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EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Morning News Anchor	3-8, 10-15, 17, 19, 21-25, 27-32, 35-53, 55-66, 69-74, 76-79, 81-91, 93-95, 98-99	79
Sales Account Executive (Experienced)	5-8, 10-12, 14-15, 17, 19, 21-25, 27, 29-32, 34-36, 38-41, 43-53, 55-66, 69-74, 77-79, 81, 83-85, 87-91, 93-96, 98-99	34
Newscast Producer	5-12, 14-15, 17, 19, 21-25, 27-32, 35-36, 38-41, 43-53, 55-66, 69-74, 77-78, 81, 83-85, 87-91, 93-96, 98	9
Reporter	3, 5-8, 10-15, 17-19, 21-25, 27-33, 35-36, 38-53, 55-66, 69-74, 76-78, 81-85, 87-91, 93-96, 98	74
Morning Newscast Executive Producer	3, 5-8, 10-15, 17, 19, 21-25, 27-32, 34-36, 38-53, 55-66, 69-74, 76-79, 81-85, 87-91, 93-96, 98	34
Newscast Director	3, 5-8, 10-15, 17-19, 21-25, 27-33, 35-36, 38-53, 55-66, 69-74, 76-79, 81-85, 87-91, 93-96, 98	18
Digital Producer	3, 5-15, 17-19, 21-25, 27-32, 35-36, 38-53, 55-66, 69-74, 76-79, 81-85, 87-91, 93-96, 98	18
Digital Sales Manager	5-8, 10-12, 14-15, 17, 19, 21-28, 30-32, 35-36, 38-41, 43-53, 55-66, 69-71, 73-74, 77-78, 81, 83-85, 87-91, 93-96, 98	41
News Photographer/Editor	3, 5-8, 10-15, 17-19, 21-28, 30-32, 35-36, 38-53, 55-65, 69-71, 73-74, 76-78, 81-85, 87-91, 93-98	18
Senior Broadcast Technician	5-8, 10-12, 14-15, 17, 19, 21-28, 30-32, 35-36, 38-41, 43-53, 55-66, 69-71, 73-75, 77-79, 81, 83-85, 87-91, 93-96, 98	79
Sales Account Executive	1, 5-8, 10, 12, 14-19, 21-28, 30-32, 35-36, 38-40, 43-53, 55-74, 77-79, 81, 83-85, 87-96, 98	79
Receptionist/Accounting Assistant	1, 5-8, 10, 12, 14, 16-19, 21-28, 30-32, 35-36, 38-41, 43-53, 55-62, 64-74, 77-78, 81, 83-85, 87-96, 98	18
Weekend Weather Anchor/Multimedia Journalist	5-8, 10, 12, 14, 17, 19-28, 30-32, 35-36, 38-41, 43-53, 55-62, 64-66, 69-74, 77-79, 81, 83-85, 87-91, 93-96, 98-99	79

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Digital Content Manager	5-8, 10, 12, 14-15, 17, 19, 21-28, 30-36, 38-41, 43-62, 64-66, 69-74, 77-78, 81, 83-85, 87-91, 93-96, 98-99	34
News Photographer- Editor	3, 5-8, 10, 12-15, 17-19, 21-28, 30-32, 35-36, 38-50, 52-62, 64-66, 69-74, 76-79, 81-85, 87-91, 93-96, 98-99	32
News Photographer- Editor	3, 5-8, 10, 12-15, 17-19, 21-28, 30-32, 35-36, 38-50, 52-62, 64-66, 69-74, 76-79, 81-85, 87-91, 93-96, 98-99	79
Digital Producer	5-8, 10, 12, 14-15, 17-19, 21-32, 35-36, 38-41, 43-62, 64-66, 69-74, 77-79, 81, 83-85, 87-91, 93-96, 98-99	18
Digital Sales Manager	5-8, 10, 12, 14-15, 17-19, 21-32, 35-36, 38-41, 43-62, 64-66, 69-74, 77-78, 81, 83-85, 87-91, 93-96, 98-99	18
Sales Account Executive	5-8, 10, 12, 14-15, 17-19, 21-25, 27-32, 35-36, 38-41, 43-57, 59-62, 64-66, 69-74, 77-79, 81, 83-85, 87-91, 93-96, 98	79
Operations Technician	3, 5-8, 10, 12-15, 17-19, 21-25, 27-32, 35-36, 38-62, 65-66, 69-74, 76-78, 81-85, 87-91, 93-96, 98	18
Reporter	2, 5-8, 10, 12, 14-15, 17-19, 21-25, 27-33, 35-36, 38-41, 43-55, 57-62, 65-66, 69-74, 77-78, 81, 83-85, 87-91, 93-96, 98	18
Newscast Producer	3, 5-8, 10, 12-15, 17, 19, 21-25, 27-33, 35-36, 38-55, 57-62, 65-66, 69-74, 76-78, 80-85, 87-91, 93-96, 98	80
Local Sales Manager	5-8, 10, 12, 14-15, 17, 19, 21-25, 27-32, 34-36, 38-41, 43-55, 57-62, 64-66, 69-74, 77-78, 81, 83-85, 87-91, 93-96, 98-99	34
Master Control Operator	5-8, 10, 12, 14-15, 17-19, 21-25, 27-32, 35-41, 43-58, 60-62, 64-66, 69-74, 77-78, 81, 83-85, 87-91, 93-96, 98-99	18

