

Exhibit 1

WICS WICD
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

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
Marketing Consultant	1, 4-5, 8-11, 14, 18, 20-21, 23-24, 26-28, 30-32, 34, 36-37, 41-45, 47-51, 53, 55-58, 60-68, 70, 72-73, 75-78, 80-81, 83-84	49
Marketing Consultant	1, 4-5, 8-11, 14, 18, 20-21, 23-24, 26-28, 30-32, 34, 36-37, 41-45, 47-51, 53, 55-58, 60-68, 70, 72-73, 75-78, 80-81, 83-84	64
Morning News Anchor	1-2, 4-5, 8-14, 16, 18-24, 26-28, 30-31, 33-38, 40-41, 43, 46, 48-53, 55-73, 75, 77, 79-82, 84-85	23
Morning Meteorologist	1-2, 4-5, 8-14, 18-22, 24, 26-28, 30-31, 33-38, 41, 43, 46, 48-53, 55-73, 75, 77, 79-82, 84-85	73
Digital Content Producer	1-6, 8-14, 18-22, 24, 26-28, 30-31, 33-39, 41, 43, 46, 48-69, 71-75, 77, 79-82, 84-85	49
News Producer	1-6, 8-15, 18-22, 24, 26-28, 30-31, 33-38, 41, 43, 46, 48-69, 71-75, 77, 79-82, 84-85	15
News Producer	1-6, 8-15, 18-22, 24, 26-28, 30-31, 33-38, 41, 43, 46, 48-69, 71-75, 77, 79-82, 84-85	64
News Photographer	1-6, 8-14, 18-22, 24-28, 30-31, 33-38, 41, 43, 46, 48-52, 54-69, 71-75, 77, 79-82, 84-85	25
Creative Services Producer	1-6, 8-14, 16, 18-24, 26-28, 30-31, 33-38, 41, 43, 46, 48-52, 54-69, 71-75, 77, 79-82, 84-85	23
Evening News Anchor	1-6, 8-14, 17-22, 24, 26-28, 30-31, 33-38, 41, 43, 46, 48-52, 54-67, 69, 71-75, 77, 79-82, 84-85	17
National Sales Specialist	1-6, 8-12, 14, 18-24, 26-31, 33-34, 36-37, 41, 43, 46, 48-49, 51-52, 54-68, 71-75, 77, 79-82, 84-85	23
News Photographer	1-6, 8-12, 14, 18-22, 24, 26-28, 30-31, 33-34, 36-37, 39, 41, 43, 46, 48-52, 54-57, 59-68, 71-75, 77, 79-82, 84-85	49

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Digital Content Producer	1-6, 8-12, 14, 18-22, 24, 26-28, 30-31, 33-34, 36-37, 40-41, 43, 46, 48-52, 54-68, 71-75, 77, 79-82, 84-85	40
Multimedia Journalist	1-6, 8-14, 18-22, 24, 26-28, 30-31, 33-38, 41, 43, 46, 48-49, 51-52, 54-69, 71-75, 77, 79-85	83
News Editor	1-6, 8-14, 18-22, 24-28, 30-31, 33-39, 41, 43, 46, 48-49, 51-52, 54-69, 71-75, 77, 79-82, 84-85	25
Newscast Director	1-6, 8-12, 14, 18-22, 24, 26-28, 30-31, 33-34, 36-37, 39, 41, 43, 46, 48-49, 51-52, 54-68, 71-75, 77, 79-82, 84-85	49
Multimedia Journalist	1-6, 8-12, 14, 16, 18-22, 24, 26-28, 30-31, 33-34, 36-37, 41, 43, 46, 48-49, 51-52, 54-68, 71-75, 77, 79-85	83
News Editor	1-6, 8-12, 14, 18-22, 24, 26-28, 30-31, 33-34, 36-37, 41, 43, 46, 48-49, 51-52, 54-68, 71-75, 77, 79-85	83
News Photographer	1-6, 8-14, 17-22, 24, 26-28, 30-31, 33-39, 41, 43, 46, 48-49, 51-52, 54-69, 71-75, 77, 79-82, 84-85	17
News Photographer	1-6, 8-14, 17-22, 24, 26-28, 30-31, 33-39, 41, 43, 46, 48-49, 51-52, 54-69, 71-75, 77, 79-82, 84-85	39
Multimedia Journalist (MMJ)	1-6, 8-14, 18-22, 24, 26-31, 33-38, 41, 43, 46, 48-49, 51-52, 54-69, 71-75, 77, 79-82, 84-85	64
Marketing Consultant	1-6, 8-12, 14, 18-24, 26-31, 33-34, 36-37, 41, 43, 46, 48-49, 51-52, 54-68, 71-75, 77, 79-82, 84-85	23
Marketing Associate	1-6, 8-12, 14, 18-22, 24, 26-31, 33-34, 36-37, 41, 43, 46, 48-49, 51-52, 54-68, 71-75, 77, 79-82, 84-85	49
Marketing Consultant - WICD/WCCU	1-6, 8-12, 14, 18-22, 24, 26-31, 33-34, 36-37, 39, 41, 43, 46, 48-49, 51-52, 54-68, 71-75, 77, 79-82, 84-85	49
News Editor	1-6, 8-12, 14, 18-24, 26-31, 33-34, 36-37, 41, 43, 46, 48-49, 51-52, 54-68, 71-75, 77, 79-82, 84-85	23

