

WTTO WABM WBMA
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

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
News Photographer	1-18, 23-27, 29-35, 37-38, 40-55, 57-62, 64-70, 72-73, 75-92, 94-95	47
News Photographer	1-18, 23-27, 29-35, 37-38, 40-55, 57-62, 64-70, 72-73, 75-92, 94-95	38
Multimedia Journalist	1-20, 22, 24-37, 39-55, 57-62, 64-70, 72-92, 94-95	39
Multimedia Journalist	1-20, 22, 24-37, 39-55, 57-62, 64-70, 72-92, 94-95	70
Multimedia Journalist	1-20, 22, 24-37, 39-55, 57-62, 64-70, 72-92, 94-95	28
Marketing Consultant	1-18, 24-35, 37-38, 40-55, 57-62, 64-70, 72-73, 75-92, 94-95	28
Marketing Consultant	1-18, 24-35, 37-38, 40-55, 57-62, 64-70, 72-73, 75-92, 94-95	47
Marketing Consultant	1-18, 24-35, 37-38, 40-55, 57-62, 64-70, 72-73, 75-92, 94-95	38
News Producer	1-18, 24-27, 29-35, 37-55, 57-62, 64-73, 75-95	47
News Producer	1-18, 24-27, 29-35, 37-55, 57-62, 64-73, 75-95	47
News Producer	1-18, 24-27, 29-35, 37-55, 57-62, 64-73, 75-95	47
News Producer	1-18, 24-27, 29-35, 37-55, 57-62, 64-73, 75-95	71
News Producer	1-18, 24-27, 29-35, 37-55, 57-62, 64-73, 75-95	38
News Producer	1-18, 24-27, 29-35, 37-55, 57-62, 64-73, 75-95	70
Master Control Operator	1-18, 24-27, 29-35, 37, 40-55, 57-62, 64-73, 75-92, 94-95	70
Digital Sales Manager	1-18, 24-27, 29-35, 37, 40-55, 57-62, 64-67, 69-70, 72-73, 75-92, 94-95	47
News Anchor	1-6, 8-10, 12-19, 24-27, 29-37, 40-55, 57-62, 64-67, 69-70, 72-92, 94-95	70
Digital Marketing Associate	1-6, 8-10, 12-18, 24-35, 37-38, 40-55, 57-62, 64-67, 69-70, 72-73, 75-92, 94-95	47

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IT Engineer	1-6, 8-10, 12-18, 24-27, 29-35, 37, 40-55, 57-62, 64-67, 69-70, 72-73, 75-95	93
Lifestyle Show Producer	1-6, 8-10, 12-18, 21, 24-35, 37, 40-47, 49-55, 57-62, 64-70, 72-73, 75-92, 94-95	28
General Sales Manager	1-6, 8-10, 12-18, 24-27, 29-35, 37, 40-47, 49-55, 57-62, 64-70, 72-73, 75-92, 94-95	47
Marketing Associate	1-6, 8-10, 12-18, 24-27, 29-35, 37, 40-41, 43-47, 49-63, 65-66, 68-70, 72-73, 75-92, 94-95	47
Regional Sales Assistant	1-6, 8-10, 12-18, 24-35, 37-38, 40-41, 43-47, 49-63, 65-66, 68-70, 72-73, 75-92, 94-95	28
Meteorologist	1-6, 8-10, 12-18, 21, 24-27, 29-37, 40-47, 49-66, 68-70, 72-92, 94-95	47
Director of Audience Engagement	1-6, 8-10, 12-18, 24-27, 29-35, 37, 40-41, 43-47, 49-63, 65-66, 68-70, 72-73, 75-92, 94-95	47
Master Control Supervisor	1-6, 8-10, 12-18, 23-27, 29-35, 37, 40-47, 49-66, 68-70, 72-73, 75-89, 91-92, 94-95	23

