

WCWN, WRGB
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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
Marketing Consultant	2, 6-10, 12-13, 18-19, 21-25, 27-32, 35-36, 38-42, 44, 46, 48-50, 52-53, 55-57, 59-61, 63-67, 69-74	55
Marketing Consultant	2, 6-10, 12-13, 18-19, 21-25, 27-32, 35-36, 38-42, 44, 46, 48-50, 52-53, 55-57, 59-61, 63-67, 69-74	19
Marketing Consultant	2, 6-10, 12-13, 18-19, 21-25, 27-32, 35-36, 38-42, 44, 46, 48-50, 52-53, 55-57, 59-61, 63-67, 69-74	25
News Photographer	2, 4-13, 18-19, 21-25, 27-31, 33-36, 38-42, 44, 46-50, 53, 56-59, 61, 63-67, 69-73	19
News Photographer	2, 4-13, 18-19, 21-25, 27-31, 33-36, 38-42, 44, 46-50, 53, 56-59, 61, 63-67, 69-73	50
Sports Director	2, 4-14, 16, 18, 21-25, 27-31, 33-36, 38-42, 44, 46-50, 53, 56-59, 61, 63-67, 69-73	16
News Producer	2, 4-13, 18-19, 21-31, 33-36, 38-42, 44, 46-50, 53, 55-59, 61, 63-67, 69-73	19
News Producer	2, 4-13, 18-19, 21-31, 33-36, 38-42, 44, 46-50, 53, 55-59, 61, 63-67, 69-73	55
Sports Anchor / Reporter (Weekends)	2, 4-14, 18, 21-25, 27-31, 33-36, 38-42, 44, 46-50, 53, 56-59, 61, 63-67, 69-73	65
Multimedia Journalist / Reporter	2, 4-14, 18-19, 21-25, 27-31, 33-36, 38-42, 44, 46-50, 53, 55-59, 61-67, 69-73	19
Multimedia Journalist / Reporter	2, 4-14, 18-19, 21-25, 27-31, 33-36, 38-42, 44, 46-50, 53, 55-59, 61-67, 69-73	50
News Anchor/Reporter	2-14, 18-19, 21-25, 27-31, 33-36, 38-39, 41-42, 44, 46-50, 53, 56-59, 61, 63-67, 69-73	50
Digital Sales Manager	2, 6-10, 12-13, 16, 18, 21-25, 27-31, 35-36, 38-39, 41-42, 44, 46, 48-50, 53, 56-57, 59, 61, 63-67, 69-73	16
Sports Multimedia Journalist	2, 4-13, 18, 21-25, 27-31, 33-36, 38-39, 41-42, 44, 46-50, 53, 56-59, 61, 63-67, 69-73	65
Technical Director	2, 4-13, 18-19, 21-25, 27-31, 33-39, 41-42, 44, 46-51, 53, 55, 57-59, 61, 63-67, 69-73	19
Master Control Operator	2, 6-10, 12-13, 18, 21-25, 27-31, 35-36, 38-39, 41-42, 44, 46, 48-50, 53, 56-57, 59, 61, 63-67, 69-72	25

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Promotions Producer	1-2, 6-10, 12-13, 18, 20-25, 27-31, 35-36, 38-39, 41-42, 44, 46, 48-50, 53, 55-57, 59, 61, 63-67, 70-72	55
Assignment Editor	2, 6-10, 12-13, 18-19, 21-25, 27-31, 35-36, 38-39, 41-42, 44, 46, 48-50, 53, 56-57, 59, 61, 63-67, 70-72	50
Assistant News Director	2, 4-13, 15, 18, 21-25, 27-31, 33-36, 38-39, 41-42, 44, 46-50, 53, 56-59, 61, 63-67, 70-72	15
Technical Director	2, 4-13, 18-19, 21-25, 27-31, 33-39, 41-42, 44, 46-51, 53, 56-61, 63-67, 70-72, 74	25
Executive Producer	2, 4-14, 18, 21-25, 27-31, 33-36, 38-39, 41-42, 44, 46-50, 53, 56-61, 63-67, 70-72, 74	14
News Producer	2, 4-13, 17-19, 21-25, 27-31, 33-36, 38-39, 41-50, 53-61, 63-68, 70-72, 74	29
News Producer	2, 4-13, 17-19, 21-25, 27-31, 33-36, 38-39, 41-50, 53-61, 63-68, 70-72, 74	55
Receptionist / Accounting Assistant	2, 6-10, 12-13, 18, 21-25, 27-31, 35-36, 38-39, 41-42, 44, 46, 48-50, 53, 56-57, 59-61, 63-67, 70-72, 74	25

