

**WPEC, WTCN, WTVX, WWHB**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 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
Transmitter Engineer	3-4, 6-8, 10-14, 17-20, 22-28, 31-36, 38-49, 51-53, 55, 57-59, 61-63, 65, 67	48
Multimedia Journalist	2-4, 6-14, 16-20, 22-29, 31-37, 39-53, 55, 57-59, 61-63, 65, 67	2
Morning Executive Producer	3-4, 6-14, 17-20, 22-29, 31-37, 39-53, 55, 57-59, 61-63, 65, 67	29
3pm Producer	3-4, 6-8, 10-14, 16-20, 22-24, 26-29, 31-37, 39-53, 55, 57-59, 61-65, 67	16
Senior Technical Director	3-4, 6-8, 10-14, 17-20, 22-24, 26-29, 31-37, 39-53, 55, 57-59, 61-63, 65, 67	48
Morning News Producer	3-4, 6-8, 10-14, 17-20, 22-24, 26-29, 31-37, 39-53, 55, 57-59, 61-63, 65, 67	55
Digital Content Producer	3-4, 6-8, 10-14, 16-20, 22-24, 26-28, 31-37, 39-53, 55, 57-59, 61-63, 65, 67	16
Morning News Editor	3-4, 6-8, 10-15, 17-20, 22-24, 26-28, 31-37, 39-53, 55, 57-59, 61-63, 65, 67	48
Morning News Reporter	2-4, 6-15, 17-20, 22-24, 26-29, 31-53, 55, 57-59, 61-63, 65, 67	2
Morning News Reporter	2-4, 6-15, 17-20, 22-24, 26-29, 31-53, 55, 57-59, 61-63, 65, 67	2
Morning News Reporter	2-4, 6-15, 17-20, 22-24, 26-29, 31-53, 55, 57-59, 61-63, 65, 67	29
9 AM News Producer	3-4, 6-8, 10-15, 17-20, 22-24, 26-29, 31-37, 39-53, 55, 57-59, 61-63, 65, 67	29
News Photographer	3-4, 6-15, 17-20, 22-24, 26-29, 31-37, 39-53, 55, 57-59, 61-63, 65, 67	29
Director (Morning News)	3-4, 6-15, 17-20, 22-24, 26-29, 31-37, 39-53, 55, 57-59, 61-63, 65, 67	55
Director (Morning News)	3-4, 6-15, 17-20, 22-24, 26-29, 31-37, 39-53, 55, 57-59, 61-63, 65, 67	55
Master Control Operator	3-4, 6-8, 11-15, 17-20, 22-24, 26-29, 31-36, 39-49, 51-53, 55, 57-59, 61-63, 65, 67	28
Master Control Operator	3-4, 6-8, 11-15, 17-20, 22-24, 26-29, 31-36, 39-49, 51-53, 55, 57-59, 61-63, 65, 67	29
Master Control Operator	3-4, 6-8, 11-15, 17-20, 22-24, 26-29, 31-36, 39-49, 51-53, 55, 57-59, 61-63, 65, 67	28
Sales Account Executive	2-4, 6-8, 11-15, 19-20, 22-24, 26-28, 31-36, 39-49, 51-53, 55, 57-59, 61-63, 65, 67	65

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive	2-4, 6-8, 11-15, 19-20, 22-24, 26-28, 31-36, 39-49, 51-53, 55, 57-59, 61-63, 65, 67	48
Sales Account Executive	2-4, 6-8, 11-15, 19-20, 22-24, 26-28, 31-36, 39-49, 51-53, 55, 57-59, 61-63, 65, 67	2
Photographer	3-4, 7-8, 10-14, 16-20, 22, 24, 26-29, 31, 33-37, 39-51, 53, 55, 57-59, 61-63, 65, 67	29
Photographer	3-4, 7-8, 10-14, 16-20, 22, 24, 26-29, 31, 33-37, 39-51, 53, 55, 57-59, 61-63, 65, 67	16
Photographer	3-4, 7-8, 10-14, 16-20, 22, 24, 26-29, 31, 33-37, 39-51, 53, 55, 57-59, 61-63, 65, 67	48
Sales Account Executive	3-8, 11-14, 16, 19-20, 22, 24, 26-29, 31, 33-36, 39-49, 51, 53, 55, 57-63, 65, 67	48
Sales Account Executive	3-8, 11-14, 16, 19-20, 22, 24, 26-29, 31, 33-36, 39-49, 51, 53, 55, 57-63, 65, 67	16
Sales Account Executive	3-8, 11-14, 16, 19-20, 22, 24, 26-29, 31, 33-36, 39-49, 51, 53, 55, 57-63, 65, 67	35
Sales Account Executive	3-8, 11-14, 16, 19-20, 22, 24, 26-29, 31, 33-36, 39-49, 51, 53, 55, 57-63, 65, 67	29
Assignment Manager	3-4, 6-20, 22-24, 26-29, 31-53, 55, 57-59, 61-63, 65, 67	29
Assistant News Director	3-4, 6-24, 26-29, 31-55, 57-59, 61-63, 65, 67	16
Executive Producer	3-4, 6-20, 22-24, 26-29, 31-53, 55, 57-59, 61-65, 67	48
Director	3-4, 6-8, 10-15, 17-20, 22-24, 26-29, 31-36, 38-49, 51-53, 55, 57-59, 61-63, 65, 67	29
News Director	3-4, 6-15, 17-20, 22-24, 26-29, 31-55, 57-59, 61-65, 67	55
Promotions Producer	1, 3-4, 6-8, 10-13, 15-20, 22-24, 26-29, 31-36, 38-49, 51-53, 55, 57-59, 61-63, 65, 67	16

