

**WEAR, WFGX,
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015**

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Manager	1-8, 11-16, 18, 20, 22, 24-25, 27-29, 31, 33-34, 37-39, 41, 43-54	22
Account Executive	1-9, 11-18, 20-21, 23-25, 27-29, 31, 33- 34, 37-41, 43-44, 46-52, 54	23
Executive Producer of Digital Content	1-8, 11-12, 14-16, 18, 20, 22, 24-25, 27 -29, 31, 33-34, 37-39, 41, 43-44, 46-52, 54	22
News Director	1-8, 11-12, 14-16, 18, 20, 22, 24-25, 27 -29, 33-34, 37-39, 41, 43-44, 46-52, 54	22
Weekend Anchor/Reporter	1-8, 11-12, 14-16, 18, 20, 22, 24-25, 27 -29, 33-34, 37-39, 41, 43-44, 46-52, 54	22
Photographer	1-8, 11-16, 18, 20, 22, 24-25, 27-29, 33 -34, 37-39, 41, 43-44, 46-52, 54	22
Photographer	1-8, 11-16, 18, 20, 22, 24-25, 27-29, 33 -34, 37-39, 41, 43-44, 46-52, 54	13
Photographer	1-8, 11-16, 18, 20, 22, 24-25, 27-29, 33 -34, 37-39, 41, 43-44, 46-52, 54	37
Multimedia Journalist	1-8, 10-12, 14-16, 18-20, 24-25, 27-29, 33-34, 37-39, 41, 43-44, 46-52, 54-55	44
Newscast Producer – Full Time	1-8, 11-16, 18-22, 24-25, 27-34, 36-39, 41-44, 46-52, 54-55	22
Newscast Producer – Full Time	1-8, 11-16, 18-22, 24-25, 27-34, 36-39, 41-44, 46-52, 54-55	22
Newscast Producer – Full Time	1-8, 11-16, 18-22, 24-25, 27-34, 36-39, 41-44, 46-52, 54-55	22
Newscast Producer – Full Time	1-8, 11-16, 18-22, 24-25, 27-34, 36-39, 41-44, 46-52, 54-55	13
Digital Sales Coordinator	2-8, 11-12, 14-16, 18-22, 24-25, 27-29, 31-34, 36-39, 41-44, 46-52, 54-55	22
Master Control Operator -- Full-Time	1-8, 11-16, 18-21, 24-25, 27-29, 31-34, 36-39, 41-44, 46-52, 54-55	13
Master Control Operator -- Full-Time	1-8, 11-16, 18-21, 24-25, 27-29, 31-34, 36-39, 41-44, 46-52, 54-55	21
Photographer	1-8, 11-16, 18-21, 24-25, 27-34, 36-39, 41-44, 46-52, 54-55	13
Photographer	1-8, 11-16, 18-21, 24-25, 27-34, 36-39, 41-44, 46-52, 54-55	13
Multimedia Journalist	1-8, 11-16, 18-21, 24-25, 27-29, 31-34, 36-39, 41-44, 46-52, 54-55	13

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Multimedia Journalist	1-8, 11-16, 18-21, 24-25, 27-29, 31-34, 36-39, 41-44, 46-52, 54-55	21
Multimedia Journalist	1-8, 11-16, 18-21, 24-25, 27-29, 31-34, 36-39, 41-44, 46-52, 54-55	37
Production Assistant	1-8, 11-16, 18-21, 24-25, 27-34, 36-39, 41-44, 46-52, 54-55	13
Executive Producer	1-8, 11-12, 14-16, 18-22, 24-25, 27-29, 31-34, 36-44, 46-52, 54-55	22
Master Control Operator	2-8, 11-16, 18-21, 24-29, 31-34, 36-39, 41-44, 46-52, 54-55	13
Production Assistant	1-3, 5-7, 11-12, 14, 16, 18-23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	22
Production Assistant	1-3, 5-7, 11-12, 14, 16, 18-23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	22
Social Media Producer	1-3, 5-7, 11-12, 14, 16, 18-23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	22
Director	1-3, 5-7, 11-12, 14, 16, 18-23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	22
Production Assistant	1-3, 5-7, 11-12, 14, 16, 18-21, 23, 25- 39, 41-44, 46-52, 54-55	30
Creative Services Producer	1-3, 5-7, 11-12, 14, 16, 18-23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	37
Creative Services Producer	1-3, 5-7, 11-12, 14, 16, 18-23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	22
Weekend Anchor/Reporter	1-3, 5-7, 10-12, 14, 16, 18-23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	22
Master Control Operator -- Full-Time	1-3, 5-7, 11-14, 16, 18-21, 23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	21
Account Executive	1-3, 5-7, 11-14, 16, 18-21, 23, 25-29, 31-34, 36-44, 46-52, 54-55	40
Evening News Anchor	1-3, 5-7, 10-12, 14, 16, 18-23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	10
Photographer	1-3, 5-7, 11-14, 16, 18-23, 25-29, 31- 34, 36-39, 41-44, 46-52, 54-55	13
News Producer	1-3, 5-7, 11-12, 14, 16, 18-23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	22
Chief Meteorologist	1-3, 5-7, 11-12, 14, 16, 18-23, 25-34, 36-39, 41-44, 46-52, 54-55	44

