

**WTTO / WABM /WBMA**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multimedia Journalist	1-15, 19-20, 22-29, 31, 34-51, 54-74, 76-78, 80-91	66
Multimedia Journalist	1-15, 19-20, 22-29, 31, 34-51, 54-74, 76-78, 80-91	66
General Assignment Reporter	1-8, 10-15, 18-19, 22, 24-29, 31, 34-50, 54-62, 64-66, 69-73, 76-78, 80-91	18
Marketing Consultant	1-8, 10-14, 19-22, 24-29, 31, 33-42, 44- 50, 53-62, 64-67, 69, 71-74, 76-78, 80- 91	25
Marketing Consultant	1-8, 10-14, 19-22, 24-29, 31, 33-42, 44- 50, 53-62, 64-67, 69, 71-74, 76-78, 80- 91	67
News Assignment Editor	1-8, 10-15, 18, 20, 22, 24-29, 31, 34- 50, 54-62, 64-66, 69-73, 75-78, 80-91	18
News Assignment Editor	1-8, 10-15, 18, 20, 22, 24-29, 31, 34- 50, 54-62, 64-66, 69-73, 75-78, 80-91	31
Sports Anchor/Reporter	1-8, 10-15, 21-22, 24-29, 31, 34-50, 54- 62, 64-67, 69-78, 80-91	31
Morning Executive Producer	1-8, 10-16, 22, 24-29, 31, 34-50, 52, 54 -62, 64-66, 69-92	78
Multimedia Journalist	1-8, 10-14, 22, 24-29, 31, 34-42, 44-50, 54-62, 64-67, 69, 71-91	78
News Editor	1-8, 10-16, 21-22, 24-29, 31, 34-50, 54- 62, 64-67, 69-73, 75-92	31
News Editor	1-8, 10-16, 21-22, 24-29, 31, 34-50, 54- 62, 64-67, 69-73, 75-92	25
News Editor	1-8, 10-16, 21-22, 24-29, 31, 34-50, 54- 62, 64-67, 69-73, 75-92	66
Local Sales Assistant	1-8, 10-14, 22, 24-32, 34-42, 44-50, 53- 62, 64-66, 69, 71-92	53
Traffic Anchor/Reporter	1-8, 10-17, 20, 22, 24-31, 34-50, 54-62, 64-66, 69-92	17
Production Assistant	1-8, 10-15, 18-20, 22, 24-31, 34-50, 54- 62, 64-66, 69-92	18
News Photographer	1-8, 10-15, 19-20, 22, 24-31, 33-50, 54- 62, 64-66, 69-92	31
News Photographer	1-8, 10-15, 19-20, 22, 24-31, 33-50, 54- 62, 64-66, 69-92	33

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News Producer	1-8, 10-15, 17, 19-20, 22, 24-31, 34-42, 44-50, 54-62, 64-67, 69-71, 73-92	17
Sports Producer/Reporter	1-8, 10-15, 19-22, 24-31, 34-50, 54-62, 64-66, 69-71, 73-78, 80-92	21

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama A&M University 4900 Meridian Street Normal, Alabama 35762 Phone : 256-372-8181 Url : <a href="http://www.aamu.edu">http://www.aamu.edu</a> Email : <a href="mailto:info@aamu.edu">info@aamu.edu</a> Fax : 1-256-372-5689 Tangela Rutledge-Gale	Y	0
2	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Url : <a href="http://www.al-ba.com">http://www.al-ba.com</a> Email : <a href="mailto:lrice@al-ba.com">lrice@al-ba.com</a> Fax : 1-205-982-0015 Lesa Rice	N	0
3	Alabama Job Link / State Employment Service PO Box 59482 Birmingham, Alabama 35259 Phone : 205-870-3275 Url : <a href="https://joblink.alabama.gov/ada">https://joblink.alabama.gov/ada</a> Email : <a href="mailto:Birmingham@alcc.alabama.gov">Birmingham@alcc.alabama.gov</a> Birmingham Career Center	Y	0
4	Alabama Media Professionals Alabama Email : <a href="mailto:cwatson310@charter.net">cwatson310@charter.net</a> Rick Watson	Y	0
5	Alabama State University P.O. Box 271 Montgomery, Alabama Phone : 334-229-4493 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Fax : 1-334-229-4976 Dr. David Okeowo	Y	0
6	American Broadcasting School 4511 SE 29th Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Email : <a href="mailto:staci@radioschool.com">staci@radioschool.com</a> Staci Cockrell	Y	0

