

WCYB

EEO PUBLIC FILE REPORT

June 1, 2018 - May 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
Multimedia Journalist	2-4, 6-8, 10-11, 13-14, 16, 18-23, 25, 27-37, 40-46, 48-60	46
Multimedia Journalist	2-4, 6-8, 10-11, 13-14, 16, 18-23, 25, 27-37, 40-46, 48-60	41
News Anchor/Reporter(Weekends)	2-4, 6-8, 14, 16-23, 25, 27-31, 33-37, 40, 42-46, 48-54, 56-60	17
News Producer	2-4, 6-9, 12, 14, 16-23, 25, 27-37, 40, 42-54, 56-60	59
News Producer	2-4, 6-9, 12, 14, 16-23, 25, 27-37, 40, 42-54, 56-60	12
Meteorologist	2-6, 8-10, 13-14, 16, 18-19, 21-23, 25, 27-39, 42-53, 55-61	10
Business Manager	2-5, 8-9, 14-16, 18-19, 21-23, 25-39, 42-59, 61	25
Local Sales Manager	2-5, 8, 11-12, 14-19, 21-23, 25, 27-31, 33-39, 42-46, 48-59, 61	12
Automotive / Marketing Consultant	2-5, 8, 14-19, 21-25, 27, 29-31, 33-39, 42-46, 48, 50-59, 61	17
Marketing Consultant	2-5, 8, 14-19, 21-25, 27, 29-31, 33-39, 42-46, 48, 50-59, 61	17
Master Control Operator	2-5, 8, 11-12, 14-16, 18-19, 21-25, 27, 29-31, 33-39, 42-46, 48, 50-59, 61	12
Master Control Operator	2-5, 8, 11-12, 14-16, 18-19, 21-25, 27, 29-31, 33-39, 42-46, 48, 50-59, 61	12
Master Control Operator	2-5, 8, 11-12, 14-16, 18-19, 21-25, 27, 29-31, 33-39, 42-46, 48, 50-59, 61	12
Master Control Operator	2-5, 8, 11-12, 14-16, 18-19, 21-25, 27, 29-31, 33-39, 42-46, 48, 50-59, 61	46
News Production Assistant	2-5, 8-9, 12, 14-16, 18-19, 21-25, 27, 29-39, 42-48, 50-59, 61	12
News Producer	2-5, 8-9, 11, 14-19, 21-25, 27, 29-39, 42-48, 50-59, 61	17
News Photographer	2-5, 8-9, 11, 14-16, 18-19, 21-25, 27, 29-39, 41-48, 50-59, 61	41
News Producer	2-5, 8-9, 12, 14-16, 18-19, 21-25, 27, 29-39, 42-48, 50-59, 61	12
Marketing Consultant	2-5, 8, 14-19, 21-25, 27, 29-31, 33-39, 42-46, 48, 50-59, 61	17

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 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
Multimedia Journalist	1-5, 8-9, 14-16, 18-19, 21-25, 27, 29-38, 42-48, 50-59, 61	46

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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	Agency Referral	N	1
2	American Women in Radio & Television 8405 Greensboro Dr., Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : www.awrt.org Fax : 1-703-506-3266 Maria E Brennan	N	0
3	Appalachian State University 287 Rivers Street Rm 369, John Thomas Hall Boone , North Carolina 28607 Phone : 828.262.2180 Url : www.appstate.edu Email : sbgresumes@sbgstv.com Mary Kelly Glidewell	Y	0
4	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
5	California Chicano News Media 3800 South Grand Ave Suite 3950 Los Angeles, California 90071 Url : http://www.cnma.org Email : sylvia@cnma.org Sylvia Wells	Y	0
6	Career Services, The University of Tennessee 1015 Phillip Fulmer Way Suite 201 Knoxville, Tennessee 37996 Phone : 865-974-4462 Url : http://career.utk.edu Email : etaylor6@utk.edu Fax : 1-865-974-6497 Eugenia Taylor	Y	0

