

WJAC
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
Investigative Reporter	1-10, 12-18, 22-26, 28-32, 34-39, 42-61, 63-86	26
News Assignment Editor	1-10, 12-18, 22-26, 28-32, 34, 36-39, 42-61, 63-87	37
Executive Producer	1-8, 10, 12-18, 21-26, 28-32, 34, 36-39, 42-61, 63-87	67
Executive Producer	1-8, 10, 12-18, 21-26, 28-32, 34, 36-39, 42-61, 63-87	21
Sports Multimedia Journalist	1-8, 10, 12-18, 22-25, 28-32, 34, 36-39, 42-61, 63-87	67
Business Manager	1-8, 10, 12-15, 17-18, 22-25, 28-32, 34-39, 42-48, 50-61, 63-72, 74-87	86
News Photographer	1-10, 12-18, 22-25, 28-32, 34-40, 42-61, 63-87	57
News Photographer	1-10, 12-18, 22-25, 28-32, 34-40, 42-61, 63-87	37
Sports Anchor/Reporter (Weekends)	1-10, 12-18, 20, 22-25, 28-32, 34-39, 42-61, 63-87	20
Marketing Consultant - State College	1-10, 12-15, 17, 19, 21-25, 28-32, 34-39, 42-48, 50-61, 63-72, 74-87	30
Marketing Consultant - State College	1-10, 12-15, 17, 19, 21-25, 28-32, 34-39, 42-48, 50-61, 63-72, 74-87	21
Marketing Consultant - State College	1-10, 12-15, 17, 19, 21-25, 28-32, 34-39, 42-48, 50-61, 63-72, 74-87	37
News Assignment Editor	1-10, 12-18, 22-26, 28-32, 34-39, 42-61, 63-87	67
Master Control Operator	1-15, 17-18, 22-25, 28-32, 34-40, 42-48, 50-61, 63-72, 74-87	40
News Producer	1-18, 20, 22-25, 28-32, 34-40, 42-61, 63-87	37
News Producer	1-18, 20, 22-25, 28-32, 34-40, 42-61, 63-87	20
Promotions Producer	1-10, 12-18, 21-25, 28-32, 34-39, 42-61, 63-87	21
Sales and Marketing Coordinator	1-10, 12-15, 17-18, 22-25, 28-32, 34-39, 42-48, 50-61, 63-72, 74-87	37
Bureau Multimedia Journalist/Reporter	1-10, 12-18, 20, 22-26, 28-32, 34-39, 42-61, 63-87	26
Bureau Multimedia Journalist/Reporter	1-10, 12-18, 20, 22-26, 28-32, 34-39, 42-61, 63-87	67
Bureau Multimedia Journalist/Reporter	1-10, 12-18, 20, 22-26, 28-32, 34-39, 42-61, 63-87	20

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	1-10, 12-15, 17-18, 21-26, 28-33, 35-39, 41-48, 50-72, 74-87	47
Master Control Operator	1-10, 12-15, 17-18, 21-26, 28-33, 35-39, 41-48, 50-72, 74-87	21
Master Control Operator	1-10, 12-15, 17-18, 21-26, 28-33, 35-39, 41-48, 50-72, 74-87	59
Digital Executive Producer	1-10, 12-18, 21-25, 28-33, 35-39, 41-61, 63-87	21
Weekend Meteorologist / Reporter	1-10, 12-18, 22-25, 28-33, 35-39, 41-57, 59-61, 63-87	57
Ignite Director	1-10, 12-18, 22-25, 27-33, 35-61, 63-87	37
News Photographer/Editor	1-10, 12-18, 20, 22-25, 28-33, 35-39, 41-61, 63-87	20
Promotions Producer	1-10, 12-18, 21-25, 28-33, 35-39, 41-61, 63-87	21
Master Control Operator	1-10, 12-15, 17-18, 22-26, 28-33, 35-39, 41-48, 50-61, 63-72, 74-87	26

