

WUHF
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

I. VACANCY LIST

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

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|-----------------------------|--|-----------------------|
| General Assignment Reporter | 1-2, 4-67, 69-80 | 15 |
| Assistant Business Manager | 1-2, 4-6, 8-14, 17, 19-35, 37-67, 69-80 | 54 |
| Digital Content Producer | 1-2, 4-6, 8-14, 16-17, 19-35, 37-49, 51-67, 69-80 | 16 |
| Marketing Consultant | 1-2, 4-6, 8-10, 12-14, 17-21, 23-35, 37-38, 40-51, 53-67, 69-80 | 54 |
| Director of Sales | 1-2, 4-6, 8-10, 12-14, 16-17, 19-35, 37-38, 40-42, 44-51, 53-67, 69-80 | 16 |
| Local Sales Manager | 1-2, 4-6, 8, 10, 12-14, 17, 19-35, 37-38, 40-42, 44-51, 53-67, 69-80 | 54 |
| General Assignment Reporter | 1-6, 8, 10, 12-14, 17-38, 40-42, 44-51, 53-54, 56-67, 69-80 | 54 |
| Promotions Producer | 1-2, 4-6, 8, 10, 12-14, 16-30, 32-35, 37-38, 40-42, 44-51, 53-54, 56-67, 69-80 | 16 |
| Digital Sales Manager | 1-2, 4-6, 8, 10, 12-14, 16-17, 19-30, 32-35, 37-38, 40-42, 44-51, 53-54, 56-67, 69-80 | 33 |
| General Assignment Reporter | 1, 4-5, 12-14, 17, 19, 21, 26-27, 29, 34-35, 37, 40-42, 45-47, 50-51, 54, 56-60, 62-63, 67, 69-71, 74-80 | 80 |
| Anchor/Reporter | 1, 4-5, 12-14, 17, 19, 21, 26-27, 29, 34-35, 37, 40-42, 45-47, 50-51, 54, 56-60, 62-63, 67, 69-71, 74-80 | 54 |
| Commercial Editor | 1-2, 4-6, 8, 10, 12-14, 16-30, 32-35, 37-38, 40-42, 44-51, 53-54, 56-81 | 23 |

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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 | Action for a Better Community, Inc. 550 East Main Street Rochester, New York 14604 Phone : 585-325-5116 Url : http://www.abcinfo.org Email : dwilson@abcinfo.org Desiree Wilson | Y | 0 |
| 2 | Ad Council of Rochester 274 North Goodman Street Suite B269 Rochester, New York 14607 Phone : 585-442-0200 Url : http://www.adcouncilroch.org Email : alattanzio@adcouncilroch.org Aaron Lattanzio | N | 0 |
| 3 | Agency Referral | N | 1 |
| 4 | Alfred State College SDC 204, 10 Upper College Drive Alfred, New York 14802 Phone : 607-587-4385 Url : http://www.alfredstate.edu Email : morsmaem@alfredstate.edu Elaine Morsman | Y | 0 |
| 5 | Alfred University Career Development Center Saxon Drive Alfred, New York 14802 Phone : 607-871-2164 Url : http://www.alfred.edu/cdc Email : cdc@alfred.edu Peggy Broderick | Y | 0 |
| 6 | Baden Street Settlement, Inc. 152 Baden Street Rochester, New York 14605 Phone : 585-325-4350 Url : http://www.badenstreet.org Email : ebarnes@badenstreet.org Earl Barnes | N | 0 |

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|-----------|--|---|--|
| 7 | Broadcast Image Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : 210-828-6664 Url : http://www.broadcastimage.com Email : lrickel@broadcastimage.com Larry Rickel | N | 0 |
| 8 | Bryant & Stratton College 1225 Jefferson Road Rochester, New York 14623 Phone : 585-720-0660 Url : http://www.bryantstratton.edu Email : kkhenry@bryantstratton.edu Kelly Henry | N | 0 |
| 9 | Career Systems Development Corporation 96 College Avenue Second Floor Rochester, New York 14607 Phone : 585-544-4880 Url : http://www.careersystems.com Email : cfair@careersystems.com Cynthia Fair | N | 0 |
| 10 | Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Phone : 800-891-8880 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger | N | 0 |
| 11 | CCNMA: Latino Journalist of California ASU Walter Cronkite School of Journalism 725 West Arizona Ave, Suite 102 Santa Monica, California 90401 Phone : 310-458-8040 Url : http://www.ccnma.org Email : cnmainfo@ccnma.org Sylvia Wells | N | 0 |
| 12 | Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille | Y | 0 |