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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	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
2	Alabama A&M University 4900 Meridian Street Normal, Alabama 35762 Phone : 256-372-8181 Url : http://www.aamu.edu Email : info@aamu.edu Fax : 1-256-372-5689 Tangela Rutledge-Gale	Y	0
3	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://www.al-ba.com Lesa Rice Manual Posting	N	0
4	Alabama Job Link / State Employment Service PO Box 59482 Birmingham, Alabama 35259 Phone : 205-870-3275 Url : https://joblink.alabama.gov/ada Email : Birmingham@alcc.alabama.gov Birmingham Career Center	Y	0
5	Alabama Media Professionals , Alabama Phone : 205-861-8672 Email : mistymath@gmail.com Misty Mathews	Y	0
6	Alabama State University P.O. Box 271 Montgomery, Alabama Phone : 334-229-4493 Dr. David Okeowo Manual Posting	Y	0

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7	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgvtv.com Career Planning	N	0
8	American Broadcasting School 4511 SE 29th Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Email : staci@radioschool.com Staci Cockrell	Y	0
9	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : kbordell@asu.edu Karen Bordeleau	Y	0
10	Auburn University 217 Tichenor Hall Auburn University, Alabama 36249 Phone : 334-844-2727 Ric Smith Manual Posting	Y	0
11	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
12	Birmingham Career Center 3440 3rd Ave. South Birmingham, Alabama 35222 Phone : 205-254-1300 Joel Williams Manual Posting	N	0
13	Birmingham Southern College 900 Arkadelphia Road Box 549010 Birmingham, Alabama 35254 Phone : 205-226-4719 Michael Lebeau Manual Posting	Y	0

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14	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-690-6801 Url : http://www.bishop.edu Email : jwomack@bishop.edu Juliette Womack	N	0
15	California Chicano News Media Association 725 Arizona Ave Suite 206 Santa Monica, California Phone : 424-229-9482 Email : ccnmainfo@ccnma.org Job Listings	N	0
16	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	N	0
17	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
18	Clark/Atlanta University 223 James P Brawley Drive Atlanta, Georgia 30314 Phone : 404-880-8000 Email : amckinney@cau.edu Andrea McKinney	N	0
19	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
20	Corporate Recruiter	N	1
21	Current Employee	N	2
22	Current Employee - Transfer/Promotion	N	1

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23	Current Employee/Internal Promotion	N	3
24	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
25	East Tennessee State University 807 University Parkway Johnson City, Tennessee 37614 Phone : 423-439-7572 Email : langes@mail.etsu.edu Tammy Hayes	N	0
26	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
27	Emma L. Bowen Foundation 524 W. 57th Street New York, New York 10019 Phone : 212-975-2545 Email : Everette.Harrison@nbcuni.com Sandra Rice	N	0
28	Employee Referral	N	6
29	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
30	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0

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31	Gadsden State Community College P. O. Box 227 Gadsden, Alabama Phone : 256-549-8633 Email : careerservices@gadsdenstate.edu Fax : 1-256-549-8688 Keri Wood	Y	0
32	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
33	Herzing University 280 West Valley Avenue Birmingham, Alabama 35209 Phone : 205-916-2800 Url : http://www.herzing.edu/birmingham Email : bhm_studentservices@herzing.edu Brian Grindle	N	0
34	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
35	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
36	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0

