

**WJAR-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**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	1-4, 6-21, 24-29	29
News Photographer	1-4, 6-21, 24-29	11
Associate Producer	1-4, 6-21, 24-28	10
Multimedia Journalist	1-4, 6-10, 12-22, 24-28	22
Director	1-2, 4-10, 12-15, 17-22, 25-28	5
News Photographer	1-4, 6-10, 12-21, 24-28	21
News Assignment Editor	1-4, 6-21, 24-28	10
Broadcast IT Engineer	1-2, 4-10, 12-15, 17-21, 23, 25-28	5
Multimedia Journalist	1-4, 6-21, 23-28	11
Multimedia Journalist	1-4, 6-21, 23-28	11
Meteorologist	1-4, 6-21, 23-28	11
News Photographer	1-4, 6-10, 12-21, 23-28	21
Operations Technician	1-2, 4, 6-10, 12-15, 17-23, 25-28	22

**WJAR-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**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 : <a href="http://www.bu.edu">http://www.bu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
2	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrew Hamburger	N	0
3	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:info@michaelsmedia.com">info@michaelsmedia.com</a> Michael Bille	N	0
4	Dorcan International Institute of RI 220 Elmwood Ave Providence, Rhode Island 02907 Phone : . Url : <a href="http://www.diiri.org">http://www.diiri.org</a> Email : <a href="mailto:mward@diiri.org">mward@diiri.org</a> Meggan Ward	N	0
5	Employee Referral	N	2
6	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
7	Goodwill Industries of Rhode Island 100 Houghtan St Providence, Rhode Island 2904 Url : <a href="http://www.goodwill.org">http://www.goodwill.org</a> Fax : 1-401-454-0889 Nancy Carrott	N	0

**WJAR-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**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 : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source Alicia Lawrence	N	0
9	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
10	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	6
11	Internal Candidate	N	6
12	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:eloise@ithaca.edu">eloise@ithaca.edu</a> Eloise Green	Y	0
13	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
14	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Todd Soffian Manual Posting	N	3

## WJAR-TV

## EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

## 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
15	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
16	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
17	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
18	Rhode Island Indian Council 807 Broad St Providence, Rhode Island 2907 Url : <a href="http://www.riindiancouncil.org/home/">http://www.riindiancouncil.org/home/</a> Email : <a href="mailto:dwaldron@rhodeislandindiancouncil.org">dwaldron@rhodeislandindiancouncil.org</a> Darrell Waldron	N	0
19	RI for Community and Justice 80 Washington St. Ste 436 Providence, Rhode Island 2903 Url : <a href="http://www.ricj.org/">http://www.ricj.org/</a> Email : <a href="mailto:ricj@ricj.org">ricj@ricj.org</a> Toby Ayers	N	0
20	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0

## WJAR-TV

## EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

## 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
21	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : <a href="mailto:employment@sbgi.net">employment@sbgi.net</a> Sharon Pickeral	N	5
22	Station Website	N	4
23	Syracuse University 900 S. Crouse St Syracuse, New York 13244 Url : <a href="http://www.syracuse.edu">http://www.syracuse.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Center	N	0
24	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentdynamics.com">http://www.talentdynamics.com</a> Email : <a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a> Christina Hedding	N	0
25	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
26	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
27	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	0

**WJAR-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
28	US Army Wounded Warrior Program 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
29	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>27</b>

**WJAR-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/19/2016	Participation in events or programs sponsored by educational institutions	WJAR's Elaine Moy-Gederman, Sales Assistant, gave a guest lecture to a Marketing class at the University of Rhode Island in Kinston, RI at the request of the Business Development Media Strategist. Elaine spoke about the television broadcast industry and its relationship with sales & marketing. She discussed careers in broadcasting and what it takes to be successful in the industry.	1	Sales Assistant

