

Supplemental Outreach Initiatives
(December 1, 2013 through November 30, 2014)

FCC Menu Categories

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

| Menu Category (select # from above list) | Brief Description of Activity, Including Date(s) and Station Staff Involved |
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| 6 | WGBY has been a training center for the Human Resources Unlimited (HRU) Lighthouse program since 1992. Lighthouse is a training program for people with disabilities to learn to help them get back into the work force. Employees are trained in the Administration and Building Maintenance Departments. WGBY was named HRU Employer of the Year in September 2000. |

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| | <p>WGBY coordinated and supervised a number of TOLD (Telling Our Stories Digitally) Workshops that taught Latino youths how to use a computer and different software to prepare and presentation about their life in the Community. These workshops helped the participants learn how to use a computer in order to help them be better prepared for the work place.</p> <p>WGBY is a Host Agency for the Springfield Senior Aid Program that helps mature individuals learn basic skills that will help them get back into the work force.</p> |
| 5 | <p>WGBY offers full and part-time, unpaid internships to college students, graduates and career-changers in the following departments:</p> <p>THE PRODUCTION & PROGRAMMING INTERNSHIPS The production internship is a full-time, unpaid internship that provides "hands-on", practical experience in television production. Intensive training takes place the first two weeks of the program with instruction provided by the professional WGBY staff. Interns will be trained in the fundamentals of television production and equipment operation.</p> <p>MEDIA INTERNSHIP This was an internship program through the Latino Youth Media Institute by which 3 Latino youths participated in a variety of media learning activities. They experienced both the programming and production side of WGBY along with how WGBY interact within the Community.</p> <p>WGBY is currently recruiting new Interns to begin in the Spring of 2014.</p> |
| 2 | <p>WGBY-TV hosted an Internship/Career Fair at WGBY Studios. Invitations were sent out area Colleges and organizations informing them of the Fair. There were over 35 people attended the Fair.</p> |
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