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37	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
38	Indeed.com - Not Directly Contacted by SEU	N	7
39	Internet Ad-not directly contacted by SEU	N	2
40	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
41	Jacksonville University 700 Pelham Road North Jacksonville, Alabama 36265 Phone : 256-782-5482 Email : careers@ju.edu Becka Turner	Y	0
42	Jefferson State Community College 2601 Carson Road Birmingham, Alabama 35215 Phone : 205-856-8588 Email : tcampb15@jeffersonstate.edu Tracy Campbell	Y	0
43	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
44	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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45	Lawson State Community College 1100 Ninth Avenue SW Bessemer, Alabama 35022 Phone : 205-925-2515 Url : http://www.lawsonstate.edu Email : krankin@lawsonstate.edu Kristy Rankin	N	0
46	Lee Hecht Harrison 3800 Colonnade Pkwy Suite 480 Birmingham, Alabama 35243 Phone : 205-968-0098 Url : http://www.lhh.com Email : beth.hosmer@lhh.com Beth Hosmer	N	0
47	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	29
48	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	N	0
49	Miles College P.O. Box 3800 Birmingham, Alabama 35208 Email : ehorn@miles.edu Eboney Horn	Y	0
50	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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51	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	N	0
52	NAACP PO Box 1268 Birmingham, Alabama 35201 Phone : 205-714-5860 Url : http://www.naacpalabama.org Email : bsimelton@aol.com B Melton	N	0
53	NAACP UAB 1530 3rd Street S Hill University Birmingham, Alabama 35205 Phone : 678-900-7991 Email : naacp@uab.edu Job Listings	Y	0
54	NATAS Mid-america Emmy 3655 Olive St. Louis, Missouri 63108 Phone : 314-533-2993 Email : maggie@emmyid-america.org Maggie Eubanks	Y	0
55	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
56	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgstv.com n/a n/a	N	0
57	National Lesbian and Gay Journalists Association 2120 L Street NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nljga.org Matthew Rose	Y	0

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58	Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-2384 Url : http://www.nsu.edu Email : tatwater@nsu.edu Paula Briggs	N	0
59	North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
60	Northwestern College 101 7th Street SW Oragne City, Iowa 51041 Phone : 712-707-7000 Bill Minnick Manual Posting	Y	0
61	Oakwood University 7000 Adventist Blvd Huntsville, Alabama 35896 Phone : 256-726-7134 Url : http://www.oakwood.edu Email : VWright@oakwood.edu Fax : 1-256-726-7139 Career Services	N	0
62	Ohio Center for Broadcasting 5330 East Main Suite 200 Columbus, Ohio 43213 Phone : 614-230-0461 Email : lwagner@beonair.com Lee Wagner	N	0
63	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0

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64	Patterson State Technical College P.O. Box 10048 Montgomery, Alabama 36108 Phone : 334-420-4200 Email : careers@trenholmstate.edu Ms. Richardson	Y	0
65	Roger Williams University 1 Old Ferry Road Bristol, Rhode Island 2809 Phone : 401-254-3224 Email : ccpd@rwu.edu Pam Fournier	N	0
66	Samford University 800 Lakeshore Drive Birmingham, Alabama 35229 Phone : 205-726-2980 Url : http://www.samford.edu Heather Mitchell Manual Posting	N	0
67	Savannah College of Art and Design PO Box 2072 Savannah, Georgia 31402 Phone : . Email : sbgresumes@sbgstv.com Student Placement	N	0
68	Selma University 1501 Lapsley Street Selma, Alabama 36701 Phone : 334-872-2533 Url : http://www.selmauniversity.edu Email : admissions@selmau.edu Stanford Angion	N	0
69	Shelton State Community College 9500 Old Greensboro Rd Tuscaloosa, Alabama 35405 Phone : 205-391-2461 Email : careerservices@sheltonstate.edu Mike Fields	Y	0

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70	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Career Page	N	9
71	Station Website	N	2
72	Stillman College PO Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-247-8121 Url : http://www.stillman.edu Email : twashington@stillman.edu Tasha Washington	N	0
73	Stillman College P.O. Box 1430 Tuscaloosa, Alabama Phone : 205-366-8894 Email : jcurrie@stillman.edu Jacqueline Curry	Y	0
74	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
75	Talladega College 627 Battle Street West Talladega, Alabama 35160 Phone : 205-362-0206 Url : http://www.talladega.edu Email : brhoden@talladega.edu Veronica Miller	N	0
76	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0

