

WSET

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
Associate Director	1-3, 5, 7-8, 10, 14-18, 21-27, 29, 31-37, 39-42, 44-46, 48-52, 54, 56-60, 62-64, 66-70, 72-83	63
Sales Account Executive - Lynchburg, VA	1-3, 5, 7-8, 10, 14-16, 18-19, 21-27, 29, 31-37, 39-42, 44-46, 48-52, 54, 56-62, 64, 66-70, 72-83	19
News Anchor/Reporter (Weekends)	1-7, 9-12, 14-16, 18, 21-27, 29, 31-46, 48-54, 56-60, 62-70, 72-83	12
Graphic Designer	1-3, 5, 7, 10-11, 14-16, 18, 21-27, 29, 31-42, 44-46, 48-52, 54, 56-60, 62-64, 66-70, 72-83	63
Digital Content Producer	1-3, 5, 7-8, 10-11, 14-18, 21-27, 29, 31-42, 44-46, 48-52, 54, 56-60, 62-64, 66-70, 72-83	63
Promotion Manager	1-3, 5, 7-8, 10, 12, 14-18, 21-27, 29, 31-42, 44-46, 48-52, 54, 56-60, 62-64, 66-70, 72-83	12
News Director	1, 3-5, 7-11, 14-18, 21-27, 29, 31-52, 54, 56-60, 62, 64-83	71
Production Assistant	1-3, 5, 7-8, 10, 14-18, 21-27, 29, 31-42, 44-46, 48-52, 54-58, 60, 62-64, 66-70, 72-83	63
News Producer	1-5, 7-10, 14-19, 21-27, 29-46, 48-52, 54-58, 60, 62-70, 72-83	19
Multimedia Journalist	1-5, 7-11, 14-19, 21-27, 29, 31-46, 48-52, 54-58, 60, 62-70, 72-83	27
Multimedia Journalist	1-5, 7-11, 14-19, 21-27, 29, 31-46, 48-52, 54-58, 60, 62-70, 72-83	63
Multimedia Journalist	1-5, 7-11, 14-19, 21-27, 29, 31-46, 48-52, 54-58, 60, 62-70, 72-83	63
Multimedia Journalist	1-5, 7-11, 14-19, 21-27, 29, 31-46, 48-52, 54-58, 60, 62-70, 72-83	63
News Editor	1-5, 7-10, 13-18, 20-27, 29, 31-46, 48-52, 54-58, 60, 62-70, 72-83	13
Promotions Manager	1-3, 5, 7-8, 10, 14-19, 21-27, 29, 31-42, 44-46, 48-52, 54-58, 60, 62-64, 66-70, 72-83	19
News Photographer	1-5, 7-10, 13-18, 21-27, 29, 31-43, 45-46, 48-52, 54-58, 60, 62, 64-70, 72-83	13
News Producer	1-5, 7-10, 14-18, 21-29, 31-40, 42-46, 48-52, 54-58, 60, 62, 64-70, 72-83	27

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Local Sales Assistant	1-3, 5, 7-8, 10, 14-19, 21, 23-27, 31-40, 42, 44-46, 48-52, 54-58, 60, 62, 64, 66- 70, 72-83	19

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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	American National University 104 Candlewood Court Lynchburg, Virginia 24501 Phone : 434-239-3500 Url : http://www.an.edu Email : seanastasio@an.edu Stephanie Anastasio	N	0
2	Averett University 420 West Main Street Danville, Virginia 24541 Phone : 434-791-5629 Url : http://www.averett.edu/ Email : amcadams@averett.edu Angie McAdams	N	0
3	Bedford Area Chamber of Commerce 305 East Main Street Bedford, Virginia 24523 Phone : 540-587-6650 Url : http://www.bedfordareachamber.com/ Email : smartin@bedfordareachamber.com Susan Martin	N	0
4	beonair.com - Ohio/Illinois Centers for Broadcasting 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 216-503-5900 Url : http://www.beonair.com Email : jhardy@beonair.com Janice Hannah-Harvey	N	0
5	Bridgewater College 402 East College Street Box 35 Bridgewater, Virginia 22812 Phone : 540-828-5369 Url : http://www.bridgewater.edu/ Email : stalbott@bridgewater.edu Sherry Talbott	N	0
6	Career Fair	N	1
7	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Central Virginia Community College Counseling Department - Job Information 3506 Wards Road Lynchburg, Virginia 24502 Phone : 434-832-7689 Url : http://cvcc.vccs.edu/ Email : jarretts@cvcc.vccs.edu Sarah Jarrett	N	0
9	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	Columbia College Chicago 623 S. Wabash Suite 307 Chicago, Illinois 60605 Phone : 312-369-6844 Url : http://www.colum.edu/ Email : columbiaworks@colum.edu Valerie Robbins	N	0
11	Current Employee	N	7
12	Current Employee - Transfer/Promotion	N	2
13	Current Employee/Internal Promotion	N	2
14	Danville Community College 1008 S. Main Street Danville, Virginia 24541 Phone : 434-797-8520 Url : http://www.dcc.vccs.edu Email : amcadams@dcc.vccs.edu Angie McAdams	N	0
15	East Tennessee State University Radio/TV/Film Unit P. O. Box 70667 Johnson City, Tennessee 37614 Phone : 423-439-7568 Url : http://www.etsu.edu Email : hayest@etsu.edu Tammy Hayes	N	0