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Allegheny Community College 808 Ridge Ave Pittsburgh, Pennsylvania 15212 Phone : 412-237-2545 Url : http://www.ccac.edu Email : csteele@ccac.edu Carol Steele	N	0
2	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
3	Auburn University 217 Tichenor Hall Auburn, Alabama 36849 Phone : 334-844-2727 Url : www.auburn.edu Email : smithrw@auburn.edu Rick Smith	N	0
4	Ball State University 2000 W. University Ave Muncie, Indiana 47306 Phone : 765-285-2436 Kristy Fix Manual Posting	N	0
5	Baltimore Association of Black Media Workers 6400 York Road Baltimore, Maryland 21212 Phone : 410-377-2246 Url : http://www.abmw-md.org Email : newsroom@wmar.com Terry Owens	N	0
6	Bidwell Training Center 1815 Metropolitan Street Pittsburgh, Pennsylvania 15233 Phone : 412-323-4000 Url : http://bidwell-training.org Email : jbarnes@mcg-btc.org Jarene Barnes	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
7	Broadcasting Institute of Maryland 7200 Harford Rd Baltimore, Maryland 21234 Phone : 410-254-2770 Url : https://bim.org Email : nb@bim.org Mark Eldridge	N	0
8	Bucknell University 1 Dent Drive Lewisburg, Pennsylvania 17837 Phone : 570-577-2000 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
9	Butler Community College 107 College Drive Butler, Pennsylvania 16002 Phone : 724-287-8711 Url : http://www.butlercc.edu Kelly Flis Manual Posting	N	0
10	California University of PA 250 University Avenue California, Pennsylvania 15419 Phone : 724-938-4413 Url : www.calu.edu Email : careers@calu.edu Marilyn Natili	N	0
11	Career Fair	N	2
12	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
13	Carlow College 3333 5th Ave Rm 321 Pittsburgh, Pennsylvania 15213 Phone : 412-578-6118 Url : www.carlow.edu Email : careercenter@carlow.edu Melanie Byrom	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
14	Chatham College 106 Woodland Road Pittsburgh, Pennsylvania 15238 Phone : 412-365-1209 Url : http://www.chatham.edu Email : sbgresumes@sbgvtv.com Eileen Bucher	N	0
15	Clarion University of PA 114 Egbert Hall Clarion, Pennsylvania 16214 Phone : 814-393-2323 Url : http://www.clarion.edu Email : recruit@clarion.edu Diana Brusg	N	0
16	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
17	Community College of Beaver County 1 Campus Drive Monaca, Pennsylvania 15061 Phone : 724-775-8561 Url : http://ccbc.edu Email : erica.fox@ccbc.edu Erica Fox	N	0
18	Council of Three Rivers American Indian Center 120 Charles Street Dorseyville, Pennsylvania 15238 Phone : 412-782-4457 Url : https://cotraic.org Email : kjevsevar@cotraic.org Fax : 1-412-767-4808 Carole Seward	N	0
19	Current Employee	N	1
20	Current Employee - Transfer/Promotion	N	4
21	Current Employee/Internal Promotion	N	6

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22	Duquesne University G-12 Rockwell Hall 600 Forbes Ave Pittsburgh, Pennsylvania 15213 Phone : 412-396-6644 Url : http://www.duq.edu Email : sbgresumes@sbgstv.com Laura Aber	N	0
23	Edinboro State University 106 McNerney Hall Edinboro, Pennsylvania 16444 Phone : 814-732-2000 Url : http://www.edinboro.edu Email : mclem@edinboro.edu Philomena Gill	N	0
24	Embry Aeronautical University 600 S. Clyde Morris Blvd Daytona Beach, Florida 32114 Phone : 386-226-6053 Url : http://www.erau.edu Email : sandi.ohman@erau.edu Sandi Ohman	Y	0
25	Emma Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-975-6014 Url : http://www.emmabowenfoundation.com Email : everette.harrison@nbcuni.com Everette Harrison	N	0
26	Employee Referral	N	8
27	Former Employee Referral	N	1
28	Gannon University University Square Erie, Pennsylvania 16541 Phone : 814-871-7680 Url : http://www.gannon.edu James Finegan Manual Posting	N	0

