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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
Multimedia Journalist (MMJ)	1-6, 8-11, 14-24, 26, 28-59, 61-62	29
Marketing Consultant	2-6, 8-10, 14-24, 26-28, 30-49, 51-62	17
Marketing Consultant	2-6, 8-10, 14-24, 26-28, 30-49, 51-62	60
News Producer	2-6, 8-10, 14-16, 18-24, 26, 28, 30-49, 51-59, 61-62	36
Multimedia Journalist	2-12, 14-28, 30-59, 61-62	27
Multimedia Journalist	2-12, 14-28, 30-59, 61-62	7
Digital Sales Manager	2-6, 8-10, 14-24, 26, 28, 30-49, 51-59, 61-62	17
Master Control Operator	2-6, 8-10, 14-24, 26-28, 30-49, 51-59, 61-62	27
Sports Multimedia Journalist	2-6, 8-11, 14-16, 18-28, 30-59, 61-62	48
Photographer/Editor	2, 4-5, 8-10, 14-24, 26, 28, 30-49, 51-59, 61-62	36
Weekend Meteorologist/Multimedia Journalist (MMJ)	2, 4-5, 8-11, 14-16, 18-26, 28, 30-59, 61-62	48
Morning Meteorologist	2, 4-5, 8-10, 14-16, 18-26, 28, 30-59, 61-62	48
Master Control Operator	2, 4-5, 8-10, 14-24, 26, 28, 30-49, 51-59, 61-62	48
Master Control Operator	2, 4-5, 8-10, 14-24, 26, 28, 30-49, 51-59, 61-62	48
Master Control Operator	2, 4-5, 8-10, 14-24, 26, 28, 30-49, 51-59, 61-62	17
Marketing Associate	2, 4-5, 8-10, 14-24, 26, 28, 30-49, 51-59, 61-62	17
Multimedia Journalist (MMJ)	2, 4-5, 8-16, 18-26, 28-59, 61-62	36
Multimedia Journalist (MMJ)	2, 4-5, 8-16, 18-26, 28-59, 61-62	13
Photographer/Editor	2, 4-5, 8-10, 14-16, 18-24, 26-28, 30-49, 51-62	60
Marketing Consultant	2, 4-5, 8-10, 14-24, 26, 28, 30-36, 38-49, 51-59, 61-62	17
Photographer/Editor	2, 4-5, 8-10, 14-24, 26-28, 30-36, 38-49, 51-59, 61-62	27

The station employment unit (SEU) provides services to WRGT, FAC id 411. The information herein pertains only to the SEU's full-time employees.

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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	Agency Referral	N	1
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgtv.com Career Center	N	0
3	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgtv.com Career Planning	N	0
4	American Women in Radio and Television 8405 Greensboro Drive Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : http://www.awrt.org Email : info@awrt.org Fax : 1-703-506-3266 Career Services	N	0
5	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : kbordel1@asu.edu Karen Bordeleau	Y	0
6	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgtv.com Career Center	N	0
7	Career Fair	N	1
8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgtv.com Aaron Brumfield	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
9	Central State University P.O. Box 1400 Wilberforce, Ohio 45384 Phone : 937-376-6348 Url : http://www.centralstate.edu/index.php Email : careerservices@centralstate.edu Breana Smith	N	0
10	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgtv.com Career Services	N	0
11	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
12	Current Employee	N	2
13	Current Employee - Transfer/Promotion	N	1
14	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgtv.com Rob Steward	N	0
15	Educational Opportunity Center 1133 S Edwin C. Moses Blvd Suite 380 Dayton, Ohio 45417 Phone : 937-223-5074 Teria Jewett Manual Posting	N	0
16	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgtv.com Career Center	N	0
17	Employee Referral	N	11

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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	First Baptist Church 8870 East State Route 57 New Carlisle, Ohio 45344 Phone : 845-1211 Jeff Christmas Manual Posting	N	0
19	Florida A & M University 1601 S Martin Luther Jr Blvd Talhassee, Florida 32307 Email : sbgresumes@sbgtv.com Career Center	N	0
20	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgtv.com R. Brandt	N	0
21	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgtv.com William Moss	N	0
22	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgtv.com Broadbean Source	N	0
23	Hocking College 3301 Hocking Pkwy Nelsonville, Ohio 45764 Email : reynoldsd22689@hocking.edu Danita Reynolds	N	0
24	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard,edu Email : sbgresumes@sbgtv.com Carol Dudley	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
25	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
26	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgtv.com Career Center	N	0
27	Indeed.com - Not Directly Contacted by SEU	N	7
28	International College of Broadcasting 6 S. Smithville Road Dayton, Ohio 45431 Phone : 937-258-8251 Email : kimberly.ison@icb.edu Fax : 1-937-258-8714 Gary Doster	N	0
29	Internet Ad-not directly contacted by SEU	N	2
30	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
31	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgtv.com Broadbean Source	N	0
32	Kent State University 800 E Summit St Kent, Ohio 44240 Phone : . Url : www.kent.edu Email : sbgresumes@sbgtv.com Career Center	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
33	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgtv.com Career Center	N	0
34	Lawrence Technical University 19900 West 9 Mile Road Southfield, Michigan 48075 Phone : .248-204-4107 Jim Ritz Manual Posting	Y	0
35	Leadership Institute 1101 North Highland Arlington, Virginia 22201 Phone : 703-247-2000 Url : http://conservativejobs.com Fax : 1-703-247-2001 Denise Chaykun	N	0
36	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgtv.com Account Manager	N	8
37	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
38	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgtv.com Career Center	N	0