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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	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
3	Agency Referral	N	1
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	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
7	Capital Region Chamber 5 Computer Dr South Albany, New York 12205 Phone : 518-431-1400 Career Services Manual Posting	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
8	Careerbuilder New York Url : http://careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	1
9	Carolina School of Broadcasting 3435 Performance Rd Charlotte Charlotte, North Carolina 28214 Phone : 704-395-9272 Email : alyson.young@csbradiotv.edu Fax : 1-704-395-9698 Alyson Young	N	0
10	Centro Civico Amsterdam 143-145 E. Main St Amsterdam, New York 12010 Phone : 518-842-3762 Email : alomarl@centrocivico.org Ladan Alomar	Y	0
11	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
12	Colorado Media School 404 S. Upham St Lakewood, Colorado 80226 Phone : 303-937-7070 Email : dbyrd@beonair.com Debbie Byrd	Y	0
13	Columbia Journalism School 207 Journalism MC 3801 New York, New York 10027 Phone : 1234567891 Email : cujcareers@columbia.edu Anusha Shrivastava	N	0
14	Current Employee	N	14
15	Current Employee - Transfer/Promotion	N	1
16	Current Employee/Internal Promotion	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	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
18	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
19	Employee Referral	N	16
20	Former Employee Referral	N	1
21	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
22	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
23	Howard University 525 Bryant St ,NW Room 107 Washington, District of Columbia 20059 Phone : 1234567891 Email : cdudley@howard.edu Carol Dudley	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
24	Hudson Valley Comm College 80 Vandenburg Ave Troy, New York 12180 Phone : 518-629-4822 Email : g.healy@hvcc.edu Gayle Healy	N	0
25	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	15
26	Internship Program	N	1
27	Ithaca College Park School of Communications 953 Danby Rd Ithaca, New York 14850 Phone : 607 274-3365 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
28	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
29	Linkedin New York Url : http://linkedin.com Email : sbgresumes@sbgstv.com Dannielle Anderson	N	4
30	Manhattan College 4513 Manhattan College Pkwy. Riverdale, New York 10471 Phone : 718-862-7238 Email : sharon.damelia@manhattan.edu Sharon Damelia	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
31	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
32	Media Recruiter 9457 So. University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : www.mediarecruiter.com Art Scott Manual Posting	N	0
33	Medialine PO Box 51909 Pacific Grove, California 93950 Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
34	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
35	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
36	NAACP PO Box 2544 Albany, New York Phone : 518-462-1246 Email : dybj324@yahoo.com Debora Johnson	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
37	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
38	New Choices 302 State St Schenectady, New York 12305 Phone : 518-382-7838 Email : lbeckett@newchoicesrecovery.org Fax : 1-518-382-1641 Lisa Beckett	Y	0
39	New York State Broadcasters 1805 Western Ave Albany, New York 12203 Phone : 518-456-8888 Email : cjung@nysbroadcasters.org Sandy Messinel	N	0
40	New York State Jobbank Division of Employment and Workforce Solutions Albany, New York 12240 Phone : 8884697365 Email : Brian.Suedkamp@labor.ny.gov Fax : 1-518-485-1333 NY State Job bank - Albany	N	0
41	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
42	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Orange County Community College Career Services Office 115 South St. Middletown, New York 10942 Phone : 845-341-4087 Email : careers@sunyorange.edu Fax : 1-845-341-4087 Petra Wege-Beers	N	0
44	Oswego - State U of NY 7060 Rt 104 Oswego, New York 13126 Phone : 315.312.2255 Url : www.oswego.edu Email : Careerservices@oswego.edu Career Center	N	0
45	PJ Video Productions 167 Parkside Drive Suffern, New York 10901 Phone : 845-270-0941 Email : quinnsmail@yahoo.com John Quinn	N	0
46	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
47	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	0
48	Schenectady County Comm College 78 Washington Ave Schenectady, New York 12305 Phone : 51-8381-1200 Email : ces@sunysccc.edu Jenny Glihaja	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
49	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	0
50	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	19
51	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
52	Spots 'n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com Career Service Manual Posting	N	0
53	St Thomas Aquinas College 125 Route 340 Sparkill, New York 10976 Phone : 845-398-4065 Email : careers@stac.edu Maureen Mulhern	N	0
54	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