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29	Geneva College 3200 College Ave Beaver Falls, Pennsylvania 15010 Phone : 800-847-8255 Url : http://www.geneva.edu Email : cardev@geneva.edu Ann Bender	N	0
30	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	2
31	Grove City College 100 Campus Drive Grove City, Pennsylvania 16127 Phone : 724-264-4672 Url : http://www.gcc.edu Email : abevans@gcc.edu Amy Evans	N	0
32	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
33	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
34	Howard University School of Communications 525 Bryant St. NW Room 107 Washington, District of Columbia 20059 Url : http://communications.howard.edu Email : cdudley@howard.edu Carol Dudley	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
35	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
36	IATSE 49 Old Hickory Lane Johnstown, Pennsylvania 15905 Phone : 814-248-2066 Url : http://www.iatse-intl.org Email : egrant@sbgstv.com Erik Grant	N	0
37	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	26
38	Indiana University of Pennsylvania Career Services/Pratt Hall Suite 302 201 Pratt Drive Indiana, Pennsylvania 15701 Phone : 724-357-2235 Url : http://www.iup.edu Email : career-services@iup.edu Fax : 1-724-357-4079 Janice Shellenbarger	N	0
39	International Women's Media Foundation 1001 Connecticut Ave Suite 1201 Washington, District of Columbia Phone : 202-496-1992 Url : www.iwmf.org Email : amartin@iwmf.org Fax : 1-202-496-1977 Sherry Rockey	N	0
40	Internet Ad-not directly contacted by SEU	N	4

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41	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
42	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	1
43	Juniata College 1700 Moore Street Huntingdon, Pennsylvania 16652 Phone : 814-641-3350 Url : http://www.juniata.edu Email : careers@juniata.edu Tammy Stuber	N	0
44	King's College 133 North River Street Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Email : theresakinney@kings.edu Theresa Kinney	N	0
45	LaRoche College 9000 Babcock Blvd Pittsburgh, Pennsylvania 15237 Phone : 412-536-1130 Url : www.laroche.edu Email : rebecca.rosswog@laroche.edu Becki Rosswog	N	0
46	LeHigh University 27 Memorial Drive West Bethlehem, Pennsylvania 18015 Phone : 610-758-3000 Url : www1.lehigh.edu Email : sbgresumes@sbgstv.com Broadbean Source	N	0

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47	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	1
48	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
49	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
50	Mercyhurst College 501 East 38th Street 204 Old Main Erie, Pennsylvania 16545 Phone : 814-824-2424 Url : http://www.mercyhurst.edu Email : frizzzone@mercyhurst.edu Frank Rizzzone	N	0
51	Mount Aloysius College 7373 Admiral Perry Highway Cresson, Pennsylvania 16630 Phone : 814-886-6512 Url : http://www.mtaloy.edu Email : kmagee@mtaloy.edu Kristy Magee	N	0
52	NAACP 2203 Wylie Ave Pittsburgh, Pennsylvania 15219 Phone : 412-471-1024 Url : https://naacp.org Email : ph.naACP@gmail.com Joyce Davis	N	0