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Newscast Director	1-6, 8-14, 18-22, 24, 26-38, 41, 43, 46, 48-49, 51-52, 54-69, 71-75, 77, 79-82, 84-85	49
Digital Content Producer	1-12, 14, 18-22, 24, 26-31, 33-34, 36- 37, 40-41, 43, 46, 48-49, 51-52, 54-68, 71-75, 77, 79-82, 84-85	40

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 6839 Charter Hills Rd Charlotte, North Carolina 28277 Phone : 704-543-1426 Url : http://www.602communications.com Email : gnewell@602communications.com Graeme Newell	N	0
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgtv.com Career Center	N	0
3	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgtv.com Career Planning	N	0
4	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
5	Augustana College 639 38th St Rock Island, Illinois 61201 Phone : 309-794-7339 Url : http://www.augustana.edu Email : lisalater@augustana.edu Lisa Slater	N	0
6	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgtv.com Career Center	N	0
7	BeOnAir National Broadcast and Multimedia School 7955 NW 12 Street Champaign-Springfield, Illinois Email : lleciejewski@beonair.com Lynda Leciejewski	Y	0

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8	Bradley University Smith Career Center Burgess Hall Peoria, Illinois 61625 Phone : 309-677-2510 Url : http://www.bradley.edu Email : sbgresumes@sbgvtv.com Janet Pesek	N	0
9	California Chicano News Media 725 W Arizona Ave, Ste 206 Santa Monica, California 90401 Phone : 213-821-0075 Url : http://www.ccnma.org Email : ccnmainfo@ccnma.org Sylvia Wells	N	0
10	Capital Area Career Center 2201 Toronto Road Springfield, Illinois 62707 Phone : (217)529-5431 X 126 Email : rferriell@caccschool.org Robert Ferriell	N	0
11	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	N	0
12	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
13	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0

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14	Columbia Journalism School 207 Journalism MC 3801 New York, New York 10027 Phone : 212-854-4422 Url : http://www.columbia.edu Email : lem2111@columbia.edu Lauren Mack	Y	0
15	Corporate Recruiter	N	1
16	Current Employee	N	5
17	Current Employee/Internal Promotion	N	2
18	Danville Area Comm College 2000 E. Main St Danville, Illinois 61832 Phone : 217-443-8753 Url : http://www.dacc.edu Email : joborder@dacc.edu Nancy Boesdorfer	N	0
19	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgvtv.com Rob Steward	N	0
20	Dominican University 7900 W. Division Lewis 216 River Forest, Illinois 60305 Url : http://www.dom.edu Email : sbgresumes@sbgvtv.com Keli Wojciechowski	N	0
21	Eastern Illinois University 600 Lincoln Ave Charleston, Illinois 61920 Phone : 217-581-2412 Email : jwmarr@eiu.edu John Marr	Y	0
22	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0

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23	Employee Referral	N	6
24	Eureka College 300 E. College Ave Eureka, Illinois 61530 Phone : 309-467-6431 Url : http://www.eureka.edu/career-services Email : kbay@eureka.edu Fax : 1-309-467-6437 Kelly Bay	N	0
25	Facebook post	N	2
26	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
27	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
28	Greenville College 315 East College Ave Greenville, Illinois 62246 Phone : 618-664-6655 Url : http://www.greenville.edu Email : kelli.pryor@greenville.edu Kelli Pryor	N	0
29	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
30	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0

