

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

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
Executive Producer	1-13, 16, 18-24, 26, 29, 31, 33-35, 38-50, 52-75, 77-79, 82-83	16
News Producer	1-7, 9-12, 18-26, 28-36, 38-50, 52-62, 64-75, 77-80, 82-83	25
News Producer	1-7, 9-12, 18-26, 28-36, 38-50, 52-62, 64-75, 77-80, 82-83	59
News Producer	1-7, 9-12, 18-26, 28-36, 38-50, 52-62, 64-75, 77-80, 82-83	80
News Production Assistant (FT)	1-7, 9-12, 18-26, 29-50, 52-62, 64-75, 77-79, 82-83	36
News Production Assistant (FT)	1-7, 9-12, 18-26, 29-50, 52-62, 64-75, 77-79, 82-83	43
Digital Content Producer	1-7, 9-12, 18-24, 26, 29-50, 52-60, 62, 64-75, 77-79, 82-83	36
Digital Content Producer	1-7, 9-12, 18-24, 26, 29-50, 52-60, 62, 64-75, 77-79, 82-83	37
Master Control Operator	1-7, 9-12, 18-24, 26-27, 29-30, 32-36, 38-50, 52-62, 64-75, 77-79, 81-83	59
Digital Content Manager	1-7, 9-12, 17-26, 29-30, 32-36, 38-50, 52-62, 64-75, 77-79, 82-83	17
Multimedia Journalist (MMJ)	1-7, 9-12, 18-26, 29-30, 32-35, 38-50, 52-57, 59-62, 64-75, 77-79, 82-83	59
News Photographer	1-7, 9-12, 18-24, 26, 29-30, 32-35, 38-50, 52-62, 64-75, 77-79, 81-83	81
Morning Newscast Editor	1, 3-6, 9-12, 18-26, 29-30, 32-35, 38-50, 52-57, 59-62, 64-79, 82-83	42
LHOV Co-Host/Producer	1, 3-6, 9-12, 15, 18-26, 29-30, 32-35, 38-57, 59-62, 64-79, 82-83	43
Creative Services Producer	1, 3-6, 9-12, 17-24, 26, 29-30, 32-36, 38-50, 52-57, 59-62, 64-79, 82-83	17
Production Assistant	1, 3-6, 9-12, 18-24, 26, 29-30, 32-36, 38-50, 52-57, 59-62, 64-79, 82-83	36
Production Assistant	1, 3-6, 9-12, 18-24, 26, 29-30, 32-36, 38-50, 52-57, 59-62, 64-79, 82-83	43
News Production Assistant (Full-time)	1, 3-6, 9-12, 18-26, 29-30, 32-47, 49-50, 52-57, 59-62, 64-79, 82-83	36
News Production Assistant (Full-time)	1, 3-6, 9-12, 18-26, 29-30, 32-47, 49-50, 52-57, 59-62, 64-79, 82-83	37
News Production Assistant (Full-time)	1, 3-6, 9-12, 18-26, 29-30, 32-47, 49-50, 52-57, 59-62, 64-79, 82-83	71

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	1, 3-6, 9-12, 18-24, 26, 29-30, 32-35, 38-47, 49-50, 52-54, 56-57, 59-62, 64- 79, 81-83	59
Creative Services Producer	1, 3-4, 6, 9-12, 15, 17-24, 26, 29-30, 32- 36, 38-44, 46-47, 49-50, 52-54, 56, 59- 62, 64-73, 77-79, 82-83	17
News Photographer - Lynchburg	1, 3-6, 9-12, 14, 18-24, 26, 29-30, 32- 36, 38-47, 49-50, 52-54, 56-57, 59-62, 64-71, 73-74, 76-79, 82-83	59