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77	The Leadership Institute 1101 N. Highland Street Arlington, Virginia Phone : 703-247-2000 Fax : 1-703-247-2001 Ainsley Harrison	Y	0
78	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
79	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
80	United States Pan Asian American Chamber of Commerce 1329 18th Street NW Washington, District of Columbia 20036 Phone : 202-296-5221 Url : https://uspaacc.com/ Email : info@uspaacc.com Fax : 1-202-296-5225 Michelle Yin	N	0
81	University of AL -Birmingham/ Career & Professional Development 936 19th Street S. Birmingham, Alabama 35294 Phone : 205-975-4406 Email : sbgresumes@sbgstv.com Kelly Holmes	Y	0
82	University of Alabama PO Box 870172 Tuscaloosa, Alabama 35487 Phone : 205-348-5848 Url : http://www.ua.edu Email : sbgresumes@sbgstv.com Jim Oakley	N	0

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83	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
84	University of Mobile 5735 College Parkway Mobile, Alabama 36613 Phone : 251-442-2877 Email : success@umobile.edu Brenda Davis	Y	0
85	University of Montevallo Station 6262 Montevallo, Alabama 35115 Phone : 205-665-6262 Email : mlebeau1@montevallo.edu Michael Lebeau	Y	0
86	University of North Alabama UNA Box 5066 Florence, Alabama Phone : 256-765-4276 Melissa Medlin Manual Posting	Y	0
87	University of South Alabama 390 Alumni Circle Meisler Hall Mobile, Alabama Phone : (251) 460-6188 Email : careerservices@southalabama.edu Fax : 1-251-460-6091 Career Services	Y	0
88	University of West Alabama Station 29 Livingston, Alabama 35470 Phone : 205-652-3651 Email : sedmonds@uwa.edu Tammy White	Y	0

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89	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
90	West Virginia University P.O. Box 6008 Morgantown, West Virginia Phone : 304-293-2221 Email : sarah.glenn@mail.wvu.edu Sarah Glenn Prong 2 Ended Date: 8/8/2023	N	0
91	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
92	Women's Employment Network 920 Main Street Kansas City, Missouri 64015 Phone : 816-822-8083 Email : tbomar@kcwen.org Tonia Bomar	N	0
93	Word of Mouth Referral	N	2
94	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
95	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			64

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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	1/1/2023	Establishment of training programs for station personnel	Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is a 3-part series of trainings that people managers will complete. The station had 4 managers complete Part 1 which is focused on embodying servant leadership and the importance of building a strong culture within their teams.	4	Chief Photographer IT Supervisor Assignment Desk Manager Business Manager

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2	1/16/2023	Establishment of an intern program designed to assist members of the community	WBMA's internship program is coordinated with colleges or universities in which a student receives academic credit for his or her work at the station. The station submits a report of the students' performance to his/her faculty advisor or dept. head which may be used in determining the amount of academic credit the student shall receive. Students must have successfully completed certain classroom courses applicable to their major or area of concentration prescribed by his/her faculty advisor or department head and be at least a Junior in college. Interns assist the news dept. a minimum of 15 hours per week and are given a schedule of work assignments intended to educate them in various areas of broadcasting. The station employment unit had a total of nine (9) interns for the period of December 1, 2022 through November 30, 2023. The interns came to us from the Texas A&M (1), University of Alabama at Birmingham (2), Auburn University (1), University of Georgia (1), and the University of Montevallo (4).	1	Intern Coordinator/Assignment Desk Editor
3	1/17/2023	Participation in events or programs sponsored by educational institutions	WBMA's Chief Meteorologist, James Spann, spoke to students at McCalla Elementary in McCalla, AL. James taught students about weather safety, general weather topics, and what it is like to be a meteorologist. The Kidcam videos were taken during the class and shared that evening during the newscast.	1	Chief Meteorologist
4	2/9/2023	Participation in events or programs sponsored by educational institutions	WBMA's Meteorologist, Taylor Sarallo, spoke to students at Gardendale Preschool in Gardendale, AL. Taylor spoke to students about science/meteorology, weather safety, general weather topics, what it is like to be a meteorologist, and answered any questions the students had.	1	Meteorologist