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31	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
32	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
33	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
34	Illinois Broadcasters Assoc. 300 N Pershing Ave Ste B Energy, Illinois 62933 Phone : 618-985-5555 Email : iba@ilba.org Fax : 1-618-988-9056 Erin Camfield	N	0
35	Illinois Center for Broadcasting 455 Eisenhower Ln Ste 200 Lombard, Illinois 60148 Url : http://www.beonair.com Email : dclark@beonair.com Don Clark	N	0
36	Illinois Central College One College Drive East Peoria, Illinois 61635 Phone : 309-694-5422 Url : http://www.icc.edu Career Services Manual Posting	N	0

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37	Illinois College 1101 West College Ave Jacksonville, Illinois 62650 Phone : 217-245-3000 Url : http://www.ic.edu Email : sdrake@ic.edu Susie Drake	N	0
38	Illinois News Broadcasters Assn 815 Long Road c/o WIUM-FM Glenview, Illinois 60025 Url : http://www.inba.net Email : borowmaq@aol.com Career Services	N	0
39	Indeed.com - Not Directly Contacted by SEU	N	6
40	Internet Ad-not directly contacted by SEU	N	3
41	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgvtv.com Broadbean Source	Y	0
42	Jewish Vocational Center 216 W. Jackson Blvd Chicago, Illinois 60606 Phone : 847-412-4300 Url : http://www.jvschicago.org Email : sallyyarberry@jvschicago.org Fax : 1-312-553-5544 Sally Yarberry	N	0
43	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
44	Kankakee Community College 100 College Drive Kankakee, Illinois 60901 Phone : 815-802-8575 Url : http://www.kcc.edu Email : careerservices@kcc.edu Takesha Dade	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
45	Kaskaskia College 27210 College Rd L109 Centralia, Illinois 62801 Phone : 618-545-3070 Url : http://www.kaskaskia.edu Email : lvahlkamp@kaskaskia.edu Laura Vahlkamp	N	0
46	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
47	KHQA.com 301 South 36th Street Quincy, Illinois 62301 Url : https://khqa.com/ Email : sbgresumes@sbgstv.com Kathy McCarty	N	0
48	Lincolnland Community College Placement Office Shephard Road Springfield, Illinois Phone : 217-786-2410 Email : wplc@llcc.edu Shawn Shures	N	0
49	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	11
50	MacMurray College 477 East College Avenue Jacksonville, Illinois 62650 Phone : 217-479-7141 Email : careerservices@mac.edu Anne Godman Prong 2 Ended Date: 11/16/2021	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
51	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
52	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
53	Millikin University 1184 W. Main St. Decatur, Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Career Center	N	0
54	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
55	NAACP PO Box 1524 Springfield, Illinois 62705 Phone : 217-836-4339 Url : http://www.naACP.org Email : thaley526@aol.com Teresa Haley	N	0
56	National Assoc of Hispanic Journalists 1000 National Press Building 529 14th St NW Washington, District of Columbia 20045 Url : http://www.nahj.org Email : nahj@nahj.org Career Services	N	0

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57	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Url : http://www.nhmc.org Email : info@nhmc.org Fax : 1-626-792-6051 Career Services	N	0
58	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Url : http://www.nsu.edu Email : cmcoleman@nsu.edu Chantell Coleman	N	0
59	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
60	Northern Illinois University 220 Campus Life Building Dekalb, Illinois 60115 Email : sbgresumes@sbgvtv.com Career Services	N	0
61	Purdue University 100 S. Grant St West Lafayette, Indiana 47907 Url : http://www.purdue.edu Email : sbgresumes@sbgvtv.com Sally Luzader	N	0
62	Rainbow Push Coalition 930 E. 50th St Chicago, Illinois 60615 Phone : 773-373-3366 Url : http://www.rainbowpush.org Marjorie McKinnon-Price Manual Posting	N	0

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63	Richland Community College 1 College Park Decatur, Illinois 62521 Phone : 217-875-7200 Url : http://www.richland.edu Career Services Manual Posting	N	0
64	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.com Career Page	N	10
65	Southern Illinois University-Carbondale 900 S. Normal Woody Hall, B204 Carbondale, Illinois 62901 Url : http://www.siu.edu Email : sbgresumes@sbg.com career services	Y	0
66	Southern Illinois University-Edwardsville Founders Hall Room 3126 Edwardsville, Illinois 62025 Phone : 618-650-5765 Url : http://www.siu.edu Email : careerdevelopment@siue.edu Katherine Carr	N	0
67	Specs Howard School of Broadcast Arts 1990 W. 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Url : http://www.specshoward.edu Email : nshiner@specshoward.edu Nancy Shiner	N	0
68	Springfield Urban League 100 N. 11th Street Springfield, Illinois 62703 Phone : 217-789-0830 Email : lbenichou@springfieldul.org Latrice Benichou	N	0