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53	National Association of Hispanic Journalists 1000 Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7482 Url : http://nahj.ihispano.com Fax : 1-202-662-7144 Anna Lopez	N	0
54	PA Association of Broadcasters 8501 Paxton Street Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Url : http://www.pab.org Richard Wyckoff Manual Posting	N	0
55	PA Careerlink / Cambria County 445 Schoolhouse Road Johnstown, Pennsylvania 15904 Phone : 814-553-2493 Url : http://www.cambriacareerlink.org Email : jedick@pa.gov Career Services	N	0
56	Penn State University Behrend 4701 College Drive Erie, Pennsylvania 16563 Phone : 814-898-6112 Url : http://www.psbarend.psu.edu Email : recruitbarend@psu.edu Heather Rogers	N	0
57	Penn State University Career Services 413 Bouke Bldg. University Park Campus University Park, Pennsylvania 16801 Phone : 814-634-4674 Url : https://pennstateuniversity.jobsonline.com Email : rpm163@psu.edu Fax : 1-814-863-0226 Robert Martin	N	6
58	Penn State University Fayette PO Box 519 Route 119N Uniontown, Pennsylvania 15041 Phone : 724-430-4123 Url : http://www.fe.psu.edu Email : spw5026@psu.edu Stephen Wilt	N	0

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59	Pennsylvania Highlands Community College 101 Community College Way Johnstown, Pennsylvania 15904 Phone : 814-262-3850 Url : http://www.pennhighlands.edu Email : cmoyer@pennhighlands.edu Fax : 1-814-269-9735 Kathleen Samay	N	4
60	Pittsburgh Technical College 111 McKee Rd Oakdale, Pennsylvania 15071 Phone : 412-809-5152 Url : http://www.ptcollege.edu Email : sbgresumes@sbgstv.com Broadbean Source	N	0
61	Point Park College 201 Wood Street Pittsburgh, Pennsylvania 15222 Phone : 412-392-3950 Url : http://www.pointpark.edu Email : ascaramucci@pointpark.edu Angela Scaramucci	N	0
62	Radio Recruitment Ad	N	1
63	Recruit.Net 2706, The Centrum 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
64	Seton Hill College Seton Hill Drive Greensburg, Pennsylvania 15601 Phone : 724-838-4247 Url : http://www.setonhill.edu George Carter Manual Posting	N	0

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65	Shippensburg University 1871 Old Main Drive Shippensburg, Pennsylvania 17257 Phone : 717-477-1484 Url : http://www.ship.edu Email : career@ship.edu Fax : 1-717-477-4071 Lorie Davis	N	0
66	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
67	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	6
68	Slippery Rock University 103 Malby Center Slippery Rock, Pennsylvania 16057 Phone : 724-738-2129 Url : http://www.sru.edu Email : sbgresumes@sbgstv.com Broadbean Source	N	0
69	South Hills School of Business Technology 480 Waupelani Drive State College, Pennsylvania 16801 Phone : 814-234-7755 Url : http://www.southhills.edu Fax : 1-814-234-0926 Ellen Spinelli	N	0
70	St. Francis University 117 Evergreen Drive Loretto, Pennsylvania 15940 Phone : 814-472-3019 Url : http://www.sfc.edu Email : careerservices@francis.edu Julie Barris	N	0

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71	St. Vincent College 300 Fraser Purchase Rd Latrobe, Pennsylvania 16601 Phone : 724-532-6600 Url : http://www.stvincent.edu Email : careers@email.stvincent.edu Courtney Baum	N	0
72	State College Careerlink 240 Match Factory Place Bellefonte, Pennsylvania 16801 Phone : 814-272-5465 Url : http://www.cwds.state.pa.us Email : meby@tiu11.org Margie Eby	N	0
73	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
74	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
75	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
76	The Sheffield Institute for the Recording Arts 13816 Sunnybrook Road Phoenix, Maryland 21131 Phone : 800-355-6613 Url : www.sheffielddav.com Email : jared@sheffielddav.com Jared Brazil	N	0

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77	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
78	Traffic Directors Guild of America 2600 Avenida Areopuerto #114 San Juan Capistrano , California 92675 Phone : 949-429-7063 Email : tdga@cox.net Larry Keene	N	0
79	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
80	University of Pittsburgh G52 Student Union Johnstown, Pennsylvania 15904 Phone : 814-269-7120 Url : http://www.upj.pitt.edu Ron Rovanseck Manual Posting	N	0
81	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
82	Villanova University 800 E. Lancaster Ave. Villanova, Pennsylvania 19085 Phone : 610-519-4500 Url : www.villanovau.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0