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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	Academy of The Sacred Heart 1250 Kensington Road Bloomfield Hills, Michigan 48304 Phone : 248-646-8900 Fax : 1-248-646-4143 Gretchen Parks	N	0
2	Agency Referral	N	1
3	American Meteorological Society 45 Beacon St. Boston, Massachusetts Phone : 617-226-3910 Email : bfarley@ametsoc.org Beth Farley	N	0
4	Art Institute of Pittsburgh 420 Blvd. of the Allies Pittsburgh, Pennsylvania 15219 Phone : 412-263-6600 Email : kgressem@aii.edu Career Services	N	0
5	Association for Women in Communications of Detroit PO Box 1288 Royal Oak, Michigan 48068 Phone : 866-385-1784 Email : info@womcomdetroit.org Fax : 1-248-369-0622 Jane Miller	N	0
6	Baker College of Flint 1050 W. Bristol Rd. Flint, Michigan 48507 Phone : 810-766-4201 Email : niki.perkins@baker.edu Niki Perkins	N	0
7	Baker College, Owosso-Career Services 1020 South Washington Street Owosso, Michigan 48867 Phone : 989-729-3322 Fax : 1-989-729-3330 Lisa Lynch	N	0

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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
8	Bay Area Chamber of Commerce Commerce One Building 910 Saginaw St. Bay City, Michigan Phone : 989-893-4567 Email : chamber@baycityarea.com Fax : 1-989-895-5594 Leann Harrison	N	0
9	Career Fair	N	2
10	Careerbuilder 1750 Tyson Blvd 4th Floor McLean, Virginia 22102 Phone : 703-637-7912 Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	3
11	Catholic Social Services 10291 Grand River Road # D Brighton, Michigan 48116 Fax : 1-810-987-9105 Career Services	N	0
12	Chinese Association of Greater Detroit CAGD PO Box 1343 Troy, Michigan 48099 Phone : 313-845-3101 Email : info@acadetroit.org Da-zong Wang	N	0
13	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
14	Concerned Pastors for Social Action 3502 Lapeer Road Flint, Michigan 48503 Phone : 810-743-3900 Fax : 1-810-743-2212 Pastor Marvin Jennings	N	0