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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	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
2	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgstv.com Career Planning	N	0
3	American National University 104 Candlewood Court Lynchburg, Virginia 24501 Phone : 540-685-1395 Url : http://www.an.edu Email : whlarkins@an.edu Wendolyn Larkins	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	Averett University 420 West Main Street Danville, Virginia 24541 Phone : 434-791-5629 Url : http://www.averett.edu/ Angie McAdams Manual Posting	N	0
6	Bedford Area Chamber of Commerce 305 East Main Street Bedford, Virginia 24523 Phone : (540) 586-9401 Url : http://www.bacc@baccva.org Email : bacc@baccva.org Michele Watson	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
7	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgstv.com Career Center	N	0
8	beonair.com - Ohio/Illinois Centers for Broadcasting 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 216-503-5900 Url : http://www.beonair.com Email : jhardy@beonair.com Janice Hannah-Harvey	N	0
9	Bridgewater College 402 East College Street Box 35 Bridgewater, Virginia 22812 Phone : 540-828-5369 Url : http://www.bridgewater.edu/ Email : stalbott@bridgewater.edu Sherry Talbott	N	0
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	Central Virginia Community College Counseling Department - Job Information 3506 Wards Road Lynchburg, Virginia 24502 Phone : 434-832-7689 Url : http://cvcc.vccs.edu/ Email : jarretts@cvcc.vccs.edu Sarah Jarrett	N	0
12	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgstv.com Career Services	N	0

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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	1
15	Current Employee	N	2
16	Current Employee - Transfer/Promotion	N	1
17	Current Employee/Internal Promotion	N	3
18	Danville Community College 1008 S. Main Street Danville, Virginia 24541 Phone : 434-797-2222 Url : http://www.dcc.vccs.edu Email : workforce@danville.edu Kevin Gatewood	N	0
19	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
20	East Tennessee State University Radio/TV/Film Unit P. O. Box 70667 Johnson City, Tennessee 37614 Phone : 423-439-7568 Url : http://www.etsu.edu Email : sbgresumes@sbgstv.com Erin Whitley	N	0
21	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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22	Elwood Staffing 1019 Vista Park Drive Suite A Forest, Virginia 24551 Phone : 434-385-8640 Url : http://www.elwoodstaffing.com Email : lynchburg.va@elwoodstaffing.com Jordan Miller	N	0
23	Emma L. Bowen Foundation for Minority Interests in Media, Inc. (New York agency) 524 W. 57th Street New York, New York 10019 Phone : 9176267488 Url : http://www.emmabowenfoundation.com Email : michael.barham@nbcuni.com Michael Barham	N	0
24	Emory and Henry College P. O. Box 947 Emory, Virginia 24327 Phone : 276-944-6922 Url : http://www.ehc.edu/ Email : agardner@ehc.edu Amanda Gardner	N	0
25	Employee Referral	N	10
26	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
27	Former Employee	N	1
28	Former Employee Referral	N	1
29	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0

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30	Goodwill Industries of the Valleys Youth Works! 828 Main Street, 12th Floor Lynchburg, Virginia 24504 Phone : 540-581-0620 Url : http://www.goodwillvalleys.com Email : mgilmer@goodwillvalleys.com Mary Ann Gilmer	N	0
31	Hampton University Career Counseling and Planning Center 2 Frissell Street Hampton, Virginia 23668 Phone : 757-727-5831 Url : http://www.hamptonu.edu Email : courtney.walker@hamptonu.edu Courtney Walker	N	0
32	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgtv.com William Moss	N	0
33	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgtv.com Broadbean Source	N	0
34	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgtv.com Carol Dudley	Y	0
35	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgtv.com Career Center	N	0
36	Indeed.com - Not Directly Contacted by SEU	N	21
37	Internet Ad-not directly contacted by SEU	N	4

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38	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
39	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
40	Jubilee Family Development Center 1512 Florida Avenue Lynchburg, Virginia 24501 Phone : 434-845-0433 Url : http://www.jubileefamily.org Email : swilder@jubileefamily.org Sterling Wilder	N	0
41	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
42	Liberty University Career Center 1971 University Boulevard Demoss Room 1007 Lynchburg, Virginia 24502 Phone : 434-592-5588 Url : http://liberty.edu Email : sbgresumes@sbgstv.com Kayla Bailey	N	1
43	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	16