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16	Elwood Staffing 1019 Vista Park Drive Suite A Forest, Virginia 24551 Phone : 434-385-8640 Url : http://www.elwoodstaffing.com Email : lynchburg.va@elwoodstaffing.com Jordan Miller	N	0
17	Emma L. Bowen Foundation for Minority Interests in Media, Inc. (New York agency) 524 W. 57th Street New York, New York 10019 Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com Email : Sandra.Rice@nbcuni.com Sandra Rice	N	0
18	Emory and Henry College P. O. Box 947 Emory, Virginia 24327 Phone : 276-944-6922 Url : http://www.ehc.edu/ Email : agardner@ehc.edu Amanda Gardner	N	0
19	Employee Referral	N	8
20	Former Employee Referral	N	1
21	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
22	Goodwill Industries of the Valleys Youth Works! 828 Main Street, 12th Floor Lynchburg, Virginia 24504 Phone : 540-581-0620 Url : http://www.goodwillvalleys.com Email : wfd@goodwillvalleys.com Mary Ann Gilmer	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
23	Hampton University Career Counseling and Planning Center 2 Frissell Street Hampton, Virginia 23668 Phone : 757-727-5831 Url : http://www.hamptonu.edu Email : courtney.walker@hamptonu.edu Courtney Walker	N	0
24	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
25	Hollins University Career Center P. O. Box 9628 Roanoke, Virginia 24020 Phone : 540-362-6364 Url : http://www.hollins.edu/index.shtml Email : cdc@hollins.edu Carolyn Burnette	N	0
26	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
27	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	16
28	Internet Ad-not directly contacted by SEU	N	1
29	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
30	Job Board	N	1

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31	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Journalism Jobs	N	2
32	Jubilee Family Development Center 1512 Florida Avenue Lynchburg, Virginia 24501 Phone : 434-845-0433 Url : http://www.jubileefamily.org Email : jubilee@inmind.net Sterling Wilder	N	0
33	Liberty University Career Center 1971 University Boulevard Demoss Room 1007 Lynchburg, Virginia 24502 Phone : 434-592-4109 Url : http://www.liberty.edu Email : sbgresumes@sbgstv.com Dan Berkenkemper	N	2
34	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Todd Soffian Manual Posting	N	2
35	Longwood University 201 High Street, Lancaster Hall G08-A Farmville, Virginia 23909 Phone : 434-395-2066 Url : http://www.longwood.edu Email : brankleykd@longwood.edu Katie Brankley	N	0
36	Lynchburg College Career Development 1501 Lakeside Drive Lynchburg, Virginia 24501 Phone : 434-544-8339 Url : http://www.lyncburg.edu Email : careers@lyncburg.edu Teresa Gunter	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
37	Lynchburg Community Action Group, Inc. 926 Commerce Street Lynchburg, Virginia 24504 Phone : 434-846-2778 Url : http://www.lyncag.org Email : employmentservices@lyncag.org Steve Monetti	N	0
38	Lynchburg Regional Business Alliance 2015 Memorial Avenue Lynchburg, Virginia 24501 Phone : 434/845-5966 Url : https://lynchburgchamber.chambermaster.com Jamie Glass Manual Posting	N	0
39	Marshall University School of Journalism and Mass Communications School of Journalism 1 John Marshall Drive Huntington, West Virginia 25755 Phone : 304-696-3433 Url : http://www.marshall.edu/landing/home/index.html Email : sbgresumes@sbgstv.com Larry Lapelle	N	0
40	Martinsville-Henry County Chamber of Commerce P. O. Box 709 Martinsville, Virginia 24114 Phone : 276-632-6401 Url : http://www.martinsville.com/ Email : robbie@mhcchamber.com Robbie Knight	N	0
41	Mary Baldwin College Career Development Services P. O. Box 1500 Kable House Staunton, Virginia 24402 Phone : 540-887-7225 Url : http://www.marybaldwin.edu/ Email : hdesmond@marybaldwin.edu Helen Desmond	N	0
42	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