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15	Davenport University, Midland 3555 East Patrick Road Midland, Michigan 48642 Phone : 989-835-5588 Fax : 1-989-835-8363 John Jones	N	0
16	Davison High School DTV 1250 N. Oak Rd. Davison, Michigan 48423 Phone : 810-591-3531 Email : rscott@davisonschools.org Randy Scott	N	0
17	Delta College Delta College University Center, Michigan 48710 Phone : 989-686-9074 Email : jobplace@delta.edu Career Services	N	0
18	Employee Referral	N	20
19	Experience Works! 405 N. Euclid Ave. Bay City, Michigan 48706 Phone : 989-414-1252 Email : andrea_bridgewater@experienceworks.org Andrea Bridgewater	Y	0
20	Facebook post	N	1
21	Family Independence Agency of Oakland County 2100 North Woodward Avenue Stoneridge I East-Suite 200 Bloomfield Hills, Michigan 48304 Phone : 248-975-4829 Fax : 1-248-975-4855 Dorothy Butler	N	0
22	Ferris State University 1201 S State St Big Rapids, Michigan 49307 Phone : . Url : www.ferris.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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23	First Ward Community Services 1410 North Twelfth Street Saginaw, Michigan 48601 Phone : 989-753-0411 Fax : 1-989-753-0360 Sheilda Braddock	N	0
24	Genesee Area Skill Center 5081 Torrey Road Flint, Michigan 48507 Phone : 810-760-1444 Fax : 1-810-591-7570 Mike Martel	N	0
25	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
26	Goodwill Industries of Mid-Michigan, Inc. 501 South Averil Avenue Flint, Michigan Phone : 810-733-2830 Email : sdavis@goodwillmidmichigan.org Scott Davis	Y	0
27	Grand Rapids Urban League 745 Eastern SE Grand Rapids, Michigan 49507 Phone : 616-245-2207 Fax : 1-616-245-7026 Elzie Honicutt	N	0
28	Grand Valley State University 206 Student Services Center 1 Campus Drive Allendale, Michigan 49401 Phone : 616-331-6859 Email : sbgresumes@sbgstv.com Judy DeBoer	N	0
29	Growth and Opportunity, Inc 525 South Court Street Lapeer, Michigan 48446 Phone : 810-664-8504 Fax : 1-810-969-4461 Robert Shemanski	N	0

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30	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
31	Hispanic American Council 1356 Portage Street Kalamazoo, Michigan 49006 Phone : 269-385-6279 Fax : 1-269-385-2803 Sharon Rodriguez	N	0
32	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	6
33	Internal Candidate	N	6
34	Internal Hire	N	4
35	Ithaca College 953 Danby Rd Ithaca, New York 14850 Email : sbgresumes@sbgstv.com Sharon Pickeral	N	0
36	ITT Technical Institute 6359 Miller Road Swartz Creek, Michigan 48473 Phone : 810-628-2500 Email : VLewandowski@itt-tech.edu V. Lewandowski	Y	0
37	Job Corps Center-Flint/Genesee 2400 North Saginaw Street Flint, Michigan 48502 Phone : (810) 553-4356 Url : http://www.jobcorps.gov/home.aspx Email : business@jobcorps.gov Fax : 1-810-233-3781 Thressa Green-Bradley	N	0

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38	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
39	Kettering University - Cooperative Edu. and Career Services 1700 W Third Avenue Flint, Michigan 48504 Phone : 810-762-9648 Fax : 1-810-762-9837 Tammy Loud	N	0
40	LAPEER COUNTY SOCIAL SVC 1505 SUNCREST DR P.O. BOX 400 LAPEER, Michigan 48446 Phone : 810-667-0801 Fax : 1-810-667-0795 THOMAS DILLON	N	0
41	Linked in 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	2
42	Media Line PO Box 51909 Pacific Grove, California 936950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
43	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
44	Michigan Association of Broadcasters (MAB) 819 N. Washington Ave. Lansing, Michigan 48906 Phone : 800-968-7622 Email : jobbank@michmab.com Fax : 1-517-484-5810 Denise Weston	N	2

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45	Michigan Tech University 1400 Townsend Dr Houghton, Michigan 49931 Phone : 906-487-1885 Url : www.mtu.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
46	Michigan Works - One Stop Career Center 35209 Gratiot Clinton Township, Michigan 48305 Phone : 810-982-4271 Fax : 1-810-233-8652 Career Services	N	0
47	Michigan Works / Dept of Social Services 2300 East Grand River Suite 1 Howell, Michigan 48843 Phone : 517-548-0200 Fax : 1-517-548-0298 Susan Fulton	N	0
48	Michigan Works-Great Lakes Bay 1600 North Michigan Room 400 Saginaw, Michigan 48602 Phone : 989-754-1144 Fax : 1-989-754-1439 Ed Oberski	N	0
49	Michigan Works-JobLink Career Center-Oakland County 1839 North Perry Pontiac, Michigan 48340 Phone : 248-276-9470 Email : almstadtj@oakgov.com Roland Hill	N	0
50	Michigan Works-Saginaw County MRS Office 614 Johnson Street Saginaw, Michigan 48607 Phone : 989-758-1171 Fax : 1-989-752-3065 Carolyn Newell	N	0
51	Michigan Works-ThumbWork-Lapeer County 550 Lake Drive Lapeer, Michigan 48446 Phone : 810-664-1680 Fax : 1-810-664-6740 Diane Rankin	N	0

