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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
News Videographer	1-7, 9, 11, 13-20, 22-49	7
Executive Producer	1-5, 9, 11, 13-20, 23-38, 40-49	38
News Producer	1-5, 9, 11, 13-20, 22-38, 40-49	38
News Producer	1-5, 9, 11, 13-20, 22-38, 40-49	27
Digital Sales Coordinator	1-5, 9, 11, 13-20, 23-38, 40-49	27
News Reporter	1-5, 7, 9-11, 13-20, 23-38, 40-49	7
Digital Producer/Assignment Editor	1-6, 9-11, 13-20, 23-38, 40-49	20
Master Control Operator	1-3, 5, 8-9, 11-20, 23-28, 30-38, 41-49	8
Local Sales Assistant	1-3, 5, 11, 13-21, 23, 25-28, 30-38, 41-49	21
Multimedia Journalist	1-5, 9, 11, 13-20, 22-23, 25-38, 40-49	38
News Videographer	1-5, 8, 11, 13-20, 23, 25-38, 40-49	48
News Videographer	1-5, 8, 11, 13-20, 23, 25-38, 40-49	8
News Anchor	1-7, 11, 13-20, 22-23, 25-38, 40-49	7
Promotions Producer	1-6, 8, 11, 13-20, 23, 25-38, 40-49	8
Marketing Consultant	1-5, 9, 11, 13-20, 23-38, 40-49	9
News Videographer (Lansing Bureau)	1-3, 5, 11, 13-20, 23-28, 30-38, 41-49	27
Newscast Director	1-3, 5, 11, 14-19, 22-23, 25-28, 30, 32-35, 38, 42, 44-49	22
Newscast Director	1-3, 5, 7, 11, 14-19, 21, 23-28, 30, 32-35, 38, 42, 44-49	7

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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	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
2	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgtv.com Aaron Brumfield	N	0
3	Central Michigan Univesirty 340 Moore Hall Mt. Pleasant, Michigan 48859 Phone : 989-774-3068 Email : sbgresumes@sbgtv.com Career Services	N	0
4	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
5	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-4422 Email : cujschool.careers@gmail.com Anusha Shrivastava	Y	0
6	Current Employee	N	9
7	Current Employee - Transfer/Promotion	N	4
8	Current Employee/Internal Promotion	N	3
9	Employee Referral	N	18
10	Facebook post	N	4

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11	Ferris State University 1201 S State St Big Rapids, Michigan 49307 Phone : . Url : www.ferris.edu Email : sbgresumes@sbgtv.com Career Center	N	0
12	Former Employee	N	1
13	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Sinclair SilkRoad Source	N	1
14	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgtv.com Broadbean Source	Y	0
15	Hispanic American Council 930 Lake Street #A Kalamazoo, Michigan 49001 Phone : 269-385-6279 Url : https://elconciliokzoo.org/ Email : ovalle@elconciliokzoo.org Career Services	Y	0
16	Howard University School of Communications 525 Bryant Street St, NW Room 107 Washington, District of Columbia 20059 Phone : 202-806-5806 Email : cdudley@howard.edu Carol Dudley	Y	1
17	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Idaho State - Dept of Mass Communications 921 South 8th Ave Stop 8242 Pocatello, Idaho 83209 Phone : 208-282-6453 Email : careers@isu.edu Tom Hallaq	Y	0
19	Illinois Center For Broadcasting Chicago Campus 530 South State Street Chicago, Illinois 60605 Phone : 312-884-8000 Email : dclark@beonair.com Don Clark	Y	0
20	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Sinclair SilkRoad Source	N	21
21	Indeed.com	N	3
22	Internet Ad-not directly contacted by SEU	N	6
23	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgtv.com Broadbean Source	Y	0
24	Job Bank-MI Chapter NATAS 24903 Lois Land Drive Southfield, Michigan 48075 Phone : 248-827-0931 Email : michigannatas@gmail.com Stacia Mottley	Y	0
25	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgtv.com Broadbean Source	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Lansing Community College PO Box 40010 Lansing, Michigan 48901 Url : http://www.lcc.edu Email : cesjoblink@lcc.edu Career Center	N	0
27	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgtv.com Account Manager	N	7
28	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
29	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
30	Michigan Association of Broadcasters 819 N. Washington Ave Lansing, Michigan 48906 Phone : 517-484-7444 Url : http://www.mimab.com Email : jobbank@michmab.com Dan Kelley	Y	0
31	Michigan Indian Employment 724 W. Center Street Portage, Michigan 49002 Phone : 269-323-0339 Angeline Francisco-Eileen Yeager Manual Posting Prong 2 Ended Date: 10/29/2019 Prong 2 Ended Date: 9/19/2019	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Michigan Tech University 1400 Townsend Dr Houghton, Michigan 49931 Url : www.mtu.edu Email : sbgresumes@sbgtv.com Career Center	N	0
33	Ohio Center for Broadcasting 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-937-7070 Email : tcuff@beonair.com Terry Cuff	N	0
34	Ohio Center for Broadcasting/Cleveland 9885 Rockside Road Ste 160 Valley View, Ohio 44125 Phone : 216-503-5900 Email : jhardy@beonair.com Janice Hannah-Hardy	Y	0
35	Pure Michigan Talent Connect 1601 S Burdick Ave Kalamazoo, Michigan 49001 Phone : . Email : dmott@miworkssw.org Denise Mott	N	0
36	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Sinclair SilkRoad Source	N	0
37	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Sinclair SilkRoad Source	N	0
38	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgtv.com Sharon Pickeral	N	12