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News Producer	1-3, 5-7, 11-12, 14, 16, 18-21, 23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	21
News Production Assistant	1-3, 5-7, 11-12, 14, 16, 18-21, 23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	37
Master Control Operator	1-3, 5-7, 11-12, 14, 16, 18-21, 23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	21
Sports Reporter	1-3, 5-7, 11-12, 14, 16, 18-21, 23, 25-34, 36-44, 46-52, 54-55	40
Director	1-3, 5-7, 11-12, 14, 16, 18-23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	22
Director	1-3, 5-7, 11-12, 14, 16, 18-23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	37
News Producer	1-3, 5-7, 11-12, 14, 16, 18-23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	22
News Producer	1-3, 5-7, 11-12, 14, 16, 18-23, 25-29, 31-34, 36-39, 41-44, 46-52, 54-55	22
Account Executive	1-3, 5-7, 11-14, 16, 18-21, 23, 25-29, 31-34, 36-44, 46-55	40

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama Broadcasters Association 2180 Parkway Lake Dr. Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://www.al-ba.com Email : lrice@al-ba.com Lesla Rice	N	1
2	Alabama Job Link - State Employment Agency P O Box 190399 Mobile, Alabama 36619 Phone : 251-660-6507 Email : john.russell@alcc.alabama.gov John Russell	N	0
3	Alabama Job Link - State Employment Agency P.O. Box 190399 Mobile, Alabama 36619 Phone : 251-660-6507 Url : http://www.es.dir.alabama.gov Email : Mobile@alcc.alabama.gov David White	N	0
4	Alabama State University P.O. Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : http://www.alasu.edu Email : sbgresumes@sbgstv.com Evelyn Tucker	N	0
5	Alabama State University Department of Communications 915 South Jackson Street Montgomery, Alabama 36101 Phone : 334-229-4493 Email : dokeowo@alasu.edu David Okeowo, Ph.D.	N	0
6	Bishop State Community College 351 North Broad Street Mobile, Alabama 36003 Phone : 251-405-7000 Email : jwomack@bishop.edu Juliette Womack	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
7	California Chicano News Media 3800 S. Figueroa Street Los Angeles, California 90037 Email : sylvia@cnma.org Sylvia Wells	N	0
8	Careerbuilder 8401 Greensboro Dr Ste250 McLean, Virginia 22102 Phone : 410-998-9740 Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	0
9	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	2
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	1
11	Digital Media Education P O Box 4212 Pensacola, Florida 32507 Email : info@digitalmediaeducation.com John Lovrien	N	0
12	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Email : brownjo@ecu.edu John Brown	N	0
13	Employee Referral	N	16
14	Escambia-Pensacola Human Relations Commission 29 South Spring Street Pensacola, Florida 32504 Phone : 850-434-2431 Email : randibroughton@yahoo.com Randi Broughton	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	Florida A & M University 1700 Lee Hall Dr. Tallahassee, Florida 32307 Phone : 850-599-3700 Email : sbgresumes@sbgstv.com Melony Washington	N	0
16	Florida Association of Broadcasters 201 South Monroe St Suite 201 Tallahassee, Florida 32301 Phone : 800-825-5322 Email : intern@fab.org Career Services	N	0
17	Former Employee	N	1
18	George Stone Vocational Tech Center 2400 Longleaf Dr Pensacola, Florida 32506 Phone : 850-941-6200 Email : sshockley@escambia.k12.fl.us Susan Shockley	N	0
19	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
20	Howard University School of Communication 525 Bryant Street, NW Washington, District of Columbia 20059 Phone : 202/806-5806 Url : http://www.howard.edu Email : careersrhu@howard.edu Fax : 1-202-986-2911 Carol Dudley	Y	0
21	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	16
22	Internal Candidate	N	31