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44	Longwood University 201 High Street, Lancaster Hall G08-A Farmville, Virginia 23909 Phone : 434-395-2066 Url : http://www.longwood.edu Email : brankleykd@longwood.edu Katie Brankley	N	0
45	Lynchburg Regional Business Alliance 2015 Memorial Avenue Lynchburg, Virginia 24501 Phone : 434/845-5966 Url : https://lynchburghchamber.chambermaster.com Laverne Brown Manual Posting	N	0
46	Marshall University School of Journalism and Mass Communications School of Journalism 1 John Marshall Drive Huntington, West Virginia 25755 Phone : 304-696-3433 Url : http://www.marshall.edu/landing/home/index.html Email : sbgresumes@sbgstv.com Larry Lapelle	N	0
47	Martinsville-Henry County Chamber of Commerce P. O. Box 709 Martinsville, Virginia 24114 Phone : 276-632-6401 Url : http://www.martinsville.com/ Email : kimberly@mhcchamber.com Kimberly Keller	N	0
48	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

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49	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
50	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
51	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Lisa Waldschmitt Manual Posting	N	1
52	Norfolk State University Career Services 700 Park Avenux Suite 850 Norfolk, Virginia 23504 Phone : 757-823-8462 Url : https://www.nsu.edu/ Email : albazemore@nsu.edu Alisha Bazemore	N	0
53	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
54	Ohio University - E.W. Scripps School of Journalism 20 E. Union Street 218 Schoonover Center Athens, Ohio 45701 Phone : 740-593-2591 Url : http://scrippsjschool.org/ Email : sbgresumes@sbgstv.com Debbie DePeel	N	0

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55	Penn State Career Services 101 Eisenhower Road Suite 235 University Park, Pennsylvania 16802 Phone : 814-863-0225 Url : http://www.psu.edu/ Email : sbgresumes@sbgstv.com Lindsay Moist	N	0
56	Randolph-Macon College Career Services Office P. O. Box 5005 Ashland, Virginia 23005 Phone : 804-752-7340 Url : http://www.rmc.edu/default.aspx Email : crollman@rmc.edu Cathy Rollman	N	0
57	Regent University School of Communication and the Arts 1000 Regent University Drive Suite SC-201 Virginia Beach, Virginia 23452 Phone : 757-352-4926 Url : http://success.regent.edu/index.php Crit Muniz Manual Posting	N	0
58	Region 2000 Career Center 2323 Memorial Avenue Suite 25 Lynchburg, Virginia 24501 Phone : 434-455-5940 Url : http://www.region2000.org Email : tim.saunders@vcwcentral.com Robin Peade	N	0
59	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Career Page	N	16
60	Smith Mt. Lake Regional Chamber of Commerce 16430 Booker T. Washington Highway Suite 2 Moneta, Virginia 24121 Url : http://www.visitsmithmountainlake.com Email : cward@visitsmithmountainlake.com Cheryl Ward	N	0

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61	Stand Up, Inc. 1928 Thomson Drive Suite 1 Lynchburg, Virginia 24501 Phone : 434-316-7140 Url : http://standup-inc.com Email : kelly.reichard@standup-inc.com Kelly Reichard	N	0
62	Sweet Briar College Career Services P. O. Box 1096 Sweet Briar, Virginia 24595 Phone : 434-381-6465 Url : http://sbc.edu/ Email : careerservices@sbc.edu Barbara Watts-Donelson	N	0
63	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
64	Television Business Report P. O. Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 Url : http://www.rbr.com/submit-job Email : amclynn@rbr.com April McLynn	N	0
65	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
66	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	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
67	Tidewater Community College Student Employment Services Office (Virginia Beach) 1700 College Crescent Room A-114 Virginia Beach, Virginia 23453 Phone : 757-822-7228 Url : http://www.tcc.edu Email : bbrock@tcc.edu Babi Brock	N	0
68	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
69	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0
70	University of Georgia Career Center Clark Howell Hall 2nd Floor Athens, Georgia 30605 Phone : 706-542-3375 Url : http://www.uga.edu/ Email : career@uga.edu Aaron Brown	N	0
71	University of Lynchburg Career Development 1501 Lakeside Drive Lynchburg, Virginia 24501 Phone : 434-544-8339 Url : http://www.lynchburg.edu Email : careers@lynchburg.edu Teresa Gunter	N	1
72	University of Maryland Eastern Shore Office of Career Services 30665 Student Service Ctr Lane, Suite 2158 Princess Anne, Maryland 21853 Phone : 410-651-6447 Url : http://www.umes.edu Email : sbgresumes@sbgstv.com Olga Zavala	N	0

