

WCWN, WRGB
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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
Account Executive	1, 3, 7-8, 11-12, 14, 20-21, 25, 27-29, 32, 34-35, 38, 41, 44, 46, 48, 50, 52, 57, 59-61, 65, 69-70, 73-78, 80-84	29
Executive Producer	1, 3-14, 17, 20, 24-29, 32-35, 38-41, 44, 46, 48-50, 52-53, 57, 59-61, 65, 69-78, 80-84	17
News Anchor/Reporter	1, 3-14, 16, 20-21, 24-29, 32-35, 37-41, 44, 46, 48-50, 52-53, 57, 59-61, 65, 68-78, 80-84	68
Sales Promotions Coordinator	1, 3-5, 7-8, 10-12, 14, 17, 20, 24-25, 27-29, 32, 34-35, 37-38, 40-41, 44-46, 48, 50, 52, 57, 59-62, 65, 69-70, 73-78, 80-84	17
News Anchor	1, 3-5, 7-8, 10-14, 16, 20, 24-25, 27-29, 32, 34-35, 37-38, 40-41, 44, 46, 48, 50, 52, 57, 59-61, 65, 69-71, 73-78, 80-84	61
General Assignment Reporter	1, 3-5, 7-14, 16, 20-21, 24-29, 32-35, 37-41, 44-46, 48-50, 52-53, 57, 59-62, 65, 69-78, 80-84	21
News Photographer	3-5, 7-14, 16-17, 20, 24-29, 32-35, 38-42, 44-46, 48-50, 52-53, 57, 59-62, 65, 69-78, 80-84	29
News Photographer	3-5, 7-14, 16-17, 20, 24-29, 32-35, 38-42, 44-46, 48-50, 52-53, 57, 59-62, 65, 69-78, 80-84	17
News Photographer	3-5, 7-14, 16-17, 20, 24-29, 32-35, 38-42, 44-46, 48-50, 52-53, 57, 59-62, 65, 69-78, 80-84	29
News Producer	3-5, 7-14, 16, 20-21, 24-30, 32-35, 38-41, 44, 46, 48-50, 52-53, 57, 59-61, 65, 69-78, 80-84	21
Research Director	3, 7-9, 11-12, 14, 20-21, 25-29, 32-35, 38, 41, 44-46, 48-50, 52-53, 57, 59-62, 65, 69-70, 72-78, 80-84	21
Director	2-5, 7-16, 19-20, 22, 24-29, 31-36, 38-41, 43-57, 59-84	68
Production Manager	1, 3, 7-9, 11-12, 20-21, 25-29, 32-35, 38, 41, 44-46, 48-50, 52-53, 57, 59-62, 65, 69-70, 72-78, 80-84	29
Reporter/Multimedia Journalist	3-5, 7-14, 20-21, 24-29, 32-35, 38-41, 44, 46, 48-50, 52-53, 57, 59-61, 65, 68-78, 80-84	68

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Receptionist / Accounting Assistant	3, 7-9, 11-12, 14, 18, 20, 25-29, 32-35, 38, 41, 44, 46, 48-50, 52-53, 57, 59-61, 65, 69-70, 72-78, 80-84	9
Copy Coordinator	3, 7-9, 11-12, 14, 20, 25-29, 32-35, 38, 41, 44, 46, 48-50, 52-53, 57, 59-61, 65, 69-70, 72-78, 80-84	29
News Producer	3-5, 7-14, 20, 23-29, 32-35, 38-41, 44, 46, 48-50, 52-53, 57, 59-61, 65, 69-78, 80-84	61
News Producer	3-5, 7-14, 20, 23-29, 32-35, 38-41, 44, 46, 48-50, 52-53, 57, 59-61, 65, 69-78, 80-84	34
News Producer	3-5, 7-14, 20, 23-29, 32-35, 38-41, 44, 46, 48-50, 52-53, 57, 59-61, 65, 69-78, 80-84	23
Broadcast Digital Sales Assistant	3, 7-9, 11-12, 14, 20, 25-29, 32-35, 38, 41-42, 44, 46, 48-50, 52-53, 57, 59-61, 65, 69-70, 72-78, 80-84	42
Promotions Producer	3, 7-9, 11-12, 14, 16, 20, 25-29, 32-35, 38, 41, 44, 46, 48-50, 52-53, 57, 59-61, 65, 69-70, 72-78, 80-84	61
Master Control Operator	3, 7-9, 11-12, 14, 20-21, 25-29, 32-35, 38, 41, 44, 46, 48-50, 52-53, 57, 59-61, 65, 68-70, 72-78, 80-84	34
News Director	3-5, 7-14, 16, 20-21, 25-29, 32-35, 38-41, 44, 46, 48-50, 52-53, 57-61, 65, 69-78, 80-84	58