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7	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Url : <a href="http://www.asu.edu">http://www.asu.edu</a> Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Mike Wong	Y	0
8	Auburn University 217 Tichenor Hall Auburn University, Alabama 36249 Phone : 334-844-2727 Email : <a href="mailto:smithrw@auburn.edu">smithrw@auburn.edu</a> Ric Smith	Y	0
9	Birmingham Career Center 3440 3rd Ave. South Birmingham, Alabama 35222 Phone : 205-254-1300 Fax : 1-205-254-1387 Joel Williams	N	0
10	Birmingham Southern College 900 Arkadelphia Road Box 549010 Birmingham, Alabama 35254 Phone : 205-226-4719 Fax : 1-205-226-3084 Michael Lebeau	Y	0
11	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-690-6801 Url : <a href="http://www.bishop.edu">http://www.bishop.edu</a> Email : <a href="mailto:jwomack@bishop.edu">jwomack@bishop.edu</a> Juliette Womack	N	0
12	California Chicano News Media Association 725 Arizona Ave Suite 206 Santa Monica, California Phone : 424-229-9482 Email : <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a> Job Listings	N	0

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13	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Cole Rowley	N	1
14	Clark/Atlanta University 223 James P Brawley Drive Atlanta, Georgia 30314 Phone : 404-880-8000 Email : <a href="mailto:amckinney@cau.edu">amckinney@cau.edu</a> Andrea McKinney	N	0
15	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
16	Current Employee	N	4
17	Current Employee - Transfer/Promotion	N	2
18	Current Employee/Internal Promotion	N	3
19	East Tennessee State University 807 University Parkway Johnson City, Tennessee 37614 Phone : 423-439-7572 Email : <a href="mailto:lages@mail.etsu.edu">lages@mail.etsu.edu</a> Tammy Hayes	Y	0
20	Emma L. Bowen Foundation 524 W. 57th Street New York, New York 10019 Phone : 212-975-2545 Email : <a href="mailto:ebfoundation@cbs.com">ebfoundation@cbs.com</a> Sandra Rice	Y	0
21	Employee Referral	N	7

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22	Florida A & M 1676 South Martin Luther King Blvd Tallahassee, Florida 32307 Phone : 850-599-3000 Email : sbgresumes@sbgstv.com Melony Washington	N	0
23	Former Employee	N	1
24	Gadsden State Community College P. O. Box 227 Gadsden, Alabama Phone : 256-549-8605 Email : careerservices@gadsdenstate.edu Fax : 1-256-549-8688 Pamela Satcher	Y	0
25	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	7
26	Herzing University 280 West Valley Avenue Birmingham, Alabama 35209 Phone : 205-916-2800 Url : <a href="http://www.herzing.edu/birmingham">http://www.herzing.edu/birmingham</a> Email : bgrindle@herzing.edu Brian Grindle	N	0
27	Hire A Hero PO Box 6808 Morango, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
28	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : cdudley@howard.edu Carol Dudley	N	0

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29	Huntingdon College 1500 E. Fairview Ave Montgomery, Alabama 36106 Phone : 334-833-4556 Email : ftaylor@hawks.huntingdon.edu Fran Taylor	Y	0
30	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
31	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	18
32	Indeed.com	N	1
33	Internet Ad-not directly contacted by SEU	N	2
34	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
35	J.F. Drake State Technical College 3421 Meridian St N Huntsville, Alabama 35811 Phone : 256-551-7264 Url : http://www.dstc.cc.al.us Email : terell.jackson@drakestate.edu Terell Jackson	N	0
36	Jacksonville University 700 Pelham Road North Jacksonville, Alabama 36265 Phone : 256-782-5482 Email : careerservices@jsu.edu Becka Turner	Y	0

