

WCWN/WRGB
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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
Automotive / Marketing Consultant	1-2, 4, 6-10, 12-13, 18-19, 21-26, 28-32, 36-37, 39-41, 43, 45-47, 49-51, 53, 55-56, 59-61, 63-70	19
News Producer	1, 3-5, 7-13, 18-19, 21-26, 28-32, 34-37, 39-41, 43, 45-51, 53-55, 57, 59-70	19
News Assignment Editor	1, 3-5, 7-13, 18, 21-23, 25-26, 28-32, 34, 36-37, 39-41, 43, 45-51, 53-55, 57, 59-70	54
Marketing Consultant	1, 4, 7-10, 12-13, 18, 20-23, 25-26, 28-33, 36-37, 39-41, 43, 45-47, 49-51, 53, 55, 59-61, 63-70	20
Marketing Consultant	1, 4, 7-10, 12-13, 18, 20-23, 25-26, 28-33, 36-37, 39-41, 43, 45-47, 49-51, 53, 55, 59-61, 63-70	26
Technical Director	1, 3-5, 7-13, 17-19, 21-23, 25-32, 34, 36-41, 43, 45-55, 57, 59-70	27
Technical Director	1, 3-5, 7-13, 17-19, 21-23, 25-32, 34, 36-41, 43, 45-55, 57, 59-70	19
Technical Director	1, 3-5, 7-13, 17-19, 21-23, 25-32, 34, 36-41, 43, 45-55, 57, 59-70	17
Technical Director	1, 3-5, 7-13, 17-19, 21-23, 25-32, 34, 36-41, 43, 45-55, 57, 59-70	17
Multimedia Journalist (MMJ)	1, 4-5, 7-13, 18-19, 21-23, 25-26, 28-32, 34, 36-37, 39-41, 43-51, 53-55, 57, 59-70	51
News Producer	1, 4-5, 7-13, 18-19, 21-23, 25-26, 28-32, 34, 36-37, 39-41, 43, 45-51, 53, 55, 57, 59-70	19
News Photographer	1, 4-5, 7-13, 15-16, 18-23, 25-26, 28-32, 34, 36-37, 39-41, 43, 45-51, 53, 55, 57, 59-70	19
News Photographer	1, 4-5, 7-13, 15-16, 18-23, 25-26, 28-32, 34, 36-37, 39-41, 43, 45-51, 53, 55, 57, 59-70	30
News Photographer	1, 4-5, 7-13, 15-16, 18-23, 25-26, 28-32, 34, 36-37, 39-41, 43, 45-51, 53, 55, 57, 59-70	16
News Photographer	1, 4-5, 7-13, 15-16, 18-23, 25-26, 28-32, 34, 36-37, 39-41, 43, 45-51, 53, 55, 57, 59-70	19
Master Control Operator	1, 4, 7-10, 12-13, 18-19, 21-23, 25-26, 28-32, 36-37, 39-43, 45-47, 49-51, 53, 55, 59-61, 63-70	42

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Business & Human Resources Manager	1, 4, 7-10, 12-13, 18, 21-23, 25-26, 28-32, 36-37, 39-41, 43, 45-47, 49-51, 53, 55, 59-61, 63-70	26
News Producer	1, 4-5, 7-13, 18, 21-23, 25-26, 28-32, 34, 36-37, 39-41, 43, 45-51, 53, 55, 57, 59-70	51
Multimedia Journalist	1, 4-5, 7-14, 18-19, 21-23, 25-26, 28-32, 34, 36-37, 39-41, 43, 45-51, 53, 55, 57, 59-70	65
Business Office Assistant	1, 4, 7-10, 12-13, 18-19, 21-23, 25-26, 28-32, 36-37, 39-41, 43, 45-47, 49-51, 53, 55, 58-61, 63-70	58
News Producer	1, 4-5, 7-13, 18-19, 21-23, 25-26, 28-32, 34, 36-37, 39-41, 43, 45-51, 53, 55, 57, 59-70	26
HR/Payroll Coordinator	1, 4, 7-10, 12-13, 18, 21-23, 25-26, 28-32, 36-37, 39-41, 43, 45-47, 49-51, 53, 55, 59-61, 63-70	26