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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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919/217-4438 Email : slizik@602Communications.com Sandy Lizik	N	0
2	Abilities, Inc. 201 I.U. Willets Rd. Albertson, New York 11507 Phone : 516-465-1546 Fax : 1-516-747-2046 Anita Zimmerman	N	0
3	ACCES-VR 80 Wolf Rd Suite 200 Albany, New York 12205 Phone : 518-485-7748 Email : bbaszczu@mail.nysed.gov Fax : 1-518-457-4562 Bryan Baszczuk	Y	0
4	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
5	Boston University-Dept. of Journalism 640 Commonwealth Ave. Boston, Massachusetts 02215 Phone : 617-353-1086 Email : jodept@bu.edu Fax : 1-617-353-1086 Career Service	N	0
6	Broadcast Meteorology Program at Mississippi State Florida Fax : 1-662-325-2657 Career Service	N	0
7	C.O.R.E. Job Bank 817 Broadway 3rd Floor New York, New York 10003 Phone : 212-598-4000 Email : bmclaughlin@core-online.org Fax : 1-212-982-0184 B McLaughlin	N	0

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8	Capital Region Chamber 5 Computer Dr South Albany, New York 12205 Phone : 518-431-1400 Career Services Manual Posting	Y	0
9	Careerbuilder New York Url : http://careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	2
10	Carolina School of Broadcasting 3435 Performance Rd Charlotte Charlotte, North Carolina 28214 Phone : 704-395-9272 Email : csbnc@bellsouth.net Fax : 1-704-395-9698 Alyson Young	N	0
11	Center for Broadcasting 404 S. Upham St Lakewood, Colorado 80226 Phone : 303-937-7070 Email : tmclaughlin@beonair.com Tim McLaughlin	Y	0
12	Centro Civico Amsterdam 143-145 E. Main St Amsterdam, New York 12010 Phone : 518-842-3762 Email : alomarl@centrocivico.org Ladan Alomar	Y	0
13	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	1
14	Columbia Journalism School 207 Journalism MC 3801 New York, New York 10027 Phone : 1234567891 Email : cujsschool.careers@gmail.com Anusha Shrivastava	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
15	Corporate Diversity Search, Inc. P.O. Box 1086 Webster, New York 14580 Phone : (585) 787-0537 Url : www.corpdiversitysearch.com Email : oates@corpdiversitysearch.com Fax : (585) 787-1321 Diane Oates	N	0
16	Current Employee	N	10
17	Current Employee/Internal Promotion	N	3
18	Daily Gazette 1235 Maxon Rd Schenectady, New York 12305 Phone : 518 395-3032 Lorraine Cook Manual Posting	N	0
19	EFAP New York c/o New York Institute of Technology 1855 Broadway, Room 304 New York, New York 10023 Phone : 212-261-1707 Email : efap@nyit.edu Fax : 1-212-261-1717 Gabriela Menier	N	0
20	Emma Bowen Foundation for Minority Interests in Media (FMIM) 30 Rockefeller Plaza New York, New York 10112 Phone : 212 664-0199 Url : http://www.emmabowenfoundation.com/ Email : Michael.Barham@nbcuni.com Michael Barham	N	0
21	Employee Referral	N	10
22	Flatbush Development Corporation 1616 Newkirk Ave. Brooklyn, New York 11226 Phone : 718-859-4595 Email : redmond@fdconline.org Fax : 1-718-859-4632 Robin Redmond-Tozza	N	0
23	Former Employee	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
24	George Washington University, Journalism Department 805 21st Street, NW #400 Washington, District of Columbia Phone : (202) 994-5349 Url : http://www.gwu.edu/ Email : smpa@gwu.edu Fax : 1-202-994-5806 Samara Sit	N	0
25	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
26	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
27	Howard University 525 Bryant St ,NW Room 107 Washington, District of Columbia 20059 Phone : 1234567891 Email : cdudley@howard.edu Carol Dudley	N	0
28	Hudson Valley Comm College 80 Vandenburg Ave Troy, New York 12180 Phone : 518-629-4822 Email : g.healy@hvcc.edu Gayle Healy	N	0
29	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	26
30	Internet Ad-not directly contacted by SEU	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
31	Ithaca College 1101 Gannett Center Ithaca, New York 14850 Phone : 607-274-1687 Email : jobline@ithaca.edu Fax : 1-607-274-1688 John Fracchia	N	0
32	Ithaca College Park School of Communications 953 Danby Rd Ithaca, New York 14850 Phone : 607 274-3365 Email : eloise@ithaca.edu Eloise Greene	Y	1
33	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
34	Linkedin New York Url : http://linkedin.com Dannielle Anderson Manual Posting	N	4
35	Manhattan College 4513 Manhattan College Pkwy. Riverdale, New York 10471 Phone : 718-862-7238 Email : sharon.damelia@manhattan.edu Sharon Damelia	N	0
36	Martin Luther King Multi Purpose Center 110 Bethune Blvd. Spring Valley, New York 10977 Phone : 845-425-8910 Fax : 1-845-425-9629 Stella Marrs	N	0
37	Media Line P.O. Box 51909 Pacific Grove, California 93950 Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0