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37	Jefferson State Community College 2601 Carson Road Birmingham, Alabama 35215 Phone : 205-856-8588 Email : tlpayne@jeffstateonline.com Tamara Payne	Y	0
38	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : sbgresumes@sbgstv.com Broadbean Source	N	0
39	Lawson State Community College 1100 Ninth Avenue SW Bessemer, Alabama 35022 Phone : 205-925-2515 Url : <a href="http://www.lawsonstate.edu">http://www.lawsonstate.edu</a> Email : krankin@lawsonstate.edu Kristy Rankin	N	0
40	Lee Hecht Harrison 3800 Colonnade Pkwy Suite 480 Birmingham, Alabama 35243 Phone : 205-968-0098 Url : <a href="http://www.lhh.com">http://www.lhh.com</a> Email : beth.hosmer@lhh.com Beth Hosmer	N	0
41	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : sbgresumes@sbgstv.com Laura Rehn	N	3
42	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : info@media-match.com Tammy Romaniuk	Y	0



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43	Medialine PO Box 51909 Pacific Grove, California 93950 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
44	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Phone : 205-929-1000 Url : <a href="http://www.miles.edu">http://www.miles.edu</a> Email : <a href="mailto:gbrown_wade@miles.edu">gbrown_wade@miles.edu</a> Glenda Brown-Wade	N	0
45	Miles College P.O. Box 3800 Birmingham, Alabama 35208 Phone : 205-929-1415 Email : <a href="mailto:dmitchell@miles.edu">dmitchell@miles.edu</a> Darlene Mitchell	Y	0
46	NAACP PO Box 1268 Birmingham, Alabama 35201 Phone : 205-714-5860 Url : <a href="http://www.naacpalabama.org">http://www.naacpalabama.org</a> Email : <a href="mailto:bsimelton@aol.com">bsimelton@aol.com</a> B Melton	N	0
47	NAACP UAB 1530 3rd Street S Hill University Birmingham, Alabama 35205 Phone : 678-900-7991 Email : <a href="mailto:naacp@uab.edu">naacp@uab.edu</a> Job Listings	Y	0
48	NATAS Mid-america Emmy 3655 Olive St. Louis, Missouri 63108 Phone : 314-533-2993 Email : <a href="mailto:maggie@emmymid-america.org">maggie@emmymid-america.org</a> Maggie Eubanks	Y	0

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49	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
50	National Lesbian and Gay Journalists Association 2120 L Street NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nlgja.org Matthew Rose	Y	0
51	Native American Public Telecommunications 1800 N 33rd Street Lincoln, Nebraska 68503 Phone : 402-472-3611 Url : <a href="http://www.nativetelecom.org">http://www.nativetelecom.org</a> Email : native@unl.edu Lynn Warren	N	0
52	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	N	0
53	Non-Employee Referral	N	3
54	Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-2384 Url : <a href="http://www.nsu.edu">http://www.nsu.edu</a> Email : pcbriiggs@nsu.edu Paula Briggs	N	0
55	Northwestern College 101 7th Street SW Oragne City, Iowa 51041 Phone : 712-707-7000 Email : sbgresumes@sbgvtv.com Fax : 1-712-707-7404 Bill Minnick	Y	0

