

WSYX
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

I. VACANCY LIST

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

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|----------------------------------|--|-------------------------------|
| News Producer | 2-5, 7-11, 15-19, 21-23, 25-27, 29, 32-53, 55-59, 61-64, 66-68 | 15 |
| News Producer | 2-5, 7-11, 15-19, 21-23, 25-27, 29, 32-53, 55-59, 61-64, 66-68 | 64 |
| General Assignment Reporter | 2-5, 7-14, 17-19, 21-23, 25-27, 29, 32-59, 61-63, 66-68 | 52 |
| Marketing Consultant | 2-5, 7-11, 17-19, 21-27, 29, 32-53, 55-59, 61-63, 66-68 | 52 |
| Newscast Director | 2-5, 7-11, 14, 16-19, 21-27, 29, 31-49, 51-53, 55-59, 61-63, 66-68 | 52 |
| Newscast Director | 2-5, 7-11, 14, 16-19, 21-27, 29, 31-49, 51-53, 55-59, 61-63, 66-68 | 16 |
| Weekend Meteorologist Reporter | 1-5, 7-13, 17-19, 21-29, 31-49, 51-59, 61-63, 66-68 | 31 |
| News Photographer | 2-11, 16-19, 21-27, 29-49, 51-53, 55-59, 61-64, 66-68 | 64 |
| News Photographer | 2-11, 16-19, 21-27, 29-49, 51-53, 55-59, 61-64, 66-68 | 30 |
| News Photographer | 2-11, 16-19, 21-27, 29-49, 51-53, 55-59, 61-64, 66-68 | 16 |
| News Photographer | 2-11, 16-19, 21-27, 29-49, 51-53, 55-59, 61-64, 66-68 | 30 |
| News Photographer | 2-11, 16-19, 21-27, 29-49, 51-53, 55-59, 61-64, 66-68 | 31 |
| Investigative Reporter | 2-13, 17-19, 21-29, 31-49, 51-59, 61-63, 66-68 | 31 |
| News Topical Promotions Producer | 2-11, 16-19, 21-27, 29-30, 32-49, 51-53, 55-59, 61-63, 66-68 | 16 |
| Digital Director | 2-11, 17-27, 29, 32-49, 51-53, 55-59, 61-63, 66-68 | 20 |
| Digital Content Producer | 2-11, 16-19, 21-27, 29, 32-49, 51-53, 55-59, 61-63, 66-68 | 52 |
| Digital Content Producer | 2-11, 16-19, 21-27, 29, 32-49, 51-53, 55-59, 61-63, 66-68 | 16 |
| Master Control Operator | 2-11, 15, 17-19, 21-27, 29, 32-49, 51-53, 55-59, 61-63, 66-68 | 15 |
| Regional Sales Assistant | 2-11, 17-27, 29, 32-49, 51-53, 55-59, 61-63, 65-68 | 20 |

WSYX
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|------------------------------------|--|-------------------------------|
| Sports Multimedia Journalist (MMJ) | 1-14, 17-19, 21-29, 32-49, 51-59, 61-63, 66-68 | 1 |
| Weekend News Anchor/Reporter | 2, 4, 6-13, 17-19, 21-29, 32-49, 51-59, 61-63, 66-68 | 52 |
| General Assignment Reporter | 2, 4, 6-11, 14, 17-19, 21-27, 29, 31-49, 51-53, 55-59, 61-64, 66-68 | 64 |
| Promotions Event Coordinator | 2, 4, 6-11, 15, 17-19, 21-27, 29, 32-49, 51-53, 55-59, 61-63, 66-68 | 15 |
| Marketing Associate | 2, 4, 6-11, 14, 17-19, 21-27, 29, 31-49, 51-53, 55-59, 61-63, 66-68 | 31 |
| Marketing Associate | 2, 4, 6-11, 14, 17-19, 21-27, 29, 31-49, 51-53, 55-59, 61-63, 66-68 | 52 |
| News Production Assistant (FT) | 2, 4, 6-11, 17-19, 21-27, 29-30, 32-49, 51-53, 55-63, 66-68 | 30 |
| Photographer | 2, 4, 6-11, 15, 17-19, 21-27, 29, 32-37, 39-49, 51-53, 55-59, 61-63, 66-68 | 52 |

