

Exhibit 1

KATV
EEO PUBLIC FILE REPORT
February 1, 2021 - January 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
News Anchor - Reporter (Weekends)	1-3, 6-7, 9-17, 20, 23-24, 26-27, 29-33, 35-39, 41-42	1
Studio Crew Technician	2-3, 5, 8-11, 13-14, 16, 20-27, 29, 31- 32, 34-42	22
Regional Sales Assistant	2-5, 8, 10-11, 13-14, 16, 20-21, 23-27, 29, 31-32, 34-42	32
News Producer	2-3, 5, 8, 10-11, 13-14, 16, 20-21, 23- 27, 29, 31-32, 34-39, 41-42	37
Broadcast IT Engineer	2-5, 7-8, 10-11, 13-14, 16, 18, 20-21, 23-27, 29, 31-32, 34-42	7
News Producer / Editor	2-5, 8-11, 13-14, 16, 20-21, 23-27, 29, 31-32, 34-38, 40-42	9
Master Control Operator	2-5, 8-11, 13-14, 16, 20-27, 29, 31-32, 34-38, 40-42	32
News Editor	2-6, 8, 10-11, 13-14, 16, 19-21, 23-27, 29, 31-38, 41-42	32
Digital Content Manager	2-5, 7-11, 13-14, 16, 20-21, 23-27, 29, 31-32, 34-38, 40-42	9
Digital Sales Manager	2-5, 8-11, 13-14, 16, 18, 20-21, 23-27, 29, 31-32, 34-38, 40-42	23
News Director	2-6, 8-11, 13-14, 16, 20-21, 23-27, 29, 31-38, 40-42	32
Digital Content Producer	2-5, 8-11, 13-14, 16, 20-21, 23-29, 31- 32, 34-38, 40-42	9
General Assignment Reporter	2-6, 8-11, 13-14, 16, 20-21, 23-29, 31- 38, 40-42	32
General Assignment Reporter	2-6, 8-11, 13-14, 16, 20-21, 23-29, 31- 38, 40-42	9

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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	Agency Referral	N	2
2	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
3	Arkansas Broadcasters Association 2024 Arkansas Valley Dr. Ste. 403 Little Rock, Arkansas 72212 Phone : 501-227-7564 Url : http://www.arkbroadcasters.org/ark Email : timothy@arkbroadcasters.org Timothy Fisher	Y	0
4	Arkansas State University PO Box 600 State University, Arkansas 72467 Url : www.astate.edu Career Services Manual Posting	N	0
5	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
6	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
7	Current Employee	N	3
8	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
9	Employee Referral	N	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Fullerton College 321 E. Chapman Avenue Fullerton, California 92832 Phone : 714-992-7121 Url : http://www.fullcoll.edu Email : jcirrito@fullcoll.edu Janine Cirrito	N	0
11	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
12	Harding University Dept. of Communications Box 10765 Searcy, Arkansas 72149 Phone : 501-279-4638 Url : http://www.harding.edu Email : communication@harding.edu Dr. Michael James	N	0
13	Harding University PO Box 10765 Searcy, Arkansas 72149 Phone : 501-279-4040 Url : http://www.harding.edu Email : gblackstone@harding.edu Ginger Blackstone	Y	0
14	Hendrix College Career Services 1600 Washington Aveune Conway, Arkansas 72032 Phone : 501-450-1440 Url : http://www.hendrix.edu Email : careerservices@hendrix.edu Leigh Lassiter-Counts	N	0
15	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
17	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
18	Indeed.com - Not Directly Contacted by SEU	N	3
19	Internet Ad-not directly contacted by SEU	N	1
20	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
21	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
22	KATV.com 401 Main Street Little Rock, Arkansas 72201 Phone : 501-324-7590 Url : www.katv.com Lisa Richey	N	2
23	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	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
25	Metropolitan Career Technical School 7701 Scott Hamilton Drive Little Rock, Arkansas 72209 Phone : 501-447-1390 Url : http://www.metrocareertech.org Fax : 1-501-447-1201 Brenda Allen	N	0
26	National Television Academy 1001 Highlands Plaza Dr. W Ste. 320 St. Louis, Missouri 63110 Phone : 314-647-3669 Url : http://emmyonline.org Email : maggie@emmymid-america.org Maggie Eubanks	N	0
27	Philander Smith College Center fo Student Services 900 W. Daisy L. Gaston Bates Dr. Little Rock, Arkansas 72202 Phone : 501-975-6050 Url : http://www.philander.edu Email : rlovelace@philander.edu Rhonda Lovelace	N	0
28	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0
29	Randolph Women's College 2500 Rivermont Ave. Lynchburg, Virginia 23464 Phone : 434-947-8116 Url : http://www.randolphcollege.edu Email : stucker@randolphcollege.edu Sonja Tucker	N	0
30	Recruiter	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Shorter College 604 Locust Street No. Little Rock, Arkansas 72114 Phone : 501-374-6305 Url : http://www.shortercollege.edu Email : info@shortercollege.edu Fax : 1-501-374-9333 Lawrence Ibekwe	N	0
32	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.com Career Page	N	12
33	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
34	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbg.com Andrea Siegle	N	0
35	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
36	U of Arkansas - Little Rock/ School of Mass Communications 2801 S. University Stabler Hall 705 Little Rock, Arkansas 72204 Phone : 501-569-3250 Url : http://www.ualr.edu Email : kljones3@ualr.edu Karin Jones	N	0

