

WJAR
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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
Automotive Marketing Consultant	3-4, 10, 12-17, 19-22, 25-31, 33-39, 41	26
Director of Sales (DOS)	2-4, 9-22, 24-25, 27-31, 33-39, 41	9
Local Sales Manager	2-4, 10-17, 19-22, 24-25, 27-31, 33-39, 41	21
Digital Weather Producer	2-5, 10-25, 27-39, 41	11
Executive Producer	2-5, 7, 10, 12-17, 19-25, 27-39, 41	17
Digital/Social Media Reporter	2-4, 9-10, 12-17, 19-22, 24-25, 27-31, 33-41	9
Digital Sales Manager	2-4, 10-22, 24-25, 27-31, 33-39, 41	11
IT Engineer	2-4, 10, 12-17, 19-22, 24-25, 27-31, 33- 38, 41	17
Weekday Morning Meteorologist	2-5, 9-10, 12-17, 19-25, 27-39, 41	9
News Photographer	2-5, 10-25, 27-39, 41	11
Associate Producer	2-5, 7, 10, 12-17, 19-25, 27-41	40
Digital Content Producer	2-5, 9-10, 12-17, 19-25, 27-39, 41	9
Lifestyle Show Producer	2-5, 7, 9-10, 12-17, 19-25, 27-39, 41	9
Sunrise News Producer	2-5, 9-10, 12-17, 19-25, 27-38, 41	9
Evening News Producer	2-4, 6-7, 10, 12-17, 19-22, 24-25, 27- 31, 33-38, 41	36
Digital Weather Producer	2-4, 10-22, 24-25, 27-31, 33-38, 41	17
News Assignment Editor	2-4, 7, 9-10, 12-17, 19-22, 24-25, 27- 31, 33-38, 41	9
Multimedia Journalist	1-5, 8, 10-17, 19-25, 27-38, 41	8
Multimedia Journalist	1-5, 8, 10-17, 19-25, 27-38, 41	1
Multimedia Journalist	1-5, 8, 10-17, 19-25, 27-38, 41	8
Morning Executive Producer	2-5, 7, 10-17, 19-25, 27-38, 41	32
Weekend Morning Anchor / Reporter	2-5, 10-17, 19-25, 27-38, 41	30
News Promotions Producer	2-4, 7, 11-17, 19-22, 24-25, 27-31, 33- 38, 41	11
Creative Services Director	2-4, 7, 11-17, 19-22, 24-25, 27-31, 33- 38, 40-41	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	Agency Referral	N	1
2	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
3	Boston University One Silber Way Boston, Massachusetts 2215 Url : http://www.bu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
4	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
5	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Corporate Recruiter	N	1
7	Current Employee	N	10
8	Current Employee - Transfer/Promotion	N	2
9	Current Employee/Internal Promotion	N	7
10	Dorcas International Institute of RI 220 Elmwood Ave Providence, Rhode Island 02907 Phone : 401-784-8600 Url : http://www.diiri.org Email : MCaridad@diiri.org Mayerlin Caridad	N	0
11	Employee Referral	N	16

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12	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
13	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
14	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
15	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
16	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
17	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	10
18	Internet Ad-not directly contacted by SEU	N	6

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19	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
20	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	1
21	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	5
22	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
23	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
24	NAACP - Providence PO Box 5767 Providence, Rhode Island 02903 Phone : 401-465-9152 Url : http://www.naacpprov.org Email : cpwilson22@verizon.net Charles Wilson	N	0

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25	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
26	Recruiter	N	3
27	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
28	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
29	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
30	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Sharon Pickeral	N	4
31	Syracuse University 900 S. Crouse St Syracuse, New York 13244 Url : http://www.syracuse.edu Email : sbgresumes@sbgvtv.com Career Center	N	0

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32	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	1
33	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
34	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
35	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
36	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
37	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
38	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0

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39	Western New England University 1215 Wilbraham Rd Springfield, Massachusetts 01119 Phone : 413-782-1268 Url : www.wne.edu Email : donna.martin@wne.edu Fax : 1-413-782-1232 Donna Martin	N	0
40	Word of Mouth Referral	N	3
41	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			71