WSYX
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 1 | Agency Referral | N | 2 |
| 2 | Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 3 | Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning | N | 0 |
| 4 | Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : kbordell@asu.edu Karen Bordeleau | Y | 0 |
| 5 | Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 6 | BeOnAir National Broadcast and Multimedia School 7955 NW 12 Street Columbus, Ohio Email : lleciejewski@beonair.com Lynda Leciejewski | Y | 0 |
| 7 | Capital University 1 College and Main Columbus, Ohio 43209-2394 Phone : 614-236-6573 Email : eanderson@capital.edu Eric Anderson | N | 0 |

WSYX
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 8 | Career Board , Ohio Phone : 2165951632 Url : http://www.careerboard.com Email : dcross@careerboard.com Donald Cross | N | 0 |
| 9 | Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield | N | 0 |
| 10 | Central State University P O Box 1004 Wilberforce, Ohio 45384 Phone : 937-376-6493 Email : csucareerservices@gmail.com Rodney Hudson | 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 | Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille | N | 0 |
| 13 | Columbia Journalism School Career Services 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Email : ir2273@columbia.edu Izabela Rutkowski | N | 0 |
| 14 | Current Employee | N | 5 |
| 15 | Current Employee - Transfer/Promotion | N | 4 |
| 16 | Current Employee/Internal Promotion | N | 5 |

WSYX
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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|------------------|---|--|---|
| 17 | Denison University Career Services 306 Burton Morgan Granville, Ohio 43023 Phone : 740-587-6656 Email : career@denison.edu Fax : 1-740-587-6656 Michele Doran | N | 0 |
| 18 | DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward | N | 0 |
| 19 | Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 20 | Employee Referral | N | 2 |
| 21 | Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 22 | Franklin University 201 S. Grant Avenue Columbus, Ohio 43215 Phone : 614-947-6800 Email : slc@franklin.edu Career Services | N | 0 |
| 23 | G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt | N | 0 |

WSYX
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 24 | HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss | N | 0 |
| 25 | Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |
| 26 | Hocking College 3301 Hocking Parkway Nelsonville, Ohio 45764 Phone : 877-462-5464 Email : hccareer@hocking.edu Harry Tompkins | N | 0 |
| 27 | Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley | Y | 0 |
| 28 | Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill | N | 0 |
| 29 | Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 30 | Indeed.com - Not Directly Contacted by SEU | N | 4 |
| 31 | Internet Ad-not directly contacted by SEU | N | 8 |

WSYX
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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|----------------------|---|--|---|
| 32 | 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 |
| 33 | Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |
| 34 | Kent State University Career Services 261 Schwartz Center Kent, Ohio 44242 Phone : 330-672-2360 Email : sbgresumes@sbgstv.com Robin Pijor | N | 0 |
| 35 | Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 36 | Lawrence Technical University 19900 West 9 Mile Road Southfield, Michigan 48075 Shannon Bennett Manual Posting | Y | 0 |
| 37 | Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager | N | 2 |

WSYX
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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|----------------------|---|--|---|
| 38 | Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk Prong 2 Ended Date: 11/21/2022 | N | 0 |
| 39 | Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 40 | Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 41 | Norfolk State University 700 Park Avenue Dept of Comm & Journalism Norfolk, Virginia 23504 Phone : 757 823-2261 William Hart Manual Posting | N | 0 |
| 42 | 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 |
| 43 | OAB Job Board 17 S High Street Ste 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Url : http://www.oab.org Email : cmerritt@oab.org Christine Merritt | N | 0 |