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37	University of Arkansas Department of Journalism 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-575-6307 Email : lfoley@uark.edu Larry Foley	N	3
38	University of the Ozarks 415 N. College Avenue Clarksville, Arkansas 72830 Phone : 479-979-1450 Url : http://www.ozarks.edu Email : sedens@ozarks.edu Susan Edens	Y	0
39	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	N	0
40	Watershed Family Resource Center 3701 Springer Blvd. Little Rock, Arkansas 72206 Phone : 501-378-0176 Fax : 1-501-378-0432 Fred Hokes	N	0
41	Workforce Center at Little Rock 5401 S University Little Rock, Arkansas 72209 Phone : 501-682-0228 Url : https://www.arjoblink.arkansas.gov/ada/r/offices/9 Email : Dollie.Fountain@arkansas.gov Fax : 1-501-537-0729 Dollie Fountain	N	0
42	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:			39

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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	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	Employment Coordinator
2	4/16/2021	Participation in events or programs sponsored by educational institutions	On April 16, 2021, James Bryant, Meteorologist, spoke to Vilonia Primary School students. He talked to the students about his job and how to become a Meteorologist. He talked about severe weather in Arkansas and gave tips on how to be safe. He discussed how to forecast the weather. He answered questions from the students.	1	Meteorologist

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3	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
4	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

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5	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	Employment Specialist News Talent Manager Director News Training
6	10/6/2021	Participation in Job Fairs	On October 6, 2021, Lisa Richey, HR Manager attended the virtual Career Fair at the University of Arkansas at Pine Bluff from 2:00 to 5:00 pm. This career fair was an opportunity for students from UAPB to discuss employment opportunities with businesses. Lisa met with 11 students and discussed KATV open positions and the KATV Internship program. These students were given information how to apply for jobs and internships.	1	HR Manager
7	10/19/2021	Participation in events or programs sponsored by educational institutions	On October 19, 2021, James Bryant, Meteorologist, spoke to Marshall High School students. He talked to the students about his job and how to become a Meteorologist. He talked about severe weather in Arkansas and gave tips on how to be safe. He discussed how to forecast the weather. He answered questions from the students.	1	Meteorologist
8	10/19/2021	Participation in events or programs sponsored by educational institutions	On October 19, 2021, James Bryant, Meteorologist, spoke to Clinton High School students. He talked to the students about his job and how to become a Meteorologist. He talked about severe weather in Arkansas and gave tips on how to be safe. He discussed how to forecast the weather. He answered questions from the students.	1	Meteorologist