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43	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
44	Morris College Career Services Center 100 W. College Street Rooms 209-210 Sumter, South Carolina 29150 Phone : 803-934-3191 Url : http://www.morris.edu Email : bclayton@morris.edu Bernadette Clayton	N	0
45	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Darryl Matthews, Sr. Manual Posting	Y	0
46	National Lesbian and Gay Journalists Association 2120 L Street NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : http://www.nlgja.org Email : info@nlgja.org Michael Tune	N	0
47	Non-Employee Referral	N	2
48	Norfolk State University Career Services 700 Park Avenuex Suite 850 Norfolk, Virginia 23504 Phone : 757-823-8462 Url : https://www.nsu.edu/ Email : careerservices@nsu.edu James Tallmadge	N	0
49	Ohio University - E.W. Scripps School of Journalism 20 E. Union Street 218 Schoonover Center Athens, Ohio 45701 Phone : 740-593-2591 Url : http://scrippsjschool.org/ Email : sbgresumes@sbgstv.com Debbie DePeel	N	0

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50	Penn State Career Services 101 Eisenhower Road Suite 235 University Park, Pennsylvania 16802 Phone : 814-863-0225 Url : http://www.psu.edu/ Email : sbgresumes@sbgstv.com Lindsay Moist	N	0
51	Randolph-Macon College Career Services Office P. O. Box 5005 Ashland, Virginia 23005 Phone : 804-752-7340 Url : http://www.rmc.edu/default.aspx Email : crollman@rmc.edu Cathy Rollman	N	0
52	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
53	Recruiter	N	1
54	Regent University School of Communication and the Arts 1000 Regent University Drive Suite SC-201 Virginia Beach, Virginia 23452 Phone : 757-352-4926 Url : http://success.regent.edu/index.php Email : careerservices@regent.edu Crit Muniz	N	0
55	Region 2000 Career Center 2323 Memorial Avenue Suite 25 Lynchburg, Virginia 24501 Phone : 434-455-5940 Url : http://www.region2000.org Email : gdudley@goodwillvalleys.com Robin Peade	N	0

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56	Roanoke College 203 Fowler Alumni House 221 College Lane Salem, Virginia 24153 Phone : 540-375-2303 Url : http://roanoke.edu/ Email : careers@roanoke.edu Toni McLawhorne	N	0
57	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
58	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgi.net Sharon Pickeral	N	0
59	Skyline College 5234 Airport Road Roanoke, Virginia 24012 Phone : 540-563-8080 Url : http://www.skyline.edu Email : nlawrence@skyline.edu Norma Lawrence	N	0
60	Smith Mt. Lake Regional Chamber of Commerce 16430 Booker T. Washington Highway Suite 2 Moneta, Virginia 24121 Phone : 540-721-1203 Url : http://www.visitsmithmountainlake.com Email : annette@visitsmithmountainlake.com Annette Stamus	N	0
61	Spots N' Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw , Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com NA NA Manual Posting	N	0

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62	Stand Up, Inc. 1928 Thomson Drive Suite 1 Lynchburg, Virginia 24501 Phone : 434-665-3213 Url : http://standup-inc.com Email : len.richardson@standup-inc.com Len Richardson	N	0
63	Station Website	N	19
64	Sweet Briar College Career Services P. O. Box 1096 Sweet Briar, Virginia 24595 Phone : 434-381-6465 Url : http://sbc.edu/ Email : careerservices@sbc.edu Barbara Watts-Donelson	N	0
65	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
66	Television Business Report P. O. Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 Url : http://www.rbr.com/submit-job Email : amclynn@rbr.com April McLynn	N	0
67	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
68	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

