

**KOMO / KUNS**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 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>
Marketing Consultant	2-11, 14, 18-19, 21, 23, 25-26, 28, 31-34, 36-45, 47-49, 51-62, 64-65	48
News Photographer	2-12, 15, 18-19, 21, 23, 25-26, 28, 31-34, 36-39, 41-45, 47-62, 64-65	15
Sales/Marketing Assistant	2-11, 18-21, 23, 25-26, 28-29, 31-34, 36-45, 47-49, 51-62, 64-65	48
Master Control Operator	2-12, 18-19, 21, 23, 25-26, 28-29, 31-45, 47-62, 64-65	36
Digital Content Producer	2-12, 18-21, 23, 25-26, 28, 31-34, 36-45, 47-62, 64-65	48
News Assignment Editor	2-12, 15, 18-21, 23, 25-26, 28, 31-45, 47-62, 64-65	15
News Assignment Editor	2-12, 15, 18-21, 23, 25-26, 28, 31-45, 47-62, 64-65	20
News Assignment Editor	2-12, 15, 18-21, 23, 25-26, 28, 31-45, 47-62, 64-65	36
News Photographer	2-3, 5-12, 15, 18-19, 21, 23, 25-26, 28, 31-34, 36-41, 43-45, 47-62, 64-65	48
News Photographer	2-3, 5-12, 15, 18-19, 21, 23, 25-26, 28, 31-34, 36-41, 43-45, 47-62, 64-65	15
News Assignment Desk Manager	2-3, 5-11, 14, 18-19, 21, 23, 25-26, 28, 31-45, 47-49, 51-65	63
General Assignment Reporter	1-3, 5-12, 14, 18-19, 21, 23, 25-26, 28, 31-45, 47-62, 64-65	35
General Assignment Reporter	1-3, 5-12, 14, 18-19, 21, 23, 25-26, 28, 31-45, 47-62, 64-65	1
Human Resources Coordinator	2-3, 5-11, 18-19, 21, 23, 25-26, 28, 31-49, 51-62, 64-65	36
Master Control Operator	2-3, 5-11, 18-19, 21, 23, 25-26, 28-29, 31-49, 51-62, 64-65	36
Managing Editor	2-3, 5-11, 18-21, 23, 25-26, 28, 31-49, 51-62, 64-65	20
Weekend Meteorologist	2-3, 5-12, 14, 18-21, 23, 25-26, 28, 31-65	20
Marketing Consultant	2-3, 5-11, 18-19, 21-23, 25-26, 28-29, 31-39, 41-49, 51-62, 64-65	29
Social Media Coordinator	2-3, 5-11, 16, 18-19, 21, 23, 25-26, 28-29, 31-39, 41-49, 51-62, 64-65	16
Newscast Director	2-3, 5-12, 16, 18-21, 23, 25-26, 28, 31-39, 41-62, 64-65	16

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Master Control Operator	2-3, 5-11, 15-16, 18-19, 21, 23, 25-26, 28-39, 41-49, 51-62, 64-65	29
Master Control Operator	2-3, 5-11, 15-16, 18-19, 21, 23, 25-26, 28-39, 41-49, 51-62, 64-65	48
Master Control Operator	2-3, 5-11, 15-16, 18-19, 21, 23, 25-26, 28-39, 41-49, 51-62, 64-65	15
Master Control Operator	2-3, 5-11, 15-16, 18-19, 21, 23, 25-26, 28-39, 41-49, 51-62, 64-65	16
Operations Technician	2-3, 5-11, 18-19, 21, 23, 25-26, 28-29, 31-49, 51-65	48
Operations Technician	2-3, 5-11, 18-19, 21, 23, 25-26, 28-29, 31-49, 51-65	63
News Photographer	2-3, 5-11, 18-19, 21, 23, 25-26, 28-29, 31-49, 51-62, 64-65	36
Photographer/Editor	2-3, 5-11, 14, 18-21, 23, 25-26, 28, 31- 49, 51-62, 64-65	20
News Producer	2-3, 5-12, 16, 18-19, 21, 23, 25-26, 28- 29, 31-62, 64-65	16
Chief Photographer	2-3, 5-11, 14, 16, 18-21, 23, 25-26, 28- 29, 31-49, 51-62, 64-65	16
Engineer	2-3, 5-11, 14, 16, 18-23, 25-26, 28, 30- 49, 51-62, 64-65	16
Engineer	2-3, 5-11, 14, 16, 18-23, 25-26, 28, 30- 49, 51-62, 64-65	20
Engineer	2-3, 5-11, 14, 16, 18-23, 25-26, 28, 30- 49, 51-62, 64-65	22
Digital Content Producer	2-3, 5-11, 18-19, 21, 23, 25-26, 28-29, 31-49, 51-62, 64-65	36
News Photographer	2-3, 5-8, 10-11, 14, 18-19, 21-23, 25- 26, 28-29, 31-49, 51-65	48
News Photographer	2-3, 5-8, 10-11, 14, 18-19, 21-23, 25- 26, 28-29, 31-49, 51-65	48
News Photographer	2-3, 5-8, 10-11, 14, 18-19, 21-23, 25- 26, 28-29, 31-49, 51-65	48
News Photographer	2-3, 5-8, 10-11, 14, 18-19, 21-23, 25- 26, 28-29, 31-49, 51-65	63
Business Office Assistant	2-3, 5-8, 10-11, 18-19, 21, 23-26, 28- 29, 31-49, 51-62, 64-65	29
General Assignment Reporter	1-3, 5-8, 10-12, 14-15, 18-21, 23-26, 28, 31-65	15