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Specs Howard School of Broadcasting 19900 W. Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Email : kburns@specshoward.edu kristin Burns	N	1
40	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentdynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
41	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgtv.com Broadbean Source	N	0
42	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgtv.com Andrea Siegle	N	0
43	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Sinclair SilkRoad Source	N	0
44	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
45	University of Michigan Ann Arbor, Michigan Phone : 734-764-7460 Url : http://www.kk8116@arbor.edu Email : sbgresumes@sbgtv.com Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
47	Western Michigan University Kalamazoo, Michigan 49001 Email : sbgresumes@sbgtv.com Career Services	N	0
48	WWMT website 590 W Maple St Kalamazoo, Michigan 49008 Url : http://www.wwmt.com Email : jevans@sbgtv.com Jeannene Evans	N	3
49	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
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		**96**

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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	6/24/2019	Establishment of an intern program designed to assist members of the community	WWMT participates with the local and 2 regional colleges bringing in Broadcast students in their Junior or Senior year to intern at the station for 1 semester for credit hours. WWMT had 1 intern between 6/1/19 and 5/31/20. Jessica Burns was from Valparaiso University. Jessica worked with the Meteorologists learning all aspects of weather reporting	2	News Director Meteorologist
2	8/7/2019	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Miami, FL August 7 – 9th, 2019. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	3	Employment Manager Director of News Training News Talent Manager
3	9/17/2019	Participation in Job Fairs	WEYI HR represented the Michigan stations at the MAB Job Fair in Oakland County, Michigan September 17, 2019. She met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable. More than 60 people attended the event.	1	Beam
4	9/20/2019	Participation in events or programs sponsored by educational institutions	Discussion with meteorology students at Dawson Elementary in Allegan MI and the job opportunities within the broadcast media field. Talked to approximately 30 students about Meteorology and the importance to the community of working in this field within the broadcast media field	1	Haenni

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	10/1/2019	Provision of training to management	Verbiage to use for SBG Skillsoft training Training: SBG, Inc. and its stations are Equal Opportunity Employers. 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 are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all 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, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment. Newly hired managers and supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.	6	General Manager Business Manager News Director General Sales Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	10/23/2019	Participation in Job Fairs	WWMT HR represented the Michigan stations at the MAB Job Fair at Grand Valley State College in Grand Rapids, Michigan October 23, 2019. She met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable. More than 50 people attended the event.	1	Business Manager
7	11/8/2019	Participation in Job Fairs	WWMT & WEYI HR represented the Michigan stations at the MAB Job Fair at Lansing Community College in Lansing, Michigan November 8,, 2019. She met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable. More than 250 people attended the event.	2	HR HR
8	1/7/2020	Participation in events or programs sponsored by educational institutions	Discussion with students at Bangor Middle School in Bangor, MI and the job opportunities within the broadcast media field. Talked to approximately 80 students about Meteorology and the importance to the community of working in this field within the broadcast media field	1	Burns
9	1/22/2020	Participation in events or programs sponsored by educational institutions	Discussion with students at Milwood Magnet School In Kalamazoo, MI and the job opportunities within the broadcast media field. Talked to approximately 20 students about commercial and promotion production and the importance to the community of working in this field within the broadcast media field	1	Jones

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	2/25/2020	Participation in events or programs sponsored by educational institutions	Discussion with faculty of Western Michigan University In Kalamazoo, MI and the job opportunities within the broadcast media field. Talked to approximately 12 faculty about television broadcasting and the importance to the community of working in this field within the broadcast media field	1	Broderick