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69	Tidewater Community College Student Employment Services Office (Virginia Beach) 1700 College Crescent Room A-114 Virginia Beach, Virginia 23453 Phone : 757-822-7228 Url : http://www.tcc.edu Email : bbrock@tcc.edu Babi Brock	N	0
70	Total Action For Progress 302 2nd Street SW Roanoke, Virginia 24011 Phone : 540-283-4802 Url : http://www.tapintohope.org Email : tina.bousman@tapintohope.org Tina Bousman	N	0
71	Trade Website	N	1
72	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	5
73	University of Georgia Career Center Clark Howell Hall 2nd Floor Athens, Georgia 30605 Phone : 706-542-3375 Url : http://www.uga.edu/ Email : career@uga.edu Aaron Brown	N	0
74	University of Maryland Eastern Shore Office of Career Services 30665 Student Service Ctr Lane, Suite 2158 Princess Anne, Maryland 21853 Phone : 410-651-6447 Url : http://www.umes.edu Email : hawkcareersposting@umes.edu Olga Zavala	N	0

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75	University of Missouri / KOMU-TV 5550 Highway 63 South Columbia, Missouri 65201 Phone : 573-882-3630 Url : http://www1.komu.com Email : woelfels@missouri.edu Stacey Woelfel	N	0
76	University of Missouri Alumni Career Center 201 Student Success Ctr. 909 Lowry Mall Columbia, Missouri 65211 Phone : 573-882-0878 Url : http://missouri.edu/ Email : mujourcareerservices@missouri.edu Barbara Willis	N	0
77	US Army Wounded Warrior Program 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Email : vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
78	Virginia Association of Broadcasters 250 W. Main Street Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Url : http://www.vabonline.com Christina Sandidge Manual Posting	N	0
79	Virginia Radio & Television website 1725 Live Oak Trail Suite 203 Virginia Beach, Virginia 23456 Phone : 757-427-2317 Url : http://www.vartv.com Email : ads@vartv.com Robert Corbin	N	0
80	Virginia State University Career Planning and Placement P. O. Box 9410 Petersburg, Virginia 23806 Phone : 804-524-6799 Url : http://www.vsu.edu Email : lnewbill@nsu.edu Lewis Newbill	N	0

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81	Virginia Western Community College Hall Associates Career & Employment Asst Ctr P. O. Box 14007, Student Ctr, Room 202 Roanoke, Virginia 24038 Phone : 540-857-6325 Url : http://www.viriniawestern.edu/ Email : careercenter@viriniawestern.edu Rhonda Perdue	N	0
82	Virginia Workforce / Employment Commission P. O. Box 10849 Lynchburg, Virginia 24506 Phone : 434-947-6671 Url : https://www.vawc.virginia.gov Email : sbgresumes@sbgvtv.com Kimberly Turner-McIvor	N	0
83	Walter Cronkite School of Journalism 555 N. Central Avenue Suite 302 Phoenix, Arizona 85004 Url : Requesting News only. Email : mike.wong@asu.edu Michael Wong	Y	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	6/7/2016	Participation in events or programs sponsored by educational institutions	A group of 10 adults and 34 STEM students from Charlotte County Central Middle School met members of the News department and spoke with Morning Meteorologist Melissa LeFevre. They were given information on WSET-TV's Weather Center, on-air broadcasting procedures, meteorological science, and were allowed to ask questions.	1	Morning Meteorologist
2	6/23/2016	Participation in events sponsored by community groups	A Girl Scout Troop of 10 Scouts and their chaperones toured the station, watched the 5:00 p.m. newscast, and were allowed to ask questions of members of the News/Weather teams. Anita Villarreal, Receptionist/Accounting Assistant, was the tour guide.	1	Receptionist/Accounting Assistant
3	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 News Talent Manager Director of News Training and Development
4	8/25/2016	Participation in events or programs sponsored by educational institutions	A group of 12 students from a Poggemiller Home Schoolers, and their chaperones, toured the station, watched the 5:00 p.m. newscast, and met members of the News department. Receptionist/Accounting Assistant Anita Villarreal was the tour guide.	1	Receptionist/Accounting Assistant