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52	Michigan Works-ThumbWorks-Marlette Employment and Training Consortium 3270 Wilson Street Marlette, Michigan 48453 Phone : 989-635-3561 Email : jbilliau@thumbworks.org Fax : 1-989-635-2230 Jessica Billiau	N	0
53	Michigan Works-ThumbWorks-Tuscola County 1184 Cleaver Road Suite 900 Caro, Michigan 48723 Phone : 989-673-8103 Fax : 1-989-673-5040 Marvin N. Pichla	N	0
54	Mission of Hope 4618 Roberts Street Flint, Michigan 48505 Phone : 810-259-2360 Url : www.hope4flint.org Email : bobby@hope4flint.org Bobby Jackson	Y	0
55	Mort Meisner Associates 26711 Woodward Ave. Suite 203 Huntington Woods, Michigan 48070 Phone : 248-545-2222 Url : **News Only ** Email : mort@mortmeisner.com Mort Meisner	Y	0
56	Mott Community College Career & Job Placement Center 1401 E. Court St. Flint, Michigan Phone : 810-762-0200 Email : cindy.mcdaniel@mcc.edu Career Services	N	1
57	Mott Community College Latino Club 1401 E. Court St. Flint, Michigan Phone : 810-762-5125 Email : carlos.cisneros@mcc.edu Fax : 1-810-232-9520 Carlos Cisneros	N	0

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58	National Association of Career Women - Macomb PO Box 268 Sterling Heights, Michigan 48311 Phone : 810-465-2200 Email : aauwmi@aauwmi.org Gretchen Hupp	N	0
59	New Horizons Rehabilitation Services, Inc 303 West Water Street Flint, Michigan 48503 Phone : 810-768-0093 Fax : 1-810-768-7504 Mandi McCann	N	0
60	Northern Michigan University 1401 Presque Isle Ave Marquette, Michigan 49855 Phone : 906-227-1000 Url : www.nmu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
61	Northwestern University / Medill School of Journalism 107B Fisk Hall 1845 Sheridan Rd. Evanston, Illinois 60208 Phone : 847-491-3636 Url : News Only *** Email : medillcareerservices@northwestern.edu Career Services	N	1
62	Northwood University 4000 Whiting Dr. Midland, Michigan 48640 Phone : 989-837-4335 Email : career@northwood.edu Fax : 1-989-837-4499 Emily Browne	N	0
63	Ohio and Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-447-9117 Fax : 1-216-642-9232 Gary James	N	0

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64	Pure Michigan / Michigan Works 711 N Saginaw St Flint, Michigan 48503 Phone : 810-233-5974 Fax : 1-810-233-7650 Career Services	N	0
65	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
66	Rochester College 800 West Avon Road Rochester Hills, Michigan 48307 Phone : 248-218-2011 Fax : 1-248-218-2235 Essie Bryan	N	0
67	Saginaw Intermediate School District 6235 Gratiot Road Saginaw, Michigan 48638 Phone : 989-799-4733 Fax : 1-989-249-8756 Linda Jensen	N	0
68	Saginaw Public Schools Media Center 1505 Ottawa Blvd. Saginaw, Michigan 48602 Phone : 989-399-6737 Fax : 1-989-399-6717 Jessie Gonzales	N	0
69	Saginaw Valley State University Wickes Hall 270 7400 Bay Road University Center, Michigan 48710 Phone : 989-964-4954 Url : www.svsu.edu Email : careers@svsu.edu Fax : 1-989-964-2602 Mike Major	N	0

