

KTUL-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 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
Traffic Reporter/Meteorologist	1, 3-8, 10, 12-16, 18-19, 22-23, 27-32, 34-39, 41-44, 46-58, 60-62, 64-67, 69-80, 82-90	13
Multimedia Journalist	1-12, 14-19, 22-23, 26-39, 41-58, 60-90	72
Local Sales Assistant	1-10, 12, 14-19, 22-23, 26-32, 34-39, 41-58, 60, 62, 64-90	19
Executive Producer	1-10, 12, 14-19, 21-23, 26-32, 34-39, 41-58, 60, 62, 64-90	21
Digital Content Executive Producer	1-10, 12-20, 22-23, 26-32, 34-39, 41-58, 60, 62, 64-90	13
Master Control Operator	1-10, 12, 14-19, 22-23, 26-32, 34-39, 41-58, 60-62, 64-90	61
Production Photographer-Editor	1-23, 26-39, 42-58, 60, 62-90	21
Sales Account Executive	1-10, 12, 14-19, 22-23, 26-32, 34-40, 42-58, 60, 62, 64-88, 90	40
Sales Account Executive/Entry-Level	1-10, 12-19, 22-23, 25-32, 34-39, 42-60, 62, 64-90	13
Sales Account Executive/Entry-Level	1-10, 12-19, 22-23, 25-32, 34-39, 42-60, 62, 64-90	13
News Director	1-12, 14-20, 22-23, 26-39, 42-90	61
Technical Director	1-12, 14-20, 22-24, 26-39, 42-60, 62-90	31
News Photographer	1-12, 14-19, 22-23, 26-39, 42-90	61
Production Technician	1-10, 12, 14-19, 22-24, 26-32, 34-39, 42-62, 64-90	24
News Producer	1-23, 26-39, 42-60, 62-90	13
News Producer	1-23, 26-39, 42-60, 62-90	26
News Producer	1-23, 26-39, 42-60, 62-90	21
Digital News Producer	1-12, 14-20, 22-23, 26-39, 42-60, 62-90	26
News Anchor/Reporter	1-12, 14-23, 26-39, 42-60, 62-90	21
Senior Producer	1-3, 5-19, 22-23, 26-39, 42-56, 58-60, 62-90	13
Multimedia Journalist	1-3, 5-12, 14-19, 22-23, 26-39, 42-56, 58-60, 62-90	19
News Photographer	1-3, 5-19, 22-23, 26-39, 42-56, 58-60, 62-78, 80-90	13
News Anchor/Reporter	1-3, 5-19, 22-23, 26-40, 42-56, 58-60, 62-78, 80-90	40
Multimedia Journalist	1-3, 5-12, 14-19, 22-23, 26-39, 42-56, 58-60, 62-78, 80-90	72

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News Photographer	1-3, 5-12, 14-19, 22-23, 26-39, 42-56, 58-78, 80-90	61

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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	Abilene Christian University PO Box 27892 Abilene, Texas 79699 Phone : 325-674-2812 Url : http://www.acu.edu Email : baconc@acu.edu Cheryl Bacon	N	0
2	Alabama State University 915 South Jackson Street Montgomery, Alabama 36104 Phone : 334-229-4200 Url : http://www.alasu.edu Email : sbgresumes@sbgstv.com David Okeowo	N	0
3	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 871-695-2474 Url : http://www.radioschool.com Email : michelle@radioschool.com Michelle McConnell	Y	0
4	Arkansas State University PO Box 2490 State University, Arkansas 72467 Phone : 870-972-3159 Url : http://www.astate.edu Email : hproffitt@astate.edu Holly Proffitt	N	0
5	Baylor University PO Box 97353 Waco, Texas 76798 Phone : 254-710-6348 Url : http://www.baylor.edu Email : sbgresumes@sbgstv.com Sara Stone	N	0
6	Bethel College 300 East 27th Street North Newton, Kansas 67117 Phone : 316-284-5326 Url : http://www.bethelks.edu Email : jbjerum@bethelks.edu Joanna Bjerum	N	0

