

# **Exhibit 3**

**From:** Portland,OR

Page 1/3

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
1	11/12/2019	Participation in events or programs sponsored by educational institutions	2	[REDACTED]	No No	.25
<b>Description:</b> Had a group of 8 kids from Arco Iris Spanish Immersion School and 4 adults come to the station and watch the KUNP newscast. We discussed how the weather projects on the green screen, how the show gets onto TV, how the control room works, how the reporters get their stories and how the cameras work. We took a photo of all the kids and answered any questions they might have had during the show.						
<b>Scope of Participation:</b> Had a group of 8 kids from Arco Iris Spanish Immersion School and 4 adults come to the station and watch the KUNP newscast. We discussed how the weather projects on the green screen, how the show gets onto TV, how the control room works, how the reporters get their stories and how the cameras work. We took a photo of all the kids and answered any questions they might have had during the show.						
2	12/10/2019	Participation in events or programs sponsored by educational institutions	1	[REDACTED]	No	.25
<b>Description:</b> Mary visited Holcomb Elementary in Oregon City on Tuesday, December 10, 2019. There she gave a PowerPoint presentation of my own design to three separate 3rd grade classes. They are currently studying weather. I was able to introduce and reinforce the following concepts with them. 1: Why it's important to know what the weather forecast is. 2: What makes the weather. (The sun.) 3: Atmospheric Circulation and The Water Cycle. 4: Briefly High and Low pressure and types of fronts. 5: What I have to study to be a meteorologist; how much schooling and what types of classes went into my degree. 6: What I do on a daily basis to create and present the forecast w/ some video examples. 7: Answered a list of questions the students had on types of weather, weather phenomenon, etc.						
<b>Scope of Participation:</b> Mary visited Holcomb Elementary in Oregon City on Tuesday, December 10, 2019. There she gave a PowerPoint presentation of my own design to three separate 3rd grade classes. They are currently studying weather. I was able to introduce and reinforce the following concepts with them. 1: Why it's important to know what the weather forecast is. 2: What makes the weather. (The sun.) 3: Atmospheric Circulation and The Water Cycle.						

**Outreach Initiatives Details**

From: Portland,OR

Date 3/31/2022

Page 2/3

**Outreach Initiatives Details between 10/1/2019 to 10/1/2020**

SLNo.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
		4: Briefly High and Low pressure and types of fronts. 5: What I have to study to be a meteorologist; how much schooling and what types of classes went into my degree. 6: What I do on a daily basis to create and present the forecast w/ some video examples. 7: Answered a list of questions the students had on types of weather, weather phenomenon, etc.				
3	01/14/2020	Participation in scholarship programs	0			1.00

**Description:**

The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education. If you are a college sophomore or junior, majoring in any area of study but pursuing a career in journalism or marketing, please apply today for your chance at a scholarship of up to \$5,000. Note: this scholarship is only open to students at 4-year colleges and universities in California, Idaho, Montana, Oregon or Washington state or those whose permanent address is in one of those states.

**Scope of Participation:**

The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education. If you are a college sophomore or junior, majoring in any area of study but pursuing a career in journalism or marketing, please apply today for your chance at a scholarship of up to \$5,000. Note: this scholarship is only open to students at 4-year colleges and universities in California, Idaho, Montana, Oregon or Washington state or those whose permanent address is in one of those states.

4	01/27/2020	Participation in events sponsored by organizations representing the community	1		No	.25
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**Description:**

Today we had a group of about 20 girl scouts and a few parents/leaders from SE Portland join for a station tour. We began in Studio B discussing what they were hoping to learn or see on the tour. I talked to them about what AM Northwest and Afternoon Live are, and how they operate during their live one-hour shows. We discussed what rundowns are, and what each member of the team does, both for the local programming shows, as well as the News. After discussing AM Northwest/Afternoon Live, and how everything works on set, we moved to studio A. We talked about how the green screen works for weather, how the cameras operate and are different than the ones in Studio B, and how the anchors read the prompt and see what the viewers see at home. We then moved to the booth to talk about what the director, producer, and teleprompter do. We discussed all of the different cameras and framers we saw, as well as what it might be like to be out on the field. We then ended the tour back in the lobby, where I answered remaining questions, and discussed steps to take for

**Outreach Initiatives Details**

From: Portland,OR

Date 3/31/2022

Page 3/3

**Outreach Initiatives Details between 10/1/2019 to 10/1/2020**

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
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someone who wants to work in television.

**Scope of Participation:**

Today we had a group of about 20 girl scouts and a few parents/leaders from SE Portland join for a station tour. We began in Studio B discussing what they were hoping to learn or see on the tour. I talked to them about what AM Northwest and Afternoon Live are, and how they operate during their live one-hour shows. We discussed what rundowns are, and what each member of the team does, both for the local programming shows, as well as the News. After discussing AM Northwest/Afternoon Live, and how everything works on set, we moved to studio A. We talked about how the green screen works for weather, how the cameras operate and are different than the ones in Studio B, and how the anchors read the prompt and see what the viewers see at home. We then moved to the booth to talk about what the director, producer, and teleprompter do. We discussed all of the different cameras and framers we saw, as well as what it might be like to be out on the field. We then ended the tour back in the lobby, where I answered remaining questions, and discussed steps to take for someone who wants to work in television.

5	07/08/2020	Participation in Job Fairs	4		No No No No	.25
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**Description:**

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

**Scope of Participation:**

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

<b>Total Points:</b>	<b>2.00</b>
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## Edit Outreach Initiative Conducted

Please complete the form below:

## \* -Required Fields

## Outreach Initiatives Detail

Date of Event:\* 11/12/2019 ☐Activity Type:\* Participation in events or programs sponsored by educational inst: ☐

Description:\* Had a group of 8 kids from Arco Iris Spanish Immersion School and 4 adults come to the station and watch the KUNP newscast. We discussed how the weather projects on the green screen, how the show gets onto TV, how the control room works, how the reporters get their stories and how the cameras work. We took a photo of all the kids and answered any questions they might have had during the show.

The information entered in this field will appear on your EEO Public File Report

Ongoing Event? ☐ Yes ☐ No

\*For ongoing event, also enter start of event or start of reporting year in "Date of Event" field.

## Participants Details

Participant's details are optional for each outreach activity listed to the right

- Others
- Scholarship Programs
- Sponsored Events
- Station Open House
- Training

Number of Station Participants:\* 2

Job Title

Hiring Authority?

Participant Name: [REDACTED]

Multimedia Journalist

Yes No

Participant Name: [REDACTED]

Multimedia Journalist

Yes No

Participant Name:

Yes No

Participant Name:

Yes No

Scope of Participation:\* Had a group of 8 kids from Arco Iris Spanish Immersion School and 4 adults come to the station and watch the KUNP newscast. We discussed how the weather projects on the green screen, how the show gets onto TV, how the control room works, how the reporters get their stories and how the cameras work. We took a photo of all the kids and answered any questions they might have had during the show.