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70	SALVATION ARMY 118 W LAWRENCE ST PONTIAC, Michigan 48341 Phone : 248-338-9601 Fax : 1-248-334-0442 Career Services	N	0
71	SALVATION ARMY 211 W KEARSLEY ST FLINT, Michigan 48502 Phone : 810-232-2199 Fax : 1-810-232-0356 Career Services	N	0
72	Selective Case Management 3110 Davenport Ave. Saginaw, Michigan 48602 Phone : 989-249-8844 Email : sternberghr@selectivecase.org Rena Sternbergh	Y	0
73	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
74	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : www.sbgi.net Email : employment@sbgvtv.com Sharon Pickeral	N	2
75	Society of Broadcast Engineers 9102 N. Meridian St. Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Email : Kjones@sbe.org Career Services	N	0

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76	Southern Illinois University - Dept. of Radio and Tel. 1400 Douglas Drive Carbondale, Illinois 62901 Phone : 618-536-7555 Email : jeank@siu.edu Fax : 1-618-453-6982 Jean Rendleman Miner	N	0
77	Specs Howard School of Broadcast Arts 19900 West Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Email : dkernen@specshoward.edu Dick Kernen	Y	0
78	Sportscasters Talent Agency of America 26101 Del Rey Suite A Mission Viejo, California 92691 Phone : 949-648-7822 Url : News Only *** Email : jon@staatalent.com Jon Chelesnik	Y	0
79	Station Website	N	13
80	Station Website Posting (One or More SEU Stations)	N	3
81	Syracuse University Syracuse, New York 13244 Phone : 315-443-1870 Email : careers@syr.edu Career Services	N	0
82	Talent Dynamics 600 E Colinas Blvd Ste 100 Irving, Texas 75039 Email : hedding@talentdynamics.com Christina Hedding	N	0
83	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

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84	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
85	Tuscola County Department of Human Services 1365 Cleaver Road Tuscola County Caro, Michigan 48723 Phone : 989-673-9100 Fax : 1-989-673-9209 Len Richards	N	0
86	TV and Radio Jobs Michigan Career Services Manual Posting	N	0
87	TVjobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Career Services	N	4
88	University of Michigan Flint Times Newspaper 381 University Center Flint, Michigan Phone : 810-762-3475 Fax : 1-810-762-3023 Career Services	Y	0
89	University of Michigan Flint-Career Development Center 285 University Pavilion 303 East Kearsley Street Flint, Michigan 48502 Phone : 810-762-3085 Fax : 1-810-762-3024 Barbara Griffin	N	0
90	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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91	VARP-28 VR & E Michigan Dept. of Career Dev. 477 Michigan Ave. Detroit, Michigan 48226 Phone : 313-964-6595 Fax : 1-313-226-2732 James Robinson	N	0
92	Walled Lake Western High School 600 Beck Rd. Walled Lake, Michigan 48390 Phone : 248-956-4902 Fax : 1-248-956-4718 Jenny Griffith	N	0
93	Walsh College PO Box 7006 3838 Livernois Road Troy, Michigan 48007 Phone : 248-823-1625 Fax : 1-248-689-3306 Elizabeth Barnes	N	0
94	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
95	Wayne State University 1001 FAB 656 West Kirby Detroit, Michigan 48202 Phone : 313-577-3390 Fax : 1-313-577-4995 Ron Kent	N	0
96	Western Michigan University 1903 W Michigan Ave Kalamazoo, Michigan 49008 Phone : . Email : sbgresumes@sbgstv.com Career Center	N	0
97	Word of Mouth Referral	N	1

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98	Work Skills Corporation 100 Summit PO Box 568 Brighton, Michigan 48116 Phone : 517-227-4868 Fax : 1-810-227-1344 Brenda Ochodnicky	N	0
99	YWCA of Greater Flint 310 East Third Street Flint, Michigan 48503 Phone : 810-238-7621 Fax : 1-810-963-5002 Peggy Cooper	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			73