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
General Assignment Reporter	1-3, 5-8, 10-12, 14-15, 18-21, 23-26, 28, 31-65	63
Digital Executive Producer	2-3, 5-8, 10-11, 13-14, 18-21, 23-26, 28, 31-49, 51-62, 64-65	20
News Producer	2-3, 5-8, 10-11, 13-14, 18-19, 21, 23- 26, 28-29, 31-49, 51-62, 64-65	48
News Producer	2-3, 5-8, 10-11, 13-14, 18-19, 21, 23- 26, 28-29, 31-49, 51-62, 64-65	36
Newscast Director	2-3, 5-8, 10-11, 16, 18-19, 21, 23-26, 28, 31-49, 51-62, 64-65	16
Marketing Consultant	2-3, 5-8, 10-11, 18-21, 23-26, 28, 31- 49, 51-62, 64-65	36
Operations Technician	2-3, 5-8, 10-11, 17-19, 21, 23-26, 28, 31-49, 51-62, 64-65	17
Digital Sales Coordinator	2-3, 5-8, 10-11, 18-19, 21, 23-26, 28- 29, 31-49, 51-62, 64-65	36
Multimedia Journalist (MMJ)	2-3, 5-8, 10-12, 18-21, 23-29, 31-62, 64 -65	20
General Assignment Reporter	2-3, 5-8, 10-11, 14-15, 18-19, 21, 23- 26, 28, 31-49, 51-62, 64-65	15
Master Control Operator	2-3, 5-8, 10-11, 18-19, 21, 23-26, 28, 31-49, 51-62, 64-65	36

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<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>
1	Agency Referral	N	3
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : <a href="http://www.aamu.edu">www.aamu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
3	Albany State University 504 College Dt Albany, Georgia 31705 Url : <a href="http://www.asurams.edu">www.asurams.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Planning	N	0
4	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Url : <a href="http://www.readioschool.com">http://www.readioschool.com</a> Email : <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> Michelle McConnell	N	0
5	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Mike Wong	Y	0
6	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : <a href="http://www.benedict.edu">www.benedict.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
7	Cal State Monterey Bay - Career Development 100 Campus Center Building 44 Seaside, California 93955 Email : <a href="mailto:career_development@csumb.edu">career_development@csumb.edu</a> Career Advisor	N	0

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8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Aaron Brumfield	N	0
9	Centro Latino Americano 944 West 5th Ave Eugene, Oregon 97402 Url : <a href="http://www.centrolatinoamericano.org/">http://www.centrolatinoamericano.org/</a> Email : <a href="mailto:info@centrolatinoamericano.org">info@centrolatinoamericano.org</a> Roxanne Franco	N	0
10	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : <a href="http://www.cheyney.edu">www.cheyney.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Services	N	0
11	City University - Career Planning & Placement 1190 Ne First St. Bellevue, Washington 98005 Url : <a href="http://www.cityu.edu/">http://www.cityu.edu/</a> Email : <a href="mailto:alumni@cityu.edu">alumni@cityu.edu</a> Kristine Kero	N	0
12	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
13	Corporate Recruiter	N	3
14	Current Employee	N	16
15	Current Employee - Transfer/Promotion	N	6
16	Current Employee/Internal Promotion	N	7
17	Current Intern	N	1