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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	12/6/2018	Participation in events sponsored by community groups	WJAR's Matthew Lebowitz, Creative Services Director, Joseph Doris, Operations Manager, John Watson, Operations Technician, Taylor Glazier, Promotions Producer, Michelle San Miguel, Multimedia Journalist, Sheila Crosby, Marketing Consultant, and Kelly Bates, Meteorologist, represented the station at the Junior Achievement RI Inspire Career Exploration Fair, hosted by Junior Achievement of Rhode Island and held at the Rhode Island Convention Center in Providence, RI on December 6 & 7, 2018. Over the course of the two days, they met and spoke with 8,000 eighth graders from under-privileged backgrounds within the inner-city population who came to see various career paths available to them. They discussed their careers in broadcasting and the possibilities available to them in the industry and how education can open many doors for them. They answered questions from the students about the different jobs at a television station, and assisted the students in performing mock weather reports and how a live truck functions.	7	Creative Services Director Operations Manager Meteorologist Multimedia Journalist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	12/18/2018	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 6 interns in the Spring 2019 semester, 4 interns in the Summer 2019 semester, and 6 interns in the Fall 2019 semester.</p>	4	Asst. Business Manager News Director Sports Director Assignment Desk Coordinator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	1/5/2019	Participation in events or programs sponsored by educational institutions	WJAR's Brian Crandall, Reporter, and Ryan Pickering, Photographer, taught journalism to a group of Boy Scouts at an all-day seminar hosted by Rhode Island College in Providence, RI, as the scouts earned a Merit Badge in Journalism. They worked with the Scouts and showed them what goes into developing a story, including doing on-camera reports and interviews and then editing the material for the story. They talked about the important aspects of reporting, as well as the various job functions leading up to and including a live newscast. They also discussed different job responsibilities with the students, and talked about various job opportunities in broadcasting. Afterwards, they answered questions about their careers in television and what types of skills and education will help you succeed in the industry.	2	Reporter Photographer
4	1/15/2019	Participation in events or programs sponsored by educational institutions	WJAR's Meaghan Mooney, Reporter, hosted a group of students from Rocky Hill School in East Greenwich, RI at the request of the school. 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. Meaghan, along with Zack Green, Meteorologist, Lindsay Iadeluca, Multimedia Journalist, and Michelle San Miguel, Multimedia Journalist, discussed different job responsibilities with the students, and talked about various job opportunities in broadcasting. Afterwards, they answered questions about their careers in television and what types of skills and education will help you succeed in the industry.	4	Reporter Meteorologist Multimedia Journalist Multimedia Journalist

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5	2/5/2019	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, attended a classroom session at Alan Shawn Feinstein Middle School in Coventry, RI at the request of the school. Kelly spoke to the entire 8th grade 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
6	2/5/2019	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, Patrice Wood, Anchor, Dan Jaehnig, Anchor, and Joseph Doris, Operations Manager, hosted a group of students from the University of Rhode Island in Kingston, RI at the request of the school's Communications department. The students were majoring in Communications and were interested in broadcasting production careers, and 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. Kelly, Patrice, Dan and Joe discussed different job responsibilities with the students, and talked about various job opportunities in broadcasting. Afterwards, they answered questions about their careers in television and what types of skills and education will help you succeed in the industry.	4	Operations Manager Meteorologist Anchor Anchor
7	3/6/2019	Participation in events or programs sponsored by educational institutions	WJAR's Kelly Bates Riley, Meteorologist, attended a classroom session at Francis J. Varieur Elementary School in Pawtucket, RI at the request of the school. Kelly read to students of various grades and discussed what is involved in a career in meteorology at a television station, as well as presenting a practical weather demonstration to the older students. She answered questions from the students and teachers related to her career as a meteorologist.	1	Meteorologist

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8	3/18/2019	Participation in events or programs sponsored by educational institutions	WJAR's Francis Carpano, Sports Director, hosted a student from Bishop Hendricken High School in Warwick, RI as part of the school's senior experience Job Shadow program. The student is interested in a television career and the job shadow provided by Francis helped give him real-life exposure to the industry. Francis 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 a sports news conference, and observing how a news team is assigned to cover news stories.	1	Sports Director
9	3/20/2019	Participation in events or programs sponsored by educational institutions	WJAR's Matthew Lebowitz, Creative Services Director, hosted a group of Girl Scouts from Blackstone, MA at the request of their Troop Leader. The Troop of scouts was working on their Media Badge and was 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. Matthew, along with Mark Searles, Meteorologist, Dan Jaehnig, Anchor, and Patrice Wood, Anchor, discussed different job responsibilities with the students, and talked about various job opportunities in broadcasting. Afterwards, they answered questions about their careers in television and what types of skills and education will help you succeed in the industry.	4	Creative Services Director Meteorologist Anchor Anchor