The information entered in this field does not appear on your EEO Public File Report

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Cancel

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10.1.19-10.1.20

SI. No.  
2

3/29/22, 1:50 PM

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Portland, OR | 3/29/2022

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### Edit Outreach Initiative Conducted

Please complete the form below:

**\* -Required Fields**

#### Outreach Initiatives Detail

Date of Event:\* 12/10/2019 ☐

Activity Type:\* Participation in events or programs sponsored by educational inst ☐

Description:\* Mary visited Holcomb Elementary in Oregon City on Tuesday, December 10, 2019. There she gave a PowerPoint presentation of my own design to three separate 3rd grade classes. They are currently studying weather. I was able to introduce and reinforce the following concepts with them.

The information entered in this field will appear on your EEO Public File Report

Ongoing Event? ☐ Yes ☐ No

\*For ongoing event, also enter start of event or start of reporting year in "Date of Event" field.

#### Participants Details

Participant's details are optional for each outreach activity listed to the right

- Others
- Scholarship Programs
- Sponsored Events
- Station Open House
- Training

Number of Station Participants:\* 1

Job Title

Hiring Authority?

Participant Name:

Meteorologist/Reporter

☐ Yes ☐ No

Participant Name:

☐ Yes ☐ No

Participant Name:

☐ Yes ☐ No

Participant Name:

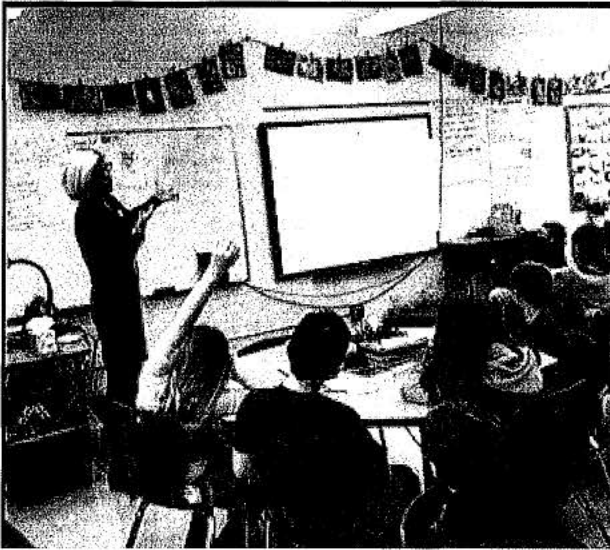
☐ Yes ☐ No

Scope of Participation:\* Mary visited Holcomb Elementary in Oregon City on Tuesday, December 10, 2019. There she gave a PowerPoint presentation of my own design to three separate 3rd grade classes. They are currently studying weather. I was able to introduce and reinforce the following concepts with them.

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10.1.19-10.1.20

SI. NO  
3

3/29/22, 1:51 PM

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## EEO Outreach Initiative Completion

Please complete the form below:

## \* -Required Fields

Outreach Initiative Details

Date of Event:\* 1/14/2020 ☐Activity Type:\* Participation in scholarship programs ☐

Description:\* The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education. If you are a college sophomore or

The information entered in this field will appear on your EEO Public File Report

Ongoing Event? Yes No

\*For ongoing event, also enter start of event or start of reporting year in "Date of Event" field.

Participant Details

Participant's details are optional for each outreach activity listed to the right

- Others
- Scholarship Programs
- Sponsored Events
- Station Open House
- Training

Number of Station Participants:\* 0

Job Title

Hiring Authority?

Participant Name:

Participant Name:

Participant Name:

Participant Name:

Yes No

Yes No

Yes No

Yes No

Scope of Participation:\*

The information entered in this field does not appear on your EEO Public File Report. The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education. If you are a college sophomore or

Submit

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by SBG | Tuesday, January 14th 2020

AA

# SINCLAIR

BROADCAST GROUP

**2020** BROADCAST DIVERSITY SCHOLARSHIP

Pursuing an undergraduate degree in  
broadcast / digital journalism or marketing?

Apply today for a scholarship of up to

**\$5,000**

Current college sophomores and juniors may apply online through  
Sunday, April 26, 2020 at 11:59 pm Eastern Time

NOTE: Open only to students at 4-year colleges / universities either in California, Idaho, Montana, Oregon or Washington state OR whose permanent residence is in one of those states.

2020 SBG Diversity Scholarship extended

10.1.19-10.1.20

SI.NO.  
4

3/29/22, 1:52 PM

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### Edit Outreach Initiative Conducted

Please complete the form below:

#### \* -Required Fields

#### Outreach Initiatives Detail

Date of Event:\* 1/27/2020 ☐

Activity Type:\* Participation in events sponsored by organizations representing ☐

Description:\* Today we had a group of about 20 girl scouts and a few parents/leaders from SE Portland join for a station tour. We began in Studio B discussing what they were hoping to learn or see on the tour. I talked to them about what AM Northwest and Afternoon Live are, and how they operate during their live one-hour shows. We discussed what rundowns are, and what each member of the team does, both for the local programming

The information entered in this field will appear on your EEO Public File Report

Ongoing Event? ☐ Yes ☐ No

\*For ongoing event, also enter start of event or start of reporting year in "Date of Event" field.

#### Participants Details

Participant's details are optional for each outreach activity listed to the right

- Others
- Scholarship Programs
- Sponsored Events
- Station Open House
- Training

Number of Station Participants:\* 1

Job Title

Hiring Authority?

Participant Name: [REDACTED]

Operations Technician

Yes No

Participant Name:

Yes No

Participant Name:

Yes No

Participant Name:

Yes No

Scope of Participation:\* Today we had a group of about 20 girl scouts and a few parents/leaders from SE Portland join for a station tour. We began in Studio B discussing what they were hoping to learn or see on the tour. I talked to them about what AM Northwest and Afternoon Live are, and how they operate during their live one-hour shows. We discussed what rundowns are, and what each member of the team does, both for the local programming

The information entered in this field does not appear on your EEO Public File Report

Submit

Cancel

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OBSERVATION WAIVER

1. I, the undersigned, hereby acknowledge that Sinclair Broadcast Group d/b/a KATU (the "Station") has granted me the right to observe the activities of the Station on [REDACTED] as specifically determined by the Station (the "Observation"). I acknowledge and agree that the Observation will be conducted as directed by Station employees and on the Station's premises and/or in connection with the Observation.
2. I hereby indemnify, forever discharge, hold harmless and release the Station, and its parents, subsidiaries, affiliated and related entities, their officers, directors, agents and employees (collectively, the "Released Parties") from any and all manner of action or actions, cause or causes of action, at law or in equity, suits, claims, demands, liability, loss, cost or expense, of any nature whatsoever, known or unknown, fixed or contingent (hereinafter referred to as "Claims") which I may have or hereafter have against Released Parties by reason of any injuries or damages that I may sustain, whether to my person, property or reputation, while on the Station's premises and/or in connection with the Observation.
3. I acknowledge and agree that I am not an employee of the Station, I am not eligible for any benefits, and I am not guaranteed any future employment.
4. I agree that if I commence, join in, or in any way seek relief through any suit arising out of, based upon or relating to any of the Claims released hereunder, or in any way assert against the Released Parties any of the Claims released hereunder, then I will pay to Released Parties, in addition to any other damages caused to Released Parties thereby, all costs, including but not limited to attorneys' fees, incurred by Released Parties in defending or otherwise responding to said suit, action or claims.