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
7	Careerbuilder.com 8401 Greensboro Drive Suite 250 McLean, Virginia 22102 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
8	Center for Career Development 1015 Phillip Fulmer Way Knoxville, Tennessee 37916 Phone : 865-974-5435 Email : lpoynter@utk.edu Leslie Poynter	Y	0
9	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	Corporate Recruiter	N	3
11	Current Employee	N	6
12	Current Employee - Transfer/Promotion	N	7
13	Current Employee/Internal Promotion	N	2
14	East Tennessee State University BOX 70267 Johnson City, Tennessee 37614 Phone : 423.439.4441 Url : www.etsu.edu Erin Whitley Manual Posting	Y	0
15	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, North Carolina 27909 Phone : 252-335-3355 Url : www.ecsu.edu Email : mmmclea@ecsu.edu Makitta Mclean	Y	0

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
16	Emory & Henry College PO Box 947 Emory, Virginia 24327-0947 Phone : 276.944.6922 Url : www.ehc.edu Email : agardner@ehc.edu Amanda Gardner	Y	0
17	Employee Referral	N	11
18	Fisk University 100 Seventeenth Ave North Nashville, Tennessee 37206 Phone : 615.329.8894 Url : www.fisk.edu Email : tbyrdsong@fisk.edu Tashaye Byrdsong Woods	Y	0
19	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
20	Hampton University Huntington Bldg. Hampton, Virginia 23668 Phone : 757-727-5405 Fax : 1-757-728-6011 Personnel Director Personnel Director	N	0
21	Hampton University 114 Wigwam Bldg Hampton, Virginia 23668 Phone : 757.727.5331 Url : www.hamptonu.edu Email : careercenter@hamptonu.edu Fax : 1-757-727-5935 Bessie Willis	Y	0

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
22	Hire A Hero PO Box 6808 Morongo, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
23	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
24	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
25	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	11
26	Internet Ad-not directly contacted by SEU	N	2
27	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
28	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
29	King University 1350 King College Road Bristol, Tennessee 37620 Phone : 423-652-4865 Url : www.king.edu Email : flgreen@king.edu Finley Green	Y	0
30	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	3
31	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
32	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	1
33	Middle Tennessee State University MTSU Box 58 COMM 250 Murfreesboro, Tennessee 37132 Phone : 615-898-5867 Url : http://www.emcmtsu.com Email : Billy.Pittard@mtsu.edu Billy Pittard	Y	0
34	Middle Tennessee State University MTSU Box 64 1301 East Main Street Murfreesboo, Tennessee 37132-0001 Phone : 615.494.8925 Email : greg.pitts@mtsu.edu Gregory Pitts, Ph.D.	Y	0

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
35	Milligan College PO Box 500 Milligan, Tennessee 37682 Phone : 423.461.8316 Url : www.milligan.edu Email : banderson@milligan.edu Fax : 1-423-461-8665 Beth Anderson	Y	0
36	Morehead State University Career Services 428 University Blvd Morehead, Kentucky 40351 Phone : 606-783-2233 Url : www.moreheadstate.edu Email : careerservices@moreheadstate.edu Hayley Murphy	Y	0
37	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202.429.5498 Url : www.nabef.org Email : nabef@nab.org webmaster webmaster	Y	0
38	National Association of Broadcaster 1771 North Street NW Washington, District of Columbia 20036 Phone : 202-429-5499 Url : http://www.nab.org Email : nab@nab.org Edward Fritts	N	0
39	National Hispanic Media Coalition North Carolina Phone : 626-792-6462 Email : info@nhmc.org Alejandra Valenzuela	N	0

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
40	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Url : www.nsbe.org Email : info@nsbe.org Fax : (703) 683-5312 Director of Placement	N	0
41	Non-Employee Referral	N	3
42	Northeast State Community College 2425 Highway 75 Blountville, Tennessee 37617 Phone : 423.354.5160 Url : www.northeastState.edu Email : mbtittle@NortheastState.edu Marquita Tittle	Y	0
43	Radford University East Main Street Radford, Virginia 24142 Phone : 540.831.5373 Url : www.runet.edu Email : csutphin@radford.edu Carolyn Sutphin	Y	0
44	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
45	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

