

**WHP, WLYH**  
**EEO PUBLIC FILE REPORT**

**April 1, 2014 - March 31, 2015**

**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
News Director	2-8, 10-15, 17, 20-21, 23, 25-34, 37, 40-41, 43, 45, 48, 51, 53-54, 56, 58-59	26
TV / Digital Sales Executive (Experienced)	2-7, 10-17, 21, 23-24, 27-35, 37, 40-41, 43, 45, 48-49, 51, 53-54, 56-59	24
Assignment Manager	2-8, 10-15, 17, 19, 21, 23, 25, 27-35, 37, 39-43, 45, 48, 51, 53-54, 56, 58-59	25
News Photojournalist	2-8, 10-15, 21, 23-25, 27-35, 37, 39-43, 45, 48, 51, 54, 56, 58-59	25
Assignment Editor	2-8, 10-15, 19, 21, 23, 27-35, 37, 39-43, 45, 48, 51, 54, 56, 58-59	19
Local Sales Assistant	2-8, 10-15, 21, 23, 27-35, 37, 39-43, 45, 48-49, 51, 53-54, 56-59	49
Commercial Production Manager	2-8, 10-15, 21, 23-25, 27-29, 31-35, 37-43, 45, 48, 51, 53-54, 56, 58-59	38
News Content / Web Producer	2-16, 21, 23, 25-29, 31-35, 37, 39-43, 45, 48, 51, 53-54, 56, 58-59	26
Production Assistant (full time)	2-5, 7-8, 10-15, 21-23, 27-29, 31-35, 37, 39-43, 45, 48-49, 51, 53-54, 56, 58-59	22
Morning Traffic Reporter/General Assignment Report	2-8, 10-16, 21, 23, 25, 27-29, 31-35, 37, 39-43, 45, 48, 51, 53-54, 56, 58-59	25
General Assignment Reporter	1-8, 10-15, 21, 23, 25, 27-29, 31-35, 37, 39-43, 45, 48, 51, 53-54, 56, 58-59	1
General Assignment Reporter	1-8, 10-15, 21, 23, 25, 27-29, 31-35, 37, 39-43, 45, 48, 51, 53-54, 56, 58-59	25
Local Sales Assistant	2-8, 10-15, 21, 23, 26-29, 31-35, 37, 39-43, 45, 48, 51, 53-54, 56-59	26
News Producer	2-8, 10-15, 21, 23, 26-29, 31-35, 37, 39-43, 45, 48, 51, 53-54, 56, 58-59	26
News Producer	2-8, 10-15, 21, 23, 26-29, 31-35, 37, 39-43, 45, 48, 51, 53-54, 56, 58-59	26
News Producer	2-8, 10-15, 21, 23, 26-29, 31-35, 37, 39-43, 45, 48, 51, 53-54, 56, 58-59	26
Production Assistant	2-8, 10-16, 21, 23, 27-29, 31-35, 37, 39-43, 45, 48-49, 51, 53-54, 56, 58-59	16
Production Assistant	2-8, 10-16, 21, 23, 27-29, 31-35, 37, 39-43, 45, 48-49, 51, 53-54, 56, 58-59	16
Commercial/Promotions Producer	2-8, 10-15, 21, 23-25, 27-29, 31-35, 37, 39-43, 45, 48, 51, 53-54, 56, 58-59	24
Production Assistant	2-8, 10-16, 21-24, 27-29, 31-33, 35-37, 39-43, 45-48, 50-56, 58-59	47

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Sales Account Executive, TV & Digital-Entry Level	2-7, 10-16, 21-24, 27-29, 31-33, 35, 37, 39-48, 51-56, 58-59	16
News Producer/Anchor	2-7, 10-16, 18, 21-22, 24, 27-37, 39-43, 45-48, 50-56, 58-59	16