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38	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Phone : 718-590-5623 Email : info@media-match.com Tammy Romaniuk	Y	0
39	Medialine PO Box 51909 Pacific Grove, California 93950 Email : medialine@medialine.com Mark Shilstone	N	0
40	Medill School of Journalism Northwestern University 1845 Sheridan Road Evanston, Illinois 60208 Phone : 847-491-5634 Url : www.medill.northwestern.edu Email : medillcareerservices@northwestern.edu Fax : 1-847-467-2319 Jim O'Brien	N	0
41	Mercy College 555 Broadway Dobbs Ferry, New York 10522 Phone : 914-674-7363 Email : mbusetti@mercy.edu Fax : 1-914-693-9455 Marguerite Busetti	N	0
42	Monster.com usa usa, Alabama monster.com monster.com Manual Posting	N	2
43	Mount Saint Vincent College 6301 Riverdale Ave. Riverdale, New York 10471 Phone : 718-405-3263 Email : dmachado@mountsaintvincent.edu Fax : 1-718-405-3491 Diane Machado	N	0

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44	NAACP PO Box 2544 Albany, New York Phone : 518-462-1246 Email : dybj324@yahoo.com Debora Johnson	Y	0
45	NABET PO Box 79176 Baltimore, Maryland 21279-0176 Phone : 202-434-1254 Email : jfabrizi@cwa-union.org Fax : 1-202-434-1426 Jodi Fabrizio-Clontz	N	0
46	New Choices 302 State St Schenectady, New York 12305 Phone : 518-381-7838 Email : lbeckett@newchoicesrecovery.org Lisa Beckett	Y	0
47	New Rochelle Community Action Program 95 Lincoln Ave. New Rochelle, New York 10801 Phone : 914-636-3050 Email : capnr2000@yahoo.com Fax : 1-914-636-7782 Barbara DelVecchio	N	0
48	New York State Broadcasters 1805 Western Ave Albany, New York 12203 Phone : 518-456-8888 Email : cjung@nysbroadcasters.org Sandy Messinel	N	0
49	New York State Jobbank Division of Employment and Workforce Solutions Albany, New York 12240 Phone : na Email : Brian.Suedkamp@labor.ny.gov NY State Job bank - Albany	N	0