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55	Station Website	N	10
56	SUNY Plattsburgh 101 Broad St Plattsburgh, New York 12901 Phone : 518 564-2071 Email : recruiting@plattsburgh.edu Tobi Hay	N	0
57	Syracuse University 900 So. Crouse Ave Syracuse, New York 13244 Phone : 315 443-3616 Email : careers@syr.edu Shannon Feeny	N	1
58	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-630-9590 Email : hedding@talentdynamics.com Christina Hedding	N	0
59	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
60	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
61	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

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62	The NWT Group 2110 Elmwood Bryan , Tennessee 77802 Phone : 817-987-3600 Fax : 1-888-374-7907 Carolyn Kane	N	1
63	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
64	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
65	Tvjobs New York Url : http://tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	8
66	United Negro College Fund 120 Wall Street F19 New York, New York 10005 Phone : 212-820-0165 Email : fred.mitchell@unconf.org Fred Mitchell	N	0
67	US Army Wounded Warrior Program 200 Stovall St Rm 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
68	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

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69	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
70	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
71	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
72	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
73	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
74	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	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
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	2/10/2017	Participation in events or programs sponsored by educational institutions	Steve LaPointe, Meteorologist, gave a presentation of weather facts and figures to 5th grade students at Forts Ferry Elementary. The visit allowed the students to interact with a scientist who studies the very weather they experience every day, from rainbows to winter storms. A question and answer session followed the presentation. Steve also spoke to students about how to prepare for a career in science and broadcasting.	1	Meteorologist
2	2/16/2017	Participation in events or programs sponsored by educational institutions	Alyssa Caroprese, Meteorologist, gave a presentation of weather facts and figures to 3rd grade students at Blue Creek Elementary. The visit allowed the students to interact with a scientist who studies the very weather they experience every day, from rainbows to winter storms. A question and answer session followed the presentation. Alyssa also spoke to students about how to prepare for a career in science and broadcasting.	1	Meteorologist
3	3/10/2017	Participation in events or programs sponsored by educational institutions	Craig Adams, Meteorologist, gave a presentation of weather facts and figures to Session 1 students at Woodlawn Elementary Career Day. The visit allowed the students to interact with a scientist who studies the very weather they experience every day, from rainbows to winter storms. A question and answer session followed the presentation. Craig also spoke to students about how to prepare for a career in science and broadcasting.	1	Meteorologist
4	3/10/2017	Participation in events or programs sponsored by educational institutions	Alyssa Caroprese, Meteorologist, gave a presentation of weather facts and figures to Session 2 students at Woodlawn Elementary Career Day. The visit allowed the students to interact with a scientist who studies the very weather they experience every day, from rainbows to winter storms. A question and answer session followed the presentation. Alyssa also spoke to students about how to prepare for a career in science and broadcasting.	1	Meteorologist