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73	University of Maryland Eastern Shore 11868 College Backbone Rd Princess Anne, Maryland Email : sbgresumes@sbgstv.com N/a n/a	N	0
74	Virginia Association of Broadcasters 250 W. Main Street Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Url : http://www.vabonline.com Christina Sandidge Manual Posting	N	0
75	Virginia Radio & Television website 1725 Live Oak Trail Suite 203 Virginia Beach, Virginia 23456 Phone : 757-427-2317 Url : http://www.vartv.com Email : ads@vartv.com Robert Corbin	N	0
76	Virginia Tech University Blacksburg, Virginia n/a n/a Manual Posting	N	0
77	Virginia Workforce / Employment Commission P. O. Box 10849 Lynchburg, Virginia 24506 Phone : 434-947-6671 Url : https://www.vawc.virginia.gov Email : sbgresumes@sbgstv.com Kimberly Turner-McIvor	N	0
78	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
79	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0

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80	Word of Mouth Referral	N	1
81	WSET-TV 2320 Langhorne Rd Lynchburg, Virginia Email : sbgresumes@sbgstv.com Mary Hager	N	3
82	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
83	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			83

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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	6/6/2022	Establishment of an intern program designed to assist members of the community	Sinclair Broadcast Group/WSET-TV Intern: WSET-TV has maintained internship programs to assist members of the community in acquiring broadcast television skills. WSET-TV has established internships in the following areas: News, News/Meteorology, News/Production, News/Sports, and News/Web Operations. In addition, Alyssa Wilson from Liberty University & Rachel Branning from University of Georgia interned in our news department from 6/6/22 -8/2/22.	2	
2	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
3	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

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4	9/22/2022	Participation in Job Fairs	UNCA held their Fall career and Internship Fair on September 22, 2022. One of our Marketing Associates participated in the event. He took a list of current job postings for our stations in NC & VA. He spoke with students about current openings directing them to the Sinclair website to apply. He was also able to provide information to students about the internship program. Very successful day!	1	Marketing Associate
5	9/27/2022	Participation in Job Fairs	Liberty University held a job fair on their campus Tuesday, 9/27/22. The News Director, Assistant News Director and one of the main Anchor/Reporters attended. They spoke with students about careers and current openings at WSET. They also spoke about career opportunities at our sister stations, WTVZ & WRLH directing students to apply online at sbgi.net. Many students were interested in the Internship program which they also discussed. Very successful day!	3	News Director Assistant News Director Anchor/Reporter
6	10/11/2022	Participation in Job Fairs	The HR Coordinator with WLOS-TV went to the WNC Agricultural Center for the WNC Expo Career Fair on October 11, 2022. The public was invited. She met with job seekers and talked about current openings at the Sinclair stations in NC, SC & VA. She provided a list of current openings & directed interested candidates to the company website to view all jobs & apply.	1	HR Coordinator
7	10/14/2022	Participation in Job Fairs	The News Director & Assistant News Director attended the Virginia Tech job Fair on October 14, 2022. They represented stations WSET, WRLH, WTVZ, WCTI, WLOS & WXLV. They talked to candidates about job openings at those stations providing a list of the current openings & how to apply. They also talked about Sinclair's internship program & how that is a great way to prepare students for entry level jobs.	2	News Director Assistant News Director