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10	4/4/2019	Participation in Job Fairs	WJAR's Suzanne Nadeau Beever, Executive Producer, 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 April 4, 2019. She met with 100+ potential candidates and discussed open positions at the station with interested candidates. She 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 she spoke with hiring managers about the candidates she met.	1	Executive Producer
11	4/9/2019	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 at the request of the school during Reading Week. Parker read to a classroom of students and discussed what is involved in a career in journalism at a television station, as well as the importance of reading and education. He answered questions from the students and teachers related to his career as an investigative reporter.	1	Investigative Reporter
12	4/9/2019	Participation in Job Fairs	The Corporate Employment Coordinator, and local station HR Coordinator represented all Sinclair locations at the job fair hosted by the Broadcast Education Association on April 9, 2019, in coordination with the April 2019 NAB Show, in Las Vegas, NV. They met with potential candidates and reviewed resumes and tapes, and discussed current job vacancies and future job opportunities/possibilities at the locations across the country. All candidates who visited the booth are followed up with for relevant positions, including current and future job inquiries when applicable.	2	Corporate Employment Coordinator Station HR Coordinator

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13	4/11/2019	Participation in events sponsored by community groups	WJAR's Matthew Lebowitz, Creative Services Director, attended JA Leader's Day held at George J. West Elementary School in Providence, RI, at the request of the organization. The day is Junior Achievement of RI's marquee event during Education Awareness Week and brings local leaders to engage with students about workforce readiness. Matt discussed what is involved in a career in journalism at a television station, as well as the importance of reading and education. He answered questions from the students and teachers related to his career as a Creative Services Director at a television station.	1	Creative Services Director
14	4/11/2019	Participation in Job Fairs	WJAR's Matthew Lebowitz, Creative Services Director, and Kelly Bates Riley, Meteorologist, represented the station at the iHeart Media Career Fair, hosted by iHeart Media Providence and held at Johnston High School in Johnston, RI on April 11, 2019. They met with 50+ 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	Creative Services Director Meteorologist
15	4/23/2019	Participation in events or programs sponsored by educational institutions	WJAR's Parker Gavigan, Investigative Reporter, attended a classroom session at Bishop McVinney Elementary School in Providence, RI at the request of the school during Reading Week. Parker read to a classroom of students and discussed what is involved in a career in journalism at a television station, as well as the importance of reading and education. He answered questions from the students and teachers related to his career as an investigative reporter.	1	Investigative Reporter

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16	7/9/2019	Participation in events or programs sponsored by educational institutions	WJAR's Christina Erne, Meteorologist, hosted a student from Northern Vermont University - Lyndon 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 Christina helped give her real-life exposure to television meteorology. Christina gave the student a full tour of the station where she 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, helping research weather patterns, and observing how a weather forecast is presented to the viewing population.	1	Meteorologist
17	8/7/2019	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 2019 convention/career expo in Miami, FL, August 7 - 9th, 2019. 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	Employment Manager Director - News Training & Development News Talent Manager
18	10/3/2019	Participation in events or programs sponsored by educational institutions	WJAR's Anthony Macari, Meteorologist, gave a guest lecture via Skype to students in the Meteorology Club at Northern Vermont University - Lyndon in Lyndonville, VT at the request of a meteorology professor. Anthony spoke about how he started his career in the television industry after he got out of college, and what his job as a Meteorologist entails. He discussed careers in broadcasting and what it takes to be successful in the industry.	1	Meteorologist

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19	11/1/2019	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 "Business Ethics" and "Workplace Harassment Prevention for Managers" and all newly hired employees complete "Workplace Harassment Prevention for Employees" and "Business Ethics" 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: "The Art and Science of Communication;" "Detecting and</p>	115	

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			<p>Dealing with Performance Problems;" "Wage and Hour Awareness for Managers;" "Conducting an Effective Hiring Interview;" "Union Awareness;" "Facing Challenges as a First-Time Manager;" and "Preventing Harassment and Promoting Respect." The purpose of this training is to increase and renew awareness of general leadership and management best practices and employment law compliance.</p> <p>Additionally, Human Resources training is provided to all newly hired employees with HR duties or those that handle HR in any capacity. They complete the following courses within 6 months of their hire date: "EEO and Lawful Hiring;" "HIPAA for Non-Medical Employers;" "Ensuring Onboarding Success;" "A Manager's Guide to Discipline and Documentation;" "Americans with Disabilities Act: An Overview for Managers;" and "Wage and Hour - Working Off the Clock." The purpose of this training is to increase and renew awareness to general HR best practices and employment law compliance.</p>		