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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
39	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgtv.com Career Center	N	0
40	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : nab@nab.org Career Services	N	0
41	National Black MBA Association - Dayton Chapter P.O. Box 3709 Dayton, Ohio 45401-3709 Phone : 937-285-0013 Url : www.nbmbaa.org Career Services Manual Posting	N	0
42	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
43	Ohio Association of Broadcasters 17 S. High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Email : cmerritt@oab.org Christine Merritt	N	0
44	Ohio Means Jobs 1111 S Edwin C. Moses Blvd Dayton, Ohio 45422 Phone : 937-225-6135 Aminah Costner Manual Posting	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
45	Ohio Media School 6703 Madison Road Cincinnati, Ohio 45227 Phone : 513-342-3512 Email : apowell@beonair.com Alex Powell	Y	0
46	Ohio State University 281 W Lane Ave Columbus, Ohio 43210 Email : sbgresumes@sbgtv.com Career Center	N	0
47	Ohio University Baker Career Center Athens, Ohio 45701 Email : sbgresumes@sbgtv.com Career Center	N	0
48	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgtv.com Career Page	N	8
49	Sinclair Community College 444 West Third Street Dayton, Ohio 45402 Phone : 937-512-3470 Christine Yancey Manual Posting	Y	0
50	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
51	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgtv.com Career Center	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
52	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgtv.com Andrea Siegle	N	0
53	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
54	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgtv.com Career Center	N	0
55	University of Dayton 300 College Park Dayon, Ohio 45469 Phone : 937-229-2045 Url : http://www.udayton.edu/careerservices Email : careerservices@udayton.edu Eileen Plummer	N	0
56	Volunteers of America of Greater Ohio 4100 W. Third Street Bldg 400 Dayton, Ohio 45428 Phone : 937-253-9610, ext 1459 Email : info@voago.org Greg Tucker	Y	0
57	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgtv.com Career Center	N	0
58	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgtv.com Career Center	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
59	WKEF / WRGT website 45 Broadcast Plaza Dayton, Ohio 45417 Phone : 937-263-4500 Url : http://www.fox45now.com Email : aerickso@sbgtv.com Amy Erickson	N	0
60	Word of Mouth Referral	N	2
61	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
62	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgtv.com Career Center	N	0
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		**43**

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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	6/8/2022	Provision of training to management	Michael Nurse, General Manager, and Betsy Russell, Creative Services Director, represented station WKEF/WRGT at the OAB's "Hiring & Developing Diverse Talent" training webinar that was conducted on June 8, 2022, by Sharon Fitzpatrick of The Fitzpatrick Group. The webinar explored inclusion initiatives to increase equity in recruitment, interviewing and hiring, and provided resources to help stations in hiring, retaining and developing diverse talent.	2	General Manager Creative Services Director
2	6/23/2022	Provision of training to management	Rebecca Gulden, News Director for station WKEF/WRGT, participated in the OAB's "Cultivating an Inclusive Work Environment" training webinar that was conducted on June 23, 2022 by Sharon Fitzpatrick of The Fitzpatrick Group. The webinar explored the various tools available to leaders necessary for building, motivating, and working on diverse teams.	1	News Director
3	8/3/2022	Participation in events sponsored by organizations representing the community	Elyse Sevi, Natalie Walters, Tej Joshi, Steve Schmelick, and Darin Pope represented WKEF and WRGT station at the Greene County Fair. Thousands attended "Food Pantry Day" at the fair. Anyone that brought a canned food donation could get into the fair for a discounted ticket price. They had information at their booth for anyone interested in finding out about job opportunities within Sinclair Broadcast Group.	5	Chief Meteorologist Anchor Lifestyle Show Host Creative Services Manager
4	2/15/2023	Participation in Job Fairs	Heather Foley, HR Coordinator represented WKRC/WSTR and sister stations WTOV/WSYX/WTTE/WWHO/WKEF/WRGT/WNWO at the University of Cincinnati CCM Career Fair to discuss possible internship opportunities and careers in the broadcast industry across the state of Ohio. Approximately 200 students in attendance were Communication or Media majors.	1	HR Coordinator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	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
6	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
7	3/23/2023	Participation in events or programs sponsored by educational institutions	News Director, Rebecca Gulden and Digital Producer/Reporter Lydia Bice visited Bowling Green State University (BGSU) to speak with Journalism/Communication students on 3/23/23. They spoke to a Journalism class full of sophomores and juniors and also spoke about reporting, broadcasting writing, and the process to turn a story. They then met with upper classman at BG24 (the campus run tv station) as they were putting together their newscast. Rebecca and Lydia worked with the producers on story selection and writing and then watched the broadcast and critiqued it. The meeting ended up with about 4-5 students from the Dayton area who are interested in internships this summer. It was a very rewarding visit.	2	News Director Digital Producer/Reporter