

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

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
Broadcast IT Manager	1-2, 4, 6-10, 13-16, 18-22, 24, 26, 28-29, 31	15
Multimedia Journalist	1-10, 13-22, 24-26, 28-29, 31	5
News Director	1-10, 13-26, 28-29, 31	23
News Producer	1-4, 6-10, 13-26, 28-29, 31	22
News Photographer	1-3, 6-10, 13-26, 28-29, 31	29
Traffic Anchor/Reporter	1-3, 6-10, 12-26, 28-29, 31	10
Multimedia Journalist	1-3, 5-10, 14-22, 24-26, 28-29, 31	5
Promotions Producer	1-2, 6-11, 14-16, 18-22, 24, 26, 28-29, 31	22
News Photographer	1-3, 5-10, 13-22, 24-26, 28-29, 31	5
Marketing Consultant (Entry-Level)	1-2, 4-10, 13-16, 18-22, 24, 26, 28-31	5
Operations Technician	1-2, 4, 6-10, 13-16, 18-22, 24, 26, 28-31	10
Multimedia Journalist	1-4, 6-10, 13-22, 24-31	22

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

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	Boston University One Silber Way Boston, Massachusetts 2215 Url : http://www.bu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
2	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
3	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : info@michaelsmedia.com Michael Bille	N	0
4	Dorcas International Institute of RI 220 Elmwood Ave Providence, Rhode Island 02907 Phone : . Url : http://www.diiri.org Email : rmuyanja@diiri.org Rogers Muyanja	N	0
5	Employee Referral	N	5
6	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
7	Goodwill Industries of Rhode Island 100 Houghtan St Providence, Rhode Island 2904 Url : http://www.goodwill.org Fax : 1-401-454-0889 Nancy Carrott	N	0

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

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
8	Hire a Hero P.O. Box 6808 Morongo, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
9	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
10	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	5
11	Internal Candidate	N	1
12	Internet Ad-not directly contacted by SEU	N	2
13	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
14	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
15	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	4

WJAR-TV

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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
16	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
17	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
18	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
19	Rhode Island Indian Council 807 Broad St Providence, Rhode Island 2907 Url : http://www.riindiancouncil.org/home/ Email : dwaldron@rhodeislandindiancouncil.org Darrell Waldron	N	0
20	RI for Community and Justice 80 Washington St. Ste 436 Providence, Rhode Island 2903 Url : http://www.ricj.org/ Email : ricj@ricj.org Toby Ayers	N	0
21	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

WJAR-TV

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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
22	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.net Sharon Pickeral	N	5
23	Station Website	N	5
24	Syracuse University 900 S. Crouse St Syracuse, New York 13244 Url : http://www.syracuse.edu Email : sbgresumes@sbg.net Career Center	N	0
25	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
26	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbg.net Broadbean Source	N	0
27	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbg.net Andrea Siegle	N	0
28	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbg.net Sinclair SilkRoad Source	N	0

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

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
29	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
30	University of Rhode Island 50 Lower College Rd Kingston, Rhode Island 2881 Url : http://www.uri.edu Email : sbgresumes@sbgstv.com Career Center	N	0
31	US Army Wounded Warrior Program 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			28

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/2/2016	Participation in events or programs sponsored by educational institutions	WJAR's Zack Green, Meteorologist, attended a multi-classroom session at Eldredge Elementary School in East Greenwich, RI at the request of the school. Zack presented to approximately 100 students and illustrated what is involved in a career in meteorology at a television station. He answered questions from the students and teachers related to his career as a meteorologist.	1	Meteorologist
2	12/20/2016	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, attended a classroom session at Frenchtown Elementary School in East Greenwich, RI at the request of the school. Kelly read to a classroom of students and discussed what is involved in a career in meteorology at a television station. She answered questions from the students and teachers related to her career as a meteorologist.	1	Meteorologist
3	12/21/2016	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, attended a classroom session at William D'Abate Elementary School in Providence, RI at the request of the school. Kelly read to a classroom of students and discussed what is involved in a career in meteorology at a television station. She answered questions from the students and teachers related to her career as a meteorologist.	1	Meteorologist