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5	2/20/2023	Participation in events or programs sponsored by educational institutions	WBMA's Chief Meteorologist, James Spann, spoke to students at Mitchell Elementary in Gadsden, AL. James taught the students about weather safety, general weather topics, and what it is like to be a meteorologist. Kidcam videos were taken during the class and shared that evening in the newscast.	1	Chief Meteorologist
6	3/16/2023	Participation in events or programs sponsored by educational institutions	WBMA's Chief Meteorologist, James Spann, spoke to students at Centre Elementary in Centre, AL. James taught the students about weather safety, general weather topics, and what it is like to be a meteorologist. Kidcam videos were taken during the class and shared that evening in the newscast.	1	Chief Meteorologist
7	3/23/2023	Participation in events or programs sponsored by educational institutions	WBMA's Meteorologist, Evan Chickvara, attended Pinson Valley Elementary's STEM Night in Pinson, AL. Evan spoke to attendees about science/meteorology, being in the science industry, STEM panelist/presenter, and answered any questions the attendees may have had.	1	Meteorologist
8	3/29/2023	Participation in events or programs sponsored by educational institutions	WBMA's Meteorologist, Evan Chickvara, attended Springville Library Career on Wheels event in Springville, AL. Evan spoke to attendees about science/meteorology, weather safety, general weather topics, what it is like to be a meteorologist, and answered any questions the attendees may have had.	1	Meteorologist

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	4/1/2023	Establishment of training programs for station personnel	Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is a 3-part series of trainings that people managers will complete. The station had 4 managers complete Part 2 which is focused on communication and team interaction as well as applying skills learned in Part 1.	3	Asst News Director Assignment Desk Manager Executive Producer
10	4/14/2023	Participation in events or programs sponsored by educational institutions	WBMA's Meteorologist, Evan Chickvara, attended City of Pelham's Career on Wheels event in Pelham, AL. Evan spoke to attendees about science/meteorology, weather safety, general weather topics, what it is like to be a meteorologist, and answered any questions the attendees may have had.	1	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	4/17/2023	Participation in scholarship programs	<p>The program awarded 1 high school scholar athlete of the year out of 12 scholar athlete weekly winners, nominated by teachers and faculty of their respective schools a total of \$5,000 in scholarship funds as part of the MY 68 TV Friday Night Rivals series. The weekly winner's awards were featured during the weekly broadcast of Friday Night Rivals. Program Objective: In order to enhance the educational value of Friday Night Rivals and MY68 continued to sponsor the Scholar Athlete Award for the 2022 season. A season long 'competition' culminated at the conclusion of the FNR schedule, with a \$5,000 scholarship being awarded to a Scholar Athlete of the Year from one of the participating schools.</p> <ul style="list-style-type: none"> • Each Scholar Athlete was judged on the following criteria: Grade Point Average/Academic standing, Athletic Achievement, Community Activities, and why they believe they should be named the Scholar Athlete of the Year. <p>Scholar Athletes of the Week: Braylon Howard - Hillcrest High School Anderson Moore - Briarwood Christian Parker Willis - Chilton County High School Noah George - Oxford High School Cade Rouse - Corner High School Jeremiah Hudson-Davis - Fairfield High Preparatory School DJ Argo - Alexandria High School Cole Sargent - Jasper High School Hunter Drake - Homewood High School Scholar Athlete of the Year - \$5,000: Hunter Drake – Homewood High School</p>	3	Local Sales Manager Promotion Manager Business Manager