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56	Oakwood University 7000 Adventist Blvd Huntsville, Alabama 35896 Phone : 256-726-7134 Url : <a href="http://www.oakwood.edu">http://www.oakwood.edu</a> Email : <a href="mailto:careerservices@oakwood.edu">careerservices@oakwood.edu</a> Career Services	N	0
57	Organizations of Chinese American 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Email : <a href="mailto:oca@ocanational.org">oca@ocanational.org</a> Job Listings	N	0
58	Patterson State Technical College P.O. Box 10048 Montgomery, Alabama 36108 Phone : 334-420-4200 Email : <a href="mailto:mrichardson@trenholmstate.edu">mrichardson@trenholmstate.edu</a> Ms. Richardson	Y	0
59	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
60	Roger Williams Unviversity 1 Old Ferry Road Bristol, Rhode Island 2809 Phone : 401-253-1040 Email : <a href="mailto:pfournier@rwu.edu">pfournier@rwu.edu</a> Pam Fournier	N	0
61	Samford University 800 Lakeshore Drive Birmingham, Alabama 35229 Phone : 205-726-2980 Url : <a href="http://www.samford.edu">http://www.samford.edu</a> Email : <a href="mailto:career@samford.edu">career@samford.edu</a> Heather Mitchell	N	0

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62	Savannah College of Art and Design PO Box 2072 Savannah, Georgia 31402 Phone : . Email : sbgresumes@sbgstv.com Student Placement	N	0
63	Selma University 1501 Lapsley Street Selma, Alabama 36701 Phone : 334-872-2533 Url : <a href="http://www.selmauniversity.org">http://www.selmauniversity.org</a> Email : selmau@bellsouth.net Frankie Hutchins	N	0
64	Shelton State Community College 9500 Old Greensboro Rd Tuscaloosa, Alabama 35405 Phone : 205-391-2461 Email : careerservices@sheltonstate.edu Mike Fields	Y	0
65	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	0
66	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Email : employment@sbgstv.com Sharon Pickeral	N	10
67	Station Website	N	9
68	Stillman College PO Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-349-4241 Url : <a href="http://www.stillman.edu">http://www.stillman.edu</a> Email : codongo@stillman.edu Concetta Odongo	N	0

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69	Stillman College P.O. Box 1430 Tuscaloosa, Alabama Phone : 205-366-8894 Email : jcurrie@stillman.edu Jacqueline Curry	Y	0
70	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentdynamics.com">http://www.talentdynamics.com</a> Email : hedding@talentdynamics.com Christina Hedding	N	0
71	Talladega College 627 Battle Street West Talladega, Alabama 35160 Phone : 205-362-0206 Url : <a href="http://www.talladega.edu">http://www.talladega.edu</a> Email : brhoden@talladega.edu Veronica Miller	N	0
72	Talladega College 627 West Battle Street Talladega, Alabama 35160 Phone : 256-761-6246 Email : ddtraylor@talladega.edu Dolores Traylor	Y	0
73	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : sbgresumes@sbgstv.com Broadbean Source	N	0
74	The Leadership Institute 1101 N. Highland Street Arlington, Virginia Phone : 703-247-2000 Fax : 1-703-247-2001 Ainsley Harrison	Y	0

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75	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrea Siegle	N	0
76	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
77	Troy University 104 Eldridge Hall Troy, Alabama 36082 Phone : 334-670-3217 Email : <a href="mailto:troycareer@troy.edu">troycareer@troy.edu</a> Lauren Cole	Y	0
78	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	4
79	United States Pan Asian American Chamber of Commerce 1329 18th Street NW Washington, District of Columbia 20036 Phone : 202-296-5221 Fax : 1-202-296-5225 Michelle Yin	N	0
80	University of AL -Birmingham/ Career & Professional Development 936 19th Street S. Birmingham, Alabama 35294 Phone : 205-975-4406 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Kelly Holmes	Y	1