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	<p>Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting</p>	N	3
24	<p>Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com/company/sinclair-broadcast Danielle Anderson Manual Posting</p>	N	0
25	<p>Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk</p>	N	0
26	<p>My Jobs Direct 118 N Royal St. Ste 505 Mobile, Alabama Phone : 251-438-7717 Email : jc.smith@myjobsdirect.net JC Smith</p>	N	0
27	<p>National Coalition of 100 Black Women, Inc. 1925 Adam C. Powell Jr Blvd New York, New York 10026 Phone : 212-222-5660 Url : http://www.ncbw.org Email : nc100bw@aol.com Shirley Poole</p>	N	0
28	<p>National Hispanic Media Coalition 55 S Grand Ave Pasadena, California Email : info@nhmc.org Alejandra Valenzuela</p>	N	0
29	<p>Norfolk State University, Dept of Mass Comm & Journalism 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbriggs@nsu.edu Paula Briggs Ph.D.</p>	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
30	Other Source	N	6
31	Pensacola State College 1000 College Blvd Bldg 6 Pensacola, Florida 32504 Phone : 850-484-1575 Email : sduffey@pensacolastate.edu Sherri Duffey	N	0
32	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
33	Remington College of Technology 828 Downtowner Blvd Loop W Mobile, Alabama 36609 Phone : 215-343-3307 Url : http://www.mobile.remingtoncollege.edu Email : Kristy.King@remingtoncollege.edu Kristy King	N	0
34	Sandy Lizik 1011 Lyndhurst Falls Ln Knightdale, North Carolina 27545 Phone : 919-217-4438 Email : slizik@602communications.com Career Services	N	0
35	Self Referral	N	1
36	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	2
37	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	24

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Southeastern Vocational Services One 11th Avenue Suite C-5 Shalimar, Florida 32579 Phone : 850-609-1046 Email : mcherry@bhcpns.org Marty Cherry	N	0
39	Southeastern Vocational Services 2001 N "E" Street Pensacola, Florida 32501 Phone : 850-595-1330 Email : lbloodworth@bhcpns.org Lisa Bloodworth	N	0
40	Station Website	N	9
41	Talent Dynamics 600 Las Colinas Blvd Irving, Texas 45039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
42	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
43	Tuskegee University Career Development & Placement Center 3rd Floor, Carnegie Hall Tuskegee, Alabama 36088 Phone : 334-727-8255 Email : sstringer@tuskegee.edu Sarah Stringer	N	0
44	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Mark Holloway	N	5

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45	University of Florida College of Journalism & Communications P O Box 118400 Knight Division Gainesville, Florida 32611 Phone : 352-392-0289 Email : dfaust@jou.ufl.edu Fax : 1-352-846-2484 Katrice Graham	N	0
46	University of Mobile Career Services Center 5735 College Pkwy Mobile, Alabama 36613 Phone : 251-442-2877 Email : success@umobile.edu Brenda Davis	N	0
47	University of South Alabama 307 University Blvd Mobile, Alabama 36688 Phone : 251-460-6188 Url : http://www.southalabama.edu/careerservices Email : dingram@southalabama.edu Delia Ingram	N	1
48	University of South Alabama Career Services Center 390 Alumni Circle, Meisler Hall, Room 21000 Mobile, Alabama 36608 Phone : 251-460-8188 Email : ldonalds@usouthal.edu Loretta Donalds	N	0
49	University of West Florida 11000 University Parkway Bldg. 3F Pensacola, Florida 32514 Phone : 850-474-2513 Url : http://www.uwf.edu Email : mlambert@uwf.edu Mark Lambert	N	0
50	University of West Florida Academic Marketing Dept 11000 University Pkwy Bldg 53, Rm 128 Pensacola, Florida 32514 Phone : 850-474-3125 Email : crodgers@uwf.edu Carol Rodgers	N	0