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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	Agency Referral	N	1
2	American Broadcasting School 712 N Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Career Services	N	0
3	Annenberg School for Communication/USC 3502 Watt Way ASC 154 Los Angeles, California 90089 Phone : 213-821-1514 Email : meganh@usc.edu Megan Hutaff	N	0
4	Art Institute of Philadelphia 1622 Chestnut Street Philadelphia, Pennsylvania 19103 Phone : 215-405-6324 Email : sefoster@aia.edu Sean Foster	Y	1
5	Art Institute of York 1409 Williams Rd York, Pennsylvania 17402 Url : <a href="http://www.aia.edu">http://www.aia.edu</a> Email : sbgresumes@sbgstv.com Career Advisor	N	0
6	Art Institute of York Pennsylvania 1409 Williams Drive York, Pennsylvania 17402 Phone : 717-755-2300 Email : llauer@aia.edu Leslie Lauer	Y	0
7	Broadcast Institute of Maryland 7200 Harford Road Baltimore, Maryland 21234 Phone : 410-254-2770 Email : nb@bim.org Norm Brooks	Y	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	Bureau of Workforce Dev. Partnership 7th and Forster Streets Harrisburg, Pennsylvania 17120 Phone : 717-787-3354 Email : dzhmurkin@pa.gov Dimitri Zhmurkin	Y	0
9	Career Fair	N	1
10	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	8
11	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-4422 Email : ir2273@columbia.edu Izabela Rutkowski	Y	0
12	Connecticut School of Broadcasting One Mall Drive Suite 203 Cherry Hill, New Jersey 8002 Phone : 856-755-1200 Email : csbcherryhill@gocsb.com Hope Willis	Y	0
13	Dickinson College Career Center P O Box 1773 Carlisle, Pennsylvania 17013 Phone : 717-245-1069 Email : recruit@dickinson.edu Tammy Heberlig	Y	0
14	Dickinson College PO Box 1773 Carlisle, Pennsylvania 17013 Phone : 717-245-1069 Url : <a href="http://www.dickinson.edu">www.dickinson.edu</a> Email : heberlit@dickinson.edu Tammy Heberlig	Y	0

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15	Elizabethtown College One Alpha Drive Career Services Elizabethtown, Pennsylvania 17022 Phone : 717-361-1206 Email : careerservices@etown.edu Career Services	Y	0
16	Employee Referral	N	8
17	Employerpartnership 2400 Army Pentagin Washington, District of Columbia 20310 Url : <a href="http://www.employerpartnership.org">http://www.employerpartnership.org</a> Crystal Arcilla Manual Posting	N	0
18	First St. Johns Lutheran Church 140 West King Street York, Pennsylvania 17401 Phone : 717-843-8597 Email : gpmassociatesinc@netscape.com Gordon Moul	Y	0
19	Former Employee	N	2
20	Franklin & Marshall College P O Box 3003 Lancaster, Pennsylvania 17604-3003 Phone : 717-358-4449 Url : <a href="http://www.fandm.experience.com">www.fandm.experience.com</a> Joseph Gebbie Manual Posting	Y	0
21	Gettysburg College 300 North Washington Street Campus Box 425 Gettysburg, Pennsylvania 17325 Phone : 717-337-6662 Email : <a href="mailto:career@gettysburg.edu">career@gettysburg.edu</a> Sandy Buhrman	Y	0
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@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Howard University 525 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
24	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	4
25	Internal Candidate	N	15
26	Internal Transfer/Promotion	N	6
27	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : <a href="mailto:Eloise@ithaca.edu">Eloise@ithaca.edu</a> Eloise Green	Y	0
28	ITT Technical Institute 449 Eisenhower Boulevard Suite 100 Harrisburg, Pennsylvania Phone : 717-565-1700 Email : <a href="mailto:nlantz@itt-tech.edu">nlantz@itt-tech.edu</a> Nickolas Lantz	Y	0
29	Journalism Jobs Pennsylvania Phone : 510-653-1521 Email : <a href="mailto:dan@journalismjobs.com">dan@journalismjobs.com</a> Dan Rohn	N	0
30	Kaplan Career Institute 5650 Derry Street Harrisburg, Pennsylvania 17111 Phone : 717-901-5874 Email : <a href="mailto:btownsend@kaplan.edu">btownsend@kaplan.edu</a> Brenda Townsend	N	0