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5	4/7/2017	Participation in events or programs sponsored by educational institutions	Craig Adams (Steve Adamson) Meteorologist gave a presentation of weather facts and figures to 5th grade students at Glencliff Elementary School. A question and answer session followed. He also spoke to the students about his career path and encouraged them to pursue entering into the Broadcast Media/Meteorology field by discussing the rewards and challenges of becoming an on-air Meteorologist.	1	Meteorologist
6	4/25/2017	Participation in events or programs sponsored by educational institutions	Steve LaPointe, Chief Meteorologist gave a presentation of weather facts and figures to 5th grade students at Pinewood Elementary. A question and answer session followed. He also spoke to the students about his career path and encouraged them to pursue entering into the Broadcast Media/Meteorology field by discussing the rewards and challenges of becoming an on-air Meteorologist.	1	Chief Meteorologist
7	5/3/2017	Participation in events or programs sponsored by educational institutions	Craig Gold, Meteorologist gave a presentation of weather facts and figures to students at Hoosick Falls HS. A question and answer session followed. He also spoke to the students about his career path and encouraged them to pursue entering into the Broadcast Media/Meteorology field by discussing the rewards and challenges of becoming an on-air Meteorologist.	1	Meteorologist
8	5/8/2017	Establishment of an intern program designed to assist members of the community	The station hosted 8 interns from local colleges & universities during the 2017 summer semester. Four of the interns trained with reporters and producers and four interns trained with sports reporters.	2	Executive Producer Producer

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9	5/12/2017	Participation in events or programs sponsored by educational institutions	Craig Adams (Steve Adamson), Meteorologist gave a presentation of weather facts and figures to students at Pine Hills Elementary. A question and answer session followed. He also spoke to the students about his career path and encouraged them to pursue entering into the Broadcast Media/Meteorology field by discussing the rewards and challenges of becoming an on-air Meteorologist.	1	Meteorologist
10	5/15/2017	Participation in events or programs sponsored by educational institutions	Steve LaPointe, Chief Meteorologist gave a presentation of weather facts and figures to 5th grade students at Glencliff Elementary School. A question and answer session followed. He also spoke to the students about his career path and encouraged them to pursue entering into the Broadcast Media/Meteorology field by discussing the rewards and challenges of becoming an on-air Meteorologist.	1	Chief Meteorologist
11	5/25/2017	Participation in events or programs sponsored by educational institutions	Alyssa Caroprese, Meteorologist gave a presentation of weather facts and figures to students at Rosendale Elementary. A question and answer session followed. She also spoke to the students about her career path and encouraged them to pursue entering into the Broadcast Media/Meteorology field by discussing the rewards and challenges of becoming an on-air Meteorologist	1	Meteorologist
12	5/31/2017	Participation in events or programs sponsored by educational institutions	Craig Gold, Meteorologist gave a presentation of weather facts and figures to students at Westmere Elementary. A question and answer session followed. He also spoke to the students about his career path and encouraged them to pursue entering into the Broadcast Media/Meteorology field by discussing the rewards and challenges of becoming an on-air Meteorologist.	1	Meteorologist

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13	5/31/2017	Participation in events or programs sponsored by educational institutions	Alyssa Caroprese, Meteorologist gave a presentation of weather facts and figures to students at Arbor Hill Elementary. A question and answer session followed. She also spoke to the students about her career path and encouraged them to pursue entering into the Broadcast Media/Meteorology field by discussing the rewards and challenges of becoming an on-air Meteorologist	1	Meteorologist
14	6/8/2017	Participation in events or programs sponsored by educational institutions	Craig Adams, (Steve Adamson) Meteorologist gave a presentation of weather facts and figures to students at Rosendale Elementary. A question and answer session followed. He also spoke to the students about his career path and encouraged them to pursue entering into the Broadcast Media/Meteorology field by discussing the rewards and challenges of becoming an on-air Meteorologist.	1	Meteorologist
15	7/12/2017	Participation in events sponsored by community groups	Melissa Lee Powell, anchor, spoke to the Schenectady County Public Library Creative Writing class when they visited the station. The class included 10 middle school students that participated in the summer program. Melissa spoke to students about the rewards and challenges of her career path and encouraged them to pursue careers in the Broadcast/Media field.	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
16	8/3/2017	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>	0	
17	8/8/2017	Participation in Job Fairs	<p>The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017. 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.</p>	0	<p>Sr. Employment Manager News Talent Manager Director, News Training & Devopment</p>
18	10/5/2017	Participation in Job Fairs	<p>The station participated in the SUNY College and Career Counseling Center job fair. We staffed our table with our Creative Services Director and our News Director. They brought copies of all of our open positions along with a laptop to show candidates how to access our site and apply for a job.</p>	2	<p>News Director Creative Services Director</p>

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
19	12/18/2017	Provision of training to management	<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>	9	General Manager Business Manager News Director Chief Engineer