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18	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : <a href="http://www.diversityjobs.com">www.diversityjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Rob Steward	N	0
19	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : <a href="http://www.ecsu.edu">www.ecsu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
20	Employee Referral	N	18
21	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
22	Former Employee Referral	N	3
23	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : <a href="http://www.gijobs.com">www.gijobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> R. Brandt	N	0
24	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : <a href="http://www.hbcuconnect.com">www.hbcuconnect.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> William Moss	N	0
25	Hire A Hero PO Box 6808 Morango, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0

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26	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Carol Dudley	Y	0
27	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	N	0
28	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : <a href="http://www.htu.edu">www.htu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
29	Indeed.com - Not Directly Contacted by SEU	N	20
30	Internet Ad-not directly contacted by SEU	N	2
31	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
32	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
33	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : <a href="http://www.kysu.edu">www.kysu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0

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34	Kern County Hispanic Chamber of Commerce 231 H Street Bakersfield, California 93304 Url : <a href="http://www.lwtc.ctc.edu/">http://www.lwtc.ctc.edu/</a> Email : <a href="mailto:officeadmin@kchcc.org">officeadmin@kchcc.org</a> Beth Carter	N	0
35	KOMO- TV 140 4th Ave N Seattle Seattle, Washington Phone : 206-404-4117 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Stephanie Juarez	N	11
36	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Account Manager	N	36
37	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
38	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : <a href="http://www.miles.edu">www.miles.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
39	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : <a href="http://www.morgan.edu">www.morgan.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
40	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : <a href="http://www.mhcc.edu/">http://www.mhcc.edu/</a> Career Advisor Manual Posting	N	0



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<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>
41	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	N	0
42	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : info@nljja.org Career Services	N	0
43	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgtv.com Career Center	N	0
44	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	N	0
45	Portland State University 1825 SW Broadway Portland, Oregon 97201 Email : sbgresumes@sbgtv.com Career Advisor	N	0
46	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0
47	Seattle University - Albers Placement Center 900 Broadway Pigott 331 Seattle, Washington 98122 Email : sbgresumes@sbgtv.com Career Advisor	N	0

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48	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Email : <a href="mailto:employment@sbg.tv">employment@sbg.tv</a> Career Page	N	30
49	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : <a href="mailto:Stephanie.Guy@seattlecolleges.edu">Stephanie.Guy@seattlecolleges.edu</a> Career Advisor	N	0
50	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:jpumphrey.td@gmail.com">jpumphrey.td@gmail.com</a> Julie Pumphrey	N	0
51	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : <a href="http://www.tsu.edu">www.tsu.edu</a> Email : <a href="mailto:sbgresumes@sbg.tv">sbgresumes@sbg.tv</a> Career Center	N	0
52	The Evergreen State College - 2700 Evergreen Parkway Olympia, Washington 98505 Email : <a href="mailto:advising@evergreen.edu">advising@evergreen.edu</a> Career Advisor	N	0
53	The Imagen Foundation 18034 Ventura Boulevard Ste 261 Encino, California 91316 Email : <a href="mailto:info@imagen.org">info@imagen.org</a> Career Advisor	N	0
54	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : <a href="mailto:sbgresumes@sbg.tv">sbgresumes@sbg.tv</a> Andrea Siegle	N	0

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55	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	0
56	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : <a href="http://www.uapb.edu">www.uapb.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
57	University of Idaho - School of Journalism 3059 F National Fish Hatch Rd Hergman, Idaho 83332 Email : <a href="mailto:gmosley@uidaho.edu">gmosley@uidaho.edu</a> Career Advisor	N	0
58	Washington State Association of Broadcasters PO BOX 11341 Tacoma, Washington 98441 Email : <a href="mailto:KSHIPMAN@WSAB.ORG">KSHIPMAN@WSAB.ORG</a> Job Bank	N	0
59	Washington State University 226 Murrow Center Pullman, Washington 99164 Phone : . Url : broadbean source Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
60	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : <a href="http://www.wvstateu.edu">www.wvstateu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
61	Whitworth College Career Planning & Placement 300 W Hawthorne Rd. MS 4309 Spokane, Washington 99251 Email : <a href="mailto:careerservices@whitworth.edu">careerservices@whitworth.edu</a> Career Advisor	N	0