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31	Lebanon Valley College 101 North College Avenue Annville, Pennsylvania 17003 Phone : 717-867-6237 Email : careerservices@lvc.edu Sharon Givler	Y	0
32	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Danielle Anderson Manual Posting	N	3
33	Lycoming College 700 College Place Campus Box 154 Williamsport, Pennsylvania 17701 Phone : 570-321-4034 Email : cdc@lycoming.edu Peggy Kimble	Y	0
34	McCann School of Business 225 Market Street 3rd Floor Sunbury, Pennsylvania 17801 Phone : 570-286-3058 Email : sarah.hoffing@mccann.edu Sarah Hoffing	N	0
35	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 555--5555 Email : info@media-match.com Tammy Romaniuk	Y	0
36	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : medialine@medialine.com Mark Shilstone	N	0
37	Messiah College Career Center One College Avenue P.O. Box 4511 Grantham, Pennsylvania 17027 Phone : 717-691-6016 Email : career@messiah.edu Dwayne Keiffer	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
38	Non-Employee Referral	N	1
39	PA Career Link - Capital Region 349 Wiconisco Street Harrisburg, Pennsylvania 17110 Phone : 717-783-3270 Email : Kenhuling@pa.gov Ken Huling	Y	0
40	PA Career Link - South Central 100 N Cameron Street 1st Floor Harrisburg, Pennsylvania 17101 Phone : 717-236-7931 Email : gdillman@pa.gov George Dillman	N	0
41	PA career link / website post 2 South 2nd Street Harrisburg, Pennsylvania 17101 Phone : 717-780-6130 Email : sbgresumes@sbgstv.com Robert Burns	N	0
42	Penn State Harrisburg 777 West Harrisburg Pike Career Services - W117 Olmsted Middletown, Pennsylvania 17057 Phone : 717-948-6260 Email : cmg11@psu.edu Colleen Guy	Y	0
43	Penn State University 208 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-4349 Email : sbgresumes@sbgstv.com Bob Martin	Y	0
44	Penn State University Dept. of Meteorology 503 Walker Building University Park, Pennsylvania 16802-5013 Phone : 814-865-0478 Email : meteojobs@meteo.psu.edu Ginger Kowalchuk	N	1

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45	Pennsylvania Association of Broadcasting 8501 Paxton Street Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Email : gponti@pab.org Gail Ponti	N	0
46	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> 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 : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	1
48	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a> Email : employment@sbgstv.com Sharon Pickeral	N	2
49	Station Website	N	4
50	Talent Dynamics 600 Las Colinas Blvd Irving, Texas 45039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : hedding@talentedynamics.com Christina Hedding	N	0
51	The Sheffield Institute for Recording Arts 13816 Sunnybrook Road Phoenix, Maryland 21131 Phone : 410-628-7260 Email : josh@sheffieldav.com Lee Weinstock	Y	0

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52	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
53	Traffic Directors Guild of America 2600 Avenida Areopuerto # 114 San Juan Capistrano, California 92675 Phone : 949-429-7063 Email : <a href="mailto:tdga@cox.net">tdga@cox.net</a> Larry Keene	N	0
54	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	1
55	Walter Cronkite School of Journalism 555 Noth Central Avenue Suite 302 Phoenix, Arizona 85004 Url : News Only Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Michael Wong	Y	0
56	Wilson College 1015 Philadelphia Avenue Chambersburg, Pennsylvania 17201 Phone : 717-260-2006 x 3314 Email : <a href="mailto:career@wilson.edu">career@wilson.edu</a> Heather Drumm	Y	0
57	Word of Mouth Referral	N	3
58	York College Country Club Road York, Pennsylvania 17405 Phone : 717-815-1452 Email : <a href="mailto:abaldwin@ycp.edu">abaldwin@ycp.edu</a> Alice Baldwin	Y	0

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59	York Technical Institute 1405 Williams Road York, Pennsylvania 17402 Phone : 800-277-9675 Email : pam.sylo@yti.edu Carole Hanna	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>63</b>

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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>	<b>Points</b>
1	4/16/2014	Participation in events or programs sponsored by educational institutions	<p>Temple University (Harrisburg) Journalism Class speech Date of event 04/16/2014 Participant: Robert Hanrahan, Anchor</p> <p>Robb Hanrahan addressed a journalism class regarding TV Broadcasting, speaking about careers in the broadcast industry - providing insight into the news industry. Also mingling with attendees at the journalism class</p>	1	Anchor	0.25
2	4/19/2014	Participation in job banks, internet programs and other programs designed to promote outreach	<p>BroomBall for Autism Date of event 04/19/2014 Participants: James Tully, Weekend anchor/reporter Tom Russell, Chief Meteorologist</p> <p>James Tully and Tom Russell were celebrity guests for event hosted by Hershey Bears Booster Club, held at the Click Lewis Arena in Palmyra. Tom and James represented the station playing hockey as celebrity guests and mingling with other participants and attendees of the event. The event raised awareness and funds for Autism.</p>	2	Anchor Chief Meteorologist	1.00
3	4/22/2014	Participation in job banks, internet programs and other programs designed to promote outreach	<p>Lebanon Valley College No Text Zone event Date of event 04/22/2014 Participants: Heather Holloway, Production Manager Amy Shultz, Producer</p> <p>Creative Services and Penn State Hershey Medical Center had table at school event to further the Sinclair No Text Zone initiative to gather pledges from attendees to not text and drive.</p>	2	Production Manager Producer	1.00