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7	Cameron University 2800 West Gore Lawton, Oklahoma 73505 Phone : 580-581-2477 Url : http://www.cameron.edu Email : stevea@cameron.edu Steve Adams	Y	0
8	Cameron University Career Services 2800 West Gore Lawton, Oklahoma 73505 Phone : 580-581-6769 Url : http://www.cameron.edu Email : hirecameronaggies@cameron.edu Paula Merrifield	Y	0
9	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
10	Chickasaw Nation Placement Service PO Box 1548 Ada, Oklahoma 74821 Phone : 580-436-2603 Url : http://www.chickasaw.net Email : amy.boatwright@chickasaw.net Amy Boatwright	Y	0
11	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
12	East Central University 1100 East 11th Street PMB-5-17 Ada, Oklahoma 74820 Phone : 580-559-5890 Url : http://www.ecok.edu Email : saunkeah@ecok.edu Peggy Sanukeah	Y	0
13	Employee Referral	N	14

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14	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
15	Harding University PO Box 10765 Searcy, Arkansas 72149 Phone : 501-279-4040 Url : http://www.harding.edu Email : gblackstone@harding.edu Ginger Blackstone	Y	0
16	Harding University VideoWorks PO Box 10853 Searcy, Arkansas 72149 Phone : 501-279-4253 Url : http://www.harding.edu Email : mprior@harding.edu Mark Prior	N	0
17	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
18	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
19	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
20	Internal Candidate	N	10

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Internal Hire	N	4
22	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : eloise@ithaca.edu Eloise Green	Y	0
23	Jackson State University PO Box 17280 Jackson, Mississippi 39217 Phone : 601-979-2477 Url : http://www.jsums.edu Alisa Hughes Manual Posting	Y	0
24	Job Board	N	2
25	John Brown University 2000 West University Street Siloam Springs, Arkansas 72761 Phone : 479-524-7282 Url : http://www.jbu.edu Chris Confer Manual Posting	Y	0
26	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	2
27	Kansas State University Kedzie Hall, Room 105 Manhattan, Kansas 66506 Phone : 785-532-3952 Url : http://www.k-state.edu Email : adl@k-state.edu Aribel Leon-Lunn	Y	0
28	Langston University PO Box 1255 Langston, Oklahoma 73050 Phone : 405-466-3240 Url : http://www.langston.edu Email : jawallace@langston.edu James Wallace	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
29	Langston University PO Box 1255 Langston, Oklahoma 73050 Phone : 405-466-2033 Url : http://www.langston.edu Email : cdross@langston.edu Carolyn Ross	Y	0
30	Lincoln University PO Box 29 Jefferson City, Missouri 65101 Phone : 573-681-5196 Url : http://www.lincoln.edu Email : govangd@lincolnu.edu Don Govang	Y	0
31	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	2
32	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
33	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
34	Metropolitan Tulsa Urban League 240 East Apache Street Tulsa, Oklahoma 74106 Phone : 918-584-0001 Url : http://www.mtul.org Email : ceo@mtul.org Marquetta Finley	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
35	Midwestern State University B110 Fain Fine Arts Center Wichita Falls, Texas 76308 Phone : 940-397-4391 Url : http://www.mwsu.edu Email : jim.sernoe@mwsu.edu Jim Sernoe	Y	0
36	Missouri Southern State University 3950 East Newman Road WH 362 Joplin, Missouri 64801 Phone : 417-625-3196 Url : http://www.mssu.edu Email : l Larson-k@mssu.edu Kelly Larson	Y	0
37	Missouri Valley College 500 East College Marshall, Missouri 65340 Phone : 660-831-4618 Url : http://www.moval.edu Email : bergmant@moval.edu Tiffany Bergman	Y	0
38	Muscogee Creek Nation PO Box 580 Okmulgee, Oklahoma 74447 Phone : 918-732-7777 Url : http://www.muscogeenation-nsn.gov Email : jmcbee@mcn-nsn.gov Jessinna McBee	Y	0
39	National Alliance of State Broadcasters Associations Oklahoma Phone : 760-754-8117 Url : http://www.careerpage.org Suzan Strong Manual Posting	N	0
40	Non-Employee Referral	N	3
41	Northeastern State University 705 North Grand Tahlequah, Oklahoma 74464 Phone : 918-444-3110 Url : http://www.nsuok.edu Email : keend@nsuok.edu Desiree Keen	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
42	Northwestern Oklahoma State University 709 Oklahoma Blvd Alva, Oklahoma 73717 Phone : 580-327-8606 Url : http://www.nwosu.edu/recruitment Email : lifranz@nwosu.edu Lisa Franz	Y	0
43	Oklahoma Association of Broadcasters 6520 North Western Suite 104 Oklahoma City, Oklahoma 73116 Phone : 405-848-0771 Url : http://www.oabok.org Nancy Struby Manual Posting	N	0
44	Oklahoma State University 206 Paul Miller Building Stillwater, Oklahoma 74078 Phone : 405-744-8282 Url : http://www.okstate.edu Email : jack.hodgson@okstate.edu Jack Hodgson	Y	0
45	Oklahoma State University 360 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-5253 Url : http://www.okstate.edu Email : sbgresumes@sbgstv.com Bianca Townsend	N	0
46	Oklahoma State University in Tulsa 700 North Greenwood NH130 Tulsa, Oklahoma 74106 Phone : 918-594-8353 Url : http://www.osu-tulsa.okstate.edu Email : careers@okstate.edu Patti Schmigle	Y	0
47	Oklahoma State University Institute of Technology 1801 East 4th Street Okmulgee, Oklahoma 74447 Phone : 918-293-4796 Url : http://www.go.osuit.edu Email : glenda.orosco@okstate.edu Glenda Orosco	Y	0