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83	Washington and Jefferson College 60 South Lincoln Street Washington, Pennsylvania 15301 Phone : 724-229-5126 Url : http://www.washjeff.edu Email : rcross@washjeff.edu Roberta Cross	N	0
84	Waynesburg University 51 West College Street Waynesburg, Pennsylvania 15370 Phone : 724-852-3372 Url : http://www.waynesburg.edu Email : mcoffman@waynesburg.edu Marie Coffman	N	0
85	Westminster College Career Center Student Union 2nd Floor New Wilmington, Pennsylvania 16172 Phone : 724-946-7343 Url : http://www.westminster.edu Email : houghja@westminster.edu Jennifer Hough	N	0
86	WJAC-TV.com 49 Old Hickory Lane Johnstown, Pennsylvania 15905 Phone : 814-255-7602 Url : http://www.wjactv.com Email : nshull@sbgtv.com Nancy Shull	N	3
87	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			77

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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	4/3/2018	Participation in events or programs sponsored by educational institutions	Students from YTI Career Institute visited the studio to learn how technology is utilized at a television station along with technical careers in television. They reviewed weather graphic systems and green screen technology with meteorologist Mary Ours. They then learned about the Ignite system for News broadcasts with Ignite Director Kevin Landis and then observed the equipment in operation during the live noon news broadcast.	3	Human Resource Coordinator Meteorologist and Anchor Ignite Technical Director
2	4/6/2018	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Tony Martin visited Shade Elementary School and spoke to 4th graders about job opportunities in broadcasting. They explained the job of TV weather forecasting along with weather phenomena.	1	Chief Meteorologist & Anchor
3	4/19/2018	Participation in events sponsored by community groups	Seniors from the Ferndale United Methodist Church visited the WJAC studio to learn about careers in broadcasting and how news and weather is produced. They spoke with a News Anchor, a Meteorologist, and the Human Resources Coordinator and watched a live broadcast of the noon news.	3	Meteorologist and Weather Anchor Human Resources Coordinator News Anchor
4	4/20/2018	Participation in events or programs sponsored by educational institutions	News Anchor Tim Rigby spoke to students at the Bishop McCort Career Fair about careers in television. He explained the academic requirements and skills needed for news reporting and spoke about other positions available at TV stations.	1	News Anchor
5	4/23/2018	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Tony Martin visited the Forest Hills Elementary kindergarten to explain TV weather forecasting. The students learned about different types of weather phenomena as well as other careers at television stations.	1	Chief Meteorologist & Anchor

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6	4/26/2018	Participation in events or programs sponsored by educational institutions	A student job shadow from South Fayette High School interested in the technical side of News program production observed the production of the morning news from the Control Room. He sat with the producer and Ignite Director to learn about the technology behind the newscast.	2	Ignite Director News Producer
7	5/1/2018	Co Sponsoring Job Fair	WJAC co-sponsored the Cambria County Job Fair organized by Johnstown Area Regional Industries. Station representatives distributed information about careers in broadcasting and current open positions at WJAC-TV to over 500 registered participants, along with info on applying on-line to other Sinclair facilities.	2	Human Resource Coordinator Administrative Assistant
8	5/3/2018	Participation in events or programs sponsored by educational institutions	About nine students from the DuBois Middle School Audio/Video Club visited the studio to learn how the news is produced. They toured the News Department with the News Director explaining the job of each employee and then learned about green-screen technology and weather forecasting from the morning Meteorologist. The news anchors also spoke to the students about their careers.	2	News Director News Anchor News Anchor Meteorologist
9	5/7/2018	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Tony Martin visited the Richland Elementary School 4th grade to teach about weather forecasting and the job of a television meteorologist. He explained some weather phenomena and how to create a forecast.	1	Chief Meteorologist & Anchor
10	5/11/2018	Participation in events or programs sponsored by educational institutions	Marketing Consultant Garrett Bowden and Meteorologist Casey Lehecka spoke to 5th graders from Bedford County schools at the Bedford Career Day about careers in television. The event was held in Bedford's Central Park in downtown Bedford.	2	Marketing Consultant Meteorologist and Anchor