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4	5/6/2014	Participation in events or programs sponsored by educational institutions	<p>Nye Elementary School -Informational Weather Talk  Date of event: 05/06/2014  Participant: Tom Russell, Chief Meteorologist</p> <p>Tom Russell served as guest speaker providing a speech on meteorology. Tom interacted with the class by answering questions on weather related topics. He was available for pics with the kids.</p>	1	Chief Meteorologist	0.25

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5	5/12/2014	Establishment of an intern program designed to assist members of the community	<p>2014 Spring/Summer News Department Internship</p> <p>Station Participants:            Julie Kupchella, Executive Producer            Stacey Hanrahan, Managing Editor            Tom Russell, Chief Meteorologist            Jason Bristol, Sports Director</p> <p>Intern participants:            News Dept, Derek Herman, Penn State Univ, 05/19-08/22/14            Sports Dept, Jennifer Ready, Syracuse Univ 07/01-08/22/14            Weather Dept, Jean Vivola, Millersville Univ 05/19-08/22/14            News Dept, Robert Wilson, Shippensburg Univ 05/12- 08/22/14            News Dept, Elizabeth Peter, Penn State Univ, 05/28- 08/22/14            News Dept, Samantha Mancuso, Penn State Univ,05/27- 08/22/14</p> <p>The goal of our internship program is to recruit students, primarily juniors and seniors, from colleges or universities and prepare them for entry-level jobs within the broadcast industry.</p> <p>The Program objectives are to develop relationships with universities and colleges to promote the Company as prospective employers. To create a symbiotic relationship between interns and employees. To provide interns with opportunities for translating classroom theories into industry applications. Interns have the chance to develop practical skills that will improve their chances for success within the broadcast industry.</p>	4	Executive Producer Managing Editor Chief Meteorologist Sports Director	1.00

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6	5/12/2014	Participation in job banks, internet programs and other programs designed to promote outreach	<p>Job Shadow program  Date of event 05/12/2014  Station Participant: Katalina Deaven, Topical Producer  Shadow Participant: Luke Rutledge</p> <p>The shadow program provides an opportunity for high school age children to sit with an employee and observe the employees job activities during a work shift. This allows the child to obtain an idea of what type of work is down throughout a day - it provided insight into the news business.</p>	1	Topical Producer	1.00
7	5/30/2014	Participation in job banks, internet programs and other programs designed to promote outreach	<p>Hersheypark Wellness Day  date of event 05/30/2014</p> <p>Participant: Jason Bristol, Sports Director</p> <p>Jason spoke about sports and how sports participation relates to overall health and wellness. Students started the day with an interactive and educational Health Fair as they worked their way through a study guide on nutrition and well-being. Event was promoted on news</p>	1	Sports Director	1.00
8	5/31/2014	Participation in events or programs sponsored by educational institutions	<p>Susquehanna Township School for the Arts Gala  Date of event 05/31/2014</p> <p>Participant: Sherry Christian, Anchor</p> <p>Sherry spoke at event and was available to speak with attendees about the broadcast business. The school is revenue-neutral, and instruction comes from existing art and drama teachers from the Susquehanna Twp School District.</p>	1	Anchor	0.25

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9	6/19/2014	Participation in job banks, internet programs and other programs designed to promote outreach	<p>86th Annual Jubilee Day</p> <p>Event date: 06/19/2014</p> <p>Participants: Brett Freitag, Creative Services Director Michelle Rydzanich, Assistant Creative Services Director Amy Shultz, Producer Katalina Deaven, Topical Producer</p> <p>Creative Services manned the No Text Zone table at the Mechanicsburg Annual Jubilee Day to further the Sinclair no text zone initiative. Promotional spots aired, facebook, news and website.</p> <p>Jubilee Day is the largest, longest running one day street fair on the east coast attracting up to 70,000 attendees. The 87th edition of this annual event features more than 325 vendors.</p>	4	Creative Services Director Assistant Creative Services Director Producer Topical Producer	1.00
10	6/20/2014	Participation in job banks, internet programs and other programs designed to promote outreach	<p>Job Shadow program</p> <p>Date of Event 06/20/2014</p> <p>Station Participant: Antonio Pena, Director Shadow Participant: Joell Feliciano</p> <p>The Shadow program provides an opportunity for high school age children to sit with an employee and observe the employees job activities during a work shift. This allows the child to obtain an idea of what types of assignments employees do throughout a day - provides insight into the news business.</p>	1	Director	1.00