I UNDERSTAND THAT BY SIGNING THIS RELEASE I AM GIVING UP MY LEGAL RIGHT TO SUE THE RELEASED PARTIES AND/OR TO SEEK COMPENSATION FROM THE RELEASED PARTIES FOR ANY INJURIES OR DAMAGES THAT I MAY INCUR AS A RESULT OF THE ACTIVE OR PASSIVE NEGLIGENCE OF THE RELEASED PARTIES OR MY PARTICIPATION IN THE OBSERVATION.

Signature [REDACTED] Date 1/27/2020

Print Name [REDACTED] Age 10

Address [REDACTED]

Emergency telephone number and contact person: [REDACTED]

If under the age of 18, your parent or guardian must sign below.

I hereby certify that I am the parent or legal guardian of [REDACTED] and on behalf of [REDACTED] as well as myself, have read this release and agree to all of its terms.

Signature [REDACTED] Date 1/27/2020



OBSERVATION WAIVER

1. I, the undersigned, hereby acknowledge that Sinclair Broadcast Group d/b/a KATU (the "Station") has granted me the right to observe the activities of the Station on Yuma, AZ as specifically determined by the Station (the "Observation"). I acknowledge and agree that the Observation will be conducted as directed by Station employees and on the Station's premises and/or in connection with the Observation.
2. I hereby indemnify, forever discharge, hold harmless and release the Station, and its parents, subsidiaries, affiliated and related entities, their officers, directors, agents and employees (collectively, the "Released Parties") from any and all manner of action or actions, cause or causes of action, at law or in equity, suits, claims, demands, liability, loss, cost or expense, of any nature whatsoever, known or unknown, fixed or contingent (hereinafter referred to as "Claims") which I may have or hereafter have against Released Parties by reason of any injuries or damages that I may sustain, whether to my person, property or reputation, while on the Station's premises and/or in connection with the Observation.
3. I acknowledge and agree that I am not an employee of the Station, I am not eligible for any benefits, and I am not guaranteed any future employment.
4. I agree that if I commence, join in, or in any way seek relief through any suit arising out of, based upon or relating to any of the Claims released hereunder, or in any way assert against the Released Parties any of the Claims released hereunder, then I will pay to Released Parties, in addition to any other damages caused to Released Parties thereby, all costs, including but not limited to attorneys' fees, incurred by Released Parties in defending or otherwise responding to said suit, action or claims.

I UNDERSTAND THAT BY SIGNING THIS RELEASE I AM GIVING UP MY LEGAL RIGHT TO SUE THE RELEASED PARTIES AND/OR TO SEEK COMPENSATION FROM THE RELEASED PARTIES FOR ANY INJURIES OR DAMAGES THAT I MAY INCUR AS A RESULT OF THE ACTIVE OR PASSIVE NEGLIGENCE OF THE RELEASED PARTIES OR MY PARTICIPATION IN THE OBSERVATION.

[Redacted Signature]  
Signature

January 18, 2020  
Date

[Redacted Name]  
Print Name

10  
Age

[Redacted Address]  
Address

Emergency telephone number and contact person: [Redacted]

If under the age of 18, your parent or guardian must sign below.

I hereby certify that I am the parent or legal guardian of [Redacted] and on behalf of [Redacted] as well as myself, have read this release and agree to all of its terms.

[Redacted Signature]  
Signature

01/18/2020  
Date

SI. y No.

OBSERVATION WAIVER

1. I, the undersigned, hereby acknowledge that Sinclair Broadcast Group d/b/a KATU (the "Station") has granted me the right to observe the activities of the Station on 1/16/2020 as specifically determined by the Station (the "Observation"). I acknowledge and agree that the Observation will be conducted as directed by Station employees and on the Station's premises and/or in connection with the Observation.
2. I hereby indemnify, forever discharge, hold harmless and release the Station, and its parents, subsidiaries, affiliated and related entities, their officers, directors, agents and employees (collectively, the "Released Parties") from any and all manner of action or actions, cause or causes of action, at law or in equity, suits, claims, demands, liability, loss, cost or expense, of any nature whatsoever, known or unknown, fixed or contingent (hereinafter referred to as "Claims") which I may have or hereafter have against Released Parties by reason of any injuries or damages that I may sustain, whether to my person, property or reputation, while on the Station's premises and/or in connection with the Observation.
3. I acknowledge and agree that I am not an employee of the Station, I am not eligible for any benefits, and I am not guaranteed any future employment.
4. I agree that if I commence, join in, or in any way seek relief through any suit arising out of, based upon or relating to any of the Claims released hereunder, or in any way assert against the Released Parties any of the Claims released hereunder, then I will pay to Released Parties, in addition to any other damages caused to Released Parties thereby, all costs, including but not limited to attorneys' fees, incurred by Released Parties in defending or otherwise responding to said suit, action or claims.

I UNDERSTAND THAT BY SIGNING THIS RELEASE I AM GIVING UP MY LEGAL RIGHT TO SUE THE RELEASED PARTIES AND/OR TO SEEK COMPENSATION FROM THE RELEASED PARTIES FOR ANY INJURIES OR DAMAGES THAT I MAY INCUR AS A RESULT OF THE ACTIVE OR PASSIVE NEGLIGENCE OF THE RELEASED PARTIES OR MY PARTICIPATION IN THE OBSERVATION.

Signature \_\_\_\_\_

Date 1/16/2020

Print Name \_\_\_\_\_

Age 11

Address \_\_\_\_\_

Emergency telephone number and contact person: \_\_\_\_\_

If under the age of 18, your parent or guardian must sign below.

I hereby certify that I am the parent or legal guardian of \_\_\_\_\_ and on behalf of \_\_\_\_\_ as well as myself, have read this release and agree to all of its terms.

Signature \_\_\_\_\_

Date 1/16/2020

10.1.19 - 10.1.20

SI. No.  
5

3/29/22, 1:53 PM

EEO Compliance from Broadcast1Source

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Portland, OR | 3/29/2022

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### Edit Outreach Initiative Conducted

Please complete the form below:

#### \* -Required Fields

#### Outreach Initiatives Detail

Date of Event:\* 7/8/2020 ☐

Activity Type:\* Participation in Job Fairs ☐

Description:\* 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.

The information entered in this field will appear on your EEO Public File Report

Ongoing Event? ☐ Yes ☐ No

\*For ongoing event, also enter start of event or start of reporting year in "Date of Event" field.

#### Participants Details

Participant's details are optional for each outreach activity listed to the right

- Others
- Scholarship Programs
- Sponsored Events
- Station Open House
- Training

Number of Station Participants:\* 4

Job Title

Hiring Authority?

Participant Name: [Redacted]

News Talent Manager

☐ Yes ☐ No

Participant Name: [Redacted]

Sr. Employment Manager

☐ Yes ☐ No

Participant Name: [Redacted]

Employment Specialist

☐ Yes ☐ No

Participant Name: [Redacted]

Director News Trainings

☐ Yes ☐ No

Scope of Participation:\* 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.