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9	10/26/2021	Participation in events or programs sponsored by educational institutions	On October 26 2021, James Bryant, Meteorologist, spoke to Star City High School students. He talked to the students about his job and how to become a Meteorologist. He talked about severe weather in Arkansas and gave tips on how to be safe. He discussed how to forecast the weather. He answered questions from the students.	1	Meteorologist
10	11/3/2021	Provision of training to management	KATV Leadership Team and HR Manager participated in a NAB Virtual Diversity Symposium. The was a four-hour program covering strategies for developing and fostering corporate diversity, equity and inclusion in the media industry with panel discussion from Chief Diversity Officers of broadcast companies and current diverse leader within the industry.	5	VP/ General Manager Director of Sales Business Manager Promotions Manager
11	11/3/2021	Participation in Job Fairs	On November 3, 2021, Kenny Reynolds, Managing Editor, attended the Fall Career fair at the University of Central Arkansas from 9:00 am to 12:00 pm. This career fair was an opportunity for students to meet with perspective employers. Information regarding KATV's internship program and current job openings were discussed with students that stopped at the KATV booth.	1	Managing Editor
12	11/16/2021	Participation in events or programs sponsored by educational institutions	On November 16, 2021, Steve Sullivan, KATV Sports Director, spoke to the Sports Broadcasting class at Harding University. He spoke to the students about his job and how to have a career in broadcasting. He shared stories and how he has grown as a sports broadcaster throughout his long career. Steve talked about having a passion for your work and striving to be better at your craft each and every day.	1	Sports Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	1/27/2022	Provision of training to management	On January 27, 2022, KATV's Leadership managers and mid-managers attended a 2 hour Managing Performance and Expectations virtual Dale Carnegie Leadership training class. The objective of this class was to become better leaders and build relationships. There were 14 managers in attendance.	14	VP/ General Manager Director of Sales Business Manager Promotions Manager

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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
Promotions Producer	2-4, 6, 11, 13-15, 17-18, 20, 22-23, 25-33, 35-38, 41-42, 44-45	33
General Assignment Reporter	2-4, 6-7, 11-15, 17-18, 22-23, 25-38, 41-45	43
News Assignment Editor	2-4, 6-7, 10-11, 13-15, 17-18, 22-23, 25-38, 41, 44-45	10
Assistant Chief Engineer	2-4, 6, 9, 11, 13-15, 17-18, 22-23, 25-33, 35-38, 41-42, 44-45	25
News Editor	2-4, 6, 11-15, 17-18, 20, 22-23, 25-33, 35-38, 41-42, 44-45	12
News Photographer	2-4, 6-7, 10-11, 13-15, 17-18, 20, 22-23, 25-38, 41-42, 44-45	10
News Photographer	2-4, 6-7, 10-11, 13-15, 17-18, 20, 22-23, 25-38, 41-42, 44-45	20
News Photographer	2-4, 6-7, 10-11, 13-15, 17-18, 20, 22-23, 25-38, 41-42, 44-45	20
Digital Content Producer	2-4, 6, 11, 13-15, 17-18, 20, 22-23, 25-33, 35-38, 41-45	20
Digital Content Producer	2-4, 6, 11, 13-15, 17-18, 20, 22-23, 25-33, 35-38, 41-45	20
News Producer	2-4, 6-7, 11, 13-15, 17-18, 20, 22-23, 25-38, 40-45	40
News Producer	2-4, 6-7, 11, 13-15, 17-18, 20, 22-23, 25-38, 40-45	20
News Producer	2-4, 6-7, 11, 13-15, 17-18, 20, 22-23, 25-38, 40-45	43
Marketing Associate	2-4, 6, 11-18, 20, 22-23, 25-33, 35-38, 41-42, 44-45	20
Marketing Associate	2-4, 6, 11-18, 20, 22-23, 25-33, 35-38, 41-42, 44-45	12
National Sales Assistant	2-4, 6, 11-18, 22-23, 25-33, 35-38, 41, 44-45	12
Marketing Consultant	2-4, 6, 8, 11-18, 20, 22-23, 25-33, 35-38, 41-42, 44-45	12
News Anchor	1-7, 9, 11-20, 22-23, 25-38, 40-42, 44-45	5
Broadcast IT Engineer	2-4, 6, 9, 11-18, 20, 22-23, 25-33, 35-38, 41, 44-45	20
Newscast Director	2-4, 6, 9-18, 22-23, 25-33, 35-45	12
Newscast Director	2-4, 6, 9-18, 22-23, 25-33, 35-45	43

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Newscast Director	2-4, 6, 9-18, 22-23, 25-33, 35-45	10
Executive Producer	2-4, 6, 11, 13-18, 21-23, 25-33, 35-42, 44-45	21
News Reporter / Producer	2-4, 6, 11, 13-18, 22-33, 35-45	24
Marketing Consultant	2-4, 6, 11, 13-18, 20, 22-23, 25-33, 35- 42, 44-45	25
Weekend Sports Anchor / Reporter	2-4, 6-7, 11, 14-19, 22-23, 25-42, 44-45	15
MMJ / Digital Content Producer	2-4, 6-7, 11, 13-20, 22-23, 25-42, 44-45	20
Lifestyle Photographer/Editor	2-4, 6, 11, 13-18, 20, 22-23, 25-33, 35- 42, 44-45	20

