

KBAK / KBFX
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

I. VACANCY LIST

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

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|-------------------------------------|---|-----------------------|
| Sports Anchor - Reporter (Weekends) | 1-8, 10-13, 17-21, 23-26, 28-36, 38-39, 41, 43-57 | 26 |
| Master Control Operator | 1-8, 10-13, 16-18, 20-21, 23-25, 27-36, 38-39, 41, 43-57 | 27 |
| Senior Marketing Consultant | 1-8, 10-12, 17-21, 23-25, 28-36, 38-39, 41, 44-57 | 19 |
| News Photographer | 1-8, 10-13, 17-18, 20-21, 23-25, 27-36, 38-39, 41, 43-57 | 27 |
| News Photographer | 1-8, 10-13, 17-18, 20-21, 23-25, 27-36, 38-39, 41, 43-57 | 27 |
| Newscast Director | 1-8, 10-13, 15-21, 23-25, 28-36, 38-39, 41, 43-57 | 16 |
| Newscast Director | 1-8, 10-13, 15-21, 23-25, 28-36, 38-39, 41, 43-57 | 19 |
| Digital News Producer | 1-8, 10-12, 17-18, 20-21, 23-26, 28-36, 38-39, 41, 44-57 | 26 |
| Executive Producer | 1-8, 10-13, 16-18, 20-21, 23-25, 28-36, 38-39, 41, 43-57 | 16 |
| News Photographer | 1-8, 10-15, 17-18, 20-21, 23-25, 28-36, 38-39, 41-57 | 42 |
| News Photographer | 1-8, 10-15, 17-18, 20-21, 23-25, 28-36, 38-39, 41-57 | 14 |
| Morning News Anchor | 1-8, 10-13, 16-18, 20-21, 23-25, 28-36, 38-39, 41, 43-57 | 16 |
| Creative Services Assistant | 1-8, 10-12, 17-18, 20-21, 23-26, 28-36, 38-41, 44-57 | 31 |
| News Producer | 1-8, 10-12, 17-18, 20-21, 23-26, 28-36, 38-41, 44-57 | 31 |
| News Producer | 1-8, 10-14, 17-18, 20-21, 23-26, 28-36, 38-41, 43-57 | 26 |
| News Producer | 1-8, 10-14, 17-18, 20-21, 23-26, 28-36, 38-41, 43-57 | 41 |
| News Photographer | 1-8, 10-13, 17-18, 20-21, 23-26, 28-36, 38-41, 43-57 | 41 |
| Reporter - Noon Anchor | 1-8, 10-13, 15-18, 20-21, 23-26, 28-36, 38-41, 43-57 | 16 |
| News Producer | 1-8, 10-12, 17-18, 20-21, 23-26, 28-41, 44-57 | 41 |
| News Anchor - Reporter (Weekends) | 1-8, 10-13, 16-18, 20-21, 23-26, 28-36, 38-41, 43-57 | 16 |

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|---------------------------------|---|-----------------------|
| News Producer | 1-8, 10-12, 17-18, 20-21, 23-26, 28-41, 44-57 | 37 |
| News Photographer | 1-8, 10-12, 17-18, 20-21, 23-25, 27-36, 38-42, 44-57 | 42 |
| Digital Executive Producer | 1-8, 10-12, 16-18, 20-21, 23-25, 28-36, 38-41, 44-57 | 16 |
| Weekend Meteorologist/ Reporter | 1-8, 10-13, 17-21, 23-25, 28-36, 38-41, 43-57 | 19 |
| Marketing Associate | 1-8, 10-12, 17-18, 20-26, 28-36, 38-41, 44-57 | 31 |
| Morning News Reporter | 1-8, 10-12, 14, 17-25, 28-36, 38-41, 44- 57 | 19 |
| Reporter - MMJ | 1-8, 10-12, 14, 17-18, 20-25, 28-36, 38- 41, 44-57 | 14 |
| News Photographer | 1-8, 10-12, 17-18, 20-26, 28-36, 38-41, 44-57 | 26 |
| News Producer | 1-12, 14, 17-18, 20-25, 28-36, 38-41, 44-57 | 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 | Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgvtv.com Career Center | N | 0 |
| 2 | Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgvtv.com Career Planning | N | 0 |
| 3 | Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong | Y | 0 |
| 4 | Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgvtv.com Career Center | N | 0 |
| 5 | Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : career_development@csumb.edu Career Advisor | N | 0 |
| 6 | California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting | N | 0 |
| 7 | California State University - Chico Journalism Dept. Tehama Hall 207 Chico, California 95929 Email : gbleske@csuchico.edu Glen Bleske | N | 0 |