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11	5/15/2018	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Tony Martin visited the Special Education class of Central Cambria High School to explain the job of TV weather forecasting. He explained how to create a forecast and the green-screen technology used to present the forecast on TV.	1	Chief Meteorologist & Anchor
12	5/18/2018	Participation in events sponsored by community groups	News Anchor Tim Rigby discussed his career in broadcasting and how he moved from Sports reporting and Sports Director to News Anchor to 39 High School Senior athletes and coaches along with Somerset Rotary club members. He explained opportunities in TV and the skills necessary to be a success.	1	News Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	5/20/2018	Establishment of an intern program designed to assist members of the community	<p>The Station Employment Unit WJAC has an internship program as defined below:</p> <p>Program Goal: recruit candidates from local colleges and technical schools and prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> • Develop links with colleges, universities, and technical schools to promote the Station Employment Unit as a prospective employer. • Create symbiotic relationship between interns and Station Employment Unit WJAC • Provide interns with opportunities to translate classroom theories into industry applications. Interns have the opportunity to develop practical skills that will improve their chances for success in the broadcast industry. <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> • Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, applicant should be communication / journalist majors, although other majors will be considered. • The applicant must be at least 18 years of age. • The applicants must be in good academic standing as defined by his or her academic institution. • The applicant must receive academic credit for their internship experience. He/She must be registered for college credit at his/her institution during the quarter or semester in which the internship is performed. Interns are not paid. WJAC hosted 2 summer interns, one at the Johnstown main studio and one at the State College News Bureau. 	4	<p>Assistant News Director</p> <p>News Anchor</p> <p>MMJ</p> <p>Executive Producer</p>

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14	6/4/2018	Participation in events or programs sponsored by educational institutions	WJAC News Anchor Jennifer Johnson and Promotions Manager Chad Mearns visited Westmont Elementary and discussed careers in television with over 200 students in grades 2 to 6. They also explained green-screen technology with the Weather Experience booth and allowed students to try their hand at weather forecasting.	2	Promotions Manager News Anchor
15	8/3/2018	Participation in Job Fairs	The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Detroit, MI July 31st to August 4th. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	3	Sr. Employment Manager Director Training & Development News Talent Manager
16	8/11/2018	Participation in events sponsored by community groups	Meteorologists Tony Martin and Casey Lehecka set up a Weather-Experience booth to allow children to try weather forecasting and green-screen technology first-hand at Idlewild Park for WJAC Days. They were assisted by the Promotions staff and Marketing Consultant Cyndi Truscott.	5	Chief Meteorologist & Anchor Meteorologist and Anchor Promotions Director Promotions Assistant
17	9/19/2018	Participation in events or programs sponsored by educational institutions	MMJ Sabrina Silva visited the Advanced Class at Conemaugh Valley Elementary School to explain the job of a multi-media journalist and the skills required for the position.	1	MMJ
18	9/28/2018	Participation in events or programs sponsored by educational institutions	Technical News Director Kevin Landis spoke to the 7th Graders Guidance class at Shanksville Elementary/High School about his job directing newscasts. He answered questions about the job requirements and the most important skills he needs to be successful.	1	Newscast Director