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69	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
70	Talent Zoo 1736 Defoor Place NW Atlanta, Georgia 30318 Url : http://www.talentedzoo.com Email : rookies@talentedzoo.com Career Services	N	0
71	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
72	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
73	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	3
74	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
75	University of Illinois - Springfield Career Services Bldg. F. Room 50 Springfield, Illinois Phone : 217-206-6508 Email : employerrelations@uis.edu Rosa Bryan	N	0

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76	University of Illinois Alumni Association 601 South Lincoln Ave Urbana, Illinois 61801 Url : http://www.uiiaa.org Email : sbgresumes@sbgstv.com career services	N	0
77	University of Illinois-Chicago 1200 W. Harrison St Chicago, Illinois 60607 Phone : 312-996-2300 Url : http://www.uic.edu Career Services Manual Posting	Y	0
78	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	N	0
79	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
80	Western Illinois University 1 University Circle Macomb, Illinois 61455 Url : http://www.wiu.edu Email : sbgresumes@sbgstv.com Sharon Evans	N	0
81	WICS/WICD/WICCU 2680 East Cook Street Springfield, Illinois 62703 Url : https://newschannel20.com/ Email : sbgresumes@sbgstv.com Emily Wellman	N	0
82	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
83	Word of Mouth Referral	N	4

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84	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
85	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:			53

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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	8/3/2021	Participation in Job Fairs	Paige Klein, HR Coordinator, and Daryl Heller, Local Sales Manager, represented WICS/WRSP/WICD/WCCU and sister station WSYX/WTTE/WWHO at the Greater Springfield Chamber Job Fair. They spoke to attendees about careers in broadcasting and sales within our stations and Sinclair Broadcast Group as well as the experience and soft skills required for those types of opportunities. Attendees were also provided with information on how to search for open positions and apply using the Sinclair Broadcast Group website.	2	HR Coordinator Local Sales Manager
2	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
3	2/11/2022	Participation in Job Fairs	The HR Coordinator and News Director represented WICS/WRSP/WICD/WCCU/WBUI and sister stations KHQA and KTVO at the Virtual Arts and Culture Fair sponsored by the University of Illinois institutions (Chicago, Urbana-Champaign, and Springfield). They met with potential candidates virtually to discuss their career interests and identify potential career opportunities within these stations and Sinclair as a company. Students were encouraged to continuously check the Sinclair Broadcast Group website for our various opportunities within the company.	3	HR Coordinator News Director News Director

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4	2/15/2022	Participation in Job Fairs	The HR Coordinator and News Director represented WICS/WRSP/WICD/WCCU/WBUI and sister stations KHQA and KTVO at the SIU Carbondale Job and Internship Fair. They reviewed resumes and met with attendees to discuss our current and future job openings at these stations. Those attendees were provided with a flyer of our current openings and information on how to apply using the Sinclair Broadcast Group website.	2	HR Coordinator News Director
5	2/24/2022	Participation in Job Fairs	Dena Blakely represented KRCG and WICS/WICD at the Central Methodist Virtual Career Expo. Dena met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. Dena spoke with students about 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 at sbgi.net/careers .	1	BM/HR Manager
6	2/24/2022	Participation in Job Fairs	HR Coordinator, Melissa Billington, represented KTVO, KHQA, and sister stations KRCG, KDNL, WICS/WRSP/WICD/WCCU/WBUI at the Truman State University Career Expo and Internship Fair on February 24, 2022. Melissa reviewed resumes and met with attendees virtually to discuss Sinclair Broadcast Group's current and future job openings at these stations and Corporate wide. Those who attended virtually were sent a PowerPoint presentation with Sinclair information, current job openings and how to apply on-line using the Sinclair Broadcast Group website.	1	HR Coordinator