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**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
Master Control Operator	3-4, 6-8, 10-13, 15-20, 22-24, 26-29, 31-36, 38-49, 51-53, 55, 57-59, 61-63, 65, 67	16
Weekend Assignment Editor/Web Producer	3-4, 6-8, 10-13, 15-20, 22-24, 26-28, 30-36, 38-49, 51-53, 55, 57-59, 61-63, 65, 67	16
Creative Services Director	1, 3-8, 10-13, 15-20, 22-24, 26-29, 31-36, 38-49, 51-53, 55, 57-59, 61-63, 65, 67	16
IT Engineer	3-4, 6-8, 10-13, 15, 17-20, 22-24, 26-28, 31-36, 38-49, 51-53, 55, 57-59, 61-63, 65, 67	48
Copy Coordinator	3-4, 6-8, 10-13, 15-20, 22-24, 26-29, 31-36, 38-49, 51-53, 55, 57-59, 61-63, 65, 67	28
Sales Account Executive	3-4, 6-8, 11-13, 15-16, 19-20, 22-24, 26-28, 31-36, 38-49, 51-53, 55, 57-59, 61-63, 65, 67	16
Sales Promotions & Event Coordinator	3-4, 6-8, 11-13, 15, 17-20, 22-24, 26-28, 31-36, 38-49, 51-53, 55, 57-59, 61-63, 65, 67	65
Bi-Lingual Sales Account Executive	3-4, 6-8, 11-16, 19-20, 22-28, 31-36, 38-49, 51-53, 55-59, 61-63, 65, 67	28
News Producer	3-4, 6-13, 15, 17-20, 22-24, 26-29, 31-53, 55, 57-59, 61-63, 65, 67	29
News Producer	3-4, 6-13, 15, 17-20, 22-24, 26-29, 31-53, 55, 57-59, 61-63, 65, 67	29
News Producer	3-4, 6-13, 15, 17-20, 22-24, 26-29, 31-53, 55, 57-59, 61-63, 65, 67	29
Multimedia Journalist	2-4, 6-15, 17-20, 22-23, 26-29, 31-53, 55, 57-59, 61-63, 65-68	2
Broadcast Infrastructure Engineer	3-4, 6-8, 11-15, 17-20, 22-23, 26-29, 31-36, 38-49, 51-53, 55, 57-59, 61-68	48
Copy Coordinator	3-4, 6-8, 11-15, 17-20, 22-23, 26-29, 31-36, 38-49, 52-53, 55, 57-59, 61-63, 65-68	65