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19	10/8/2018	Participation in events sponsored by community groups	Rockwood Girl Scouts visited the station to learn about TV weather forecasting and observe a live broadcast of the noon news. They tried their hand at green-screen technology and watched the news from the studio and the control room.	2	Meteorologist and Weather Anchor Newscast Director
20	10/11/2018	Participation in events or programs sponsored by educational institutions	Students from the Conemaugh Valley Elementary School Enrichment Program visited the station to learn about careers in broadcasting. They toured the Control Room, observed the Noon News, and used WJAC's green screen technology to explore weather forecasting.	3	Meteorologist and Weather Anchor Human Resources Coordinator Technical Director
21	10/27/2018	Establishment of training programs for station personnel	The annual Broadcast Journalism Bootcamp was held in Harrisburg in cooperation with station WHP and attended by 12 members of the WJAC News Department. This year's bootcamp covered "Storytelling" and included presentations on social media picture legalities, how to follow up on stories, better tease writing, and better use of video and sound in news stories.	12	News Director Assistant News Director Executive Producer Producer
22	11/1/2018	Participation in events or programs sponsored by educational institutions	Students from the Journalism Class at Forest Hills High School observed the production of the Noon News, first attending the morning News Department editorial meeting, watching video editing and writing of news script, and then observing a live broadcast of news in the studio and the control room.	2	News Director Meteorologist and Anchor
23	11/14/2018	Participation in events or programs sponsored by educational institutions	Meteorologist Mary Ours visited the Valley School of Ligonier to share information with students on the career of a TV Meteorologist and the requirements education-wise for TV weather forecasting. She also spoke about careers in broadcast journalism.	1	Meteorologist and Weather Anchor
24	11/20/2018	Participation in events or programs sponsored by educational institutions	News Multi-Media Journalist Sabrina Silva spoke to students in grades 8 and 11 from the Greater Johnstown School District about careers in Broadcast News. She explained what she does, the training necessary, and other opportunities in the TV industry.	1	MMJ

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25	12/12/2018	Participation in events or programs sponsored by educational institutions	As part of a state-wide competition, students from the Future Business Leaders of America chapter at Claysburg-Kimmel High School visited the WJAC studio to learn how local news is produced and the function of staff members in that process. Their project is to create their own news segment. News Director Jim Platzter and Meteorologist Mary Ours provided guidance and information, and the students observed the live telecast of the noon news.	2	Meteorologist and Weather Anchor News Director
26	1/11/2019	Participation in events or programs sponsored by educational institutions	A freshman from Johnstown High School who is interested in TV meteorology job-shadowed Chief Meteorologist Tony Martin to learn the duties and required skills of a TV weather forecaster.	1	Chief Meteorologist & Anchor
27	1/22/2019	Participation in scholarship programs	WJAC posted info linked to the story presented in the noon newscast on how to apply for the 2019 Sinclair Broadcast Group Diversity \$5000 Scholarship on the WJAC website - www.wjactv.com . Eligibility includes a permanent address in California, Idaho, Montana, Oregon, or Washington or a tie to one of those states. Must be a U.S. citizen from a diverse background and a current sophomore or junior in a 4-year college or university. Must have a cumulative grade point average of a minimum 2.50 and pursuing a career in broadcast or digital journalism or marketing. Application deadline is April 14, 2019.	1	Digital Executive Producer
28	1/31/2019	Participation in events or programs sponsored by educational institutions	A United Elementary student visited the station for her Groundhog Job Shadow Day project. She shadowed 2 different employees for 2 hours each to learn about different careers in television. H.R. and Program Coordinator Nancy Shull explained her duties and the creation of the television program schedule, and Meteorologist Mary Ours demonstrated TV weather forecasting.	2	Meteorologist and Weather Anchor Human Resources Coordinator