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	3/3/2022	Participation in Job Fairs	Dena Blakely represented KRCG and WICS/WICD/WRSP/WCCU/WBUI at the Columbia College Virtual Career Expo. Dena met virtually with potential candidates and information them on future job openings across the company. Dena also spoke with students about 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 at sbgi.net/careers .	1	HR/BM Manager
8	3/3/2022	Participation in Job Fairs	Engineering and News Operations Manager, Lillian Bricker, represented KTVO, KHQA, and sister stations KRCG, KDNL, WICS/WRSP/WICD/WCCU/WBUI at the Culver-Stockton College Grad School and Career Fair on March 3, 2022. Lillian reviewed resumes and met with attendees in person to discuss Sinclair Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were able to see a PowerPoint presentation with Sinclair information, current job openings and how to apply on-line using the Sinclair Broadcast Group website.	1	Engineering/News Operations Manager
9	3/18/2022	Participation in Job Fairs	Shirlee Wolff and Dena Blakely represented KRCG and WBUI/WCCU/WICD/WICS/WRSP at the University of Missouri-St. Louis Virtual Career Expo. They met virtually with 13 potential candidates to information them on future job openings across the company. They also spoke with students about 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 at sbgi.net/careers .	2	BM/HR Manager Administrative Assistant

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	3/23/2022	Participation in Job Fairs	Dena Blakely represented all Sinclair Broadcast Group at the University of Central Missouri Spring 2022 Digital Media Virtual Job Fair. Dena met virtually with 5 potential candidates to information them on future job openings across the company. They also spoke with students about 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 at sbgi.net/careers .	1	BM/HR Manager
11	4/21/2022	Participation in Job Fairs	On April 21, 2022, Human Resources Coordinator, Melissa Billington attended the NEMO Spring Job Fair. Melissa spoke with the attendees and told them about job openings at KTVO, KHQA, KRCG, KDNL, WLUK/WCWF, WKRC/WSTR, WCHS/WVAH, WEYI/WSMH, WTOV, WVTV, WSYX/WTTE/WWHO, WKEF/WRGT. Melissa answered any questions that attendees had and informed them on how to apply.	1	Human Resources Coordinator
12	5/17/2022	Participation in Job Fairs	Dena Blakely represented KRCG and WBUI/WCCU/WICD/WICS/WRSP at the Callaway Chamber Job Fair. Dena met with potential candidates and gave them information on job openings at Sinclair Broadcast Group. Candidates who were interested in job opportunities were asked to apply through our Sinclair Website at sbgi.net/careers .	1	BM/HR Manager

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	5/23/2022	Provision of training to management	The Director of Talent Acquisition for the Company spoke on a panel at the Media Finance Focus conference in Tampa, FL. The topic was “Lessons in Leadership: How to Survive the Great Resignation”. She and two others on the panel spoke about how to attract and keep a diverse staff through a period of high turnover. As broadcasters we are required certain outreach initiatives to maintain licenses and now these steps are even more essential in attracting prospective employees. Topics discussed were marketing and utilizing broad outreach to diversify your candidate pool, compensation/ benefits, job postings, selling their opportunities, and learning about new changes to talent acquisition tricks.	2	Director, Talent Acquisition Regional Controller
14	7/18/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist and the 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 as well as 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	Sr Employment Specialist Employment Coordinator

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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	1-6, 8-10, 12-15, 19-23, 25-31, 33-39, 41-69, 71-74, 76-77	58
Weekend News Anchor	1-6, 8-10, 12-14, 19-23, 25-39, 41-69, 71-74, 76-77	58
Evening News Anchor	1-6, 8-10, 12-15, 19-23, 25-38, 41-69, 71-74, 76-77	58
News Assignment Editor	1-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 39, 41-62, 64-69, 71-74, 76-77	39
Newscast Director	1-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 41-62, 64-69, 71-77	75
Newscast Producer	1-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 39-62, 64-69, 71-74, 76-77	39
Newscast Producer	1-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 39-62, 64-69, 71-74, 76-77	40
Morning News Producer	1-10, 12-13, 15, 18-23, 25-31, 33-34, 36-37, 41-62, 64-67, 69-74, 76-77	18
News Photographer	1-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 41-62, 64-67, 69-74, 76-77	58
Sports Director	1-2, 4-5, 7-10, 12-13, 15, 17, 19-23, 25- 31, 33-34, 36-37, 41-62, 64-67, 69-74, 76-77	58
News Editor	1-2, 4-5, 7-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 41-62, 64-67, 69-74, 76- 77	58
Weekend Anchor/Reporter	1-2, 4-5, 7-15, 19-23, 25-38, 41-67, 69- 74, 76-77	11
Multimedia Journalist (MMJ)	1-2, 4-5, 7-10, 12-15, 19-23, 25-38, 41- 67, 69-77	75
Local Sales Manager	1-2, 4-5, 7-10, 12-13, 15-16, 19-23, 25- 31, 33-34, 36-37, 41-62, 64-67, 69-74, 76-77	16
News Photographer	1-2, 4-5, 7-10, 12-13, 15, 18-23, 25-31, 33-34, 36-37, 41-62, 64-67, 69-74, 76- 77	18
News Photographer	1-2, 4-5, 7-10, 12-13, 15, 18-23, 25-31, 33-34, 36-37, 41-62, 64-67, 69-74, 76- 77	58