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50	New York Urban League 204 W. 136th St. New York, New York 10030 Phone : 212-926-8000 Email : dcoleman@nyul.org Diane Coleman	N	0
51	NYMRAD 261 Madison Ave. 23rd Floor New York, New York 10016 Phone : 646-254-4493 Email : db@nymrad.org Fax : 1-646-254-4498 Deborah Beagan	N	0
52	Ohio Center for Broadcasting 9885 Rockside Rd Suite 160 Valley View, Ohio 44125 Phone : 216 503 5900 Email : jhardy@beonair.com Jannice Hannah-Hardy	Y	0
53	Oswego - State U of NY 7060 Rt 104 Oswegi, New York 13126 Phone : 315.312.2255 Url : www.oswego.edu Email : Careerservices@oswego.edu Career Center	N	0
54	PJ Video Productions 167 Parkside Drive Suffern, New York 10901 Phone : 845-270-0941 Email : quinnsmail@yahoo.com John Quinn	N	0
55	Purchase College, SUNY 735 Anderson Hill Rd. Purchase, New York 10577 Phone : 914-251-6370 Email : career.development@purchase.edu Fax : 1-914-251-7802 Wendy Morosoff	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
56	Queens Educational Opportunity 158-29 Archer Ave. Jamaica, New York 11433 Phone : 718-725-3336 Email : n.williams.qns@eoc.cuny.edu Fax : 1-718-658-5604 Nathan Williams	N	0
57	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
58	Rick Gevers & Associates P O Box 577 Zionsville, Indiana 46077-0577 Phone : 317-769-7900 Url : rickgevers.com Email : rick@rickgevers.com Fax : 1-317-769-7910 Rick Gevers	N	1
59	Schenectady County Comm College 78 Washington Ave Schenectady, New York 12305 Phone : 51-8381-1200 Email : ces@sunysccc.edu Jenny Glihaja	N	0
60	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	1
61	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone : 410-568-1517 Url : http://sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	13

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62	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Fax : 1-317-846-9120 Scott Jones	N	0
63	Society of Motion Picture & Television Engineers 595 West Hartsdale Ave. White Plains, New York 10607 Phone : (888) 491-8833 Url : www.careercentral.smpte.org/post.cfm Fax : 1-914-761-3115 Frederick C.	N	0
64	South Asian Journalists Ass'n 2950 Broadway New York, New York 10027 Phone : 212-854-7837 Email : ss221@columbia.edu Fax : 212-854-7837 S. Sreenivasan	N	0
65	St Thomas Aquinas College 125 Route 340 Sparkill, New York 10976 Phone : 845-398-4065 Email : careers@stac.edu Maureen Mulhern	N	0
66	St. John's University 8000 Utopia Parkway Jamaica, New York 11439 Phone : 718-990-1327 Email : careers@stjohns.edu Fax : 1-718-969-0446 Julia Tramonti	N	0
67	St. Thomas Aquinas College 125 Route 340 Sparkill, New York 10976 Phone : 845-398-4065 Email : careers@stac.edu Fax : 1-845-398-4151 Rachel Jackiewicz	N	0

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68	Station Website	N	4
69	SUNY Plattsburgh 101 Broad St Plattsburgh, New York 12901 Phone : 518 564-4287 Email : career@plattsburgh.edu Peter Ensel	N	0
70	Syracuse University 900 So. Crouse Ave Syracuse, New York 13244 Phone : 315 443-3616 Email : careers@syr.edu Shannon Feeny	N	0
71	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-630-9590 Email : hedding@talentdynamics.com Christina Hedding	N	0
72	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
73	The New School Center for Media 7 Harriman Campus Rd Albany, New York 12206 Phone : 518 438-7682 Url : http://newschoolalbany.edu Email : ctaylor@newschoolalbany.edu C Taylor	N	0
74	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0

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75	Trinity Alliance 15 Trinity Albany, New York 12202 Phone : (518) 449-5155 Email : HR@ta-cr.org Fax : 1-518-689-0379 Human Resources	Y	0
76	Tvjobs New York Url : http://tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	2
77	United Negro College Fund 120 Wall Street F19 New York, New York 10005 Phone : 212-820-0165 Email : fred.mitchell@uncl.org Fred Mitchell	N	0
78	US Army Wounded Warrior Program 200 Stovall St Rm 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
79	Wagner College 1 Campus Rd. Staten Island, New York 10301 Phone : 718-420-4016 Email : careerdevelopment@wagner.edu Fax : 1-718-420-4012 Career Services	N	0
80	Wagner College 631 Howard Ave Staten Island, New York 10301 Phone : 718-390-3181 Url : http://www.wagner.experience.com/ Email : barbara.bellesi@wagner.edu Barbara Bellesi	N	0