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|-----------|--|---|--|
| 13 | Columbia Journalism School Graduate School 207 Journalism, MC 3801 **News Only** New York, New York 10027 Phone : 212-854-4422 Url : http://www.journalism.columbia.edu Email : cujcareers@columbia.edu Izabela Rutkoski | Y | 0 |
| 14 | Connecticut School of Broadcasting 611 Route 46 West Suite 102 Hasbrouck Heights, New Jersey 07604 Phone : 201-288-7900 Url : http://www.gocsb.com Email : johnnyo@gocsb.com John Olson | Y | 0 |
| 15 | Corporate Recruiter | N | 1 |
| 16 | Current Employee | N | 10 |
| 17 | Emma L. Bowen Foundation for Minority Interests in Media 524 West 57th Street New York, New York 10019 Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com Email : michael.barham@nbcuni.com Michael Barham | Y | 0 |
| 18 | Employee Referral | N | 6 |
| 19 | Erie Community College 121 Ellicott Street Buffalo, New York 14203 Phone : 716-851-1183 Url : http://www.ecc.edu Email : barszcz@ecc.edu Laurie Barszcz | Y | 0 |
| 20 | Finger Lakes Community College 4355 Lake Shore Drive Canandaigua, New York 14424 Phone : 585-394-3500 Url : http://www.flcc.edu Email : petruce@flcc.edu Catherine Petruccione | N | 0 |

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|-----------|---|---|--|
| 21 | Finger Lakes Works-Wayne / NY job bank 1519 Nye Road Suite 600 Lyons, New York 14489 Phone : 315-946-7710 Url : http://www.fingerlakesworks.com Email : jcelso@co.wayne.ny.us John Celso | Y | 0 |
| 22 | Genesee Community College One College Road Batavia, New York 14020 Phone : 585-343-0055 Url : http://www.genesee.edu/career Email : career@genesee.edu John McGowan | N | 0 |
| 23 | 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 | 1 |
| 24 | Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence | N | 0 |
| 25 | Hobart and William Smith Colleges - Career Services Office Salisbury Center at Trinity Hall C/O 300 Pulteney Street Geneva, New York 14456 Phone : 315-781-3514 Url : http://www.hws.edu Email : cso@hws.edu Steph Annear | N | 0 |
| 26 | Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Phone : 202-806-5806 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley | Y | 0 |

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|-----------|--|---|--|
| 27 | Ibero-American Action League, Inc. 911 East Main Street Rochester, New York 14605 Phone : 585-256-8900 Url : http://www.iaal.org Email : yolanda@iaal.org Yolanda IAAL | Y | 0 |
| 28 | 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 | 4 |
| 29 | Ithaca College Park School of Communications 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3244 Url : http://staff.ithaca.edu/eloise Email : sbgresumes@sbgstv.com Sharon Pickeral | Y | 0 |
| 30 | Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |
| 31 | Keuka College Center for Experiential Learning Hegeman Hall 107 Keuka Park, New York 14478 Phone : 315-279-5472 Url : http://www.keuka.edu Email : experiential@keuka.edu Haajira Lansana | N | 0 |
| 32 | Lifespan 1900 South Clinton Avenue Rochester, New York 14618 Phone : 585-244-8400 Url : http://www.lifespan-roch.org Email : ckolankiewicz@lifespan-roch.org Chris Kolankiewicz | N | 0 |