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81	University of Alabama PO Box 870172 Tuscaloosa, Alabama 35487 Phone : 205-348-5848 Url : <a href="http://www.ua.edu">http://www.ua.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Jim Oakley	N	0
82	University of Mobile 5735 College Parkway Mobile, Alabama 36613 Phone : 251-442-2877 Email : <a href="mailto:success@umobile.edu">success@umobile.edu</a> Brenda Davis	Y	0
83	University of Montevallo 75 College Drive Montevallo, Alabama 35115 Phone : 205-665-6263 Url : <a href="http://www.montevallo.edu">www.montevallo.edu</a> Email : <a href="mailto:akelly3@montevallo.edu">akelly3@montevallo.edu</a> Angela Kelly	N	0
84	University of Montevallo Station 6262 Montevallo, Alabama 35115 Phone : 205-665-6262 Email : <a href="mailto:jyoung3@montevallo.edu">jyoung3@montevallo.edu</a> Jahzmin Young	Y	0
85	University of North Alabama UNA Box 5066 Florence, Alabama Phone : 256-765-4276 Email : <a href="mailto:careerservices@una.edu">careerservices@una.edu</a> Melissa Medlin	Y	0
86	University of Oklahoma 900 Asp Avenue Suite 323 Norman, Oklahoma 73019 Phone : 405-325-1974 Email : <a href="mailto:abatchelor@ou.edu">abatchelor@ou.edu</a> Alex Batchelor	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
87	University of South Alabama 390 Alumni Circle Meisler Hall Mobile, Alabama Phone : (251) 460-6188 Email : careerservices@southalabama.edu Fax : 1-251-460-6091 Career Services	Y	0
88	University of West Alabama Station 29 Livingston, Alabama 35470 Phone : 205-652-3651 Email : sedmonds@uwa.edu Tammy White	Y	0
89	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
90	West Virginia University P.O. Box 6008 Morgantown, West Virginia Phone : 304-293-2221 Email : sarah.glenn@mail.wvu.edu Sarah Glenn	Y	0
91	Women's Employment Network 920 Main Street Kansas City, Missouri 64015 Phone : 816-822-8083 Email : tbomar@kcwen.org Tonia Bomar	N	0
92	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>76</b>



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	<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>
1	1/30/2018	Establishment of an intern program designed to assist members of the community	WBMA's internship program is coordinated with colleges or universities in which a student receives academic credit for his or her work at the station. The station submits a report of the students performance to his/her faculty advisor or dept. head which may be used in determining the amount of academic credit the student shall receive. Students must have successfully completed certain classroom courses applicable to their major or area of concentration prescribed by his/her faculty advisor or department head and be at least a Junior in college. Interns assist the news dept. a minimum of 15 hours per week and are given a schedule of work assignments intended to educate them in various areas of broadcasting. The station employment unit had a total of ten (10) interns for the period of December 1, 2017 through November 30, 2018. The interns came to us from the University of Alabama (5), Auburn University in Montgomery (1), Shelton State (1), University of North Alabama (1), Jacksonville State University (1), and University of Troy (1).	1	Producer/Internship Coordinator
2	1/30/2018	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at Cherokee Bend Elementary in Mtn Brook, AL. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist

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3	1/31/2018	Provision of training to management	<p>SBG, Inc. and its stations are an equal opportunity employer. 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. 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 which 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>	134	<p>General Manager  Director of Sales  News Director  Director of Engineering</p>
4	2/7/2018	Participation in events or programs sponsored by educational institutions	<p>Our Meteorologist, Charles Daniel, spoke to students in the Communications dept at Samford Univ. Charles spoke to the students regarding a career in broadcasting/journalism, live television, and answered questions.</p>	1	Meteorologist