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	1/5/2017	Establishment of an intern program designed to assist members of the community	<p>The Station Employment Unit WJAR has an internship program as defined below:</p> <p>Program Goal: recruit candidates from local colleges and technical schools 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 colleges, universities, and technical schools to promote the Station Employment Unit as a prospective employer. • Create symbiotic relationship between interns and Station Employment Unit WJAR • Provide interns with opportunities to translate classroom theories into industry applications. Interns have the opportunity to develop practical skills that will improve their chances for success in the broadcast industry. <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> • Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, applicants should be communications / journalism majors, although other majors will be considered. • The applicant must be at least 18 years of age. • The applicants must be in good academic standing as defined by his or her academic institution. • The applicant must receive academic credit for their internship experience. He/She must be registered for college credit at his/her institution during the quarter or semester in which the internship is performed. Interns are not paid. <p>The station had 4 interns in the fall 2017 semester, 13 interns in the summer 2017 semester, and 11 interns in the spring 2017 semester.</p>	2	Asst. Business Manager Asst. News Director

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	1/13/2017	Participation in events or programs sponsored by educational institutions	WJAR's Joe Doris, Operations Manager, hosted a student studying Electronic Journalism from Lyndon State College in Lyndonville, VT as part of the school's Job Shadow program. The student is interested in a television career and the job shadow provided by Joe helped give him real-life exposure to the industry. Joe gave the student a full tour of the station where he was able to see all the different job functions in action leading up to and during a live newscast. They talked about the different careers in broadcasting, and the student was able to get some hands-on experience by shadowing in Master Control and the Directors Control Room.	1	Operations Manager
6	1/13/2017	Participation in events or programs sponsored by educational institutions	WJAR's Matthew Lebowitz, Creative Services Director, hosted a group of students from Smithfield High School in Smithfield, RI at the request of the school's Transition Learning Center. The students were interested in news and weather broadcasting careers, and they were given a full tour of the station and were able to observe the various job functions leading up to and including a live newscast. Matt discussed different job responsibilities with the students, and talked about various job opportunities in broadcasting. Afterwards, Matt answered questions about his career in television and what types of skills and education will help you succeed in the industry.	1	Creative Services Director
7	1/16/2017	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, attended a classroom session at Blackstone Valley Prep School in Cumberland, RI at the request of the school. Kelly presented a weather seminar to a classroom of students and discussed what is involved in a career in meteorology at a television station. She answered questions from the students and teachers related to her career as a meteorologist.	1	Meteorologist

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	1/18/2017	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, attended a classroom session at Lippitt School in Warwick, RI at the request of the school. Kelly presented a weather seminar to a classroom of students and discussed what is involved in a career in meteorology at a television station. She answered questions from the students and teachers related to her career as a meteorologist.	1	Meteorologist
9	2/2/2017	Participation in events or programs sponsored by educational institutions	WJAR's Arthur Tefft, Assignment Desk Coordinator, hosted a student from Middlebridge High School in Narragansett, RI as part of the school's Job Shadow Day. The student is interested in a television career and the job shadow provided by Arthur helped give him real-life exposure to the industry. Arthur gave the student a full tour of the station where he was able to see all the different job functions in action leading up to and during a live newscast. They talked about the different careers in broadcasting, and the student was able to get some hands-on experience by attending a meeting, sitting in on calls into the assignment desk, and observing how a news team is assigned to cover news stories.	1	Assignment Desk Coordinator
10	2/3/2017	Participation in events or programs sponsored by educational institutions	WJAR's Patricia Resende, Digital Reporter, attended a classroom session at Guiteras Elementary School in Bristol, RI at the request of the school. The students are interested in journalism and Patricia worked with them to help them learn what is required to develop and complete a news story. In addition, Frank Coletta, News Anchor, joined the session via a video connection and Frank and Patricia gave advice to the students on what is needed to build a successful career in broadcasting.	2	Digital Reporter News Anchor