**WJAR-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	1/20/2016	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"> <li>• Develop links with colleges, universities, and technical schools to promote the Station Employment Unit as a prospective employer.</li> <li>• Create symbiotic relationship between interns and Station Employment Unit WJAR</li> <li>• 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.</li> </ul> <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> <li>• Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, applicant should be communication / journalist majors, although other majors will be considered.</li> <li>• The applicant must be at least 18 years of age.</li> <li>• The applicants must be in good academic standing as defined by his or her academic institution.</li> <li>• 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.</li> </ul> <p>The station had 5 interns in the fall 2016 semester, 9 interns in the summer 2016 semester, and 7 interns in the spring 2016 semester.</p>	2	News Director Asst. Business Manager



**WJAR-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
3	2/22/2016	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 invitation of the school. Patricia spoke to the students about the election process and discussed what is involved in a career in reporting at a television station. She answered questions from the students and teachers related to her career as a digital reporter.	1	Digital Reporter
4	3/18/2016	Participation in events or programs sponsored by educational institutions	WJAR's Elaine Moy-Gederman, Sales Assistant, served as a Capstone Panelist at Beacon Charter High School for the Arts in Woonsocket, RI at the invitation of the school's Senior Research & Film Teacher. Elaine participated as a judge of the students' senior projects and discussed what is involved in a career at a television station. She also spoke about the types of skills and education that will help the students succeed in the industry.	1	Sales Assistant
5	3/30/2016	Participation in events sponsored by community groups	WJAR's Katie Davis, Investigative Reporter, participated in an open government forum held by the League of Women Voters in East Providence, RI at the request of the organization's President. Katie spoke about the importance of open records and discussed what is involved in a career in investigative reporting at a television station.	1	Investigative Reporter
6	4/10/2016	Participation in events or programs sponsored by educational institutions	WJAR's Matthew Reed, Multimedia Journalist, gave a guest lecture to journalism grad students at Boston University in Boston, MA at the request of a journalism professor. Matt spoke about how he started his career in the television industry after he got out of college, and what his job as a Multimedia Journalist entails. He discussed careers in broadcasting and what it takes to be successful in the industry.	1	Multimedia Journalist

**WJAR-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
7	4/12/2016	Participation in events or programs sponsored by educational institutions	WJAR's Kerri Corrado, Multimedia Journalist, attended a classroom session at Marieville Elementary School in North Providence, RI sponsored by the North Providence School District during Reading Week. Kerri read to a classroom of 15 students and discussed what is involved in a career in journalism at a television station. She answered questions from the students and teachers related to her career as a Multimedia Journalist reporter.	1	Multimedia Journalist
8	4/13/2016	Participation in events or programs sponsored by educational institutions	WJAR's Kerri Corrado, Multimedia Journalist, and Kelly Love, Meteorologist, attended a classroom session at St. Augustine School in Providence, RI sponsored by the Providence School District during Reading Week. Kerri and Kelly read to a classroom of students and discussed what is involved in a career at a television station. They answered questions from the students and teachers related to their careers as a Multimedia Journalist reporter and a Meteorologist.	2	Multimedia Journalist Meteorologist
9	4/14/2016	Participation in events or programs sponsored by educational institutions	WJAR's Kerri Corrado, Multimedia Journalist, attended a classroom session at Francis J. Varieur School in Pawtucket, RI sponsored by the Pawtucket School District during Reading Week. Kerri read to a classroom of students and discussed what is involved in a career in journalism at a television station. She answered questions from the students and teachers related to her career as a Multimedia Journalist reporter.	1	Multimedia Journalist