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48	Oral Roberts University 7777 South Lewis Avenue Tulsa, Oklahoma 74171 Phone : 918-495-6912 Url : http://www.oru.edu Email : careers@oru.edu Holly Tumpkin	Y	0
49	Oral Roberts University 7777 South Lewis Avenue Tulsa, Oklahoma 74171 Phone : 918-495-6674 Url : http://www.oru.edu Email : cfreudenrich@oru.edu Christi Freudenrich	N	0
50	Oral Roberts University 7777 South Lewis Avenue Tulsa, Oklahoma 74171 Phone : 918-495-6721 Url : http://www.oru.edu Email : eculp@oru.edu Even Culp	Y	0
51	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
52	Rose State College 6420 SE 15th Street Midwest City, Oklahoma 73110 Phone : 405-733-7488 Url : http://www.rose.edu Email : aloveless@rose.edu Alyssa Loveless	Y	0
53	Sam Houston State University PO Box 2207 Huntsville, Texas 77341 Phone : 936-294-1342 Url : http://www.shsu.edu Email : klm022@shsu.edu LeeAn Muns	Y	0

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54	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
55	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	3
56	Society of Broadcast Engineers 535 North Greenwood Avenue Tulsa, Oklahoma 74105 Phone : 918-561-1700 Email : newton@oeta.tv Roger Newton	Y	0
57	Southeastern Oklahoma State University 1405 North 4th Avenue Durant, Oklahoma 74701 Phone : 580-745-3198 Url : http://www.se.edu Scott Hensley Manual Posting	N	0
58	Southern Nazarene University 6729 NW 39th Expressway Bethany, Oklahoma 73008 Phone : 405-491-6600 Url : http://www.snu.edu Email : mkyzer@snu.edu Melany Kyzer	Y	0
59	Southwestern Oklahoma State University 100 Campus Drive Weatherford, Oklahoma 73096 Phone : 580-774-3233 Url : http://www.swosu.edu Jonna Myers Manual Posting	Y	0