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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	7/15/2016	Participation in events sponsored by community groups	Kristen Aguirre (anchor) and Ilse Hayes (reporter) went to the Michigan Latino Summit to take part in discussions about the over-representation and under-representation of Latinos in the Media Industry.	2	Anchor Reporter
2	7/22/2016	Participation in events or programs sponsored by educational institutions	An 11 year-old boy (TJ Shillings) is very interested in meteorology and science as a field of study and a career, so he spent a morning shadowing Ahmad Bajjey, while covering several topics: Meteorology, forecasting weather, weather computers/technology, and pitching stories	1	Meteorologist
3	8/2/2016	Participation in events or programs sponsored by educational institutions	Ahmad Bajjey (Meteorologist) had a group of approximately 30 students from the St. Michael's Child Care Center come to visit the station. While here, they learned about news production, weather, forecasting, story editing, writing, and overall news operation.	1	Meteorologist
4	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, News Development News Talent Manager
5	8/10/2016	Participation in events or programs sponsored by educational institutions	Rachel Farley, student at SVSU, wanted to job shadow one of our reporters (Jennifer Proffitt) to decide if this was the career she wanted.	1	Reporter

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	8/25/2016	Sponsorship of events in the community designed to increase public awareness	Hosted a Station Open House to show our new facility to community officials, community organizations, and clients. The open house allowed these individuals to see the new facility, but it also allowed them to learn about the various roles within the station.	50	General Manager Promotions Manager HR and Payroll Coordinator News Director
7	9/14/2016	Participation in Job Fairs	Mike Bradley (Local Sales Manager) and Gary Pringle (Business Manager) went to Northwood University's Fall Career Fair to recruit employees for our Business Department and future Account Executives.	2	Local Sales Manager Business Manager
8	9/17/2016	Sponsorship of events in the community designed to increase public awareness	WSMH hosted our annual Fall Festival. At this event, there was a booth called Kidcaster ran by many of our talent. It was designed to let the kids get a taste of what anchoring the news and predicting the weather is like. Over 500 attendees.	50	
9	10/7/2016	Participation in Job Fairs	Mike Bradley, Local Sales Manager, attended the SVSU Fall Career Fair looking for future sales candidates and accepting resumes/applications for other positions.	1	Local Sales Manager
10	10/12/2016	Participation in Job Fairs	Neille Giffune attended the Northern Michigan University Career Fair to try to build a relationship with a school that offers a Broadcasting program all while collecting resumes for future openings.	1	Assistant News Director
11	10/21/2016	Participation in events or programs sponsored by educational institutions	Nick Karlik is a senior from Chesaning Union High School, and is interested in a career in sound/engineering. He wanted to job shadow our Engineers to learn more and to complete a school project on the field.	2	Director of Engineering IT Manager

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12	10/27/2016	Participation in Job Fairs	Jeannene Evans, Business Manager of WSMH, Inc. d/b/a WWMT represented WWMT/CW7, WEYI and WSMH at the WMU/MAB Job fair at Western Michigan University in Kalamazoo, Michigan on Thursday, October 26, 2016. She met potential candidates and reviewed resumes for current and future job openings for these stations. All candidates were directed to the Sinclair sbgi.net website to apply for any potential openings. There were approximately 200 students who attended the job fair.	1	Business Manager
13	10/28/2016	Participation in events or programs sponsored by educational institutions	Gregg Hall (production manager) and Dave Bondy (anchor) went to Delta College to talk to hundreds, if not thousands, of high school students about jobs/careers in TV.	2	Production Manager Anchor/Reporter
14	11/15/2016	Participation in events or programs sponsored by educational institutions	Selleka Fick came to job shadow Jamie Kagol and learn about TV meteorology as a career. This was a school project through Swartz Creek High School.	1	Chief Meteorologist
15	11/22/2016	Participation in events or programs sponsored by educational institutions	Jamie Kagol went to Almont Middle School to talk to a 7th Grade class about weather science and meteorology as a career.	1	Chief Meteorologist
16	11/29/2016	Participation in events or programs sponsored by educational institutions	Jamie Kagol, Chief Meteorologist, went to Kuehn-Haven Middle School in Montrose to talk about weather science and meteorology as a career.	1	Chief Meteorologist

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
17	12/4/2016	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>	50	
18	3/25/2017	Participation in Job Fairs	Mike Schram (News Director) went to the CMU Career Fair for Broadcasting and Cinematic Arts to recruit for our Internship program, our Reporter positions, and any future openings.	1	News Director