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5	2/9/2018	Participation in events or programs sponsored by educational institutions	Multimedia Journalist, Elizabeth Lane Gill, spoke to students during a two day Alabama Scholastic Press Association conference hosted by the Univ of Alabama. The conference was for middle and high school students interested in journalism and television careers. Elizabeth spoke to the students regarding a career in broadcasting/journalism and answered questions.	1	Multimedia Journalist
6	2/21/2018	Participation in events or programs sponsored by educational institutions	News Production Asst, Jacob Bobst, spoke to Mass Comm students during Media Day at the University of Montevallo. Jacob spoke to the students regarding a career in broadcasting/journalism and answered questions.	1	News Production
7	2/21/2018	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at Walker Kennedy Elementary School in Pell City, AL. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist
8	4/6/2018	Participation in events or programs sponsored by educational institutions	Station tour given to 38 students and teachers from Minor High Schools to introduce them to the workings of a newsroom, master control, studio, engineering, and all other aspects of broadcasting.	1	Technical Director
9	4/10/2018	Participation in events or programs sponsored by educational institutions	Our morning Anchor, Wendell Edwards, spoke to students during an IMC3 conference for over 150 high school students at the Univ of West Alabama. Wendell spoke to the students regarding a career in broadcasting/journalism and answered questions.	1	Anchor

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10	4/17/2018	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at B.B. Comer Elementary in Sylacauga, AL. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist
11	5/1/2018	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at Snow Rogers Elementary in Jefferson County. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist

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12	5/15/2018	Participation in scholarship programs	<p>The program awarded 1 high school scholar athlete of the year out of 15 scholar athlete weekly winners, nominated by teachers and faculty of their respective schools a total of \$5,000 in scholarship funds as part of the MY 68 TV Friday Night Rivals series. The weekly winner's awards were featured during the weekly broadcast of Friday Night Rivals. Program Objective: In order to enhance the educational value of Friday Night Rivals and MY68 continued to sponsor the Scholar Athlete Award for the 2017 season. A season long 'competition' culminated at the conclusion of the FNR schedule, with a \$5,000 scholarship being awarded to a Scholar Athlete of the Year from one of the participating schools.</p> <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> <li>• Each school submitted a Scholar Athlete candidate to be recognized during the week that their school was featured on FNR.</li> <li>• Athletes were nominated from any sport, male or female.</li> <li>• The weekly Scholar Athlete was recognized on air during Halftime of the FNR game broadcast and appeared in an on-air promotion which aired during the week their school was featured on FNR.</li> <li>• The weekly winner received a plaque from the stations to commemorate their accomplishment.</li> <li>• Weekly winners from the schools were at the sole discretion of the school's administration and faculty.</li> <li>• The weekly winners were given the exclusive opportunity to compete for a \$5,000 scholarship, by submitting a two minute video produced solely by the Scholar Athlete of the Week, stating their case to be named Scholar Athlete of the Year.</li> <li>• Each Scholar Athlete was judged on the following criteria: Grade Point Average/Academic standing,</li> </ul>	3	Promotion Manager Director of Sales News Director

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			<p>Athletic Achievement, Community Activities, and why they believe they should be named the Scholar Athlete of the Year.</p> <p>Scholar Athletes of the Week:            Luke Freeman – McAdory High School            Desmond Scott – Pinson Valley High School            Ryan Sparks – Gadsden City High School            Claire Holt – Spain Park High School            Barret Pickering – Hoover High School            Carson Bobo – Oak Mtn High School            Josh Huner – Thompson High School            Brooklyn Miller – Pinson Valley High School            Will Stahlhut – Shades Valley High School            Jordan Brown – Fultondale High School            Tyler Bain – J.B. Pennington High School            Chance Hall – Homewood High School            Cole Chasteen – Piedmont High School            Kevin Williamson – Ohatchee High School            Sam Sanford – Hoover High School            Scholar Athlete of the Year - \$5,000:            Cole Chasteen – Piedmont High School</p>		