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
46	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgnet.net Email : employment@sbgnet.com Sharon Pickeral	N	8
47	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
48	Tennessee Association of Broadcasters PO Box 101015 Nashville, Tennessee 37224-1015 Phone : 615.365.1840 Url : www.tabtn.org Email : brenda@tabtn.org Brenda Heidt	Y	0
49	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgnet.com Andrea Siegle	N	0
50	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgnet.com Sinclair SilkRoad Source	N	0
51	Tusculum College 60 Shiloh Rd Greenville, Tennessee 67743 Phone : 423.636.7447 Url : www.tusculum.edu Email : rlay@tusculum.edu Robin Lay	Y	0

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
52	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	7
53	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
54	Virginia Association of Broadcasters 250 West Main Street Suite 100 Charlottesville, Virginia 22902 Phone : 434.977.3716 Url : www.vabonline.com Email : christina.sandridge@easterassociates.com Christina Sandridge	N	0
55	Virginia Highlands Community College PO Box 828 Abingdon, Virginia 24212 Phone : 276.739.2547 Traci Mitchell Manual Posting	Y	0
56	Virginia Union University 1500 North Lombardy St Henderson Center, 1014 Richmond, Virginia 23220 Phone : 804.257.5616 Url : www.vuu.edu Email : jmgilbert@vu.edu Jessica Gilbert	Y	0
57	Virginia Workforce Development PO Box 16129 Bristol, Virginia 24209-6129 Phone : 276.642.7350 Url : www.vec.virginia.gov Email : bristol@vec.virginia.gov Gerald Smith	N	0

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
58	Walters State Community College 500 S Davy Crockett Pkwy Morristown, Tennessee 37813-6899 Phone : 423.585.6802 Url : www.ws.edu Email : debbie.johnson@ws.edu Debbie Johnson	Y	0
59	WCYB 101 Lee St Bristol, Virginia 24201 Phone : 276.645.1555 Email : dcoates@wcyb.com Daniel Coates	N	3
60	WCYB-TV 101 Lee Street Bristol, Virginia 24201 Phone : 276.645.1555 Url : www.wcyb.com Email : tvaughan@wcyb.com Tammy Vaughan	N	0
61	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:			68

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	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 and Development News Talent Manager

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	9/10/2018	Provision of training to management	<p>SBG, Inc. and its stations are Equal Opportunity Employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment. Newly hired managers and supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	1	Local Sales Manager

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	9/20/2018	Participation in events or programs sponsored by educational institutions	On Thursday, 9/20/18, Sydney Welch, Weekend Meteorologist visited Dryden Elementary School in Dryden, VA. Sydney met with students to speak about weather/meteorology and careers in meteorology and television broadcasting. Weather maps and weather forecasting information sheets were provided for the students along with basic age appropriate hands-on weather demonstrations.	1	Weekend Meteorologist
4	9/21/2018	Establishment of an intern program designed to assist members of the community	We had an intern from Milligan College that interned with our news department during the fall of 2018. She worked with producers, sports anchors, and the news director learning practical career-related skills that can be used within the broadcast industry and in any working environment.	3	News Director Sports Talent Sports Director
5	9/25/2018	Participation in events sponsored by community groups	On September 26 & 27, 2018 our Morning News Anchor, Olivia Bailey, our Satellite Truck operator/photographer, Keith Roberts and Ricky Matthews, Meteorologist visited with many students from our area school systems while hosting the booth for WCYB at the Careers Expo for Youth. Our purpose is to spark students' interest in career opportunities in television broadcasting with hands-on learning experience. A news set with teleprompter was set up for the students to read news and be interviewed on camera. Our weather tracking vehicle "Stormy" was present for students to explore and see how weather forecasting for television broadcasting is prepared. The students had a good time. This is one of the most popular activities at the Careers Expo for Youth.	3	News Anchor SNG Operator Meteorologist