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81	Walter Cronkite School of Journalism 555 N. Central Ave Ste 302 Phoenix, Arizona 85004 Phone : . Url : *source only wants news positions* Email : mike.wong@asu.edu Michael Wong	Y	0
82	Women's Center for Education & Career Advancement 11 Broadway New York, New York 10004 Phone : 212-964-8934 Url : www.wceca.org Email : mreagon@wceca.org Fax : 1-212-964-0222 Merble Reagon	N	0
83	Women's Rights Information Center Women's Center Building 108 West Palisade Ave. Englewood, New Jersey 07631 Phone : 201-568-1166 Email : info@womensrights.org Fax : 1-201-568-8813 Joan Grzenda	N	0
84	Workforce Development Institute The Hedley Bldg 433 River St Ste 1009 Troy, New York 12180 Phone : 518-272-3500 ext 108 Email : wparsons@wdiny.org Wanda Parsons	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	2/15/2016	Establishment of an intern program designed to assist members of the community	The station allowed 12 internships from local colleges & universities during their spring and summer breaks. Six of the interns trained with reporters and producers and six interns trained with sports reporters.	3	Executive Producer Sports Anchor Producer
2	2/18/2016	Participation in events or programs sponsored by educational institutions	The Schenectady Home School Group visited the station and toured our news set. Our Anchor, Anne McCloy, spoke to them about her career path and encouraged them to pursue similar careers in the Broadcast Journalism field. She discussed the rewards and challenges of becoming an on-air Anchor and Reporter.	1	Anchor
3	3/18/2016	Participation in events or programs sponsored by educational institutions	Craig Adams and Craig Gold, both Meteorologists, visited Woodlawn Elementary School in Schenectady, NY. They spoke to the students about what it is like to be a Meteorologist. They told students of their career paths and encouraged them to pursue careers in the field of Broadcast Meteorology. They discussed both the rewards and challenges of being an On-Air Meteorologist.	2	Meteorologist Meteorologist
4	3/30/2016	Participation in events or programs sponsored by educational institutions	Steve LaPointe, Chief Meteorologist, gave a presentation of weather facts and figures to the 5th grade class at Pine Ridge Elementary School. There was also a discussion of severe weather and measures to take to stay safe during a storm. A question and answer session followed and included information about news broadcasting careers.	1	Chief Meteorologist

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5	4/8/2016	Participation in scholarship programs	<p>The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education.</p> <p>The Fund complements Sinclair's existing widespread internship program as well as Sinclair's long-standing relationships with numerous colleges, including historically black colleges and universities in markets where Sinclair has stations. This Fund is another way for Sinclair to invest in the future of broadcast television, by ensuring that students dedicated to careers in broadcasting can complete their educations.</p> <p>Sinclair is excited to have the opportunity to provide students with financial assistance and look forward to reviewing completed applications by the deadline of 11:59 ET on Friday, April 29, 2016</p>	0	
6	4/10/2016	Participation in events sponsored by community groups	<p>Meteorologist, Alyssa Caroprese, spoke to guests at the Cornell Cooperative Extension 4-H Brunch about her career path and encouraged students to pursue careers in the Broadcast Media/Meteorology field by discussing the rewards and challenges of becoming an on-air Meteorologist.</p>	1	Meteorologist

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7	4/14/2016	Participation in events or programs sponsored by educational institutions	Meteorologist, Craig Adams, spoke to students at Iroquois Middle School Career Day about his career path. He encouraged students to pursue careers in the Broadcast Media/Meteorology field by discussing the rewards and challenges of becoming an on-air Meteorologist.	1	Meteorogilst
8	4/20/2016	Participation in Job Fairs	Allison Kiniry – Regional HR Manager, Eunice Parrish – Human Resources, Sheila Holland – Business Manager, Manny Fantis - Director of Digital Content & Solutions. Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	4	Regional HR Manager Human Reources Business Manager Dir of Digital Content & Solutions
9	7/26/2016	Participation in events sponsored by community groups	Anne McCloy, News Anchor, spoke to the Schenectady County Public Library Creative Writing Class that visited the station. Anne spoke to the students about her career path and encouraged them to pursue careers in the Broadcast Media field by discussing the rewards and challenges of becoming a Reporter/Anchor.	1	News Anchor