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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
Master Control Operator	1-2, 4-5, 7-10, 12-13, 15, 19-31, 33-34, 36-37, 39, 41-62, 64-67, 69-74, 76-77	24
Master Control Operator	1-2, 4-5, 7-10, 12-13, 15, 19-31, 33-34, 36-37, 39, 41-62, 64-67, 69-74, 76-77	73
Multimedia Journalist (MMJ)	1-2, 4-5, 7-10, 12-15, 19-23, 25-38, 41-67, 69-74, 76-77	45
Newscast Director	1-2, 4-5, 7-10, 12-13, 15, 18-31, 33-34, 36-37, 41-45, 47-62, 64-67, 69-74, 76-77	24
Newscast Director	1-2, 4-5, 7-10, 12-13, 15, 18-31, 33-34, 36-37, 41-45, 47-62, 64-67, 69-74, 76-77	18
Sports Anchor/Reporter	1-2, 4-5, 7-10, 12-15, 19-23, 25-38, 41-45, 47-67, 69-74, 76-77	58
VP, General Manager	1-2, 4-5, 7-10, 12-13, 15-17, 19-31, 33-34, 36-37, 41-45, 47-62, 64-67, 69-74, 76-77	16
Newscast Producer	1-2, 4-5, 7-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 39, 41-45, 47-62, 64-67, 69-74, 76-77	39
Digital Sales Coordinator	1-2, 4-5, 7-8, 10, 12-13, 15, 19-31, 33-34, 36-37, 41-45, 47-62, 64-67, 69-74, 76-77	24
News Photographer	1-2, 4-5, 7-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 39, 41-45, 47-62, 64-67, 69-74, 76-77	45
News Photographer	1-2, 4-5, 7-10, 12-13, 15, 19-23, 25-31, 33-34, 36-37, 39, 41-45, 47-62, 64-67, 69-74, 76-77	39
Multimedia Journalist (MMJ)	1-2, 4-5, 7-10, 12-15, 19-23, 25-38, 41-45, 47-67, 69-74, 76-77	58