WSYX
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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|------------------|---|--|---|
| 44 | Ohio Dominican University 1216 Sunbury Road Columbus, Ohio 43219 Phone : 614-253-3560 Url : http://www.collegiatejobline.org Email : powellm@ohiodominican.edu Mandy Powell | N | 0 |
| 45 | Ohio Means Jobs / Dept. of Job and Family Services 30 East Broad Street Columbus, Ohio 43215 Phone : 937-225-6135 Aminah Costner Manual Posting | N | 0 |
| 46 | Ohio Media School 5330 E Main St #200 Whitehall, Ohio 43213 Phone : (614) 230-0461 Url : https://beonair.com/ Email : jdixon@beonair.com Jody Dixon | N | 0 |
| 47 | Ohio State University 154 W 12th Avenue Enarson Hall Columbus, Ohio 43210 Phone : 614-292-3366 Email : sbgresumes@sbgstv.com Carrer Services | N | 0 |
| 48 | Ohio University 101 S. Green Drive Athens, Ohio 45701 Phone : 740-593-1394 Url : http://ohio.edu/careers/students Email : sbgresumes@sbgstv.com Chrissy Lee | N | 0 |
| 49 | Organization of Chinese Americans 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Url : http://www.ocanational.org/ Email : Media@ocanational.org Fax : 1-202-296-0540 Nick Lee | N | 0 |

WSYX
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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|------------------|--|--|---|
| 50 | Otterbein College WOCC-TV Otterbein Westerville, Ohio 43081 Phone : 614-823-1563 Email : career@otterbein.edu Andrew Bucur | N | 0 |
| 51 | Purdue University Rawls Hall, Room 3029 100 South Grant Street West Lafayette, Indiana 47907 Email : luzaders@purdue.edu Sally Luzader | N | 0 |
| 52 | Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgnet.net Email : employment@sbgnet.com Career Page | N | 13 |
| 53 | Southeast Inc 3770 North High Street Columbus, Ohio 43214 Phone : (614) 294-7117 ext. 225 Email : gilmore@southeastinc.com Rich Gilmore | N | 0 |
| 54 | 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 |
| 55 | Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgnet.com Career Center | N | 0 |
| 56 | The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgnet.com Andrea Siegle | N | 0 |

WSYX
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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|------------------|---|--|---|
| 57 | Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway | N | 0 |
| 58 | University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 59 | Urbana University 579 College Way Urbana, Ohio 43078 Phone : 937-772-9222 Url : http://www.collegiatejobline.org Email : careerservices@urbana.edu Maria Heeg | N | 0 |
| 60 | Walk In | N | 1 |
| 61 | West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 62 | Wilberforce University Job Development Office Wilberforce, Ohio 45384 Phone : 937-708-5252 Email : hwilliams@wilberforce.edu Hila Williams | N | 0 |
| 63 | Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 64 | Word of Mouth Referral | N | 3 |

WSYX
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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|--|---|--|---|
| 65 | WSYX/WTTE/WWHO (website) 1261 Dublin Road Columbus, Ohio 43215 Phone : 614-485-1418 Email : employment@sbgstv.com Kristin Swansiger | N | 1 |
| 66 | 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 |
| 67 | Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 68 | YMCA of Central Ohio - Van Buren Center 595 Van Buren Dr Columbus, Ohio 43223 Phone : 614-689-2020 Email : Melissa.marcum@ymcacolumbus.org Melissa Marcum | Y | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 50 |

WSYX
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|---|-------------------------------------|--|
| 1 | 7/19/2022 | Co Sponsoring Job Fair | 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 |
| 2 | 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 |
| 3 | 10/5/2022 | Participation in Job Fairs | Sue Nolan and Ashlan Houser represented WPGH/WPNT/WHP WJAC/WTOV/ WOLF/WQMY/WSWB/WSYX/WTTE/ WHP/WCHSH/WVAH at the Spring Western PA Collegiate Virtual Fair. They spoke with students and alumni, explaining the various positions within Sinclair Broadcast Group. Students were given information on how to apply through the Sinclair Broadcast Group website. | 2 | HR Coordinator HR Coordinator |