The information entered in this field does not appear on your EEO Public File Report

Submit

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#NABJNAHJ20

Sharon Pickeral  
Sinclair Broadcast Group  
10706 Beaver Dam Road  
Hunt Valley, MD - 21030  
Phone: [REDACTED]  
Fax: [REDACTED]  
Email: [REDACTED]

Dear Sharon:

Thank you and welcome! This notice will serve as an OFFICIAL CONFIRMATION of your exhibit space for the #NABJNAHJ20 Convention & Career Fair to be held July 8-12 at the Washington Marriott Wardman Park. We are delighted that you will be a part of the Annual Career Fair!

The Exhibitor Service Center (ESC) is your one-stop-shop resource to all things regarding the expo. Once you have logged-in you will be able to:

- Pay outstanding balances
- Process Exhibitor Registration (Due by May 1, 2020)
- Manage the Exhibitor Directory Update (your virtual booth)
- Download Invoice(s) and Receipt(s)
- Access to the "Exhibitor/Recruiter" checklist
- And Much More!

**Outreach Initiatives Details**

From: Portland,OR

Date 3/31/2022

Page 1/6

**Outreach Initiatives Details between 10/1/2020 to 10/1/2021**

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
1	10/17/2020	Participation in Job Fairs	1		No	.25
<b>Description:</b> 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.						
<b>Scope of Participation:</b> 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.						
2	11/12/2020	Participation in Job Fairs	2		No No	.25
<b>Description:</b> 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.						
<b>Scope of Participation:</b> 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.						
3	01/25/2021	Participation in events or programs sponsored by educational institutions	1		No	.25

**Description:**

**Outreach Initiatives Details**

From: Portland,OR

Date 3/31/2022

Page 2/6

**Outreach Initiatives Details between 10/1/2020 to 10/1/2021**

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
--------	------	---------------	---------------------------------	------------------	----------------------	--------

This class at Joseph Gale Elementary has been learning about weather through the month of January. There was a studio tour through Zoom. There was talk about what a forecaster does, why the job is important, how the green screen works, etc. At the end, there was a Q&A. The kids asked questions like how someone becomes a forecaster and what are some of the favorite parts of the job are.

**Scope of Participation:**

This class at Joseph Gale Elementary has been learning about weather through the month of January. There was a studio tour through Zoom. There was talk about what a forecaster does, why the job is important, how the green screen works, etc. At the end, there was a Q&A. The kids asked questions like how someone becomes a forecaster and what are some of the favorite parts of the job are.

4	01/27/2021	Participation in events or programs sponsored by educational institutions	1		No	.25
---	------------	---	---	--	----	-----

**Description:**

This class at Forest Grove Elementary has been learning about weather through the month of January. There was a studio tour through Zoom. There was talk about what a forecaster does, why the job is important, how the green screen works, etc. At the end, there was a Q&A. The kids asked questions like how someone becomes a forecaster and what are some of the favorite parts of the job are.

**Scope of Participation:**

This class at Forest Grove Elementary has been learning about weather through the month of January. There was a studio tour through Zoom. There was talk about what a forecaster does, why the job is important, how the green screen works, etc. At the end, there was a Q&A. The kids asked questions like how someone becomes a forecaster and what are some of the favorite parts of the job are.

5	02/03/2021	Participation in events or programs sponsored by educational institutions	1		Yes	.25
---	------------	---	---	--	-----	-----

**Description:**

The station was asked to participate in a panel called Storytelling and Ethics. During the 60-90 minute discussion, I explained how broadcast news stories are conceived and developed. We talked about how we make ethical decisions about what and who we cover and why. We talked about how elected officials are treated with a higher standard of expectations. We talked about how the background of the reporter can influence how questions are posted. I responded to other participants notions of ethical thinking in their mediums. It was a free flowing conversation among people of different storytelling backgrounds.

**Scope of Participation:**

The station was asked to participate in a panel called Storytelling and Ethics. During the 60-90 minute discussion, I explained how broadcast news stories are conceived and developed. We talked about how we make ethical decisions about what and who we cover and why. We talked about how elected officials are treated with a higher standard of expectations.

**Outreach Initiatives Details**

Date 3/31/2022

From: Portland, OR

Page 3/6

**Outreach Initiatives Details between 10/1/2020 to 10/1/2021**

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
--------	------	---------------	---------------------------------	------------------	----------------------	--------

We talked about how the background of the reporter can influence how questions are posted. I responded to other participants notions of ethical thinking in their mediums. It was a free flowing conversation among people of different storytelling backgrounds.

6	04/14/2021	Participation in Job Fairs	1	[REDACTED]	No	.25
---	------------	----------------------------	---	------------	----	-----

**Description:**

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.

**Scope of Participation:**

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.

7	04/28/2021	Participation in Job Fairs	2	[REDACTED]	No No	.25
---	------------	----------------------------	---	------------	----------	-----

**Description:**

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.

**Scope of Participation:**

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

**Outreach Initiatives Details**

From: Portland,OR

Date 3/31/2022

Page 4/6

**Outreach Initiatives Details between 10/1/2020 to 10/1/2021**

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
--------	------	---------------	---------------------------------	------------------	----------------------	--------

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.

8	05/04/2021	Participation in Job Fairs	3		No No No	.25
---	------------	----------------------------	---	--	----------------	-----

**Description:**

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

**Scope of Participation:**

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

9	08/18/2021	Participation in Job Fairs	3		No No No	.25
---	------------	----------------------------	---	--	----------------	-----

**Description:**

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.

**Scope of Participation:**

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.



**Outreach Initiatives Details**

From: Portland,OR

Date 3/31/2022

Page 5/6

**Outreach Initiatives Details between 10/1/2020 to 10/1/2021**

SL.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
10	08/18/2021	Participation in Job Fairs	3	[REDACTED]	No No No	.25

**Description:**

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.

**Scope of Participation:**

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.

11	09/07/2021	Provision of training to management	1	[REDACTED]	Yes	1.00
----	------------	-------------------------------------	---	------------	-----	------

**Description:**

Sinclair Broadcast Group (SBG) and its stations are an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.

Further, in keeping with this commitment to equal employment opportunity, SBG offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment for all employees. All newly hired employees take web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment.

Newly hired Managers and Supervisors also take web-based training courses titled "Sinclair Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment as well as bi-annually as a refresher course. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.

**Scope of Participation:**

**Outreach Initiatives Details****From:** Portland,OR**Date**3/31/2022**Page**6/6**Outreach Initiatives Details between 10/1/2020 to 10/1/2021**

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
--------	------	---------------	---------------------------------	------------------	----------------------	--------

Sinclair Broadcast Group (SBG) and its stations are an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.

Further, in keeping with this commitment to equal employment opportunity, SBG offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment for all employees. All newly hired employees take web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment.

Newly hired Managers and Supervisors also take web-based training courses titled "Sinclair Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment as well as bi-annually as a refresher course. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.