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|-----------|---|---|--|
| 33 | LinkedIn 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Email : sbgresumes@sbgvtv.com Danielle Anderson | N | 1 |
| 34 | Medaille College Office of Career Planning 18 Agassiz Circle Buffalo, New York 14214 Phone : 716-880-2210 Url : http://www.medaille.edu Email : ccullinan@medaille.edu Carol Cullinan | Y | 0 |
| 35 | Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk | Y | 0 |
| 36 | Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone | N | 0 |
| 37 | Monroe Community College Career Center 1000 East Henrietta Road Rochester, New York 14623 Phone : 585-292-2248 Url : http://www.monroecc.edu Email : jobconnection@monroecc.edu Michelle Mayo | Y | 0 |
| 38 | NASBA/BEDA 2333 Wisconsin Street, NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Url : http://www.careerpage.org Email : suzanstrong@nmba.org Suzan Strong | N | 0 |

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|-----------|--|---|--|
| 39 | National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Url : http://www.blackcollegeradio.com Email : bcrmail@aol.com Lo Jelks | Y | 0 |
| 40 | National Hispanic Media Coalition 55 South Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : brivas@nhmc.org Brenda Rivas | Y | 0 |
| 41 | National Lesbian and Gay Journalists Association 2120 L Street NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : http://www.nlgja.org Email : info@nlgja.org Michael Tune | Y | 0 |
| 42 | Native American Cultural Center, Inc. 121 North Fitzhugh Street Rochester, New York 14614 Phone : 585-442-1100 Url : http://www.nacc-inc.org Email : bethany.printup.davis@frontier.com Fax : 1-585-442-1128 Victoria Smoke | Y | 0 |
| 43 | Native American Public Telecommunications, Inc. 1800 No 33 Street Lincoln, Nebraska 68503 Phone : 402-472-3522 Url : http://www.nativetelecom.org Email : native@unl.edu Becky Fauver | Y | 0 |
| 44 | Nazareth College 4245 East Avenue Rochester, New York 14618 Phone : 585-389-2890 Url : http://www.naz.edu Email : mkahl6@naz.edu Michael Kahl | N | 0 |

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|-----------|--|---|--|
| 45 | New York Job Bank / RochesterWorks! 255 North Goodman Street Rochester, New York 14607 Phone : 585-258-3548 Url : http://www.rochesterworks.org Email : hotjobs@rochesterworks.org Karen Benetti | Y | 0 |
| 46 | NYS Dept. of Labor Job Bank Unit 276 Waring Road Rochester, New York 14609 Phone : 585-266-7760 Url : http://www.labor.ny.gov Email : rochesterjobbank@labor.ny.gov Brendalyn Bynoe | Y | 0 |
| 47 | Ohio Center for Broadcasting 5330 East Main Street Suite 200 Columbus, Ohio 43213 Phone : 614-245-0555 Url : http://www.beonair.com Email : amoore@beonair.com Avis Moore | Y | 0 |
| 48 | 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 |
| 49 | Roberts Wesleyan College 2301 Westside Drive Rochester, New York 14624 Phone : 585-594-6540 Url : http://www.roberts.edu Email : flahertym@roberts.edu Mary Flaherty | N | 0 |
| 50 | Rochester Association for Film Arts & Sciences, Inc 69 Rush West Rush Road Rush, New York 14543 Phone : 585-420-8999 Url : http://www.rafasny.org/ Email : admin@rafasny.org Zachary Welch | Y | 0 |

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|-----------|--|---|--|
| 51 | Rochester Institute of Technology Office of Cooperative Edu.&Career Services 57 Lomb Memorial Drive, Building #77 Rochester, New York 14623 Phone : 585-475-7823 Url : http://www.rit.edu Email : sfgoce@rit.edu Sharitta Gross | Y | 0 |
| 52 | Rochester Works 255 N Goodman St Rochester, New York 14607 Phone : . Fax : 1-585-232-3727 Career Center | N | 0 |
| 53 | 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 |
| 54 | Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone : 410-568-1517 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral | N | 15 |
| 55 | St. John Fisher College 3690 East Avenue Rochester, New York 14618 Phone : 585-385-8143 Url : http://www.sjfc.edu Email : rshady@sjfc.edu Ray Shady | Y | 1 |
| 56 | SUNY Buffalo 259 Capen Hall Amherst, New York 14260 Phone : 716-745-4642 Url : http://www.hireub.buffalo.edu Email : sbgresumes@sbgstv.com Judith Applebaum | Y | 0 |