**WJAR-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
10	4/14/2016	Participation in events or programs sponsored by educational institutions	WJAR's Parker Gavigan, Investigative Reporter, attended a classroom session at Mary Fogarty Elementary School in Providence, RI sponsored by the Providence School District during Reading Week. Parker read books to a classroom of students and discussed what is involved in a career in journalism at a television station. He answered questions from the students and teachers related to his career as an investigative reporter.	1	Investigative Reporter
11	4/15/2016	Participation in events or programs sponsored by educational institutions	WJAR's Katie Davis, Investigative Reporter, attended a classroom session at Pothier Elementary School in Woonsocket, RI sponsored by the Woonsocket School District during Reading Week. Katie read to a classroom of 5th grade students and discussed what is involved in a career in journalism at a television station. She answered questions from the students and teachers related to her career as an investigative reporter.	1	Investigative Reporter
12	4/15/2016	Participation in events or programs sponsored by educational institutions	WJAR's Katie Davis, Investigative Reporter, attended a classroom session at Pothier Elementary School in Woonsocket, RI sponsored by the Woonsocket School District during Reading Week. Katie read to a classroom of fourteen 2nd grade students and discussed what is involved in a career in journalism at a television station. She answered questions from the students and teachers related to her career as an investigative reporter.	1	Investigative Reporter

**WJAR-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
13	4/20/2016	Participation in Job Fairs	Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	4	Regional HR Manager Human Resources Business Manager Director of Digital Content & Solutions
14	4/26/2016	Participation in events or programs sponsored by educational institutions	WJAR's Kerri Corrado, Multimedia Journalist, attended a classroom session at St. Teresa School in Pawtucket, RI sponsored by the Pawtucket School District during Reading Week. Kerri read to a classroom of students, spoke about the importance of reading and writing, and discussed what is involved in a career in journalism at a television station. She answered questions from the students and teachers related to her career as a multimedia journalist reporter.	1	Investigative Reporter
15	4/28/2016	Participation in events or programs sponsored by educational institutions	WJAR's Katie Davis, Investigative Reporter, attended a classroom session at West Broadway Middle School in Providence, RI sponsored by the Providence School District during Reading Week. Katie read to a classroom of students and discussed what is involved in a career in journalism at a television station. She answered questions from the students and teachers related to her career as an investigative reporter.	1	Investigative Reporter

**WJAR-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
16	4/29/2016	Participation in events or programs sponsored by educational institutions	WJAR's Matthew Reed, Multimedia Journalist, attended a classroom session at Bishop McVinney Catholic Elementary School in Providence, RI at the request of the school. Matt read to a classroom of 5th grade students and spoke to 7th grade students about his favorite books, and discussed with both classes what is involved in a career in journalism at a television station. He answered questions from the students and teachers related to his career as a multimedia journalist reporter.	1	Multimedia Journalist

**WJAR-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
17	4/29/2016	Participation in scholarship programs	<p>The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education. WJAR promoted the scholarship to potential candidates on the station's website by adding a tab titled 'Scholarship' in the 'Station' section of the website. This 'Scholarship' tab had a clickable link that brought the potential candidate to an information page about the program and detailed exactly how to apply.</p> <p>The Fund complements Sinclair's existing widespread internship program as well as Sinclair's long-standing relationships with numerous colleges, including historically black colleges and universities in markets where Sinclair has stations. This Fund is another way for Sinclair to invest in the future of broadcast television, by ensuring that students dedicated to careers in broadcasting can complete their educations.</p> <p>Sinclair is excited to have the opportunity to provide students with financial assistance and look forward to reviewing completed applications by the deadline of 11:59 ET on Friday, April 29, 2016.</p>	1	