<b>Total Points:</b>	3.50
----------------------	------

10.1.20 -10.1.21

SI. No

3/29/22, 1:53 PM

EEO Compliance from Broadcast1Source

1

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Portland, OR | 3/29/2022

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## Edit Outreach Initiative Conducted

Please complete the form below:

\* -Required Fields

## Outreach Initiatives Detail

Date of Event:\* 10/17/2020 ☐Activity Type:\* Participation in Job Fairs ☐

Description:\* 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

The information entered in this field will appear on your EEO Public File Report

Ongoing Event? Yes No

\*For ongoing event, also enter start of event or start of reporting year in "Date of Event" field.

## Participants Details

Participant's details are optional for each outreach activity listed to the right

- Others
- Scholarship Programs
- Sponsored Events
- Station Open House
- Training

Number of Station Participants:\* 1

Job Title

Hiring Authority?

Participant Name: [REDACTED]

Recruiting Coordinator

Yes No

Participant Name:

Yes No

Participant Name:

Yes No

Participant Name:

Yes No

Scope of Participation:\* 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

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10.1.20-10.1.21

SINO  
1

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** [EXT] Thanks for joining us for Media Sales Academy  
**Date:** Wednesday, October 28, 2020 10:38:50 AM

---

**CAUTION:** This email originated from outside of Sinclair. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Sharon and [REDACTED]-

Thanks again for joining us for the closing session of Media Sales Academy recently. I hope that your experience as a recruiter was a good one.

I'd love to hear your thoughts or comments. Are there any MSA students that you are still tracking and might potentially hire?  
Your feedback would be appreciated.

I look forward to hearing from you!  
Thanks-  
Tim

[REDACTED]  
Director of Development

NAB Leadership Foundation  
1 M Street SE  
Washington, DC 20003  
Office [REDACTED]  
Cell [REDACTED]

[www.nabfoundation.org](http://www.nabfoundation.org) | [Twitter](#) | [Facebook](#) | [LinkedIn](#)

**Advocacy Education Innovation**

Virtual events: [Radio Show](#), Oct. 5-9 | [Sales and Management Television Exchange](#), Oct. 14-15 | [NAB Show New York](#), Oct. 19-29

On-Demand events: [NAB Show Express](#) | [Collectively Speaking by NAB Show](#)



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### Edit Outreach Initiative Conducted

Please complete the form below:

#### \* -Required Fields

#### Outreach Initiatives Detail

Date of Event:\* 11/12/2020 ☐

Activity Type:\* Participation in Job Fairs ☐

Description:\* 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

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Ongoing Event? Yes No

\*For ongoing event, also enter start of event or start of reporting year in "Date of Event" field.

#### Participants Details

Participant's details are optional for each outreach activity listed to the right

- Others
- Scholarship Programs
- Sponsored Events
- Station Open House
- Training

Number of Station Participants:\* 2

Job Title

Hiring Authority?

Participant Name: [REDACTED]

Employment Specialist

Yes No

Participant Name: [REDACTED]

Employment Specialist

Yes No

Participant Name:

Yes No

Participant Name:

Yes No

Scope of Participation:\* 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

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10.1.20-10.1.21

SI NO.  
2

**From:** [REDACTED]  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** [EXT] Full Sail Virtual Career Fair NOV 12, 2020 (Key Links)  
**Date:** Thursday, November 5, 2020 9:40:04 AM  
**Attachments:** Full Sail VCF 2020 Exhibitor Guide .pdf

---

**CAUTION:** This email originated from outside of Sinclair. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Sinclair Broadcast Team-

Full Sail University would like to thank you once again for participating in our **Virtual Career Fair**, coming up next week on **Thursday, November 12, 2020**.

We know your time is valuable, so we created this event to maximize results and offer outstanding brand exposure for your organization and others as we have landed over 75 employers to attend. Attached is a brief Exhibitor's Guide to cover specific day of basics.

Event Log in [REDACTED]

\*Your Log In and Password were created as you set up your boot, let us know if you need that as we can resend it to you.

Link to the Employer Booth Review & Training video:  
[REDACTED]

If you have any questions prior to seeing you then please reach out to the following contact below, Take care!

[REDACTED]  
Employer Development Manager  
Career Development- Full Sail University

Email: [REDACTED]@fullsail.com  
Office: [REDACTED]



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### Edit Outreach Initiative Conducted

Please complete the form below:

#### \* -Required Fields

#### Outreach Initiatives Detail

Date of Event:\* 1/25/2021 ☐

Activity Type:\* Participation in events or programs sponsored by educational inst ☐

Description:\* This class at Joseph Gale Elementary has been learning about weather through the month of January. There was a studio tour through Zoom. There was talk about what a forecaster does, why the job is important, how the green screen works, etc. At the end, there was a Q&A. The kids asked questions like how someone becomes a forecaster and what are some of the favorite parts of the job are.

The information entered in this field will appear on your EEO Public File Report

Ongoing Event? Yes No

\*For ongoing event, also enter start of event or start of reporting year in "Date of Event" field.

#### Participants Details

Participant's details are optional for each outreach activity listed to the right

- Others
- Scholarship Programs
- Sponsored Events
- Station Open House
- Training

Number of Station Participants:\* 1

Job Title

Hiring Authority?

Participant Name:

Meteorologist/Reporter

Yes No

Participant Name:

Yes No

Participant Name:

Yes No

Participant Name:

Yes No

Scope of Participation:\* This class at Joseph Gale Elementary has been learning about weather through the month of January. There was a studio tour through Zoom. There was talk about what a forecaster does, why the job is important, how the green screen works, etc. At the end, there was a Q&A. The kids asked questions like how someone becomes a forecaster and what are some of the favorite parts of the job are.

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10.1.20-10.1.21

SI. NO.  
43







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 [Reports](#) | 
 [Audit Response](#) | 
 [Feedback](#)

## Edit Outreach Initiative Conducted

Please complete the form below:

## \* -Required Fields

## Outreach Initiatives Detail

Date of Event:\* 1/27/2021 ☐Activity Type:\* Participation in events or programs sponsored by educational inst ☐

Description:\* This class at Forest Grove Elementary has been learning about weather through the month of January. There was a studio tour through Zoom. There was talk about what a forecaster does, why the job is important, how the green screen works, etc. At the end, there was a Q&A. The kids asked questions like how someone becomes a forecaster and what are some of the favorite parts of the job are.

The information entered in this field will appear on your EEO Public File Report

Ongoing Event? Yes No

\*For ongoing event, also enter start of event or start of reporting year in "Date of Event" field.

## Participants Details

Participant's details are optional for each outreach activity listed to the right

- Others
- Scholarship Programs
- Sponsored Events
- Station Open House
- Training

Number of Station Participants:\* 1

Job Title

Hiring Authority?

Participant Name: [REDACTED]

Meteorologist/Reporter

Yes No

Participant Name:

Yes No

Participant Name:

Yes No

Participant Name:

Yes No

Scope of Participation:\* This class at Forest Grove Elementary has been learning about weather through the month of January. There was a studio tour through Zoom. There was talk about what a forecaster does, why the job is important, how the green screen works, etc. At the end, there was a Q&A. The kids asked questions like how someone becomes a forecaster and what are some of the favorite parts of the job are.