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	4/24/2023	Participation in events sponsored by organizations representing the community	The Annual Board Retreat included a two-hour program session with officials of four Universities in Alabama. Presentations were given by representatives of educational institutions' broadcast curriculum and degree programs, with each having a video component to highlight each particular institution's capabilities in educating broadcast students. Discussion followed on how the institutions can assist broadcasters to become aware of their students' capabilities and skills for a career in broadcasting. Topics included were industry employee needs, effective recruitment, and a need for little training once employment begins with radio and television stations in Alabama.	1	VP, General Manager
13	4/27/2023	Participation in events or programs sponsored by educational institutions	WBMA's Chief Meteorologist, James Spann, spoke to students at Eastside Elementary in Lafayette, AL. James taught the students about weather safety, general weather topics, and what it is like to be a meteorologist. Kidcam videos were taken during the class and shared that evening in the newscast.	1	Chief Meteorologist
14	4/30/2023	Participation in events or programs sponsored by educational institutions	WBMA's Meteorologist, Evan Chickvara, gave a station tour and spoke to the Boyscout Troop 93 of Hoover, AL. Evan spoke to them about science/meteorology, weather safety, general weather topics, what it is like to be a meteorologist, and answered questions. The event allowed the scouts to earn their Weather Merit Badge.	1	Meteorologist
15	5/8/2023	Participation in events or programs sponsored by educational institutions	WBMA's Chief Meteorologist, James Spann, spoke to students at Greensboro Elementary in Greensboro, AL. James taught the students about weather safety, general weather topics, and what it is like to be a meteorologist. Kidcam videos were taken during the class and shared that evening in the newscast.	1	Chief Meteorologist

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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	6/28/2023	Participation in events or programs sponsored by educational institutions	WBMA's Chief Meteorologist, James Spann, spoke to students at Riverside Baptist Church in Helena, AL. James taught the students about weather safety, general weather topics, and what it is like to be a meteorologist. Kidcam videos were taken during the class and shared that evening in the newscast.	1	Chief Meteorologist
17	7/1/2023	Establishment of training programs for station personnel	Sinclair provides a variety of training to its managers designed to help them acquire skills to qualify them to grow in their careers. The Company provides a Core Leadership Series (CLS) for people managers with a focus on building leadership skills. Sinclair recognizes the importance and impact of great people management, and this series is the start of supporting the development of the skillsets needed for managers to become extraordinary leaders and impacting teams positively. This will establish a strong foundation for what it means to be a leader with Sinclair. This is a 3-part series of trainings that people managers will complete. The station had 3 managers complete Part 3 which is focused on personalized support on upskilling leadership skills to make a positive impact.	2	Executive Producer Asst News Director
18	8/3/2023	Participation in Job Fairs	Our News Director, along with Sinclair's News Recruiter and News Recruiting Manager represented Sinclair News stations at the 2023 NABJ conference in Birmingham, AL. They met with potential candidates and reviewed resumes/reels for current and future job vacancies. All candidates that met with Sinclair at the NABJ were followed up with and interviews were scheduled where applicable.	3	News Director Recruiter News Talent Manager

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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	8/18/2023	Participation in events or programs sponsored by educational institutions	WBMA's Chief Meteorologist, James Spann, spoke to students at Faith Christian School in Anniston, AL. James taught the students about weather safety, general weather topics, and what it is like to be a meteorologist. Kidcam videos were taken during the class and shared that evening in the newscast.	1	Chief Meteorologist
20	9/12/2023	Participation in events or programs sponsored by educational institutions	WBMA's Chief Meteorologist, James Spann, spoke to students at Athens Middle School in Athens, AL. James taught the students about weather safety, general weather topics, and what it is like to be a meteorologist. Kidcam videos were taken during the class and shared that evening in the newscast.	1	Chief Meteorologist
21	10/20/2023	Participation in events or programs sponsored by educational institutions	WBMA's Chief Meteorologist, James Spann, spoke to students at Lincoln Elementary in Lincoln, AL. James taught the students about weather safety, general weather topics, and what it is like to be a meteorologist. Kidcam videos were taken during the class and shared that evening in the newscast.	1	Chief Meteorologist
22	11/3/2023	Participation in events or programs sponsored by educational institutions	WBMA's Chief Meteorologist, James Spann, spoke to students at Northport Elementary in Northport, AL. James taught the students about weather safety, general weather topics, and what it is like to be a meteorologist. Kidcam videos were taken during the class and shared that evening in the newscast.	1	Chief Meteorologist