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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	602 Communications 6839 Charter Hills Rd Charlotte, North Carolina 28277 Phone : 704-543-1426 Url : http://www.602communications.com Email : gnewell@602communications.com Graeme Newell	N	0
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
3	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : kbordell@asu.edu Karen Bordeleau	Y	0
5	Augustana College 639 38th St Rock Island, Illinois 61201 Phone : 309-794-7339 Url : http://www.augustana.edu Email : lisalater@augustana.edu Lisa Slater	N	1
6	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.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
7	BeOnAir National Broadcast and Multimedia School 7955 NW 12 Street Champaign-Springfield, Illinois Email : lleciejewski@beonair.com Lynda Leciejewski	Y	0
8	Bradley University Smith Career Center Burgess Hall Peoria, Illinois 61625 Phone : 309-677-2510 Url : http://www.bradley.edu Email : sbgresumes@sbgstv.com Janet Pesek	N	0
9	California Chicano News Media 725 W Arizona Ave, Ste 206 Santa Monica, California 90401 Phone : 213-821-0075 Url : http://www.ccnma.org Email : ccnmainfo@ccnma.org Sylvia Wells	N	0
10	Capital Area Career Center 2201 Toronto Road Springfield, Illinois 62707 Phone : (217)529-5431 X 126 Email : rferriell@caccschool.org Robert Ferriell	N	0
11	Career Fair	N	1
12	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
13	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	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
14	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
15	Columbia Journalism School 207 Journalism MC 3801 New York, New York 10027 Phone : 212-854-4422 Url : http://www.columbia.edu Email : gb2219@columbia.edu Gina Boubion	Y	0
16	Corporate Recruiter	N	4
17	Current Employee	N	4
18	Current Employee/Internal Promotion	N	3
19	Danville Area Comm College 2000 E. Main St Danville, Illinois 61832 Phone : 217-443-8753 Url : http://www.dacc.edu Email : joborder@dacc.edu Nancy Boesdorfer	N	0
20	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgvtv.com Rob Steward	N	0
21	Dominican University 7900 W. Division Lewis 216 River Forest, Illinois 60305 Url : http://www.dom.edu Email : sbgresumes@sbgvtv.com Keli Wojciechowski	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
22	Eastern Illinois University 600 Lincoln Ave Charleston, Illinois 61920 Phone : 217-581-2412 Email : jwmarr@eiu.edu John Marr	Y	0
23	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
24	Employee Referral	N	6
25	Eureka College 300 E. College Ave Eureka, Illinois 61530 Phone : 309-467-6431 Url : http://www.eureka.edu/career-services Email : dspeiser@eureka.edu Fax : 1-309-467-6437 David Speiser	N	0
26	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
27	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
28	Greenville College 315 East College Ave Greenville, Illinois 62246 Phone : 618-664-6655 Url : http://www.greenville.edu Email : kelli.pryor@greenville.edu Kelli Pryor	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
29	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
30	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
31	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
32	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
33	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
34	Illinois Broadcasters Assoc. 300 N Pershing Ave Ste B Energy, Illinois 62933 Phone : 618-985-5555 Email : iba@ilba.org Fax : 1-618-988-9056 Erin Camfield	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
35	Illinois Center for Broadcasting 455 Eisenhower Ln Ste 200 Lombard, Illinois 60148 Url : http://www.beonair.com Email : dclark@beonair.com Don Clark	N	0
36	Illinois Central College One College Drive East Peoria, Illinois 61635 Phone : 309-694-5422 Url : http://www.icc.edu Career Services Manual Posting	N	0
37	Illinois College 1101 West College Ave Jacksonville, Illinois 62650 Phone : 217-245-3000 Url : http://www.ic.edu Email : sdrake@ic.edu Susie Drake	N	0
38	Illinois News Broadcasters Assn 815 Long Road c/o WIUM-FM Glenview, Illinois 60025 Url : http://www.inba.net Email : borowmaq@aol.com Career Services	N	0
39	Indeed.com - Not Directly Contacted by SEU	N	7
40	Internet Ad-not directly contacted by SEU	N	1
41	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
42	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
44	Lincolnland Community College Placement Office Shephard Road Springfield, Illinois Phone : 217-786-2410 Email : wplc@llcc.edu Shawn Shures	N	0
45	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgvtv.com Account Manager	N	6
46	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 Prong 2 Ended Date: 11/21/2022	N	0
47	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
48	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgvtv.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
49	NAACP PO Box 1524 Springfield, Illinois 62705 Phone : 217-836-4339 Url : http://www.naacp.org Email : thaley526@aol.com Teresa Haley	N	0
50	National Assoc of Hispanic Journalists 1000 National Press Building 529 14th St NW Washington, District of Columbia 20045 Url : http://www.nahj.org Email : nahj@nahj.org Career Services	N	0
51	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Url : http://www.nhmc.org Email : info@nhmc.org Fax : 1-626-792-6051 Career Services	N	0
52	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Url : http://www.nsu.edu Email : cmcoleman@nsu.edu Chantell Coleman	N	0
53	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
54	Northern Illinois University 220 Campus Life Building DeKalb, Illinois 60115 Email : sbgresumes@sbgstv.com Career Services	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
55	Purdue University 100 S. Grant St West Lafayette, Indiana 47907 Url : http://www.purdue.edu Email : sbgresumes@sbgstv.com Sally Luzader	N	0
56	Rainbow Push Coalition 930 E. 50th St Chicago, Illinois 60615 Phone : 773-373-3366 Url : http://www.rainbowpush.org Marjorie McKinnon-Price Manual Posting	N	0
57	Richland Community College 1 College Park Decatur, Illinois 62521 Phone : 217-875-7200 Url : http://www.richland.edu Career Services Manual Posting	N	0
58	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page	N	16
59	Southern Illinois University-Carbondale 900 S. Normal Woody Hall, B204 Carbondale, Illinois 62901 Url : http://www.siu.edu Email : sbgresumes@sbgstv.com career services	Y	0
60	Southern Illinois University-Edwardsville Founders Hall Room 3126 Edwardsville, Illinois 62025 Phone : 618-650-3656 Url : http://www.siu.edu Email : careerdevelopment@siue.edu Susan Feiber	N	0