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10.1.20-10.1.21

SI.No.4



10.1.20-10.1.21

SI. NO.  
5

3/29/22, 1:59 PM

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Portland, OR | 3/29/2022

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[Edit Outreach Initiative Conducted](#)

Please complete the form below:

\* -Required Fields

[Outreach Initiative Detail](#)Date of Event:\* 2/3/2021 ☐Activity Type:\* Participation in events or programs sponsored by educational inst ☐

Description:\*

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The station was asked to participate in a panel called Storytelling and Ethics. During the 60-90 minute discussion, I explained how broadcast news stories are conceived and developed. We talked about how we make ethical decisions about what and who we cover and why. We talked about how elected officials are treated with a higher standard of expectations. We talked about how the background of the

Ongoing Event? Yes No

\*For ongoing event, also enter start of event or start of reporting year in "Date of Event" field.

[Participants Details](#)

Participant's details are optional for each outreach activity listed to the right

- Others
- Scholarship Programs
- Sponsored Events
- Station Open House
- Training

Number of Station Participants:\* 1

Job Title

Hiring Authority?

Participant Name:

News Director

Participant Name:

Participant Name:

Participant Name:

Yes No

Yes No

Yes No

Yes No

Scope of Participation:\*

The information entered in this field does not appear on your EEO Public File Report

developed. We talked about how we make ethical decisions about what and who we cover and why. We talked about how elected officials are treated with a higher standard of expectations. We talked about how the background of the reporter can influence how questions are posted. I responded to other participants notions of ethical thinking in their mediums. It was a free flowing conversation among people of different

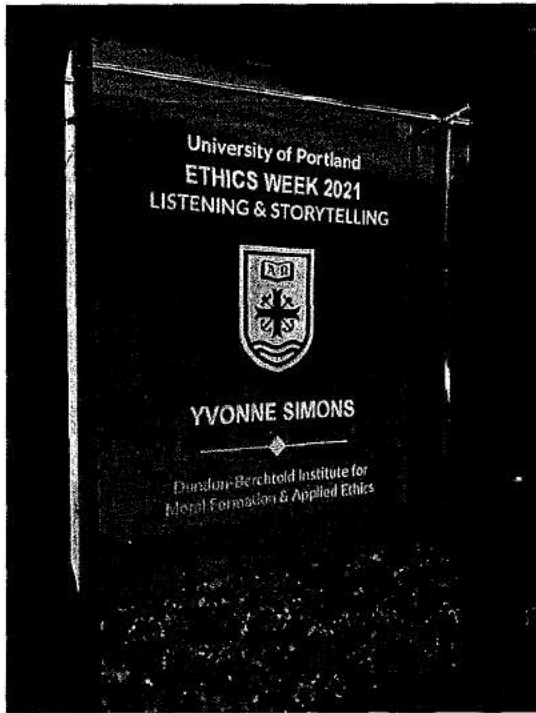
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10.1.20 - 10.1.21

SI. NO  
5



10.1.20 - 10.1.21

SI. NO  
5

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** FW: [EXT] Details for Next Wednesday's Zoom Webinar: "Ethics and Storytelling"  
**Date:** Tuesday, September 7, 2021 2:48:42 PM  
**Attachments:** [EthicsWeek2021\\_Storytelling\\_AgendaQuestions\\_13Jan2021.docx](#)  
[image001.png](#)

---

[REDACTED]  
**KATU News Director**

[REDACTED] Office

[REDACTED] Cell

[REDACTED]@katu.com



**From:** [REDACTED] <[REDACTED]>  
**Sent:** Tuesday, February 2, 2021 3:02 PM  
**To:** [REDACTED] <[REDACTED]@katu.com>; [REDACTED] <[REDACTED]@opb.org>; [REDACTED] <[REDACTED]@dlsnc.org>; [REDACTED] <[REDACTED]@georgefox.edu>; [REDACTED] <[REDACTED]@up.edu>  
**Cc:** [REDACTED] <[REDACTED]@opb.org>; [REDACTED] <[REDACTED]@up.edu>  
**Subject:** [EXT] Details for Next Wednesday's Zoom Webinar: "Ethics and Storytelling"

**CAUTION:** This email originated from outside of Sinclair. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear [REDACTED], and Professor [REDACTED]

Thank you, again, for your interest and availability to participate in tomorrow night's Zoom webinar about "Ethics and Storytelling."

Last night's webinar began with a technical snafu for one of our panelists—difficulty with audio over Zoom.

I share this as a reminder that we ask you, please, to click into Zoom before 5:50p in advance of our 6:00p start. This should give us a few minutes to do any troubleshooting that may arise. We ask that you find the best location with the most predictable Wi-Fi strength that you can. Thank you.

I will follow this message with a resending of unique Zoom links to each of you. Clicking on these links will include you as "Panelists" for tomorrow night.

Thank you, in advance, for joining us for this conversation.

10.1.20-10.1.21

SI. No.  
5

In Gratitude,

> [REDACTED]

[REDACTED], Ed.D.

**Director**

**Dundon-Berchtold Institute for Moral Formation & Applied Ethics**

University of Portland

Dundon-Berchtold Hall 201 | MSC 81

Tel. [REDACTED] | [REDACTED]@up.edu

**From:** [REDACTED]

**Sent:** Wednesday, January 27, 2021 10:10 PM

**To:** [REDACTED]@katu.com>; [REDACTED]@opb.org>; [REDACTED]  
<[REDACTED]@dlsnc.org>; [REDACTED]@georgefox.edu>; [REDACTED]  
[REDACTED]@up.edu>

**Cc:** [REDACTED]@opb.org>

**Subject:** Details for Next Wednesday's Zoom Webinar: "Ethics and Storytelling"

Dear [REDACTED], and Professor [REDACTED]:

We are incredibly excited for next Wednesday's "Ethics and Storytelling" webinar featuring all of you! Thank you for your patience in awaiting these details and logistics.

- Here is a link that you can share with friends and your network, should they want to join us for the webinar. This link for [ETHICS WEEK 2021](#) includes details and registration information for others. It also includes profiles of the panelists for our other webinar next week ("Ethics and Listening")! If your social media collaborators wish to promote your participation in this "Ethics and Storytelling" engagement, please feel free to cut-paste-or-link as you desire!
- Following this e-mail, I will send a SECOND message to each of you—from Zoom. This second message includes unique links for each of you to click next Wednesday to join our webinar as PANELISTS.
- Our webinar is scheduled to begin at 6:00p on Wednesday, 3 February. I ask that each of you click your Zoom link to join our private Zoom room by 5:50p next Wednesday. This will allow us to do introductions and to confirm that audio/video are all set. Thank you.
- Attached to this message is a copy of the outline for our program and questions to help guide the conversation.
- Our facilitator is the wonderful [REDACTED], Ph.D (Associate Professor, Communication Studies, University of Portland). She has been an eager collaborator through several of our initiatives about practical ethics.