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5	10/27/2016	Participation in events or programs sponsored by educational institutions	A group of Digital Media and Communication Arts students from Liberty University toured the station, watched the 5:00 p.m. newscast, and met members of the News department. They were given information on WSET-TV's digital and on-air broadcasting procedures, and allowed to ask questions of the News team. Jeff Meyer, Commercial Producer, and Jeff Long, Building Maintenance Technician, were the tour guides.	2	Commercial Producer Building Maintenance Technician
6	10/27/2016	Participation in events or programs sponsored by educational institutions	Chief Meteorologist George Flickinger and Weather Anchor Will Stafford spoke to the Kindergarten class at Leesville Road Elementary School about meteorology, weather prediction, and safety issues and answered students' questions after the presentation.	2	Chief Meteorologist Weather Anchor
7	10/28/2016	Participation in events or programs sponsored by educational institutions	Reporter Katie Brooke and Chief Photographer Jemon Haskins represented WSET-TV at Rustburg Elementary School's Career Day. They spoke to interested students about the variety of careers available in broadcasting and what education is need for those careers. They also answered students' questions about broadcasting and WSET-TV.	2	Reporter Chief Photographer
8	12/28/2016	Participation in events sponsored by community groups	Girl Scout Troop 234, consisting of 10 Scouts and their chaperones, toured the station, watched the Midday newscast, and met members of the News department. Commercial Producer Jeff Meyer was the tour guide.	1	Commercial Producer
9	1/1/2017	Establishment of an intern program designed to assist members of the community	Sinclair Broadcast Group/WSET-TV Intern: WSET-TV has maintained internship programs to assist members of the community in acquiring broadcast television skills. WSET-TV has established internships in the following areas: News, News/Meteorology, News/Production, News/Sports, and News/Web Operations.	4	Liberty University: Intern- News/Production Virginia Tech: Intern- News/Meteorology Liberty University: Intern-News Liberty University: Intern- News/Production

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10	1/1/2017	Participation in job banks, internet programs and other programs designed to promote outreach	Throughout the period of June 1, 2016 through May 31, 2017, WSET-TV aired a 30-second WSET-TV Jobs spot twice per week on 13.1 and 13.2 to promote our employment opportunities and outreach efforts. This spot is reviewed and updated as needed.	1	
11	1/4/2017	Participation in events or programs sponsored by educational institutions	Meteorologist Melissa LeFevre was a requested guest speaker at James River Day School. She spoke to students about severe weather and how to remain safe during storms. A question and answer period was given after the presentation.	1	Morning Meteorologist
12	1/19/2017	Participation in events or programs sponsored by educational institutions	Morning Anchor Megan Dice spoke at Bedford Middle School's "PEARLS" leadership group meeting. She spoke about her career in broadcasting the the qualities and leadership abilities needed for career advancement and transitioning into high school.	1	Morning/Midday Anchor
13	1/25/2017	Participation in events or programs sponsored by educational institutions	Chief Meteorologist George Flickinger was requested guest speaker at Liberty Christian Academy. He spoke about weather forecasting, severe weather, safety issues, and answered questions from the audience after his presentation.	1	Chief Meteorologist
14	1/27/2017	Participation in events or programs sponsored by educational institutions	Chief Meteorologist George Flickinger gave a severe weather presentation to the Science Club at Holy Cross Regional School. He spoke to students about severe weather, climate and atmospheric data, and how to remain safe during storms. A question and answer period was given after the presentation.	1	Chief Meteorologist
15	2/16/2017	Participation in events or programs sponsored by educational institutions	Chief Meteorologist George Flickinger and Weather Anchor Will Stafford spoke to the 2nd and 5th Grade classes at Tye River Elementary School about meteorology, weather prediction, and safety issues and answered students' questions after the presentation.	2	Chief Meteorologist Weather Anchor