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60	Spartan School of Aeronautics 8820 East Pine Street Tulsa, Oklahoma 74115 Phone : 918-831-5306 Url : http://www.spartan.edu Email : rworthington@spartan.edu Ron Worthington	Y	0
61	Station Website	N	12
62	Stephen F. Austin University PO Box 13048, SFA Station Nacogdoches, Texas 75962 Phone : 936-468-4001 Url : http://www.sfasu.edu Email : massmedia@sfasu.edu John Hendricks	Y	0
63	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
64	Texas A&M University - Kingsville 700 University Blvd MSC178 Kingsville, Texas 78363 Phone : 361-593-3401 Url : http://www.tamuk.edu Email : sbgresumes@sbgstv.com Manuel Flores	Y	0
65	Texas Southern University 3100 Cleburne Street Suite 152 Houston, Texas 77004 Phone : 713-313-6690 Url : http://www.tsu.edu Email : hawkinsvw@tsu.edu Vera Hawkins	N	0
66	Texas Southern University 3100 Cleburne Street Suite 152 Houston, Texas 77004 Phone : 713-313-7011 Url : http://www.tsu.edu Email : placementservices@tsu.edu Antoinette Roberson	Y	0

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67	Texas Tech University PO Box 43082 Lubbock, Texas 79409 Phone : 806-834-0348 Url : http://www.ttu.edu Email : sbgresumes@sbgstv.com Cameron Skoczlas	Y	0
68	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
69	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
70	Tulsa Community College 909 South Boston Tulsa, Oklahoma 74119 Phone : 918-595-7186 Url : http://www.tulsacc.edu Email : david.h.johnson@tulsacc.edu David Johnson	N	0
71	Tulsa Technology Center PO Box 477200 Tulsa, Oklahoma 74147 Phone : 918-828-5000 Url : http://www.tulsatech.edu Email : deb.mccaskey@tulsatech.edu Deb McCaskey	N	0
72	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	5

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73	University of Arkansas 116 Kimpel Hall Fayetteville, Arkansas 72701 Phone : 479-575-6307 Url : http://www.uark.edu Email : sbgresumes@sbgvtv.com Larry Foley	Y	0
74	University of Arkansas at Pine Bluff 1200 North University Drive Mail Slot 4975 Pine Bluff, Arkansas 71601 Phone : 870-575-8461 Url : http://www.uapb.edu Email : riley@uapb.edu Yulanda Riley	Y	0
75	University of Central Oklahoma PO Box 196 100 North University Drive Edmond, Oklahoma 73034 Phone : 405-974-3846 Url : http://www.uco.edu Email : mScott@uco.edu Mark Scott	Y	0
76	University of Central Oklahoma PO Box 196 100 North University Drive Edmond, Oklahoma 73034 Phone : 405-974-2742 Url : http://www.uco.edu Email : dhill33@uco.edu Desiree Hill	Y	0
77	University of Central Oklahoma PO Box 196 100 North University Drive Edmond, Oklahoma 73034 Phone : 405-974-3346 Url : http://www.uco.edu Email : careers@uco.edu Barbara Osborn	Y	0
78	University of Kansas 1601 Irving Hill Road 110 Burge Union Lawrence, Kansas 66045 Phone : 785-864-7672 Url : http://www.ku.edu Email : kucareer@ku.edu Liz Caldwell	Y	0

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79	University of Missouri 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : http://www.missouri.edu Email : willisb@missouri.edu Barbara Willis	Y	1
80	University of North Texas 1155 Union Circle #311460 Denton, Texas 76203 Phone : 940-565-4917 Url : http://www.unt.edu Email : sbgresumes@sbgstv.com Nann Gopelerud	Y	0
81	University of Oklahoma 900 Asp Avenue Suite 323 Norman, Oklahoma 73019 Phone : 405-325-8327 Url : http://www.ou.edu Email : sbgresumes@sbgstv.com Sabrina DuFran	N	0
82	University of Texas Arlington 700 West Greek Row FA8118 Arlington, Texas 76019 Phone : 817-272-1246 Url : http://www.uta.edu Email : amclark@uta.edu Andrew Clark	Y	0
83	University of Texas Pan American 1201 West University ARHU Edinburg, Texas 78539 Phone : 956-665-7201 Url : http://www.utpa.edu Email : selberg@utpa.edu Greg Selber	Y	0
84	University of Tulsa Career Services 800 South Tucker Drive Tulsa, Oklahoma 74104 Phone : 918-631-2549 Email : shelly-holly@utulsa.edu Shelly Holly	Y	0