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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	ACCES-VR 80 Wolf Rd Suite 200 Albany, New York 12205 Phone : 518-485-7748 Email : Kathleen.Demuth@nysed.gov Kathleen Demuth	Y	0
2	Agency Referral	N	1
3	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
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.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
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 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com 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 **News Only** New York, New York 10027 Phone : 1234567891 Email : cujcareers@columbia.edu Lauren Mack	N	0
14	Corporate Recruiter	N	1
15	Current Employee	N	1
16	Current Employee - Transfer/Promotion	N	1
17	Current Employee/Internal Promotion	N	2

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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	N	2
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	1
22	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
23	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
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	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	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	17
27	Internet Ad-not directly contacted by SEU	N	1
28	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
29	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
30	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	7
31	Manhattan College 4513 Manhattan College Pkwy. Riverdale, New York 10471 Phone : 718-862-7238 Email : sharon.damelia@manhattan.edu Sharon Damelia	N	0
32	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0

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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	Media Recruiter 9457 So. University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : www.media recruiter.com Art Scott Manual Posting	N	0
34	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
35	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
36	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
37	NAACP PO Box 2544 Albany, New York Phone : 518-462-1246 Email : dybj324@yahoo.com Debora Johnson	Y	0
38	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

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39	New Choices 302 State St Schenectady, New York 12305 Phone : 518-346-4436 Email : lcombs@newchoicesrecovery.org Fax : 1-518-346-3522 Laura Combs	Y	0
40	New England School of Communication One College Circle Bangor, Maine Phone : 1-888-877-1876 Email : bill@nescom.edu Bill Devine	N	0
41	New York State Broadcasters 1805 Western Ave Albany, New York 12203 Phone : 518-456-8888 Email : cjung@nysbroadcasters.org Sandy Messinel	N	0
42	New York State Department of Labor 25-01 Queens Plaza North Long Island City, New York 11101 Phone : 718-906-5584 Email : stuart.goldberg@labor.state.ny.us Fax : 1-718-937-2239 Stuart Goldberg	N	1
43	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
44	Non-Employee Referral	N	1
45	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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46	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
47	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
48	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
49	Schenectady County Comm College 78 Washington Ave Schenectady, New York 12305 Phone : 51-8381-1200 Email : ces@sunysccc.edu Jenny Glihaja	N	0
50	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
51	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	5

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52	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
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	Station Website 1400 Balltown Rd Schnectady, New York Url : https://cbs6albany.com/ May Steiner	N	6
55	SUNY Plattsburgh 101 Broad St Plattsburgh, New York 12901 Phone : 518 564-2071 Email : recruiting@plattsburgh.edu Tobi Hay	N	0
56	Syracuse University 900 So. Crouse Ave Syracuse, New York 13244 Phone : 315 443-3616 Email : careers@syr.edu Shannon Feeny	N	0
57	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
58	Temp Agency	N	1

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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 Url : http://www.themuse.com 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
62	The NWT Group 2110 Elmwood Bryan , Tennessee 77802 Phone : 817-987-3600 Fax : 1-888-374-7907 Carolyn Kane	N	0
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

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65	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
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 Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
68	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
69	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
70	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			65