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**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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina Phone : 919-217-4438 Sandy Lizik Manual Posting	N	0
2	Agency Referral	N	5
3	Art Institute of Fort Lauderdale 1799 SE 17th Street Ste. 228 Fort Lauderdale, Florida 33316 Phone : 954-308-2605 Email : jberkshire@aia.edu Jody Berkshire	Y	0
4	Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Student Services Daytona Beach, Florida 32114 Phone : 386-481-2141 Email : owensa@cookman.edu Anthony Owens	N	0
5	Broadcasting & Cable 225 State Street Suite 300 New London, Connecticut 06340 Phone : 860-440-0635 Career Services Manual Posting	N	0
6	Careerbuilder 8401 Greensboro Dr, Ste 250 McLean, Virginia 22102 Phone : 0000000000 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	5
7	Central Florida Association of Black Journalists PO Box 745 Orlando, Florida 32801 Email : cfabjl@gmail.com Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	City College-Fort Lauderdale Campus 2000 West Commercial Blvd Fort Lauderdale, Florida 33309 Phone : 954-492-5353 Email : tackerman@citycollege.edu Traci Ackerman	Y	0
9	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Email : bille@michaelsmedia.com Michael Bille	N	0
10	Columbia Journalism School Graduate School 207 Journalism School New York, New York 10027 Phone : 212-854-4422 Julie Hartenstein Manual Posting	N	0
11	Connecticut School of Broadcasting 3450 Northlake Blvd. Ste. 110 Palm Beach Gardens, Florida 33403 Phone : 561-847-4126 Email : csbpalmbeach@gocsb.com Harley Rhodes	N	0
12	Creative Jobs Central 324 W. 38th St. Ste. #1002 New York, New York 10018 Phone : 646-202-9538 Url : <a href="http://www.creativejobcentral.com">http://www.creativejobcentral.com</a> Email : livejobsites@gmail.com Cara Silverman	N	0
13	Emerson College 100 Beacon Street Boston, Massachusetts Phone : 617-824-8586 Url : <a href="http://www.emerson.edu">http://www.emerson.edu</a> Email : carol_spector@emerson.edu Carol Spector	N	0

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**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
14	Emma L. Bowen Foundation For Minority Interests In Media, Inc. 825 - 7th Avenue 2nd Floor New York, New York 10019 Phone : 212-664-3773 Email : Michael.Barham@nbcuni.com Michael Barham	N	0
15	Employ Florida-State of FL Unemployment Office-Veteran's Div. 3400 Belvadere Rd West Palm Beach, Florida 33406 Email : sbgresumes@sbgvtv.com West Palm Beach Career Source	N	0
16	Employee Referral	N	18
17	Florida A & M University Career Center Martin Luther King Blvd. Ste. 100 Tallahassee, Florida 32307 Phone : 850-599-8514 Email : delores.dean@famuedu Delores Dean	N	0
18	Florida A&M University 100 Student Union Plaza, Tallahassee, Florida 32307 Url : <a href="http://www.careercenter.famuedu">http://www.careercenter.famuedu</a> Email : careercenter@famuedu Career Services	N	0
19	Florida Association of Broadcasters 201 S Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 800.802.5322 Email : intern@fab.org Career Services	N	0
20	Florida Atlantic University 777 Glades Road P.O. Box 3091 Boca Raton, Florida Phone : 561-297-3536 Url : <a href="http://www.myinterface.com/fau/employed">http://www.myinterface.com/fau/employed</a> James Watson Manual Posting	Y	0
21	Former Employee Referral	N	1

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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
22	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@sbgvtv.com">sbgresumes@sbgvtv.com</a> Sinclair SilkRoad Source	N	1
23	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Broadbean Source Alicia Lawrence	N	0
24	Hispanic Human Resource Center 1427 Congress Avenue West Palm Beach, Florida Phone : 561-641-7400 Email : <a href="mailto:hrcjmp@aol.com">hrcjmp@aol.com</a> Carmen Kunze	N	0
25	Hispanic Link News Service 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202.234.0280 Email : <a href="mailto:Griselda@hispaniclink.org">Griselda@hispaniclink.org</a> Charles A Ericksen	N	0
26	Howard University Career Planning & Placement Service 525 N.W. Bryant Street #206 Washington, District of Columbia 20059 Phone : 202-806-7513 Email : <a href="mailto:careersrhu@howard.edu">careersrhu@howard.edu</a> Joan Browne	N	0
27	Idaho State - Department of Mass Communications 921 South 8th Ave Stop 8242 Pocatello, Idaho Phone : 208-282-0211 Email : <a href="mailto:careers@isu.edu">careers@isu.edu</a> Career Center	Y	0

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**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
28	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	19
29	Internal Candidate	N	56
30	Internet Ad	N	1
31	Ithaca College 953 Dandy Rd Ithaca, New York 14850 Phone : 555-555-5555 Email : <a href="mailto:Eloise@ithaca.edu">Eloise@ithaca.edu</a> Eloise Green	Y	0
32	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	1
33	Latin Chamber of Commerce 1417 W. Flagler Street Miami, Florida 33135 Phone : 305-642-3870 Email : <a href="mailto:bettyg@camacol.org">bettyg@camacol.org</a> Betty Gradera	N	0
34	Lincoln College of Technology 2410 Metrocenter Blvd West Palm Beach, Florida 33407 Phone : 561.842.8324 Email : <a href="mailto:jsherrard@lincolntech.com">jsherrard@lincolntech.com</a> Joan Sherrard	N	0
35	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Danielle Anderson Manual Posting	N	6