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	8/3/2016	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training & Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. 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 and interviews were set up where applicable.	1	Corporate Employment Manager
11	10/26/2016	Participation in events or programs sponsored by educational institutions	10/26/16 Meteorologist, Craig Gold gave a weather presentation to students of St. Jude the Apostle School. The presentation included a discussion of severe weather and measures to take to stay safe in a storm. Craig also talked about his career path, encouraging students to pursue careers in the Broadcast Media/Meteorology field by discussing the rewards and challenges of becoming an on-air Meteorologist.	1	Meteorologist
12	10/28/2016	Participation in events or programs sponsored by educational institutions	10/28/16 Steve LaPointe, Chief Meteorologist, gave a presentation of weather facts and figures to students at Mont Pleasant Middle School. Steve also talked about his career path, encouraging students to pursue broadcasting careers by discussing the rewards and challenges of becoming an on-air Meteorologist. Julianna Ferrari was the News Photographer sent to shoot the presentation. She also spoke to students about the rewards and challenges of her career path.	2	Chief Meteorologist News Photographer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	11/2/2016	Participation in events or programs sponsored by educational institutions	11/02/16 Meteorologist, Alyssa Caroprese gave a weather presentation to students of Yates Elementary School that included a discussion of severe weather and measures to take to stay safe in a storm. Alyssa also talked about her career path, encouraging students to pursue careers in Broadcasting by discussing the rewards and challenges of becoming an on-air Meteorologist.	1	Meteorologist
14	11/4/2016	Participation in events or programs sponsored by educational institutions	Reporter, Emily DeFeciani, gave a broadcasting career presentation to the Shenendahowa 8th grade Career Day students. The presentation included a discussion of the rewards and challenges of being an On-Air Reporter.	1	Reporter
15	11/7/2016	Participation in events or programs sponsored by educational institutions	11/7/16 Meteorologist, Craig Gold gave a weather presentation to fourth grade students of Skano Elementary School. The presentation included a discussion of severe weather and measures to take to stay safe in a storm. Craig also talked about his career path, encouraging students to pursue careers in the Broadcast Media/Meteorology field by discussing the rewards and challenges of becoming an on-air Meteorologist.	1	Meteorologist
16	11/9/2016	Participation in events or programs sponsored by educational institutions	11/9/16 Meteorologist, Craig Adams gave a weather presentation, to fourth grade students of Central Park Middle School including "green screen" science. The presentation included a discussion of severe weather and measures to take to stay safe in a storm. Craig also talked about his career path, encouraging students to pursue careers in the Broadcast Media/Meteorology field by discussing the rewards and challenges of becoming an on-air Meteorologist.	1	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
17	11/15/2016	Participation in events or programs sponsored by educational institutions	11/15/16 Meteorologist, Alyssa Caroprese gave a weather presentation to several grades at the Okte Elementary School. The presentation included a discussion of severe weather and measures to take to stay safe in a storm. Alyssa also talked about her career path, encouraging students to pursue careers in the Broadcast Media/Meteorology field by discussing the rewards and challenges of becoming an on-air Meteorologist.	1	Meteorologist
18	11/18/2016	Participation in events or programs sponsored by educational institutions	11/18/16 Steve LaPointe, Chief Meteorologist, gave a presentation of winter weather facts and figures to the 4th grade class at Lincoln Elementary School. There was also a discussion of severe weather and measures to take to stay safe during a storm. A question and answer session followed that included information about news broadcasting careers.	1	Chief Meteorologist
19	11/22/2016	Participation in events or programs sponsored by educational institutions	11/22/16 Meteorologist, Craig Gold gave a weather presentation to 2nd grade students of Shaker Road Elementary School. The presentation included a discussion of severe weather and measures to take to stay safe in a storm. Craig also talked about his career path, encouraging students to pursue broadcasting careers by discussing the rewards and challenges of becoming an on-air Meteorologist.	1	Meteorologist
20	12/12/2016	Participation in events or programs sponsored by educational institutions	Kevin Goodwin is a broadcasting student at New School Center for Media. He will be shadowing Hubert Wiggins, Reporter, December 12 to December 16, 2016	1	Reporter

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
21	12/22/2016	Establishment of training programs for station personnel	<p>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.</p> <p>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.</p>	16	General Manager Business Manager News Director Director of Sales