Thank you, thank you, thank you! We are grateful for each of you, and we truly hope that this conversation will be an enriching experience for all!

Please share with me any questions or concerns that you have. Should you need to call me, my

10.1.20 - 10.1.21

SI. No.  
5

cell number is [REDACTED].

In Gratitude,  
[REDACTED]

[REDACTED], *Ed.D.*

**Director**

***Dundon-Berchtold Institute for Moral Formation & Applied Ethics***

University of Portland

Dundon-Berchtold Hall 201 | MSC 81

Tel. [REDACTED] | [REDACTED]@up.edu

3/29/22, 2:13 PM

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## Edit Outreach Initiative Conducted

Please complete the form below:

## \* -Required Fields

## Outreach Initiatives Detail

Date of Event:\* 4/14/2021 ☐Activity Type:\* Participation in Job Fairs ☐

Description:\* 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

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Ongoing Event? Yes No

\*For ongoing event, also enter start of event or start of reporting year in "Date of Event" field.

## Participants Details

Participant's details are optional for each outreach activity listed to the right

- Others
- Scholarship Programs
- Sponsored Events
- Station Open House
- Training

Number of Station Participants:\* 1

Job Title

Hiring Authority?

Participant Name: [REDACTED]

Recruiting Coordinator

Yes No

Participant Name:

Yes No

Participant Name:

Yes No

Participant Name:

Yes No

Scope of Participation:\* 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

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 Reply  Reply All  Forward  IM

Thu 4/15/2021 10:44 AM




@HAMPTONU.EDU

[EXT] RE: Thank you for Having Us!

To 

Retention Policy Delete Older than 8 years (8 years)

Expires 4/13/2029

 You replied to this message on 4/20/2021 1:18 PM.

**CAUTION:** This email originated from outside of Sinclair. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I am so happy that we were able to do this .

I would love it if we can continue this partnership next year as well.

Please let me know your thoughts.

Best,



10.1.20-10.1.21

SI. NO

7

3/29/22, 2:14 PM

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## Edit Outreach Initiative Conducted

Please complete the form below:

## \*-Required Fields

## Outreach Initiatives Detail

Date of Event:\* 4/28/2021 ☐Activity Type:\* Participation in Job Fairs ☐

Description:\*

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

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Ongoing Event?

Yes No

\*For ongoing event, also enter start of event or start of reporting year in "Date of Event" field.

## Participants Details

Participant's details are optional for each outreach activity listed to the right

- Others
- Scholarship Programs
- Sponsored Events
- Station Open House
- Training

Number of Station Participants:\* 2

Job Title

Hiring Authority?

Participant Name:

Employment Specialist

Yes No

Participant Name:

Employment Specialist

Yes No

Participant Name:

Yes No

Participant Name:

Yes No

Scope of Participation:\*

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

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**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** FW: [EXT] Free VCE booth offer  
**Date:** Tuesday, May 4, 2021 11:52:14 AM

---

**From:** [REDACTED]@viqtory.com>  
**Sent:** Tuesday, May 4, 2021 11:12 AM  
**To:** [REDACTED]@sbgtv.com>  
**Subject:** Re: [EXT] Free VCE booth offer

Good afternoon [REDACTED]

Recently, Sinclair Broadcasting Group participated in our GI Jobs Virtual Career Expo and we hope that your team was able to connect with some highly qualified candidates from the military community.

As a military marketing company, we are committed to connecting your organization to the military community whether through our virtual events or our marketing solutions. We work with hundreds of partners to help with their diversity recruiting, OFCCP requirements, and building out military recruitment programs.

We would welcome the opportunity to discuss with you or a member of your team your initiatives for the upcoming year and how we can possibly help.

We appreciate your feedback.

Have a great day!

**From:** [REDACTED]@viqtory.com>  
**Sent:** Friday, April 16, 2021 10:50 AM  
**To:** [REDACTED]@sbgtv.com>  
**Subject:** [EXT] Free VCE booth offer

**CAUTION:** This email originated from outside of Sinclair. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning Sharon,

I wanted to reach out and invite you to the April 28th Virtual Career Expo event at NO COST.

10.1.20-10.1.21

SI NO  
7

**Event Details:**

Date: April 28th

Time: 12pm - 4pm EST

Theme: National Virtual Event

Expected Participation: 1,200 Signups, 700 Registrations, 350 Attendees  
(Military Spouses Included)

Please let me know if you are interested in participation and I will get you  
registered for your booth again free of charge.

Thank you,

**Account Manager**

U.S Marine Corps Veteran (2008-2012)

Book a meeting with me;

<https://calendly.com/>

**Connecting the Military Community to Civilian Opportunity**  
Moon Township, PA 15108

**Account Manager**

U.S Marine Corps Veteran (2008-2012)

Book a meeting with me:



Connecting the Military Community to Civilian Opportunity



**Account Manager**

U.S Marine Corps Veteran (2008-2012)



Connecting the Military Community to Civilian Opportunity





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## Edit Outreach Initiative Conducted

Please complete the form below:

## \*-Required Fields

## Outreach Initiatives Detail

Date of Event:\* 5/4/2021 ☐Activity Type:\* Participation in Job Fairs ☐

Description:\* 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

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Ongoing Event? Yes No

\*For ongoing event, also enter start of event or start of reporting year in "Date of Event" field.

## Participants Details

Participant's details are optional for each outreach activity listed to the right

- Others
- Scholarship Programs
- Sponsored Events
- Station Open House
- Training

Number of Station Participants:\* 3

Job Title

Hiring Authority?

Participant Name: [REDACTED]

Employment Specialist

Yes No

Participant Name: [REDACTED]

Employment Specialist

Yes No

Participant Name: [REDACTED]

Employment Coordinator

Yes No

Participant Name:

Yes No

Scope of Participation:\* 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

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10.1.20 - 10.1.21

SI. NO.  
8

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** FW: [EXT] Full Sail Virtual Career Fair MAY 4, 2021 Feedback Survey  
**Date:** Thursday, May 6, 2021 8:29:09 AM

---

**From:** [REDACTED]@fullsail.edu>  
**Sent:** Tuesday, May 4, 2021 5:16 PM  
**Subject:** [EXT] Full Sail Virtual Career Fair MAY 4, 2021 Feedback Survey

**CAUTION:** This email originated from outside of Sinclair. Do not click links or open attachments unless you recognize the sender and know the content is safe.

**Full Sail University May 4<sup>th</sup>, 2021 Virtual Career Fair Survey**

Full Sail University's Career Development Department would like to thank you for participating in our recent Virtual Career Fair today.

We value your time and effort and strive to improve with each experience.

If you could please take a moment to answer the questions at the link below, we would appreciate it.

We hope to see you at our next event and that we continue to work together to find the future talent you're looking for!

[https://fullsailone.formstack.com/forms/vcf2021\\_feedback](https://fullsailone.formstack.com/forms/vcf2021_feedback)

Thank you for your feedback.

We enjoy serving your needs through Career Development and look forward to continuing to do so.

Take care!