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<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>
62	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
63	Word of Mouth Referral	N	6
64	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
65	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>163</b>

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**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	10/12/2021	Participation in Job Fairs	The HR Manager along with the Chief Engineer, Chief Photographer, Master Control Manager, Program Coordinator, and HR Generalist represented KOMO/KUNS at the virtual Seattle University Business & Engineering Career Fair. They met virtually with potential candidates, spoke about what they do at KOMO/KUNS, talked about various aspects of our business, and collected candidate information for future openings at KOMO/KUNS and at Sinclair. All candidates were asked to keep an eye out on the Sinclair Website for any openings.	6	Human Resources Manager Chief Engineer Chief Photographer Ron Davis
2	1/27/2022	Participation in scholarship programs	Diversity Scholarship Program was posted to KOMO's website in order to promote hiring for the 2022 school year. The goal of the program is to help students with diverse backgrounds who reflect Sinclair's audiences nationwide. Deadline is April 30, 2022	1	Human Resources Manager Human Resources Coordinator
3	2/10/2022	Participation in Job Fairs	KOMO participated in the 2022 Winter Career & Internship Fair hosted by Seattle University. We hosted five 30 minute group sessions with Seattle University students. We had 5 Managers and our HR Coordinator hosting the sessions. In addition we had Dennis Hanson and Ron Davis, our NOC managers, host 2 sessions. Each manager described their area of expertise at KOMO news. Each manager provided the skill sets needed for their departments. In addition each manager held Q&A sessions for their respective departments.	6	Human Resources Manager Human Resources Coord. Chief Engineer Obay

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**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>
4	3/21/2022	Establishment of an intern program designed to assist members of the community	Seattle KOMO TV Station has established an intern program that has a duration of 12 weeks in which the intern (s) work 20 hours/ week. This intern program was established to assist members of the community to develop their broadcasting skills while gaining hands-on experience. The 12-week internship mainly focuses on working in Operations, Commercial Production, and NOC.	1	Intern
5	5/18/2022	Participation in Job Fairs	Mike Oboy and Karin Comiskey set up a booth at Cougs First which is a trade show put on by Washington State University. There are other businesses there as well and is attended by both alumni and students. We connected with students as well as some alumni and discussed different job opportunities at the company.	2	Local Sales Manager Marketing Consultant
6	5/23/2022	Provision of training to management	The Director of Talent Acquisition for the Company spoke on a panel at the Media Finance Focus conference in Tampa, FL. The topic was "Lessons in Leadership: How to Survive the Great Resignation". She and two others on the panel spoke about how to attract and keep a diverse staff through a period of high turnover. As broadcasters we are required certain outreach initiatives to maintain licenses and now these steps are even more essential in attracting prospective employees. Topics discussed were marketing and utilizing broad outreach to diversify your candidate pool, compensation/ benefits, job postings, selling their opportunities, and learning about new changes to talent acquisition tricks.	2	Director, Talent Acquisition Regional Controller

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7	5/26/2022	Participation in events or programs sponsored by educational institutions	The HR Coordinator hosted 11 students and 2 teachers from Bush School on a tour of the station. Many employees took the time to talk about their jobs as a career and the broadcast industry. Employees from the KUNS department, KOMO NEWS department, and KOMO/KUNS Digital Interactive department, etc., all got to interact with the students and instructors during the tour. Students were able to ask questions regarding careers in the broadcast industry.	8	Human Resources Coordinator Human Resources Manager Anchor Managing Editor
8	6/7/2022	Participation in events or programs sponsored by educational institutions	Stephanie Juarez and Alison Lee took 8 students and 1 adult from University Prep on a tour of the station. Anchor Molly Shen interacted with the students before the live newscast and let them watch a segment. Ron Davis shared what the master control operators do on a daily basis as a career-field. Students were encouraged to ask questions regarding careers in the broadcast industry.	5	Human Resources Coordinator Human Resources Manager Anchor Master Control Operations Manager
9	7/19/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist and the Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed, and collected resumes as well as candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	Sr. Employment Specialist Employment Coordinator

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	<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>
10	8/3/2022	Participation in Job Fairs	Sinclair's SVP of News, News Recruiter, several News Managers and News employees represented all Sinclair News stations at the 2022 NABJ convention/career expo. They met with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who met with Sinclair during the career fair were followed up with and interviews were set up where applicable.	3	News Recruiter Group News Director SVP of News