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11	7/10/2014	Participation in Job Fairs	<p>Hiring Our Heroes</p> <p>Event held 07/10/2014</p> <p>Participants:  Michael Bothwell, Assistant News Director  Scott Beaver, Director of Sales</p> <p>Mike and Scott manned the WHP-TV booth at the job fair. Interacting with Veterans and their spouses, providing copies of job vacancies at the Station. Mike and Scott related to other Department Heads any potential candidates that would fit their particular department.</p> <p>This hiring event was conducted by the U.S. Chamber of Commerce Foundation, the Pennsylvania Department of Veterans Affairs (PADVA), the State of Pennsylvania Department of Workforce Development-Office of Veterans Services, the Department of Labor Veterans' Employment and Training Service (DOL VETS), the Pennsylvania Committee of the Employer Support of the Guard and Reserve (ESGR), the U.S. Department of Veterans Affairs, The American Legion, NBC News, and other local partners</p> <p>Location: Fort Indiantown Gap Armory  880 Bearty Avenue, Annville, PA 17003</p>	2	Assistant News Director Director Sales	0.25

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12	8/2/2014	Participation in Job Fairs	<p>Participants: Sharon Pickeral – Corporate Employment Manager, Stan Heist – News Talent Manager, Blaise Labbe, News Director for WOAI as well as several News employees who were in attendance.</p> <p>Sharon, Stan and Blaise represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Boston, MA; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.</p>	3	Corp Employment Manager News Talent Manager News Director WOAI	0.25
13	8/8/2014	Participation in Job Fairs	<p>Participants: Sharon Pickeral – Corporate Employment Manager, Stan Heist – News Talent Manager and several News employees who were in attendance.</p> <p>Sharon and Stan represented ALL news stations for Sinclair at the career expo at the National Association of Hispanic Journalists convention in San Antonio, TX; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.</p>	2	Corp Employment Manager News Talent Manager	0.25

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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>	<b>Points</b>
14	8/15/2014	Participation in Job Fairs	<p>Participants: Sharon Pickeral - Corporate Employment Manager, Stan Heist - News Talent Manager and a reporter from Reno, NV</p> <p>Sharon and Stan represented ALL news stations for Sinclair at the career expo at the Asian American Journalist Association convention in Washington, DC; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.</p>	3	Corporate Employment Manager News Talent Manager	0.25
15	10/25/2014	Participation in events or programs sponsored by educational institutions	<p>Harrisburg Area Community College 50th Anniversary Gala</p> <p>Event held 10/25/2014</p> <p>Participant: Sherry Christian Sherry participated as a speaker at this event. The event was held by the Harrisburg Area Community College to honor the 50th anniversary of the community college.</p>	1	Anchor	0.25

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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>	<b>Points</b>
16	2/16/2015	Establishment of an intern program designed to assist members of the community	<p>Internship program for the Creative Services Department Station Participant: Matthew DiFabio, Production Manager Intern: Samantha Nicodemo from York College of Pennsylvania Internship runs from: 02/16/15 thru 05/08/15</p> <p>The goal of our internship program is to recruit students, primarily juniors and seniors, from colleges or universities and prepare them for entry-level jobs within the broadcast industry.</p> <p>The program objectives: Develop relationships with universities and colleges to promote the Company as prospective employers. Create a symbiotic relationship between interns and employees. Provide interns with opportunities for translating classroom theories into industry applications. Interns have the chance to develop practical skills that will improve their chances for success within the broadcast industry.</p>	1	Production Manager	1.00
17	3/20/2015	Participation in Job Fairs	<p>Penn State University 16th Annual JobExpo.Comm</p> <p>Event was held on 03/20/2015</p> <p>Participants: Michael Bothwell, News Director</p> <p>Mike also represented Stan Heist – News Talent Manager at this event. Mike met with many potential candidates and reviewed resumes. Any potential candidates were given a list of all open positions. Mike talked with candidates about openings.</p>	1	News Director	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>10.25</b>