Report

Date: 3/29/2022

From: Missoula, MT

Page: 2/6

Interview Recruitment Source Report from 12/1/2019 - 11/30/2020*Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 79220

Job Title: Marketing Assistant

Job Opening Period: 12/11/2019 - 1/11/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	12/18/2019	No		GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone: 415-339-9105 Fax: 1---Sinclair SilkRoad Source

Job ID: 80307

Job Title: Local Sales Manager

Job Opening Period: 1/27/2020 - 3/27/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	2/17/2020	Yes	3/16/2020	Non-Employee Referral

Job ID: 80308

Job Title: Multimedia Journalist (MMJ)

Job Opening Period: 1/27/2020 - 3/27/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	3/4/2020	Yes	6/1/2020	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page
	10/18/2019	No		Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Sharon Pickeral
	9/25/2019	No		Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page

Interview Recruitment Source Report**Date:** 3/29/2022**From:** Missoula,MT**Page:** 3/6**Interview Recruitment Source Report from 12/1/2019 - 11/30/2020***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 80308

Job Title: Multimedia Journalist (MMJ)

Job Opening Period: 1/27/2020 - 3/27/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	8/15/2019	No		Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Sharon Pickeral
	9/13/2018	No		Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page

Job ID: 82198

Job Title: News Producer

Job Opening Period: 3/25/2020 - 5/24/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	5/22/2020	Yes	7/6/2020	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page
	4/3/2020	No		Current Employee
	4/2/2020	No		Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page

Interview Recruitment Source Report**Date:** 3/29/2022**From:** Missoula, MT**Page:** 4/6**Interview Recruitment Source Report from 12/1/2019 - 11/30/2020***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 82236

Job Title: Digital Sales Manager

Job Opening Period: 3/30/2020 - 5/29/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
[REDACTED]	4/30/2020	Yes	7/1/2020	Indeed.com - Not Directly Contacted by SEU

Job ID: 82374

Job Title: Morning Meteorologist

Job Opening Period: 4/16/2020 - 6/15/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
[REDACTED]	5/6/2020	No		Internet Ad-not directly contacted by SEU
[REDACTED]	4/30/2020	No		Indeed.com - Not Directly Contacted by SEU
[REDACTED]	4/27/2020	Yes	6/15/2020	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page

Job ID: 82996

Job Title: Multimedia Journalist (MMJ)

Job Opening Period: 6/4/2020 - 8/3/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
[REDACTED]	6/10/2020	Yes	7/20/2020	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page
[REDACTED]	6/10/2020	No		Linkedin 2029 Steirlin Ct Mountain View, California 94043 Phone: n/a Fax: 1---Account Manager

Interview Recruitment Source Report**Date:** 3/29/2022**From:** Missoula, MT**Page:** 5/6**Interview Recruitment Source Report from 12/1/2019 - 11/30/2020***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 82996

Job Title: **Multimedia Journalist (MMJ)**

Job Opening Period: 6/4/2020 - 8/3/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
[REDACTED]	6/9/2020	No		Indeed.com - Not Directly Contacted by SEU

Job ID: 84075

Job Title: **News Editor**

Job Opening Period: 8/3/2020 - 10/2/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
[REDACTED]	8/13/2020	Yes	9/14/2020	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page
[REDACTED]	8/12/2020	No		Linkedin 2029 Steirlin Ct Mountain View, California 94043 Phone: n/a Fax: 1---Account Manager
[REDACTED]	8/10/2020	No		Indeed.com - Not Directly Contacted by SEU

Job ID: 84105

Job Title: **News Producer**

Job Opening Period: 8/5/2020 - 10/4/2020


Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
[REDACTED]	8/14/2020	Yes	8/18/2020	Current Employee/Internal Promotion
[REDACTED]	8/13/2020	No		Indeed.com - Not Directly Contacted by SEU

Interview Recruitment Source Report**Date:** 3/29/2022**From:** Missoula, MT**Page:** 6/6**Interview Recruitment Source Report from 12/1/2019 - 11/30/2020***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 84105

Job Title: News Producer

Job Opening Period: 8/5/2020 - 10/4/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	8/11/2020	No		Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page

Interview Recruitment Source Report**Date:** 3/29/2022**From:** Missoula,MT**Page:** 1/6**Interview Recruitment Source Report from 12/1/2020 - 11/30/2021***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 85792

Job Title: News Editor

Job Opening Period: 10/27/2020 - 12/26/2020

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	11/6/2020	No		Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Phone: n/a Fax: 1---Broadbean Source
	11/3/2020	Yes	12/14/2020	Indeed.com - Not Directly Contacted by SEU

Job ID: 87569

Job Title: Newscast Director

Job Opening Period: 1/28/2021 - 3/29/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	2/9/2021	Yes	3/8/2021	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page