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|-----------|---|---|--|
| 57 | SUNY College at Brockport 350 Campus Drive Brockport, New York 14420 Phone : 585-395-5938 Url : http://www.brockport.edu/career Email : glear@brockport.edu Gloria Lear | Y | 0 |
| 58 | SUNY Cortland PO Box 2000 Cortland, New York 13045 Phone : 607-753-2224 Url : http://www.cortland.edu/career Email : john.shirley@cortland.edu John Shirley | Y | 0 |
| 59 | SUNY Fredonia Career Development Office Fredonia, New York 14063 Phone : 716-673-3327 Url : http://www.fredonia.edu/cdo Email : careers@fredonia.edu Christopher LaGrow | Y | 0 |
| 60 | SUNY Geneseo Blake A104 1 College Circle Geneseo, New York 14454 Phone : 585-245-5721 Url : http://www.geneseo.edu Email : jobs@geneseo.edu Kim Wilcox | Y | 0 |
| 61 | SUNY Onondaga Community College 4585 West Seneca Turnpike Syracuse, New York 13215 Phone : 315-498-2109 Url : http://www.sunyocc.edu Email : careym@sunyocc.edu Michele Carey | N | 0 |
| 62 | SUNY Oswego Career Services at the Compass 145 Campus Center Oswego, New York 13126 Phone : 315-312-2255 Url : http://www.oswego.edu/careerservices Email : careerservices@oswego.edu Christine Doyle | Y | 0 |

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|-----------|--|---|--|
| 63 | SUNY REOC 161 Chestnut Street Rochester, New York 14604 Phone : 585-232-2730 Url : http://www.reoc.brockport.com Email : sbrown@brockport.edu Serina Brown | Y | 0 |
| 64 | Syracuse University 303 University Place Suite 235 Syracuse, New York 13244 Phone : 315-443-9093 Url : http://www.students.syr.edu/career Email : careers@syr.edu C. Halpin | N | 0 |
| 65 | Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-640-9590 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding | N | 0 |
| 66 | The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgvtv.com Broadbean Source | N | 0 |
| 67 | The Leadership Institute 1101 North Highland Street Arlington, Virginia 22201 Phone : 703-247-2000 Url : http://www.conservativejobs.com Email : PSimpson@leadershipinstitute.org Patricia Simpson | Y | 0 |
| 68 | The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgvtv.com Andrea Siegle | N | 0 |

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|-----------|--|---|--|
| 69 | The New School 79 Fifth Avenue, 5th Floor New York, New York 10003 Phone : 212-229-1324 Url : http://www.collegecentral.com/newschool Email : careers@newschool.edu Davima Broadbelt | Y | 0 |
| 70 | The New York State Broadcasters Association, Inc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Url : http://www.nysbroadcasters.org Email : sandy@nysbroadcasters.org Sandra Messineo | Y | 0 |
| 71 | The Urban League of Rochester 265 North Clinton Ave Rochester, New York 14605 Phone : 585-397-7362 Url : http://www.ulr.org Email : hrjobs@ulr.org Jay Aldrich | Y | 0 |
| 72 | 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 |
| 73 | Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Mark Holloway | N | 0 |
| 74 | University of Pittsburgh at Bradford 300 Campus Drive Bradford, Pennsylvania 16701 Phone : 814-362-7587 Url : http://www.upb.pitt.edu Email : guterman@pitt.edu Jeff Guterman | Y | 0 |

