

**KSCC / KTOV-LP/KXPX-LP**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2021 - March 31, 2022**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

**KSCC / KTOV-LP/KXPX-LP****EEO PUBLIC FILE REPORT****April 1, 2021 - March 31, 2022****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
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	EmploymentCoordinator or
2	4/28/2021	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the G.I Jobs Virtual Career Expo. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with veterans, and their families regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	EmploymentSpecialist Employment Specialist

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3	4/28/2021	Participation in Job Fairs	The University of Texas held a virtual career expo that had 12 UT system universities participate. DOS and HR manager held two one hour sessions and spoke to about 10 students. Station employees shared with them the opportunities at the Station and told them about other stations across Texas and Sinclair as a whole. HR Manager shared information about the culture, some of the benefits at Sinclair. Career website was shared and a few interested candidates indicated that they would be applying.	2	HR Manager Director o f Sales
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	7/28/2021	Participation in events sponsored by organizations representing the community	Station News Director Mandi Mendoza participated in a session with the San Antonio Council for International Visitors who worked with the US Dept. of State to project as part of the International Visitor Leadership Program. This project was entitled "Edward R. Murrow Program for Journalists" and provided a delegation of 8 international participants to examine the structure, practices, and future of broadcast journalism in the United States, including the challenges and opportunities posed by social media, as well as illustrate how new technologies shape the way news is gathered, reported, distributed, and consumed and the influence this has on promoting an informed citizenry within a diverse, democratic, and decentralized society. The station represented how local news affiliates operated.	1	News Director

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6	1/18/2022	Participation in scholarship programs	<p>Having provided more than \$100,000 in tuition assistance during the last six years, the annual scholarship program aims to invest in the future of the broadcast industry.</p> <p>The primary goal of the scholarships is to help students from diverse backgrounds, who reflect Sinclair's audiences nationwide, complete their education and pursue careers in broadcast journalism, digital storytelling, and marketing. Applicants must be a current college sophomore or junior at a four-year undergraduate college or university. Since 2016, the annual Sinclair Broadcast Group Diversity Scholarship has complemented the company's efforts to bring more diversity to news teams nationwide. This includes enhanced efforts to recruit skilled and talented employees from historically Black colleges and universities as well as Hispanic serving institutions.</p> <p>"Through our annual scholarship program, we hope to develop the next generation of journalists, and continue our commitment to increasing diversity in the broadcast industry to better reflect the communities we serve," said Sinclair President and CEO Chris Ripley</p>	1	
7	1/31/2022	Provision of training to management	As part of biannual compliance training, all managers are required to complete courses regarding discrimination, harassment and EEO practices	1	VP/GM