Job ID: 89048

Job Title: Master Control Supervisor

Job Opening Period: 3/26/2021 - 5/25/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	4/2/2021	No		Current Employee
	4/2/2021	Yes	4/23/2021	Employee Referral

Interview Recruitment Source Report**Date:** 3/29/2022**From:** Missoula, MT**Page:** 2/6**Interview Recruitment Source Report from 12/1/2020 - 11/30/2021***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 89694

Job Title: Master Control Operator

Job Opening Period: 4/21/2021 - 6/20/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
[REDACTED]	5/3/2021	Yes	5/24/2021	Indeed.com - Not Directly Contacted by SEU

Job ID: 89777

Job Title: Multimedia Journalist (MMJ)

Job Opening Period: 4/23/2021 - 6/22/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
[REDACTED]	6/2/2021	Yes	7/26/2021	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page
[REDACTED]	5/17/2021	No		Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page
[REDACTED]	5/17/2021	No		Indeed.com - Not Directly Contacted by SEU
[REDACTED]	5/13/2021	No		Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page

Job ID: 89896

Job Title: Multimedia Journalist (MMJ)

Job Opening Period: 4/28/2021 - 6/27/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
[REDACTED]	6/10/2021	Yes	8/2/2021	Indeed.com - Not Directly Contacted by SEU

Interview Recruitment Source Report**Date:** 3/29/2022**From:** Missoula,MT**Page:** 3/6**Interview Recruitment Source Report from 12/1/2020 - 11/30/2021***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 89896

Job Title: Multimedia Journalist (MMJ)

Job Opening Period: 4/28/2021 - 6/27/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
[REDACTED]	6/2/2021	No		Indeed.com - Not Directly Contacted by SEU
[REDACTED]	5/12/2021	No		Employee Referral
[REDACTED]	5/10/2021	Yes	8/9/2021	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page
[REDACTED]	5/10/2021	No		Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page

Job ID: 90324

Job Title: Master Control Operator

Job Opening Period: 5/12/2021 - 7/11/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
[REDACTED]	4/30/2021	Yes	6/1/2021	indeed.com - Not Directly Contacted by SEU

Job ID: 90465

Job Title: Newscast Director

Job Opening Period: 5/17/2021 - 7/16/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
[REDACTED]	6/28/2021	Yes	8/9/2021	Indeed.com - Not Directly Contacted by SEU

Interview Recruitment Source Report**Date:** 3/29/2022**From:** Missoula, MT**Page:** 4/6**Interview Recruitment Source Report from 12/1/2020 - 11/30/2021***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 90817

Job Title: Marketing Consultant

Job Opening Period: 5/26/2021 - 7/25/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	8/26/2021	Yes	10/4/2021	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page

Job ID: 91378

Job Title: Master Control Operator

Job Opening Period: 6/14/2021 - 8/13/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	6/22/2021	Yes	7/12/2021	Indeed.com - Not Directly Contacted by SEU

Job ID: 91488

Job Title: Executive Producer

Job Opening Period: 6/16/2021 - 8/15/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	7/1/2021	No		Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page
	6/29/2021	Yes	7/2/2021	Current Employee/Internal Promotion

Job ID: 91597

Job Title: Live Desk Anchor/Multimedia Journalist (MMJ)

Job Opening Period: 6/21/2021 - 8/20/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	6/30/2021	No		Indeed.com - Not Directly Contacted by SEU

Interview Recruitment Source Report**Date:** 3/29/2022**From:** Missoula,MT**Page:** 5/6**Interview Recruitment Source Report from 12/1/2020 - 11/30/2021***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 91597

Job Title: Live Desk Anchor/Multimedia Journalist (MMJ)

Job Opening Period: 6/21/2021 - 8/20/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	6/30/2021	Yes	9/27/2021	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page
	6/29/2021	No		Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page

Job ID: 91995

Job Title: News Producer

Job Opening Period: 7/2/2021 - 8/31/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	8/3/2021	Yes	9/13/2021	Indeed.com - Not Directly Contacted by SEU
	7/28/2021	No		Indeed.com - Not Directly Contacted by SEU
	7/14/2021	No		Employee Referral
	7/14/2021	No		Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page

Interview Recruitment Source Report**Date:** 3/29/2022**From:** Missoula, MT**Page:** 6/6**Interview Recruitment Source Report from 12/1/2020 - 11/30/2021***Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 92110

Job Title: Master Control Supervisor

Job Opening Period: 7/7/2021 - 9/5/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	7/20/2021	Yes	8/25/2021	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page

Job ID: 92943

Job Title: Digital Content Producer

Job Opening Period: 7/30/2021 - 9/28/2021

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	8/10/2021	Yes	10/4/2021	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone: n/a Fax: 1---Career Page