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29	2/6/2019	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Tony Martin visited Northern Cambria Elementary 4th Grade to share information about the field of Meteorology and TV weather forecasting. Students also asked questions about other careers in broadcasting.	1	Chief Meteorologist & Anchor
30	2/7/2019	Participation in events or programs sponsored by educational institutions	WJAC HR Coordinator Nancy Shull visited Westmont Hilltop High School's Career Cluster to explain the different careers in television to both students and faculty. Literature was distributed describing the positions at a broadcast station and the required skills and education.	1	Human Resource Coordinator
31	2/8/2019	Participation in events or programs sponsored by educational institutions	Meteorologists Mary Ours and Breyne Guy visited the Greater Johnstown Elementary School and spoke with students about the science of meteorology and the job of a TV meteorologist. They also answered questions about other careers in television.	2	Meteorologist and Weather Anchor Meteorologist and Weather Anchor
32	2/27/2019	Participation in events or programs sponsored by educational institutions	Students from the Penn Highlands Community College interested in Broadcast Journalism and Media Arts and one of their instructors toured the station and observed the production of the 5 pm newscast. After the live broadcast, News Director Jim Platzer answered questions about news production.	1	News Director
33	2/28/2019	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Tony Martin visited the Richland Elementary School 5th Grade to explain the job of TV weather forecasting. He discussed how he creates a forecast and green screen technology. He then answered questions about meteorology and other careers in television.	1	Chief Meteorologist & Anchor

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34	3/7/2019	Participation in events or programs sponsored by educational institutions	Chief Meteorologist Tony Martin visited the Cambria Heights fourth grade to speak about meteorology and TV weather forecasting. He also demonstrated Green Screen technology and answered questions about working in television.	1	Chief Meteorologist & Anchor
35	3/13/2019	Participation in Job Fairs	Sue Nolan and Ross Brown WPGH/ WPNT attended the Western PA Collegiate Job & Internship Fair. There were 170 employers represented and more than 1,000 students, consisting of alumni, graduating students and underclassmen. They spoke to approximately 90 students and alumni, explaining the various positions within a broadcast station and the importance of obtaining an internship. Students and alumni were given information on how to apply through the Sinclair Broadcast Group website for openings at WPGH, WPNT, and WJAC.	2	HR Coordinator WPGH Local Sales Manager WPGH
36	3/15/2019	Participation in Job Fairs	News Director James Platzer and Human Resources Coordinator Nancy Shull attended the Job Expo.Comm at the Penn State School of Communications in State College. They reviewed resumes and spoke with Sophomores and Juniors about internship opportunities. Information was provide to Seniors and aiumni on how to apply for jobs through the Sinclair website and current job openings at WJAC and WPGH.	2	Human Resource Coordinator News Director
37	3/18/2019	Participation in events sponsored by community groups	Scout Troop 2025 visited the station to learn about TV meteorology and weather forecasting. They watched Chief Meteorologist Tony Martin create the graphics for the 5 p.m. newscast and then observed the live broadcast of the news in the studio. The scouts were able to ask questions and try green-screen technology for themselves after the broadcast.	1	Chief Meteorologist & Anchor

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38	3/20/2019	Participation in Job Fairs	Sue Nolan represented WPGH/WPNT/WJAC at The Allegheny County Community College job fair. She spoke to students about careers and internships in broadcasting and the importance of obtaining an internship. Students and alumni were provided with information on how to apply to the Sinclair Broadcast Group website and current job openings at WPGH/WPNT/WJAC..	1	HR Coordinator WPGH
39	3/28/2019	Participation in Job Fairs	Human Resources Coordinator Nancy Shull and Administrative Assistant Laura Kelly attended the Job & Internship Fair at the University of Pittsburgh at Johnstown. They reviewed resumes and spoke with Sophomores and Juniors about internship opportunities. Information was provide to Seniors and alumni on how to apply for jobs through the Sinclair website and current job openings at WJAC and WPGH.	2	Human Resources Coordinator WPGH Administrative Assistant
40	3/28/2019	Participation in Job Fairs	Sue Nolan represented WPGH/WPNT/WJAC at The Butler County job fair. She spoke to students and alumni about careers and internships in broadcasting and the importance of obtaining an internship. Students were provided with information on how to apply to the Sinclair Broadcast Group website and current openings at WPGH/WPNT/WJAC.	1	HR Coordinator WPGH