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51	University of West Florida Communications Arts Dept 11000 University Pkwy Pensacola, Florida 32514 Phone : 850-474-2829 Email : jsouthard@uwf.edu Joyce Southard	N	0
52	University of West Florida Director of Career Services 11000 University Pkwy Bldg 53, Rm 128 Pensacola, Florida 32514 Phone : 850-474-2254 Email : nford@uwf.edu Nathan Ford	N	0
53	Unknown (source not adequately identified upon inquiry by SEU)	N	2
54	US Army Wounded Warrior 200 Stovall St, Rm 7N53 Alexandria, Virginia 22332 Phone : (877) 393-9058 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
55	Walter Cronkit School of Joournalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Url : NEWS only Email : mike.wong@asu.edu Michael Wong	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			121

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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	10/7/2014	Participation in events or programs sponsored by educational institutions	Twelve adults from the UWF TV Production Class received a tour and briefing on the inner workings of our news operation from Studio Manager Jack Canavan. They watched a live newscast from both the production control room and the studio as well as a walk-through of master control and the newsroom.	2	Studio Manager Chief Engineer
2	10/15/2014	Participation in events sponsored by community groups	First Book Pensacola Anchor Sue Straughn is the founder and president of First Book Pensacola. Shel hosts meetings the second Thursday of each month and coordinate fundraising and book distributions. First Book Pensacola is an affiliate of the national First Book organization whose mission is to provide a library of six free books to indigent children who otherwise do not have books of their own. Our chapter was organized in 1998 and has provided more than 130,000 books to children in Escambia and Santa Rosa counties.	1	Anchor/Public Affairs Director
3	10/20/2014	Participation in events sponsored by community groups	This group of scouts got a lengthy tour and briefing on the inner workings of our news operation. They were briefed on News gathering in the newsroom. They then watched a live newscast from the production control room and the studio as well as a tour of master control.	2	Studio Manager Assistant Chief Engineer
4	12/8/2014	Participation in events or programs sponsored by educational institutions	12 students from LeFlore High School visited our Station for a tour given by our Secretary. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Secretary
5	12/9/2014	Participation in events or programs sponsored by educational institutions	18 students from Robinson Elementary visited our Station for a tour given by our Secretary. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Secretary

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6	1/5/2015	Participation in events sponsored by community groups	Deitra Tate hosted the 26th Annual MLK Breakfast. Proceeds for this annual event support the chapter's community service activities including college scholarships; oratorical and information superhighway contests, adopted school projects for elementary and middle schools and professional development and training.	1	Meteorologist
7	1/30/2015	Participation in events or programs sponsored by educational institutions	Deitra Tate participated in the Prichard Elementary Schools career expo. She discussed her career as a Meteorologist and provided information for those interested in a career as a Meteorologist.	1	Meteorologist
8	2/10/2015	Participation in events or programs sponsored by educational institutions	7 cub scouts from the St. Dominic's Cub Scouts Troop visited our Station for a tour given by our Secretary. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Secretary
9	2/27/2015	Participation in events or programs sponsored by educational institutions	Jasmine Bourgeois attended the Black History Program at Theodore High School. She was the host and served as the Mistress of Order. She spoke about herself, career, and history at Theodore High School.	1	Reporter
10	3/3/2015	Participation in events or programs sponsored by educational institutions	Jasmine Bourgeois was invited to Magnolia School for their Read Across America/Career Day. She read a book and discussed her career path with 6th Graders.	1	Reporter
11	3/20/2015	Participation in events or programs sponsored by educational institutions	Deitra Tate participated in the W.C. Griggs Elementary annual career fair for 4th and 5th graders. She discussed her career as a Meteorologist with the kids and how to become a successful Meteorologist.	1	Meteorologist
12	3/21/2015	Participation in events or programs sponsored by educational institutions	Jasmine Bourgeois participated in the 2015 Bradley Byrne Workshop for High School Leaders. She described what she did on an everyday basis to the students in attendance and answered any questions they had.	1	Reporter