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|------------------|---|--|---|
| 75 | University of Rochester Career Center 4-200 Dewey Hall PO Box 270028 Rochester, New York 14627 Phone : 585-275-2366 Url : http://www.rochester.edu/careercenter Email : christina.pero@rochester.edu Christina Pero | Y | 0 |
| 76 | US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Phone : (877) 393-9058 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen | Y | 0 |
| 77 | Veterans Outreach Center, Inc. 457 South Ave Rochester, New York 14620 Phone : 585-546-4250 Url : http://www.veteransoutreachcenter.org Email : nsiverdvoc@yahoo.com Nena Siverd | Y | 0 |
| 78 | Walter Cronkite School of Journalism 555 N Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : . Url : NEWS only Email : mike.wong@asu.edu Michael Wong | Y | 0 |
| 79 | WE-MO-CO Career and Technical Education Center 3589 Big Ridge Road Spencerport, New York 14559 Phone : 585-352-2759 Url : http://www.monroe2boces.org Email : acovella@monroe2boces.org Arlene Covella | Y | 0 |
| 80 | WHAM-TV 4225 West Henrietta Road Rochester, New York 14623 Phone : 585-321-2224 Url : http://www.13wham.com Email : amjohnson@sbgvtv.com Anne Johnson | N | 3 |

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|--|--|--|---|
| 81 | www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 43 |

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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 | 2/6/2017 | Establishment of an intern program designed to assist members of the community | <p>WHAM-TV offers students interested in broadcasting careers the opportunity to gain real-life experience through unpaid internships for academic credit.</p> <p>In the sports department, interns work on projects including producing sports casts, editing stories, script read through, and shadowing the sports team at local high school sporting events and professional sports team games. The intern came from SUNY Oswego.</p> <p>An internship in the news department may include calling news contacts such as fire, police, and public officials, going out on stories and interviews with photographers and reporters, shadowing producers and the assignment desk, and experiencing first-hand the process of editing news stories. The interns were students at the following educational institutions: Ithaca College, Syracuse University, and Fredonia State University.</p> <p>In the News Weather department, interns work on projects including developing forecasts, learning how to update the website outlooks, ticker information and on-line graphics. The weather intern was a student at The College at Brockport, SUNY.</p> <p>In the Creative Services department, interns work with the team involved in newscasts production and promotion plus commercial production. This intern was from Franciscan University of Steubenville.</p> <p>At the end of each internship, written evaluations are required of both the intern and the WHAM-TV supervisor.</p> | 4 | Executive Producer Chief Meteorologist Creative Services Director Sports Anchor |
| 2 | 6/17/2017 | Participation in events or programs sponsored by educational institutions | <p>Glenn Johnson gave a tour of the station to eight students from Clifton Springs BOCES. The students learned about the equipment and employees required to put on a newscast. They learned about the path to careers in Broadcasting and Meteorology.</p> | 1 | Chief Meteorologist |

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|---|-------------|---|--|-------------------------------------|--|
| 3 | 8/8/2017 | 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 8-11, 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 |
| 4 | 9/13/2017 | Participation in events or programs sponsored by educational institutions | Glenn Johnson went to Westfall Academy. Westfall Academy seeks to develop in each student a positive identity as a Muslim who is prepared intellectually, socially, emotionally, spiritually, and physically to succeed in tomorrow's world. Glenn spoke to Elementary students about careers in Broadcasting and Meteorology. | 1 | Chief Meteorologist |

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|---|-------------|--|--|-------------------------------------|--------------------------|
| 5 | 9/29/2017 | Provision of training to management | <p>SBG, Inc. and its stations are Equal Opportunity Employers. 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. 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 that 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> | 10 | |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|--------------------------|
| 6 | 10/11/2017 | Participation in events or programs sponsored by educational institutions | Meteorologist Scott Hetsko gave a our to Seton Catholic School students. They toured the Weather department to see the various activates that take place in the Weather department. The students were shown the Green screen, and the bottle demonstration for the cloud experiment. The students learned about jobs in Meteorology. | 1 | Meteorologist |
| 7 | 10/25/2017 | Participation in events or programs sponsored by educational institutions | Chief Meteorologist Glenn Johnson visited Volmer Elementary School on October 25, 2017. He brought our News Weather Van and explained how the equipment worked. Glenn talked about his job and gave the students a lesson in Weather. | 1 | Chief Meteorologist |
| 8 | 1/2/2018 | Participation in events or programs sponsored by educational institutions | The Chief Meteorologist, Glenn Johnson, spoke to the seventh grade Home and Career Skills Class at Barker Road Middle School. He discussed the career of a meteorologist and the path to get there. He gave the students information to think about as they consider careers in Broadcasting. | 1 | Chief Meteorologist |