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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
61	Specs Howard School of Broadcast Arts 1990 W. 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Url : http://www.specshoward.edu Email : nshiner@specshoward.edu Nancy Shiner	N	0
62	Springfield Urban League 100 N. 11th Street Springfield, Illinois 62703 Phone : 217-789-0830 Email : cbacon@springfieldul.org Cassandra Bacon	N	0
63	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
64	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
65	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
66	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1

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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
67	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
68	University of Illinois - Springfield Career Services Bldg. F. Room 50 Springfield, Illinois Phone : 217-206-6508 Email : employerrelations@uis.edu Rosa Bryan	N	0
69	University of Illinois-Chicago 1200 W. Harrison St Chicago, Illinois 60607 Phone : 312-996-2300 Url : http://www.uic.edu Career Services Manual Posting	Y	0
70	University of Illinois-Springfield One University Plaza Springfield, Illinois 62703 Phone : 217-206-6508 Url : http://www.uis.edu Doug Brackney Manual Posting	N	0
71	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
72	Western Illinois University 1 University Circle Macomb, Illinois 61455 Url : http://www.wiu.edu Email : sbgresumes@sbgvtv.com Sharon Evans	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
73	WICS/WICD/WRSP/WCCU/WBUI 2680 East Cook Street Springfield, Illinois 62703 Phone : 217-351-8502 Url : https://newschannel20.com/ Email : sbgresumes@sbgstv.com Paige Klein	N	1
74	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
75	Word of Mouth Referral	N	2
76	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
77	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:			53

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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	8/3/2022	Participation in Job Fairs	Sinclair's SVP of News, News Recruiter, several News Managers and News employees represented all Sinclair News stations at the 2022 NABJ convention/career expo. They met with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who met with Sinclair during the career fair were followed up with and interviews were set up where applicable.	3	News Recruiter Group News Director SVP of News
2	9/29/2022	Participation in Job Fairs	HR Coordinator, Melissa Billington, represented KTVO, KHQA, and sister stations KRCG, WICS/WRSP/WICD/WCCU/WBUI at the Truman State University Career Expo and Internship Fair on Thursday September 29, 2022. Melissa reviewed resumes and met with attendees on campus to discuss Sinclair Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were given handouts about current job openings and how to apply on-line for jobs and internships using the Sinclair Broadcast Group website.	1	HR Coordinator
3	10/21/2022	Participation in Job Fairs	The HR Coordinator represented WICS/WRSP/WICD/WCCU/WBUI and sister stations KHQA and KTVO at Columbia College Chicago's virtual Careers in Communication Expo. She spoke to the students about their career interests and types of career paths in broadcast media, including current and future job openings at these stations. The attendees were provided with instructions to apply using the Sinclair Broadcast Group website and connect on LinkedIn for more information and job updates on Sinclair.	1	HR Coordinator

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	2/23/2023	Participation in Job Fairs	HR Coordinator, Melissa Billington, represented KTVO, KHQA, and sister stations WICS/WRSP at the Truman State University Career Expo and Internship Fair on Thursday February 23, 2023. Melissa reviewed resumes and met with attendees on campus to discuss Sinclair Broadcast Groups current and future job openings at these stations and Corporate wide. Those who attended were given handouts about current job openings and how to apply on-line for jobs and internships using the Sinclair Broadcast Group website.	1	HR Coordinator
5	3/29/2023	Participation in Job Fairs	The HR Coordinator and News Director represented WICS/WRSP/WICD/WCCU/WBUI and sister stations KHQA and KTVO at the Media Internship and Job Fair at Eastern Illinois University. They met with potential candidates to discuss their career interests and identify potential career opportunities within these stations and Sinclair as a company. Students were encouraged to apply to the stations' opportunities and continuously check the Sinclair website for more information on our various opportunities within the company. Students were also encouraged to reach out to our News Director for interest in job shadowing or internship opportunities.	2	News Director HR Coordinator
6	7/12/2023	Participation in Job Fairs	Sinclair's News Talent Manager and Corporate News Recruiter represented all Sinclair News stations at the 2023 NAHJ convention/career expo. They met with potential candidates and reviewed resumes and reels for current and future job openings across the company. All candidates who met with Sinclair during the career fair are followed up with and interviews are set up where applicable.	2	Recruiter News Talent Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	7/19/2023	Participation in Job Fairs	Sinclair's Corporate Recruiter and AVP, Digital Publishing represented all Sinclair News stations at the 2023 AAJA convention/career expo. They met with potential candidates and discussed current and future job openings across the company. All candidates who met with Sinclair during the career fair will be followed up with and interviews will be set up where appl	2	Recruiter AVP of Digital Publishing