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13	3/24/2015	Participation in events or programs sponsored by educational institutions	Gulf Breeze middle school media class got a tour and a briefing on the inner workings of our news operation from the Studio Manager. They watched a live newscast from the production control room and the studio as well as a tour of the newsroom and master control.	1	Studio Manager
14	3/25/2015	Participation in events or programs sponsored by educational institutions	Red Hat club took a tour of the station. They watched a live newscast from the production control room and the studio. Chief Engineer discussed hurricane stories and information about our tower sites.	2	Studio Manager Chief Engineer
15	4/21/2015	Participation in events or programs sponsored by educational institutions	27 students from South Central Baldwin Christian School visited our Station for a tour given by our Secretary. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Secretary
16	5/14/2015	Participation in events or programs sponsored by educational institutions	Deitra Tate spoke with 2nd graders at Hollinger's Island School about weather. She explained weather patterns, how storms are formed, etc. and answered any questions the kids had.	1	Meteorologist
17	5/15/2015	Participation in events or programs sponsored by educational institutions	Deitra Tate participated in the Maryvale Career Fair. She emphasized to their students how their education connects to the world. She discussed how education is critical in helping develop knowledgeable and realistic perceptions of the many careers that exist.	1	Meteorologist
18	5/18/2015	Participation in events or programs sponsored by educational institutions	Deitra Tate spoke with 8th graders from Mobile County Training Middle School during their Girls' Talk Session. She discusses career choices to help lead them in the right direction.	1	Meteorologist
19	7/10/2015	Participation in events sponsored by community groups	P.E.O. ladies group toured the station and the Studio Manager described the daily activities of producing a show. They watched a live newscast and then listened to the Chief Engineer give them a briefing on the master control area.	2	Studio Manager Chief Engineer

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20	7/21/2015	Participation in events or programs sponsored by educational institutions	A group of girl scouts studying media took a tour of the station. The Studio Manager gave a talk detailing the inner workings of our news operation. They watched a live newscast from the production control room where they were able to see the Directors and Production crew in action. Then they took a tour of the studio and the master control area where they were able to direct questions to our Chief Engineer.	2	Studio Manager Chief Engineer
21	7/22/2015	Participation in events sponsored by community groups	Group of students and buddies took a tour of the television station. They were briefed by our Studio Manager on the inner workings of our news operation. They watched a live broadcast from both the production control room and the studio. Our Chief Engineer showed them videos of our old transmitter tower being torn down.	2	Studio Manager Chief Engineer
22	8/5/2015	Participation in Job Fairs	Sharon Pickeral, Stan Heist, and Kevin Olivas represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Minneapolis, MN; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager Director, News Development News Talent Manager
23	8/21/2015	Participation in events sponsored by community groups	Leadership Santa Rosa toured WEAR-TV with Studio Manager. They watched a midday newscast and met briefly with the News Director who shared information about careers in broadcasting and community outreach.	2	Studio Manager News Director
24	8/24/2015	Participation in events or programs sponsored by educational institutions	Deitra Tate visited Calloway-Smith Middle School and discussed different career options with their students. She went into detail about her career in News, as a Meteorologist, and answered any questions about careers in general.	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
25	9/3/2015	Participation in events or programs sponsored by educational institutions	Deitra Tate visited the 1st Graders at Gilliard Elementary School to discuss careers in Meteorology. She gave them a breif history of her career, explained how to a successful Meteorologist, and answered questions.	1	Meteorologist
26	9/4/2015	Participation in events or programs sponsored by educational institutions	Deitra Tate was a guest speaker at Collins-Rhodes Elementary School. She presented a Power Point Presentation to their 2nd graders informing them of Weather Patterns, Weather Disasters, and answered questions.	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
27	9/17/2015	Establishment of an intern program designed to assist members of the community	<p>WPMI and WEAR have an internship program as defined below 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 universities and colleges to promote the Station Employment Unit as prospective employers. • Create a symbiotic relationship between interns and the Station Employment Unit's 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 applicant must meet the Station Employment Unit's eligibility requirements. <p>Any person interested in internship opportunities should contact the Station Employment Unit for more details.</p>	4	Business Manager Business Manager Assistant Business Manager Assistant Business Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
			<p>During the time period 10/01/2014 - 09/30/2015 WPMI had 5 interns from the following colleges: The University of Mobile, Auburn University, The University of Alabama, Spring Hill College and the University of South Alabama.</p> <p>During the time period 10/01/2014 - 09/30/2015 WEAR had 4 interns. Two from University of West Florida, one from Western Connecticut State University, and one from Troy University.</p>		
28	9/18/2015	Participation in Job Fairs	Sharon Pickeral, Stan Heist and Kevin Olivas represented ALL news stations for Sinclair at the career expo at the RTDNA, EIJ and National Association of Hispanic Journalists convention in Orlando, FL; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager Director, News Development News Talent Manager