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	2/8/2017	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, attended a classroom session at St. Kevin School in Warwick, RI at the request of the school. Kelly presented a weather seminar to a classroom of students and discussed what is involved in a career in meteorology at a television station. She answered questions from the students and teachers related to her career as a meteorologist.	1	Meteorologist
12	2/14/2017	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, attended a homeschool community center session with ENRICHri in Coventry, RI at the request of the organization. Kelly read to a group of students and discussed what is involved in a career in meteorology at a television station. She answered questions from the students, parents and teachers related to her career as a meteorologist.	1	Meteorologist
13	2/17/2017	Participation in events or programs sponsored by educational institutions	WJAR's Joe Doris, Operations Manager, and Frank Carpano, Sports Director, gave a guest lecture to journalism and broadcast technology students at Lincoln High School in Lincoln, RI at the request of the school. The students plan to pursue careers in the broadcast industry in college. Joe & Frank spoke about how they started their careers in the television industry after they got out of college, and what their jobs entail. They discussed careers in broadcasting and what it takes to be successful in the industry, as well as all the different job opportunities within a TV station.	2	Operations Manager Sports Director

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	2/23/2017	Participation in events or programs sponsored by educational institutions	WJAR's Arthur Tefft, Assignment Desk Coordinator, hosted two students from Lincoln High School in Lincoln, RI as part of the school's Job Shadow program. The students are studying for careers in television and will earn credit from their school for their participation in career exploration and research. The job shadow provided by Arthur helped give them real-life exposure to the industry. Arthur gave the students a full tour of the station where they were able to see all the different job functions in action leading up to and during a live newscast. They talked about the different careers in broadcasting, and the students were able to get some hands-on experience by attending a meeting, sitting in on calls into the assignment desk, and observing how a news team is assigned to cover news stories.	1	Assignment Desk Coordinator
15	2/23/2017	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, attended a classroom session at Robbins Children Programs in Attleboro, MA at the request of the organization. Kelly presented a weather seminar to a classroom of students and discussed what is involved in a career in meteorology at a television station. She answered questions from the students and teachers related to her career as a meteorologist.	1	Meteorologist

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	2/27/2017	Participation in events or programs sponsored by educational institutions	WJAR's Walter Franco, Director, hosted a group of students from Rhode Island College in Providence, RI at the request of the school's Communications department. The students were majoring in Communications and were interested in broadcasting careers. They were given a full tour of the station and were able to observe the various job functions leading up to and including a live newscast. Walter discussed different job responsibilities with the students, and talked about various job opportunities in broadcasting. Afterwards, Walter answered questions about his career in television and what types of skills and education will help you succeed in the industry.	1	Director
17	3/24/2017	Participation in events or programs sponsored by educational institutions	WJAR's Nicholas Merlo, Promotions Producer, hosted a group of special needs students from Coventry High School in Coventry, RI at the request of the school's functional life skills program. The students were interested in gathering information about broadcasting careers. They were given a full tour of the station and were able to observe the various job functions leading up to and including a live newscast. Nicholas discussed different job responsibilities with the students, and talked about various job opportunities in broadcasting. Afterwards, Nicholas answered questions about his career in television and what types of skills and education will help you succeed in the industry.	1	Promotions Producer

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
18	3/24/2017	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, attended a classroom session at Riverside Jr. High School in Riverside, RI at the request of the school. During the school's Career Day, Kelly presented a weather seminar to a classroom of students and discussed what is involved in a career in meteorology at a television station. She answered questions from the students and teachers related to her career as a meteorologist.	1	Meteorologist
19	3/29/2017	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, attended a classroom session at Bradley School in Wakefield, RI at the request of the school's vocational liaison. Kelly presented a weather seminar to a classroom of graduating seniors and discussed what is involved in a career in meteorology at a television station. She answered questions from the students and teachers related to her career as a meteorologist.	1	Meteorologist
20	3/29/2017	Participation in Job Fairs	WJAR's Arthur Tefft, Assignment Desk Coordinator, and Suzanne Nadeau Beever, Executive Producer, represented the station at the Rhode Island College Job and Internship Fair, hosted by Rhode Island Broadcasters Association and held at Rhode Island College in Providence, RI on March 29, 2017. They met with 100+ potential candidates and discussed open positions at the station with interested candidates and reviewed resumes. They also discussed the internship program that the station has in place for students during the fall, spring and summer semesters. Upon returning to the station they spoke with hiring managers about the candidates they met.	2	Assignment Desk Coordinator Executive Producer