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	2/20/2017	Participation in events or programs sponsored by educational institutions	Meteorologist Melissa LeFevre, along with Weather Anchor Will Stafford, were requested speakers at St. John's Day School. They spoke to three Pre-K classes about severe storms, weather forecasting, and safety issues. They answered questions from the audience after the presentation.	2	Morning Meteorologist Weather Anchor
17	2/22/2017	Participation in events or programs sponsored by educational institutions	Meteorologist Melissa LeFevre and Weather Anchor Will Stafford were requested speakers to the 4th Grade class at Forest Elementary School. They spoke about weather forecasting, severe weather, safety issues, and answered questions from the audience after the presentation.	2	Morning Meteorologist Weather Anchor
18	2/28/2017	Participation in Job Fairs	<p>On Tuesday, February 28, 2017, Assistant Business Manager Jenny Marshall and Local Sales Manager Mark Allen participated in Liberty University's Spring Career and Internship Fair. The event was held in the Montview Student Center on the LU campus from 1:00 p.m. to 4:00 p.m. The fair was an opportunity for students from Liberty University to discuss employment and internship opportunities with participating businesses at the Fair.</p> <p>WSET-TV had a table at the Fair and distributed WSET information and details about the application process. We had eight positions available. We welcomed internship inquiries and resumes/applications from those graduating soon.</p> <p>Attached are materials about the Liberty University Spring 2017 Career and Internship Fair.</p>	2	Assistant Business Manager Local Sales Manager
19	3/13/2017	Participation in events or programs sponsored by educational institutions	Chief Meteorologist George Flickinger spoke to the 5th Grade class at Tye River Elementary School about meteorology, weather prediction, and safety issues and answered students' questions after the presentation.	1	Chief Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
20	3/29/2017	Participation in Job Fairs	<p>On Wednesday, March 29, 2017, Assistant Business Manager Jenny Marshall and Local Sales Manager Mark Allen participated in "Career Premiere 2017," which was hosted by 12 colleges and universities. (Bridgewater College, Ferrum College, Lynchburg College, Mary Baldwin College, Radford University, Randolph College, Roanoke College, Southern Virginia University, Sweet Briar College, Virginia Military Institute and Virginia Western Community College). The event was held at the Green Ridge Recreational Center in Roanoke, VA from 11:00 a.m. to 3:00 p.m. The fair was an opportunity for students from the colleges and universities to discuss employment and internship opportunities with participating businesses at the fair.</p> <p>WSET-TV had a table at the fair and distributed WSET information and details about the application process. We had seven positions available. We welcomed internship inquiries and resumes/applications from those graduating soon.</p> <p>Attached are materials about the Career Premiere 2017 job fair.</p>	2	Assistant Business Manager Local Sales Manager
21	3/31/2017	Participation in events or programs sponsored by educational institutions	<p>Weather Anchor Will Stafford represented WSET-TV at Brookneal Elementary School's Career Day. He spoke to interested students about the variety of careers available in broadcasting and what education is need for those careers. He also answered students' questions about broadcasting and WSET-TV.</p>	1	Weather Anchor

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22	4/6/2017	Participation in events or programs sponsored by educational institutions	The Campbell County Schools College and Career Day is a large, all-day event serving up to 700 local students from four area high schools. WSET-TV Reporter Katie Brooke attended this event and had a table at the fair. She talked to interested students about the various careers available in broadcasting and the education needed to pursue such careers.	1	Reporter
23	4/20/2017	Participation in events or programs sponsored by educational institutions	Morning Meteorologist Melissa LeFevre was a requested speaker to the 1st and 2nd Grade classes at Desmond T. Doss Christian Academy. She presented the students with a list of weather terms and explained the meaning of each. She also explained to the classes about how a weather forecast is assembled and prepared for air. A question and answer period was allowed.	1	Morning Meteorologist
24	4/27/2017	Provision of training to management	On April 27, 2017, training was provided on Federal Communications Commission EEO Compliance. EEO Rules and Policies were discussed with extensive attention paid to methods to use to ensure equal employment opportunities and preventing discrimination. This training was conducted by Assistant Business Manager Jenny Marshall and Administrative Assistant Ellen Ford, who are principally responsible for EEO compliance at WSET-TV. General Manager Sandra Wagner was participating personnel from WFFP-TV, an independent broadcast station serving the Roanoke/Lynchburg market.	2	Assistant Business Manager Administrative Assistant
25	4/27/2017	Participation in events or programs sponsored by educational institutions	Reporter Caren Pinto represented WSET-TV at the NES Providence School Career Fair. She spoke to interested students about the variety of careers available in broadcasting and what education is needed for those careers. She also answered students' questions about broadcasting, her experiences, and the day-to-day routine at WSET-TV.	1	Reporter

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26	4/27/2017	Participation in events or programs sponsored by educational institutions	A group of 4 students from Lynchburg College's Communication Studies class and their professor met/spoke to members of the News department. Their focus was on learning the procedures followed in News and preparations necessary for setting up a broadcast newscast. Executive Producer Scott Wilson was their guide.	1	Executive Producer