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**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
36	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
37	Medialine Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
38	Nat'l Association of Hispanic Journalists 1000 National Press Building 529 14 th Street NW Washington, District of Columbia Phone : 202.662.7145 Email : kolivas@nahj.org Kevin Olivas	N	0
39	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301.405.0248 Url : http://www.nabj.org Email : sberry@nabj.org Scott Berry	N	0
40	National Association of Broadcasters (NAB) 1771 North Street N Washington, District of Columbia 20036 Phone : 202.429.5496 Email : nmann@nab.org Nate Mann	N	0
41	Norfolk State University 700 Ark Avenue Norfolk, Virginia 23504 Email : pcbriggs@nsu.edu Career Services	N	0
42	Ohio Center for Broadcasting Ohio 9885 Rockside Road Suite 160 Valley View, Ohio 4125 Phone : 216-447-9117 Email : jhardy@beonair.com Janice Hardy	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Palm Beach Atlantic University 901 S.Flagler Drive West Palm Beach, Florida 33401 Email : kimberly_ladd@pba.edu Kimberly Ladd	N	0
44	Palm Beach County Film & Television Commission 1555 Palm Beach Lakes Boulevard Suite 414 West Palm Beach, Florida 33401 Phone : 561-233-1000 Email : ctricoli@pbfilm.com Christy Tricoli	Y	0
45	Palm Beach State College Central Campus 4200 Congress Avenue Lake Worth, Florida 33461 Phone : 561-868-3049 Url : http://www.pbcc.edu Gail Tomei Manual Posting	Y	0
46	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
47	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
48	Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, Maryland 21030 Phone : 410.568.1517 Email : employment@sbgstv.com Sharon Pickeral	N	27

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	Society of Broadcast Engineers, Inc. 8445 Keystone Crossing Ste. 140 Indianapolis, Indiana 46240 Phone : 317-253-1640 Email : kjones@sbe.org Scott Jones	N	0
50	Talent Dynamics Florida Email : hedding@talentdynamics.com Christina Hedding	N	0
51	The Institute of Production and Recording 312 Washington Avenue North Minneapolis, Minnesota 55401 Phone : 612-375-1900 Email : srobinson@ipr.edu Sandy Robinson	Y	0
52	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 : sbgresumes@sbgstv.com Broadbean Source	N	0
53	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
54	Trade Website	N	5
55	TV Jobs P.O Box 4116 Oceanside, California 92052 Phone : 760.754.8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : admin@tvjobs.com Mark Holloway	N	9

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
56	Urban League of Broward County 11 N.W. 36th Avenue Ft. Lauderdale, Florida 33311 Phone : 954-584-0777 Email : mcoe@ulbcfl.org Marie Coe	N	0
57	Urban League of Greater Miami 8500 N.W. 25th Avenue Miami, Florida 33147 Phone : 305-696-4450 Email : twfair@bellsouth.net T. Willard Fair	N	0
58	Urban League of Palm Beach County 1700 N Australian Avenue West Palm Beach, Florida 33407 Email : mellis@ulpbc.org Career Services	N	0
59	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
60	Walk In/Self-Referral	N	1
61	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Url : NEWS Only Email : mike.wong@asu.edu Michael Wong	Y	0
62	West Virginia University of Journalism Florida Email : maryanne.reed@mail.wvu.edu Marianne Reed	N	0
63	Women In Communications, Inc c/o P.B. Co. School Board 3320 Forest Hill Blvd West Palm Beach, Florida Phone : 561-434-8000 Email : stewartde@palmbeach.k12.fl.us Deborah Stewart	N	0
64	Word of Mouth Referral	N	5

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<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>
65	WPEC website 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : <a href="http://www.cbs12.com">http://www.cbs12.com</a> Ursula Peak Manual Posting	N	7
66	WTCN my15 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : <a href="http://my15wtcn.com">http://my15wtcn.com</a> Ursula Peak Manual Posting	N	0
67	WTVX 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : <a href="http://www.wearewestpalm.com">http://www.wearewestpalm.com</a> Ursula Peak Manual Posting	N	1
68	WWHB - Azteca 48 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : <a href="http://azteca48.com">http://azteca48.com</a> Ursula Peak Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>168</b>