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
21	4/4/2017	Participation in events or programs sponsored by educational institutions	WJAR's Arthur Tefft, Assignment Desk Coordinator, hosted a student from Rhode Island College in Providence, RI as part of the school's Job Shadow program. The student is interested in a television career and the job shadow provided by Arthur helped give him real-life exposure to the industry. Arthur gave the student a full tour of the station where he was able to see all the different job functions in action leading up to and during a live newscast. They talked about the different careers in broadcasting, and the student was able to get some hands-on experience by attending a meeting, sitting in on calls into the assignment desk, observing how a news team is assigned to cover news stories, and sitting in-studio during a live newscast.	1	Assignment Desk Coordinator
22	4/5/2017	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, attended a classroom session at St. Luke's School in Barrington, RI at the request of the school's Director of Institutional Advancement. Kelly presented a weather seminar to a classroom of students and discussed what is involved in a career in meteorology at a television station. She answered questions from the students and teachers related to her career as a meteorologist.	1	Meteorologist
23	4/10/2017	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, attended a classroom session at Meadowbrook Farms School in East Greenwich, RI at the request of the school. Kelly read to a classroom of students and discussed what is involved in a career in meteorology at a television station. She answered questions from the students and teachers related to her career as a meteorologist.	1	Meteorologist

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
24	4/11/2017	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, attended a classroom session at Curtis Elementary School in Pawtucket, RI at the request of the school. Kelly read to a classroom of students and discussed what is involved in a career in meteorology at a television station. She answered questions from the students and teachers related to her career as a meteorologist.	1	Meteorologist
25	4/13/2017	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, attended classroom sessions at Alan Shawn Feinstein Middle School in Coventry, RI at the request of the school. Kelly read to 6th and 8th graders and discussed what is involved in a career in meteorology at a television station. She answered questions from the students and teachers related to her career as a meteorologist.	1	Meteorologist
26	4/25/2017	Participation in events or programs sponsored by educational institutions	WJAR's Suzanne Nadeau Beever, Executive Producer, Katie Davis & Parker Gavigan (Investigative Reporters), and Patricia Resende (Digital Reporter) gave a guest lecture to a senior Investigative Writing class at Coventry High School in Coventry, RI at the request of the school. The students plan to pursue careers in the broadcast industry in college and are receiving college credit from URI for participating in this class. Suzanne, Katie, Parker and Patricia spoke about how they started their careers in the television industry after they got out of college, and what their jobs entail. They discussed careers in broadcasting and what it takes to be successful in the industry, as well as all the different job opportunities within a TV station.	4	Investigative Reporter Executive Producer Investigative Reporter Digital Reporter

WJAR-TV

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
27	4/26/2017	Participation in events or programs sponsored by educational institutions	WJAR's Jared Pelletier, Multimedia Journalist, attended a classroom session at Bishop McVinney School in Providence, RI at the request of the school's principal. Jared read to 8th graders and discussed what is involved in a career as a reporter at a television station. He answered questions from the students and teachers related to his career as a multimedia journalist.	1	Multimedia Journalist
28	4/28/2017	Participation in events or programs sponsored by educational institutions	WJAR's Frank Coletta, News Anchor, hosted a student from Bacon Academy in Colchester, CT as part the school's Capstone Project. The senior high school student is going to be studying broadcast journalism in college and is interested in a television career. The job shadow provided by Frank helped give him real-life exposure to the industry. Frank gave the student a full tour of the station where he was able to see all the different job functions in action leading up to and during a live newscast. They talked about the different careers in broadcasting, and the student was able to get some hands-on experience by attending a meeting, observing how a news team is assigned to cover news stories, and sitting in-studio during a live newscast.	1	News Anchor