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	10/13/2018	Participation in events sponsored by community groups	On Saturday 10/13/18, Meteorologist Ricky Matthews attended the Ballard Health System-Kingsport's Walk for Wellness event to interact with the public to discuss careers in meteorology and broadcast television and promote our weather brand and spread severe weather safety information. During the event, our StormTracker vehicle was on site and equipped with a TV monitor showing a graphic on tornado safety and distributed pamphlets on emergency preparedness. Approximately 100 people visited our table.	1	Meteorologist
7	10/16/2018	Participation in events or programs sponsored by educational institutions	On 10/16/18, David Boyd, Weekday Meteorologist conducted a station tour with students from Chilhowie High School. Students were shown behind the scenes of the noon show newscast and questions were answered about careers in meteorology and television broadcasting.	1	Weekday Meteorologist
8	10/26/2018	Participation in events or programs sponsored by educational institutions	On Friday 10/26/18, David Boyd Weekday Meteorologist visited Van Pelt School. Students were shown digital graphics and weather data and he spoke to students and answered questions about weather, weather forecasting and careers in meteorology and television broadcasting.	1	Weekday Meteorologist
9	11/1/2018	Participation in events or programs sponsored by educational institutions	On 11/01/18, David Boyd, our Weekday Meteorologist visited Valley Institute Elementary School to speak with students about weather and about careers in meteorology and broadcast television. In addition students were shown some digital maps graphic displays used for weather forecasting for television broadcasting.	1	Weekday Meteorologist

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	11/2/2018	Participation in events sponsored by community groups	On Friday 1/02/18, David Boyd, weekday meteorologist spoke at and taught the Inclement Weather class looking at winter time hazards, winter weather terms to know and how to stay safe in extreme cold. This was part of a series of programs offered by Ballard Health at their Health Resources Center located in Johnson City TN and is open to the public to attend.	1	Weekday Meteorologist
11	11/7/2018	Participation in Job Fairs	Max Hrenda-Digital Sales Manager and Nancy Booher-HR Contact, attended a Career Fair at Tusculum University in Greeneville TN. We met with juniors, graduating seniors and alumni discussing careers in broadcast television and what skills they might need to pursue a job in television. We also provided information on open positions. This is an excellent way for us to meet with students regarding careers in television and broadcasting.	2	HR Contact Digital Sales Manager
12	2/1/2019	Participation in events or programs sponsored by educational institutions	Weekday Morning Meteorologist, David Boyd, visited Valley Institute Elementary School with a digital presentation to discuss careers in weather and news.	1	Morning Meteorologist
13	2/26/2019	Participation in Job Fairs	East Tennessee State University held the 2019 Spring Career Fair to connect employers with potential employees. To expose students to career and employment opportunities available to them now and in the future. Promoted current job openings to juniors and seniors. Discussed job opportunities in broadcast media/digital media with graduating seniors.	2	Local Sales Manager Digital Sales Manager
14	2/27/2019	Participation in events or programs sponsored by educational institutions	Virginia High School FBLA students visited WCYB station and while on our news/weather set under the guidance of David Boyd, Morning Meteorologist, filmed a broadcast journalism project.	1	Morning Meteorologist

WCYB
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	3/12/2019	Participation in events or programs sponsored by educational institutions	Weekend Meteorologist Sydney Welch and MMJ Christy Calcagno visited Valley Institute Elementary School and attended a career fair discussing career opportunities in broadcast media and in weather and news related fields.	2	Weekend Meteorologist Multimedia Journalist
16	3/21/2019	Participation in events or programs sponsored by educational institutions	Weekend Meteorologist Sydney Welch visited Union Primary School to read to students and discuss careers in weather and news.	1	Weekend Meteorologist
17	3/27/2019	Participation in events or programs sponsored by educational institutions	Multi Media Journalist attended the Career exploration day at Virginia High School discussing career opportunities in broadcast media fields and what it takes to obtain that career.	1	MMJ
18	3/27/2019	Participation in events or programs sponsored by educational institutions	Weekend Meteorologist Sydney Welch, spoke to students at Elydale Middle School about weather and Meteorology and careers in broadcasting. The WCYB Storm Tracker vehicle was on site for the students to see and learn how weather data is prepared for broadcast television.	1	Weekend Meteorologist
19	3/29/2019	Participation in events or programs sponsored by educational institutions	WCYB Weekday Morning Meteorologist, David Boyd, visited Sullins Academy to be a Guest Reader for the Month. He read a couple of weather related, age appropriate books to read to the class.	1	Morning Meteorologist
20	4/3/2019	Participation in events or programs sponsored by educational institutions	Weekend Meteorologist Sydney Welch visited Mt Carmel Elementary School and discussed weather and news and the tools and technology that meteorologists use to prepare the weather forecast for broadcast television.	1	Weekend Meteorologist