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|------------------|---|--|---|
| 8 | CalJobs / Kern County Career Services Center 1600 E Belle Terrace Bakersfield, California 93304 Url : http://www.careerservicescenter.com/ Email : evetts@kerndhs.com Shanda Evetts | N | 0 |
| 9 | Career Fair | N | 1 |
| 10 | Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield | N | 0 |
| 11 | Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services | N | 0 |
| 12 | City University - Career Planning & Placement 1190 Ne First St. Bellevue, Washington 98005 Url : http://www.cityu.edu/ Email : alumni@cityu.edu Kristine Kero | N | 0 |
| 13 | Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille | N | 0 |
| 14 | Corporate Recruiter | N | 5 |
| 15 | Current Employee | N | 4 |
| 16 | Current Employee/Internal Promotion | N | 7 |
| 17 | DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward | N | 0 |

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|-----------|--|---|--|
| 18 | Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 19 | Employee Referral | N | 5 |
| 20 | Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 21 | G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt | N | 0 |
| 22 | HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss | N | 0 |
| 23 | Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |
| 24 | Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley | Y | 0 |
| 25 | Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |

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|------------------|---|--|---|
| 26 | Indeed.com - Not Directly Contacted by SEU | N | 16 |
| 27 | Internet Ad-not directly contacted by SEU | N | 5 |
| 28 | 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 |
| 29 | Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |
| 30 | Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 31 | Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager | N | 7 |
| 32 | 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 |
| 33 | Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |

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|------------------|---|--|---|
| 34 | Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 35 | National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Phone : 626-792-6462 Email : sbaca@nhmc.org Sylvia Baca | N | 0 |
| 36 | National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : JobBoard@nljga.org Career Advisor | N | 0 |
| 37 | Non-Employee Referral | N | 1 |
| 38 | North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 39 | Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor | N | 0 |
| 40 | Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood | Y | 0 |
| 41 | Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Career Page | N | 17 |
| 42 | Station Website | N | 2 |

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|------------------|---|--|---|
| 43 | 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 |
| 44 | Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 45 | The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Career Advisor Manual Posting | N | 0 |
| 46 | The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : info@imagen.org Career Advisor | N | 0 |
| 47 | The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle | N | 0 |
| 48 | Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway | N | 1 |
| 49 | University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |

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|----------------------|---|--|---|
| 50 | University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : gmosley@uidaho.edu Career Advisor | N | 0 |
| 51 | University of Southern California 3502 Watt Way Los Angeles, California 90089 Email : sbgresumes@sbgstv.com Career Advisor | N | 0 |
| 52 | West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 53 | Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : careerservices@whitworth.edu Career Advisor | N | 0 |
| 54 | Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 55 | WSU - Edward R. Murrow School of Communications 226 Murrow Center Pullman, Washington 99164 Email : sbgresumes@sbgstv.com Career Advisor | N | 0 |
| 56 | 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 |

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|--|--|--|---|
| 57 | Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgvtv.com Career Center | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 71 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|---|-------------------------------------|--|
| 1 | 8/18/2021 | Participation in Job Fairs | The News Talent Manager and Director of News Training and Development, along with several station News Managers, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable. | 3 | News Talent Manager Employment Specialist Director News Training |
| 2 | 1/1/2022 | Participation in scholarship programs | The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in a career in Broadcast/Digital journalism, or Marketing. The Fund plans to award scholarships of up to \$5,000 to students from diverse ethnic backgrounds, who are currently sophomores or juniors at a 4-year college or university, and are interested in pursuing careers in broadcast journalism, digital or social media content storytelling or marketing. To be eligible for a Sinclair Broadcast Diversity Scholarship, an applicant must be a US Citizen, and be a sophomore or junior at a four-year college or university in California, Idaho, Montana, Oregon or Washington. Scholarship was featured on KBAK's website with a link to apply before April 30, 2022. | 3 | Talent Acquisition Employment Manager News Talent Manager |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|--|
| 3 | 4/28/2022 | Participation in Job Fairs | Cal Poly SLO Career Event was held on April 28,2022. Our News Director Dionne Young reviewed and collected resumes and candidate information for current job openings with KBAK/KBFX TV. She was able to speak with current students and alumni regarding their career interests to identify potential career opportunities.. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. | 1 | News Director |
| 4 | 5/13/2022 | Participation in events or programs sponsored by educational institutions | The Kern High School District's Career Technical Education Center held an event providing students in their Technical programs with a one-on-one style job interview, giving students an opportunity to have their interview skills assessed and received feedback. Hundreds of students participated and Dionne Young, News Director at KBAK/KBFX was able to participate as one of the interviewees. | 1 | News Director |
| 5 | 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 initiative 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, Talen Acquisitions Regional Controler |

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|---|-------------|--|---|-------------------------------------|---|
| 6 | 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 |