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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	Agency Referral	N	1
2	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
3	Arkansas Broadcasters Association 2024 Arkansas Valley Dr. Ste. 403 Little Rock, Arkansas 72212 Phone : 501-227-7564 Url : http://www.arkbroadcasters.org/ark Email : mail@arkbroadcasters.org Timothy Fisher	Y	0
4	Arkansas State University PO Box 600 State University, Arkansas 72467 Url : www.astate.edu Career Services Manual Posting	N	0
5	Career Fair	N	1
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	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	Corporate Recruiter	N	1
9	Current Employee	N	5
10	Current Employee/Internal Promotion	N	3

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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	Employee Referral	N	14
13	Fullerton College 321 E. Chapman Avenue Fullerton, California 92832 Phone : 714-732-5530 Url : http://www.fullcoll.edu Email : jcirrito@fullcoll.edu Janine Cirrito	N	0
14	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
15	Harding University PO Box 10765 Searcy, Arkansas 72149 Phone : 501-279-4040 Url : http://www.harding.edu Email : gblackstone@harding.edu Ginger Blackstone	Y	2
16	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
17	Hendrix College Career Services 1600 Washington Aveune Conway, Arkansas 72032 Phone : 501-450-1440 Url : http://www.hendrix.edu Email : careerservices@hendrix.edu Leigh Lassiter-Counts	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
18	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
19	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
20	Indeed.com - Not Directly Contacted by SEU	N	18
21	Internet Ad-not directly contacted by SEU	N	1
22	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
23	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
24	KATV.com 401 Main Street Little Rock, Arkansas 72201 Phone : 501-324-7590 Url : www.katv.com Lisa Richey	N	1
25	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	12

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 Prong 2 Ended Date: 11/21/2022	N	0
27	Metropolitan Career Technical School 7701 Scott Hamilton Drive Little Rock, Arkansas 72209 Phone : 501-447-1390 Url : http://www.metrocareertech.org Fax : 1-501-447-1201 Brenda Allen	N	0
28	National Television Academy 1001 Highlands Plaza Dr. W Ste. 320 St. Louis, Missouri 63110 Phone : 314-647-3669 Url : http://emmyonline.org Email : maggie@emmymid-america.org Maggie Eubanks	N	0
29	Philander Smith College Center fo Student Services 900 W. Daisy L. Gaston Bates Dr. Little Rock, Arkansas 72202 Phone : 501-975-6050 Url : http://www.philander.edu Email : rlovelace@philander.edu Rhonda Lovelace	N	0
30	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	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
31	Randolph Women's College 2500 Rivermont Ave. Lynchburg, Virginia 23464 Phone : 434-947-8116 Url : http://www.randolphcollege.edu Email : stucker@randolphcollege.edu Sonja Tucker	N	0
32	Shorter College 604 Locust Street No. Little Rock, Arkansas 72114 Phone : 501-374-6305 Url : http://www.shortercollege.edu Email : info@shortercollege.edu Fax : 1-501-374-9333 Lawrence Ibekwe	N	0
33	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.com Career Page	N	12
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	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbg.com Andrea Siegle	N	0
36	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	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
37	U of Arkansas - Little Rock/ School of Mass Communications 2801 S. University Stabler Hall 705 Little Rock, Arkansas 72204 Phone : 501-569-3250 Url : http://www.ualr.edu Email : kljones3@ualr.edu Karin Jones	N	0
38	University of Arkansas Department of Journalism 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-575-6307 Email : lfoley@uark.edu Larry Foley	N	2
39	University of Central Arkansas Career Services 201 Donaghey Ave. Bernard Hall Room 311 Conway, Arkansas 72035 Phone : 501-450-3250 Teresa Murphy Manual Posting	N	0
40	University of Central Arkansas School of Communications 201 Donaghey Ave. Win Thompson Hall 308 Conway, Arkansas 72035 Phone : 5014503232 Email : communication@uca.edu Dr. Donna Stephens	N	2
41	University of the Ozarks 415 N. College Avenue Clarksville, Arkansas 72830 Phone : 479-979-1450 Url : http://www.ozarks.edu Email : sedens@ozarks.edu Susan Edens	Y	1
42	Watershed Family Resource Center 3701 Springer Blvd. Little Rock, Arkansas 72206 Phone : 501-378-0176 Email : fhgetjobs36@yahoo.com Fred Hokes	N	0
43	Word of Mouth Referral	N	5