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**III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2015	Establishment of training programs for station personnel	<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 decision 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>	150	

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**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>
2	10/1/2015	Establishment of an intern program designed to assist members of the community	<p>The goal of our internship program is to recruit candidates, primarily junior and seniors, from colleges and prepare them for entry-level jobs with the broadcast industry.</p> <p>Program Objectives: Develop links with universities and colleges to promote WPEC as prospective employer. Create a symbiotic relationship between interns and WPEC employees. Provide interns with opportunities for translating classroom theories into industry applications. Inters will have a chance to develop practical skills that will improve their chances for success within the broadcast industry.</p> <p>Eligibility Requirements: The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably applicants should be communications majors, though other majors may be considered. The applicant must be at least 18 years of age. The applicant must be in good academic standing, as defined by his or her academic institution. The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid. In addition to meeting the institution's eligibility requirements, the applicant must meet the stations's eligibility requirements.</p> <p>From October 1, 2015 through September 30, 2016 the Station Employment Unit provided an Internship for one student. The Intern came to us from Auburn University, Auburn, Alabama. The intern worked with our News Department and Sales Department.</p>	3	Digital Content Manager General Sales Manager Executive Producer

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3	10/21/2015	Provision of training to management	Sinclair Broadcast Group, Inc. conducted Leadership Human Resources Training for 2 days, October 21st and 22nd. HR Contacts from all over the country were flown into Corporate to learn about how to be the best HR contact for the station; the HR/Business Manager for WPEC/WTVX/WTCN/WWHB Kim Ferraro was in attendance for both days. We learned about FCC/EEO, Hiring, ADA, FLSA, EEOC and DOL Compliance, FMLA, supporting the Company's open door policy, performing our job well, sharing accountability and partnering with other station management to accomplish our goals. We all were able to share ideas during discussions and were able to take back ideas on things to implement at our station.	1	Accounting Manager
4	10/22/2015	Participation in Job Fairs	The 2015 Fall Job Fair for Palm Beach State College was held at the North Campus in Palm Beach Gardens in the Bio Science building on 10/22/15 from 1:00 PM to 4:00 PM. Bob Butterfield, Mike Rajewski, Michael Raskin and Ursula Peak represented WPEC/WTVX/WTCN/WWHB. Talked to possible applicants about our Open positions and encouraged them to go to our Website and apply on line for our open positions. Had some interest in our Internship program. Around 50 businesses and 11 Universities participated in the Job Fair.	4	General Manager Director of Sales General Sales Manager HR Coordinator
5	12/15/2015	Participation in events or programs sponsored by educational institutions	Suzanne Boyd conducted a station tour to the TV Production class from Plumosa Elementary School in Delray Beach. They learned about the news gathering process, how video gets edited and put on TV and they tried out the green screen. They also learned how the directors punch a show and they saw Master Control.	1	News Anchor

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6	1/20/2016	Participation in events sponsored by community groups	Suzanne Boyd gave a tour of the Station to the Senior Croup from Addison Country Club. She explained how the news gathering process works and how we get it on TV. They tried out the green screen and learned about the weather from Chris Farrell and how our meteorologists create graphics. She also showed them the control room and how Master Control works.	2	Anchor Weather Anchor
7	3/28/2016	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.</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>	1	

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8	4/13/2016	Participation in Job Fairs	The 2016 Spring Job Fair for Palm Beach State College was held on 04/13/16 at the Lake Worth Campus in Lake Worth, Florida in the Gymnasium from 10:00 AM to 1:00 PM. Bob Butterfield, Gerry Marcelo and Ursula Peak represented WPEC/WTVX/WTCN/WWHB. Around 800 attendees visited the job fair and our booth. We brought back resumes for our open positions. We encouraged possible applicants to go to our Website and apply on line for our open positions. The job air was open to students and the community. Around 60 businesses and 11 Universities participated in the Job Fair.	3	General Manager Digital Content Manager HR Coordinator
9	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.
10	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.	4	Corporate Employment Manager

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11	9/10/2016	Participation in events or programs sponsored by educational institutions	Ric Blackwell conducted a station tour for the students and parents of the Communications Department at BAK Middle School of the Arts in West Palm Beach. The tour provided a behind-the-scenes look around the station, control room, master control HUB, newsroom and stdio. They participated in a Q & A at the end of the tour and they were excited to be able to set behind the news desk.	1	Anchor