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8	10/18/2022	Participation in Job Fairs	The Director of Creative Services with station WRLH attended the Radio One Richmond RVA Job Fair at the Chesterfield Towne Center. The event was open to the general public. He was able to talk to candidates about job opening within stations WRLH, WSET, WTVA & Sinclair. He provided information on how to apply to open positions. The day was a huge success.	1	Director of Creative Services
9	10/21/2022	Participation in Job Fairs	The Director of Creative Services for WRLH attended the RVA Career Expo held by the Virginia Tech Alumni Association on October 21, 2022. He represented stations WRLH, WTVVZ & WSET. He had a booth where he talked with candidates about job opportunities at each station. He provided a list of their current openings and a website where they could apply.	1	Director of Creative Services
10	11/29/2022	Participation in events or programs sponsored by educational institutions	On November 29, 2022 one of our Meteorologists, George Flickinger, spoke to 50 5th grade students at TC Miller Elementary. George talked to the students about how they forecast the weather in the Lynchburg and surrounding area. He talked about what it was like to work at a TV station and what you need to do to become a Meteorologist. The students asked many questions. The time spent was not only educational but fun!	1	Meteorologist
11	12/2/2022	Participation in events or programs sponsored by educational institutions	On December 2, 2022, one of our Meteorologists, George Flickinger, spoke to 100 4th and 5th graders at Dearington Elementary. He spoke to the students about how they forecast the weather in the Lynchburg & surrounding area. He talked about the tools they use to help them predict the weather. He answer many questions the students had. A very productive and fun time!	1	Meteorologist

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	12/13/2022	Participation in events or programs sponsored by educational institutions	On December 13, 2022 one of our Meteorologists, George Flickinger, spoke to 100 2nd graders at Thomas Jefferson Elementary School. George spoke to the students about how they forecast the weather in the Lynchburg and surrounding area and the tools they use to help them predict the weather. George answered many questions from the students about life at a TV station and how you can become a Meteorologist. The day was a huge success!	1	Meteorologist
13	2/21/2023	Participation in Job Fairs	The Liberty Spring Job Fair was held on February 21, 2023. The News Director, Assistant News Director and one of Anchors attended. They spoke with students about job openings at the station & how to apply. They provided the Sinclair website information so students could view other openings within the Company. They also provided information on the Internship program. The event was a huge success.	3	News Director Assistant News Director Anchor/Reporter
14	3/1/2023	Participation in events sponsored by organizations representing the community	The Director of Creative Services attended an event at Lynchburg Regional Business Alliance for women in business. She spoke about her career at the station and how she worked her way up to her current role. She also spoke about the opportunities available and how to find balance in work/personal life.	1	Director of Creative Services
15	3/4/2023	Participation in events sponsored by organizations representing the community	One of our Show Hosts participated in a youth summit for the Jubilee Family Development Center on Saturday 3/4/23. She spoke to middle school kids about social media safety & how important it is to think before you post. She also talked about current roles at the station and how social media is an everyday part of an MMJ's life.	1	Show Host

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	3/8/2023	Participation in events or programs sponsored by educational institutions	One of our Meteorologists spoke with 100 students from Liberty Christian Academy on March 8, 2023. He talked about his job and explained to the students how he forecasts the weather and the data he uses. The students were very interested and asked many questions.	1	Meteorologist
17	3/16/2023	Participation in Job Fairs	The Creative Service Director with WRLH attended the Radio One Career and Resource Fair on Thursday, March 16, 2023. He represented station WRLH, WSET & WTVZ. He spoke with prospects about current job openings & directed them to the company's website to apply & view a list of all job openings across the organization.	2	Director of Creative Services Assistant Chief Engineer
18	3/31/2023	Participation in events or programs sponsored by educational institutions	One of our Meteorologists spoke with over 200 students at Park Ave. Elementary. He talked about a day in the life of a Meteorologist showing the students how he forecasts the weather. The students were excited to see how this all happens and asked many questions.	1	Meteorologist