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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
44	Workforce Center at Little Rock 5401 S University Little Rock, Arkansas 72209 Phone : 501-682-0228 Url : https://www.arjoblink.arkansas.gov/ada/r/offices/9 Email : Dollie.Fountain@arkansas.gov Fax : 1-501-537-0729 Dollie Fountain	N	0
45	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:			81

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/16/2022	Participation in events or programs sponsored by educational institutions	On February 16, 2022, James Bryant, Meteorologist, spoke to Fountain Lake Elementary students. He talked to the students about his job and how to become a Meteorologist. He talked about severe weather in Arkansas and gave tips on how to be safe. He discussed how to forecast the weather. He answered questions from the students.	1	Meteorologist
2	3/3/2022	Participation in events or programs sponsored by educational institutions	On March 3, 2022, James Bryant, Meteorologist, spoke to Marvell Academy 6th and 8th grade Science students. He talked to the students about his job and how to become a Meteorologist. He talked about severe weather in Arkansas and gave tips on how to be safe. He discussed how to forecast the weather. He answered questions from the students.	1	Meteorologist
3	4/5/2022	Participation in events or programs sponsored by educational institutions	On April 5, 2022, James Bryant, Meteorologist, spoke to Arkansas State University Three Rivers Criminal Justice Career Center students. He talked to the students about his job and how to become a Meteorologist. He talked about severe weather in Arkansas and gave tips on how to be safe. He discussed how to forecast the weather. He answered questions from the students.	1	Meteorologist
4	4/7/2022	Participation in events or programs sponsored by educational institutions	On April 7, 2022, James Bryant, Meteorologist, spoke to Woodlawn Elementary students. He talked to the students about his job and how to become a Meteorologist. He talked about severe weather in Arkansas and gave tips on how to be safe. He discussed how to forecast the weather. He answered questions from the students.	1	Meteorologist

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	4/26/2022	Provision of training to management	On April 26, 2022, Kristen Belue, Assignment Manager and Marcus McDonald, Chief Photographer, attended a Dale Carnegie Leadership training class, "Leadership Training for Results". The objective of this class was to become better leaders and build relationships.	2	Assignment Editor Chief Photographer
6	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

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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	6/1/2022	Establishment of an intern program designed to assist members of the community	KATV has an established internship program that is designed to broaden educational development of those studying for careers in broadcasting as well as assisting members of community to acquire skills needed for broadcast employment. Each intern applicant must be enrolled in an accredited college or university. The applicant must be majoring in communications or journalism. During these internships, the students have the opportunity to observe and be a part of a working television newsroom. After COVID, we were able to resume our internship program beginning with the Summer 2022 semester. We had a total of four (4) interns for the Summer 2022 semester and one (1) for the Fall 2022 semester. These interns were from University of Central Arkansas, University of Arkansas at Pine Bluff and Harding University.	1	Managing Editor
8	6/18/2022	Participation in scholarship programs	The Miss Arkansas Pageant was held in Little Rock, Arkansas on June 18, 2022. KATV awarded a \$1700 scholarship for a contestant seeking a career in broadcast journalism.	1	VP/ General 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
9	7/19/2022	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
10	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
11	11/17/2022	Participation in events or programs sponsored by educational institutions	On November 17, 2022, James Bryant, Meteorologist, spoke to Julia Lee Moore Elementary students. He talked to the students about his job and how to become a Meteorologist. He talked about severe weather in Arkansas and gave tips on how to be safe. He discussed how to forecast the weather. He answered questions from the students.	1	Meteorologist

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	1/17/2023	Provision of training to management	On January 17, 2023, KATV's leadership managers and mid-managers attended a 4 1/2 hour "Build Trust Credibility and Respect" Dale Carnegie training. The goal of the training was to learn how to create, innovate and lead to create an enviable work environment where employees thrive and productivity flourishes. There were 16 managers in attendance.	16	VP/ General Manager News Director Business Manager Promotions Manager