## WJAR-TV

## EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

## III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
18	5/3/2016	Participation in events or programs sponsored by educational institutions	WJAR's Patricia Resende, Digital Reporter, attended a classroom session at Bishop McVinney Catholic Elementary School in Providence, RI at the request of the school. Patricia read to a classroom of 18 students and discussed what is involved in a career in journalism at a television station. She answered questions from the students and teachers related to her career as a digital reporter.	1	Digital Reporter
19	5/3/2016	Participation in events or programs sponsored by educational institutions	WJAR's Kerri Corrado, Multimedia Journalist, attended a classroom session at Bishop McVinney Catholic Elementary School in Providence, RI at the request of the school during Reading Week. Kerri read to a classroom of students and discussed what is involved in a career in journalism at a television station. She answered questions from the students and teachers related to her career as a multimedia journalist reporter.	1	Multimedia Journalist
20	5/4/2016	Participation in events or programs sponsored by educational institutions	WJAR's Katie Davis, Investigative Reporter, attended a classroom session at Bishop McVinney Catholic Elementary School in Providence, RI at the request of the school during Reading Week. Katie read to a classroom of 6th grade students and discussed what is involved in a career in journalism at a television station. She answered questions from the students and teachers related to her career as an investigative reporter.	1	Investigative Reporter
21	5/9/2016	Participation in events or programs sponsored by educational institutions	WJAR's Parker Gavigan, Investigative Reporter, attended a classroom session at Bishop McVinney Catholic Elementary School in Providence, RI at the request of the school during Reading Week. Parker read to a classroom of 6th grade students and discussed what is involved in a career in journalism at a television station. He answered questions from the students and teachers related to his career as an investigative reporter.	1	Investigative Reporter

**WJAR-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
22	5/24/2016	Participation in events or programs sponsored by educational institutions	WJAR's Kerri Corrado, Multimedia Journalist, attended a classroom session at West Broadway Middle School in Providence, RI at the request of the school. Kerri spoke to 5th grade students and discussed what is involved in a career in journalism at a television station as well as giving a powerpoint presentation to show the students the inner workings of a television station. She answered questions from the students and teachers related to her career as a multimedia journalist reporter.	1	Multimedia Journalist
23	5/31/2016	Participation in events or programs sponsored by educational institutions	WJAR's Kerri Corrado, Multimedia Journalist, attended a classroom session at Arlington Elementary School in Cranston, RI at the request of the school during Reading Week. Kerri read to a classroom of students and discussed what is involved in a career in journalism at a television station. She answered questions from the students and teachers related to her career as a multimedia journalist reporter.	1	Multimedia Journalist
24	6/10/2016	Participation in events or programs sponsored by educational institutions	WJAR's Patricia Resende, Digital Reporter, hosted a 7th grade student from Kickimuit Middle School in Warren, RI as part of the school's Job Shadow Day. 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 attending a meeting, sitting in on calls and going on assignment.	1	Digital Reporter



# WJAR-TV

## EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
25	8/3/2016	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. 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	Corporate Employment Manager Director of News Training & Development News Talent Manager
26	10/27/2016	Participation in events or programs sponsored by educational institutions	WJAR's Matthew Lebowitz, Creative Services Director, hosted a group of students from Providence Autism School to Tomorrow Academy in Providence, RI at the request of the school's Community Transition Assistant Liaison. 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

**WJAR-TV****EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
27	10/31/2016	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 in 2016, Leadership &amp; Management Training was provided to all Department Heads, Managers &amp; Supervisors. They completed the following courses: "Employment Law for Supervisors;" "Effective</p>	35	

**WJAR-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
			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 was to increase and renew awareness of general leadership and management best practices and employment law compliance.		
28	11/16/2016	Participation in Job Fairs	WJAR's Arthur Tefft and Suzanne Nadeau Beaver represented the station at the University Of Rhode Island Internship Career and Job Fair, hosted by Rhode Island Broadcasters Association and held at the University of Rhode Island in Kingston, RI on November 16, 2016. They met with 100+ potential candidates and discussed open positions at the station with interested candidates. 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
29	11/22/2016	Participation in events or programs sponsored by educational institutions	WJAR's Joseph Doris, Operations Manager, hosted a group of 29 journalism students from Lincoln High School in Lincoln, RI at the request of the school. The students were interested in news 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. Joe discussed different job responsibilities with the students, and talked about various job opportunities in broadcasting. Afterwards, Joe answered questions about his career in television and what types of skills and education will help you succeed in the industry.	1	Operations Manager