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
29	5/18/2017	Participation in events or programs sponsored by educational institutions	WJAR's Walter Franco, Director, hosted a group of 30 students from Somerset Berkley Regional High School in Somerset, MA at the request of the school. The students are in the school's Television Production department and are interested in broadcasting careers. They were given a full tour of the station and were able to observe the various job functions leading up to and including a live newscast. Walter discussed different job responsibilities with the students, and talked about various job opportunities in broadcasting. Afterwards, Walter answered questions about his career in television and what types of skills and education will help you succeed in the industry.	1	Director
30	5/19/2017	Participation in events or programs sponsored by educational institutions	WJAR's Arthur Tefft, Assignment Desk Coordinator, hosted a student from Mitchell College in New London, CT at the request of The National Center for Innovation and System Improvement (NCISI Fedcap). The organization's program promotes equal employment opportunities for people with disabilities. The student is a Communication Arts major and aspires to be a videographer and editor. He is interested in a television career and the job shadow provided by Arthur helped give him real-life exposure to the industry. Arthur gave the student a full tour of the station where he was able to see all the different job functions in action leading up to and during a live newscast. They talked about the different careers in broadcasting, and the student was able to get some hands-on experience by attending a meeting, sitting in on calls into the assignment desk, observing how a news team is assigned to cover news stories, and sitting in-studio during a live newscast.	1	Assignment Desk Coordinator

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
31	5/26/2017	Participation in events or programs sponsored by educational institutions	WJAR's Suzanne Nadeau Beever, Executive Producer, and Katie Davis, Investigative Reporter, attended a Career Fair at Chariho Middle School in Wood River Junction, RI at the request of the school. They met with 100+ students in grades 5-8 and discussed the various career opportunities at a television news station, as well as discussed the internship program that the station has in place for students during the fall, spring and summer semesters. They answered questions from the students and helped them understand the steps necessary to pursue a career in broadcasting.	2	Investigative Reporter Executive Producer
32	6/9/2017	Participation in events or programs sponsored by educational institutions	WJAR's Patricia Resende, Digital Reporter, hosted a student from Kickemuit Middle School in Warren, RI as part of the school's Job Shadow program. The student is interested in a television career and the job shadow provided by Patricia helped give him real-life exposure to the industry. Patricia gave the student a full tour of the station where he was able to see all the different job functions in action leading up to and during a live newscast. They talked about the different careers in broadcasting, and the student was able to get some hands-on experience by viewing an investigative story and sitting in on a taping of a political news conference.	1	Digital Reporter

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
33	6/9/2017	Participation in events or programs sponsored by educational institutions	WJAR's Arthur Tefft, Assignment Desk Coordinator, hosted a student from Kickemuit Middle School in Warren, RI as part of the school's Job Shadow program. The student is interested in a television career and the job shadow provided by Arthur helped give him real-life exposure to the industry. Arthur gave the student a full tour of the station where he was able to see all the different job functions in action leading up to and during a live newscast. They talked about the different careers in broadcasting, and the student was able to get some hands-on experience by attending a meeting, sitting in on calls into the assignment desk, observing how a news team is assigned to cover news stories, and sitting in on a taping of a political news conference.	1	Assignment Desk Coordinator
34	8/9/2017	Participation in Job Fairs	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 9-13, 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.	3	Sr. Employment Manager News Talent Manager Director, News Training and Development

WJAR-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
35	10/31/2017	Provision of training to management	<p>SBG, Inc. and its stations are an equal opportunity employer. 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.</p> <p>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 which 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> <p>Also, Leadership & Management Training is provided to all newly hired Department Heads, Managers & Supervisors. They complete the following courses within 6 months of their hire date: "Employment Law for</p>	14	

WJAR-TV

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
			Supervisors;" "Effective Communication for Supervisors;" "Coaching for Superior Employee Performance;" "Leadership Skills;" "FLSA: What Supervisors Need to Know;" and "Interviewing Skills for Supervisors." The purpose of this training is to increase and renew awareness of general leadership and management best practices and employment law compliance.		