WSYX
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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|---|-------------|--|--|---|---------------------------|
| 4 | 11/15/2022 | Participation in Job Fairs | The Corporate Sr. Employment Specialist represented all of Sinclair Broadcast Group at a Career Discussion with Elizabeth City State University. The topic of discussion was Professional Development, and Career Opportunities. She met virtually with a class and discussed career opportunities within Sinclair, and competencies for career readiness with the company. She also provided information on how to apply, and how to search our openings on our Careers Page. All students were given contact information, and a presentation with an overview of Sinclair. | 1 | Sr. Employment Specialist |
| 5 | 1/10/2023 | Participation in Job Fairs | Brandi Proctor, Sinclair's News Recruiter, represented all of Sinclair Broadcast Group at a Virtual Career Fair with Penn State University. She met with students one on one, and discussed their interest in Sinclair Broadcast Group, and the potential opportunities we offer in the television industry. She discussed the different avenues and careers in the broadcast industry, and how to meet your career goals. She connected with the students on LinkedIn, and provided her contact information, as well as directed them to our Careers Page to check out all of our open opportunities. | 1 | News Recruiter |
| 6 | 2/15/2023 | Participation in Job Fairs | HR Coordinator, Heather Foley, represented WKRC/WSTR and sister stations WTOV/WSYX/WTTE/WWHO/WKEF/WRGTWPGH/WPNT at the University of Cincinnati CCM Career Fair. Students were told about the career and internship opportunities at all represented stations. They also received information on how and where to apply using Sinclair's careers page. | 1 | HR Coordinator |

WSYX
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June 1, 2022 - May 31, 2023

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| 7 | 2/15/2023 | Participation in Job Fairs | Heather Foley, HR Coordinator attended a career fair at the University of Cincinnati CCM to discuss possible internship opportunities and careers in the broadcast industry across the State of Ohio. All students attending were Communications or Media majors. | 1 | H.R. Coordinator |
| 8 | 3/21/2023 | Participation in Job Fairs | Heather Foley, HR Coordinator, and Sydney Huber, Marketing Associate, represented WKRC/WSTR and sister stations WTOV/WSYX/WTTE/WWHO/WKEF/WRGT/WNWO at the Local-12 Job Fair. Participants were told about the career opportunities at all represented stations and received information on how and where to apply using Sinclair's careers page. | 2 | HR Coordinator Marketing Associate |
| 9 | 3/22/2023 | Participation in Job Fairs | Heather Foley, HR Coordinator, represented WKRC/WSTR sister stations WTOV/WSYX/WTTE/WWHO/WKEF/WRGT/WNWO at the Change and Impact Career Fair, where participants were members of the Stuttering Community. Candidates were told about the career opportunities at all represented stations and received information on how and where to apply using Sinclair's careers page. | 1 | HR Coordinator |
| 10 | 3/29/2023 | Participation in Job Fairs | Sue Nolan, HR Coordinator, represented WPGH/WPNT/WTOV and sister stations WHP/WLYH/ WJAC/ WOLF/WQMY/WSWB/WSYX/WTTE/ WCHS/WVAH at the Spring Western PA Collegiate virtual career fair. She spoke with students and alumni, explaining the various positions within the represented stations. Students were given information on how to apply through the Sinclair Broadcast Group website. | 1 | HR Coordinator |

WSYX
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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|----|-------------|---|---|---|--|
| 11 | 3/30/2023 | Participation in Job Fairs | Bryan Queen, News Director, represented WHP/WLYH and sister stations WJAC/WOLF/WCHS/WVAH/WPGH/WPNT/WTOV/WSYX/WTTE at the Shippensburg University Spring job fair. Students were told about the career and internship opportunities at all represented stations. They also received information on how and where to apply using Sinclair's careers page. | 1 | News Director |
| 12 | 3/30/2023 | Participation in events or programs sponsored by educational institutions | John Wise, Digital Director, represented WSYX/WTTE/WWHO at the Ohio Wesleyan. John spoke to communications and journalism majors and provided information regarding employment opportunities within Sinclair Broadcast Group. | 1 | Digital Director |
| 13 | 4/4/2023 | Co Sponsoring Job Fair | Tony D'Angelo, General Manager and James Grilli, Station/Sales Manager attended the 2023 Career & NIL Expo to connect student athletes with leaders across various industries to educate and prepare them for life after football. | 2 | General Manager Sales/Station Manager |