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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	3/20/2019	Participation in events or programs sponsored by educational institutions	Alyssa Caroprese, Meteorologist, spoke to students at Caroline Street Elementary School in Saratoga on March 20, 2019. She gave a presentation on severe weather and talked about her career path to becoming an on-air Meteorologist. She discussed the rewards and challenges of entering a career in Broadcast Media/Meteorology field. Alyssa also spoke to students about how to prepare for a career in science and broadcasting.	1	Meteorologist
2	3/21/2019	Participation in events or programs sponsored by educational institutions	Steve LaPointe, Chief Meteorologist, spoke to students at Lansingburgh High School. He gave a presentation on severe weather and talked about his career path to becoming an on-air Meteorologist. He discussed the rewards and challenges of entering a career in Broadcast Media/Meteorology field. Steve also spoke to students about how to prepare for a career in science and broadcasting.	1	Chief Meteorologist
3	3/27/2019	Participation in events or programs sponsored by educational institutions	Alyssa Caroprese, Meteorologist, spoke to students at Guilderland Elementary School on March 27, 2019. She gave a presentation on severe weather and talked about her career path to becoming an on-air Meteorologist. She discussed the rewards and challenges of entering a career in Broadcast Media/Meteorology field. Alyssa also spoke to students about how to prepare for a career in science and broadcasting.	1	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	4/9/2019	Participation in Job Fairs	The Corporate Employment Coordinator, and local station HR Coordinator represented all Sinclair locations at the job fair hosted by the Broadcast Education Association on April 9th, 2019, in coordination with the April 2019 NAB Show, in Las Vegas, NV. They met with potential candidates and reviewed resumes, tapes, discussed current job vacancies and future job opportunities/possibilities at the locations across the country. All candidates who visited the booth are followed-up with for relevant positions, including current and future job inquiries when applicable.	2	Corporate Employment Coordinator Station HR Coordinator
5	4/17/2019	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. To provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law. Further, in keeping with this commitment to equal employment opportunity, SBG, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment.</p> <p>Managers and supervisors completed a web-based training course titled "Workplace Harassment Prevention for Managers". These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	11	Business Manager Chief Engineer News Director General Manager

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6	4/24/2019	Participation in events or programs sponsored by educational institutions	Craig Adams, Meteorologist, spoke to the eighth grade students at Gilboa-Conesville Central School. Craig shared weather facts and tips on severe weather preparedness. He discussed the rewards and challenges of entering a career in Broadcast Media/Meteorology field. Craig also spoke to students about how to prepare for a career in science and broadcasting.	1	Meteorologist
7	5/14/2019	Participation in events or programs sponsored by educational institutions	Steve LaPointe, Chief Meteorologist, spoke to third grade students at Tesago Elementary School. Steve gave a weather presentation about tornadoes, hurricanes and thunder storms and what to do to stay safe in a storm. He discussed the rewards and challenges of being a meteorologist in broadcasting.	1	Chief Meteorologist
8	5/28/2019	Participation in events or programs sponsored by educational institutions	Anne McCloy, News Anchor, spoke to Mrs. Young's Career Financial Management class at Niskayuna High School on May 7th, 2019. She talked about her career path to becoming a journalist and News Anchor. She discussed the rewards and challenges of entering a career in the Broadcast Media/Journalism field. Anne also spoke to students about how to prepare for a career in journalism and broadcasting.	1	News Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	5/28/2019	Establishment of an intern program designed to assist members of the community	<p>INTERNSHIP PROGRAM</p> <p>The station an internship program as defined below:</p> <p>Program Goal: The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> • Develop links with technical schools, universities and colleges to promote WRGB as prospective employers. • Create a symbiotic relationship between interns and WRGB employees. • Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry. <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> • The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered. • The applicant must be at least 18 years of age. • The applicant must be in good academic standing, as defined by his or her academic institution. • The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid. • In addition to meeting the institution's eligibility requirements, the 	3	Asst News Director Chief Meteorologist Sports Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
			<p>applicant must meet the station's eligibility requirements.</p> <p>The station hosted 3 interns from University of Albany, SUNY Oswego, and The College of Saint Rose during the summer 2019 semester.</p>		
10	6/24/2019	Participation in events or programs sponsored by educational institutions	Leanne DeRosa, News Reporter, spoke to the students of Menands Union Free School District at their Career Day on June 24th, 2019. She talked about her career path to becoming a journalist and News Reporter. She discussed the rewards and challenges of entering a career in the Broadcast Media/Journalism field. Leanne also spoke to students about how to prepare for a career in journalism and broadcasting.	1	News Reporter
11	8/5/2019	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	

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12	8/7/2019	Participation in Job Fairs	Description: The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Miami, FL August 7 – 9th, 2019. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	4	Employment Manager Director News Training & Development News Talent Manager Asst News Director WRGB