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	6/5/2018	Participation in scholarship programs	<p>The program awarded 1 high school scholar athlete of the year, nominated by teachers and faculty of their respective schools a total of \$3,000 in scholarship funds as part of the MY 68 TV High School Hoops series. The weekly winner's awards were featured during the weekly broadcast of HSH.</p> <p>Program Objective: In order to enhance the educational value of HSH, MY68, abc3340, and CW 21 continued to sponsor the Scholar Athlete Award for the 2018 season. A season-long 'competition' culminated at the conclusion of the HSH schedule, with a \$3,000 scholarship being awarded to a Scholar Athlete of the Year from one of the participating schools.</p> <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> <li>• Each school submitted a Scholar Athlete candidate to be recognized during the week that their school was featured on HSH</li> <li>• Athletes were nominated from any sport, male or female.</li> <li>• The weekly Scholar Athlete was recognized on air during Halftime of the HSH game broadcast and appeared in an on-air promotion which aired during the week their school was featured on HSH.</li> <li>• The weekly winner received a plaque from the stations to commemorate their accomplishment.</li> <li>• Weekly winners from the schools were at the sole discretion of the schools administration and faculty.</li> <li>• The weekly winners were given the exclusive opportunity to compete for a \$3,000 scholarship, by submitting a two minute video produced solely by the Scholar Athlete of the Week, stating their case to be named Scholar Athlete of the Year.</li> <li>• Each Scholar Athlete was judged on the following criteria: Grade</li> </ul>	3	Promotion Manager Director of Sales News Director

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			Point Average/Academic standing, Athletic Achievement, Community Activities and why they believed they should be named the Scholar Athlete of the Year. Scholar Athletes of the Week: Britton Johnson - Mountain Brook High School Jamori Blackmon - Hoover High School Johah Moore - Chelsea High School Justin Stuckey - Helena High School Colby Jones - Pinson Valley High School Angela Grant - Hoover High School Claire Holt - Spain Park High School Scholar Athlete of the Year - \$3000: Britton Johnson - Mountain Brook High School		
14	9/19/2018	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at Deer Valley Elementary in Hoover, AL. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist
15	9/20/2018	Participation in events or programs sponsored by educational institutions	Meteorologist, Meaghan Thomas, spoke to middle school students at Handley Middle School in Roanoke, AL. Meaghan teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist.	1	Meteorologist
16	9/24/2018	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at West Blocton Elementary in Bibb County. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist



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17	9/28/2018	Participation in events or programs sponsored by educational institutions	Anchor, Christopher Sign, is being shadowed by Hoover High School student, Ramsey Morris, one day per month during 09/18, 11/18, and 12/18, as part of a high school IT project she has been assigned. The class project is to shadow an individual in the industry the student wants to be a part of in their career.	1	Anchor
18	10/2/2018	Participation in events or programs sponsored by educational institutions	Anchor, Christopher Sign, and Producer, Lauren Casiday, represented ABC3340 at a student-athlete career fair at the Univ of Alabama. Being a former Univ of Alabama athlete, Christopher was invited to attend the career fair and was able to engage with junior and senior athletes interested in the industry.	2	Anchor Producer
19	10/25/2018	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to a middle school class at Berry Middle School in Hoover, AL. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist
20	10/26/2018	Participation in events or programs sponsored by educational institutions	Meteorologist, Meaghan Thomas, spoke to an elementary class at Graham Elementary in Talladega, AL. Meaghan teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist.	1	Meteorologist
21	11/3/2018	Participation in events sponsored by community groups	Meteorologist, Meaghan Thomas, attended STEM Fest help by the Girl Scouts in Trussville, AL. She spoke to the girls about science/meteorology, being a woman in the industry, and answered questions.	1	Meteorologist
22	11/9/2018	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist, James Spann, spoke to an elementary class at Tuggle Elementary in Birmingham, AL. James teaches the students about weather safety, general weather topics, and what it's like to be a meteorologist. Kidcam videos are taken during the class and shared that evening in our newscast.	1	Chief Meteorologist

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23	11/14/2018	Participation in events or programs sponsored by educational institutions	Our General Manager, Eric Land, spoke to University of Alabama at Birmingham Communication class students. Eric spoke to the students regarding a career in news/broadcasting/journalism and answered questions.	1	General Manager
24	11/15/2018	Participation in events or programs sponsored by educational institutions	Station tour given to 6 students from Jefferson State Community College broadcasting class to discuss the workings of a newsroom, studio, producing newscasts, and all other aspects of broadcasting.	1	News Director