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85	University of Tulsa/Public Radio 800 South Tucker Drive Tulsa, Oklahoma 74104 Phone : 918-631-8577 Url : http://www.publicradiotulsa.org Email : public@publicmediatulsa.org Frank Christel	Y	0
86	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
87	Walter Cronkite School of Journalism 555 North Central Avenue Suite 302 Phoenix, Arizona 85004 Phone : 602-527-0820 Email : mike.wong@asu.edu Michael K. Wong	Y	0
88	Women's Resource Center PO Box 5089 Norman, Oklahoma 73070 Phone : 405-364-9424 Url : http://www.wrcnorman.com Email : wrc@wrcweb.net Joanne Smith	N	0
89	Workforce Oklahoma 14002 East 21st Street Suite 1030 Tulsa, Oklahoma 74134 Phone : 918-796-1200 Url : http://www.ok.gov/oesc_web Email : ladeana.moore@oesc.state.ok.us LaDeana Moore	Y	0
90	YWCA Resources Center 1503 South Denver Tulsa, Oklahoma 74119 Phone : 918-588-9393 Url : http://www.ywcatulsa.org Email : info@ywcatulsa.org Job Listings	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			64

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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	2/29/2016	Participation in Job Fairs	Participated in the 2016 Networking Event hosted by Oklahoma State University School of Media & Strategic Communications and Oklahoma State Career Services Department. Met with students from the department to discuss their career interests, provided information about career opportunities at KTUL that might pertain to their particular career interest. Also spoke to several students about career opportunities at KTUL.	1	HR Coordinator
2	3/21/2016	Participation in events or programs sponsored by educational institutions	From March 21, 2016 through May 13, 2016 one (1) student from Bishop Kelly High School spent on hour of class time each day at the station as part of the school's Career Internship Program. Based on the student's career interests, he was assigned to a sales manager who was responsible for scheduling the student to learn different aspects of digital and television sales. This gave the student a chance to ask questions about the job and to get a "hands on" feel for the occupation. This was a great way to teach a student about the broadcast industry. At the completion of the internship the student earned 1/2 credit toward graduation requirements.	1	Director of Sales
3	3/29/2016	Participation in events or programs sponsored by educational institutions	On March 29, 2016, three (3) seniors from Jenks High School visited our Station for the day. Based on their career interests, they were assigned to an employee who would show them around and explained what their job entailed daily for that position. These students had expressed interest in news producing, sports reporting and television production. They visited with the Executive Producer then shadowed a News Producer, a sports reporter, and the station's production manager. This gave the students a chance to ask questions about the job and to get a "hands on" feel for the occupation. This is a great program to show students about the broadcasting industry.	3	Executive Producer Sports Director Production Manager

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4	3/31/2016	Participation in Job Fairs	On March 31, 2016, Amy Miller, HR Coordinator participated in a job fair at the Oklahoma Associations of Broadcasters Education Foundation Student Day Career Fair from 10:00 a.m. to 11:30 a.m. This career fair was designed to attract students to visit many of the booths and find out about internships or job openings. Many students who were planning to graduate in May or December of 2016 or looking for a field to major in attended. Amy Miller informed the attendees about the station, broadcast industry and any current job openings.	1	HR Coordinator
5	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	6/13/2016	Establishment of an intern program designed to assist members of the community	KTUL has an established internship program that is designed to broaden educational development of those studying for careers in broadcasting as well as assisting members of the community to acquire skills needed for broadcast employment. Each intern applicant must be enrolled in an accredited college, university, vocational school or high school work-study program. The applicant must be majoring in communications, journalism, broadcast production techniques, business administration, marketing or some other field having a direct relationship to broadcasting. Also, the intern will select one department out of the five departments. Once the intern is selected, he or she will intern between 10 to 30 hours per week in the assigned department for that semester. During that time, the intern will learn the different aspects of that department. Once their internship is completed, then the supervisor of that department will inform the intern's professor that they have completed their internship successfully.	3	Promotions Manager Director of Sales Assignment Desk Manager
7	8/25/2016	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	Sinclair Corporate Employment Manager Sinclair News Talent Manager Sinclair Director of News Training and Development

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	9/30/2016	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>	19	