Sincerely-

[REDACTED]  
Employer Development Manager  
Career Development  
Full Sail University

Phone: [REDACTED]

[REDACTED] WINTER PARK, FL 32792

3/29/22, 2:17 PM

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## Edit Outreach Initiative Conducted

Please complete the form below:

## \* -Required Fields

## Outreach Initiatives Detail

Date of Event:\* 8/18/2021 ☐Activity Type:\* Participation in Job Fairs ☐

Description:\* 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

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Ongoing Event? Yes No

\*For ongoing event, also enter start of event or start of reporting year in "Date of Event" field.

## Participants Details

Participant's details are optional for each outreach activity listed to the right

- Others
- Scholarship Programs
- Sponsored Events
- Station Open House
- Training

Number of Station Participants:\* 3

Job Title

Hiring Authority?

Participant Name: [REDACTED]

News Talent Manager

Yes No

Participant Name: [REDACTED]

Employment Specialist

Yes No

Participant Name: [REDACTED]

Director News Training

Yes No

Participant Name:

Yes No

Scope of Participation:\* 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

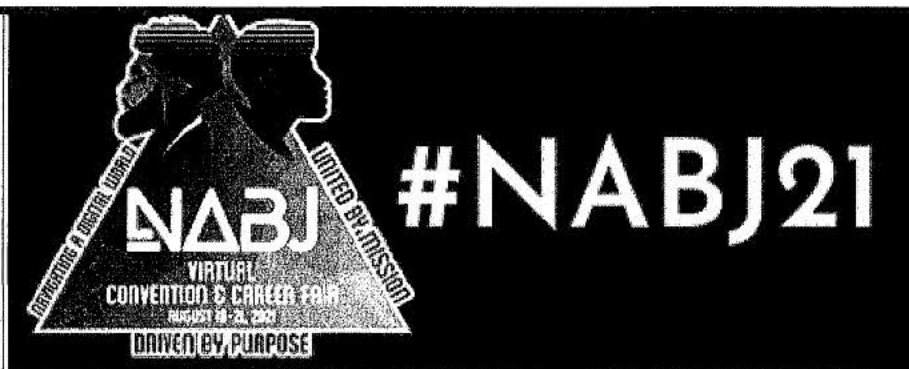
The information entered in this field does not appear on your EEO Public File Report

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Hi [REDACTED]

Updated invoice to include comp booth from 2020. If you need any further assistance, please let me know.

Regards,  
[REDACTED] e

[REDACTED]  
Sinclair Broadcast Group  
10706 Beaver Dam Rd  
Hunt Valley, MD - 21030  
Phone: [REDACTED]  
Fax: [REDACTED]  
[REDACTED]@sbgtv.com

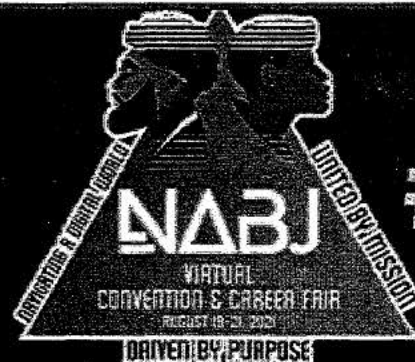
Dear [REDACTED]

Thank you and welcome! This notice will serve as an **OFFICIAL CONFIRMATION** of your Career Fair booth(s) for the #NABJ21 Convention & Career Fair to be held Aug. 18-20. We are delighted that you will be a part of our virtual career fair!

The Exhibitor Service Center (ESC) is your one-stop-shop resource to all things regarding the expo. Once you have logged-in you will be able to:

- Pay outstanding balances
- Design Virtual Booth by June 28, 2021
- Process Exhibitor Registration by June 28, 2021
- Manage the Exhibitor Directory Update (your virtual booth)
- Download Invoice(s) and Receipt(s)
- Access to the "Exhibitor/Recruiter" checklist
- And Much More!

Exhibitor Service Center (ESC) LOGIN INFORMATION:  
[REDACTED]



# #NABJ21

Hi [REDACTED]

Updated invoice to include comp booth from 2020. If you need any further assistance, please let me know.

Regards,  
[REDACTED]

[REDACTED]  
Sinclair Broadcast Group  
10706 Beaver Dam Rd  
Hunt Valley, MD - 21030  
Phone: [REDACTED]  
Fax: [REDACTED]  
Email: [REDACTED]@sbqtv.com

Dear Lauren:

Thank you and welcome! This notice will serve as an OFFICIAL CONFIRMATION of your Career Fair booth(s) for the #NABJ21 Convention & Career Fair to be held Aug. 18-20. We are delighted that you will be a part of our virtual career fair!

The Exhibitor Service Center (ESC) is your one-stop-shop resource to all things regarding the expo. Once you have logged-in you will be able to:

- Pay outstanding balances
- Design Virtual Booth by June 28, 2021
- Process Exhibitor Registration by June 28, 2021
- Manage the Exhibitor Directory Update (your virtual booth)
- Download Invoice(s) and Receipt(s)
- Access to the "Exhibitor/Recruiter" checklist
- And Much More!

Exhibitor Service Center (ESC) LOGIN INFORMATION:  
[REDACTED]

10



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### Edit Outreach Initiative Conducted

Please complete the form below:

#### \* -Required Fields

#### Outreach Initiatives Detail

Date of Event:\* 9/7/2021 ☐

Activity Type:\* Provision of training to management ☐

Description:\* Sinclair Broadcast Group (SBG) and its stations are an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other

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Ongoing Event? Yes No

\*For ongoing event, also enter start of event or start of reporting year in "Date of Event" field.

#### Participants Details

Participant's details are optional for each outreach activity listed to the right

- Others
- Scholarship Programs
- Sponsored Events
- Station Open House
- Training

Number of Station Participants:\* 1

Job Title

Hiring Authority?

Participant Name:

Operations Manager

Yes No

Participant Name:

Yes No

Participant Name:

Yes No

Participant Name:

Yes No

Scope of Participation:\* sex, national origin, age, disability, veteran status or any other category protected by law.

The information entered in this field does not appear on your EEO Public File Report

Further, in keeping with this commitment to equal employment opportunity, SBG offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment for all employees. All newly hired employees take work based training courses titled

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## Completed Training: [REDACTED]

[Print](#)

Title	Type	Completion Date	Score	Status
Performance Development at Sinclair	Material	9/7/2021		Completed
People Management Basics	Curriculum	8/4/2021		Completed
Workplace Harassment Prevention (People Managers)	Curriculum	8/3/2021		Completed
Workplace Harassment Prevention (Employees/Individual Contributors)	Curriculum	7/28/2021		Completed
Foreign Corrupt Practices Act (FCPA)	Curriculum	7/28/2021		Completed
Sinclair Code of Business Conduct and Ethics Policy Training	Curriculum	7/28/2021		Completed
Distracted Driving	Online Class	7/28/2021		Completed
Antitrust Compliance Guidelines and Policy	Curriculum	7/28/2021		Completed
Clear Communication is Inclusive Communication	Online Class	7/27/2021	0	Completed

[Back](#)[Print](#)

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