
Annual EEO Public File Report Form**WLWC****Annual EEO Public File Report**

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): **WLWC Providence, RI 02903** and is required to be placed in the public inspection files of these stations, and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning 12/1/10 TO 11/30/11

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle “Full-Time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed “interviewed” when he or she was interviewed in person.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from Date to Date 12/1/10 to 11/30/11

Station(s) Comprising Station Employment Unit: **WLWC**

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hire	Total Number of Interviewees from All sources for This Position
1	Account Exec. (2)	Monster.com Monster.com	9
2	Account Exec (2)	Network RI Employee Referral	4
3	Account Exec.	Client Referral	7
4	Creative Services Coordinator	Employee Referral	13
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			

Total interviews:

33

ATTACHMENT C

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 12/1/10-11/30/11

Station(s) Comprising Station Employment Unit: **WLWC**

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Brown University – 164 Angell Street, Providence, RI 02912 http://brown-csm.symplicity.com/employers Karen Clancy -Employer Relations Mgr. 401-863-3474	0 0 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive Creative Services Coord.
B	Bryant University 1150 Douglas Pike, Smithfield, RI 02917 401-232-6000 x 6090 Kathy Clarkin careers@bryant.edu	0 0 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive Creative Services Coord.
C	CW28 Website 275 Westminster St, Ste 100 Providence, RI 02903 John Crowe 401-351-2423 www.yourprov.com	0 2 1 5	Acct. Executive (2) Acct. Executive (2) Account Executive Creative Services Coord.
D	Craigs List @craigslist.org	2 0 0 2	Acct. Executive (2) Acct. Executive (2) Account Executive Creative Services Coord.
E	Dept. of Labor & Training State of RI 175 Main Street , Pawtucket, RI 02860 401-721-1800 Networkri.org	1 0 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive Creative Services Coord
F	Fisher College 118 Beacon St., Boston, Ma 02116 617-236-8838 hcarpenter@fisher.edu	0 0 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive Creative Services Coord
G	Jim Vincent (RI Housing VP RI Hispanic Chamber of Commerce 44 Washington St. Providence RI 02903 401-457-1144	0 0 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive Creative Services Coord
H	LATV c/o WLWC TV 275 Westminser St. Providence, RI 02903 John Crowe	0 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive

	401-351-2423			Creative Services Coord
I	Monster.com		3 1 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive Creative Services Coord
J	Nexstar Broadcasting 5215 N. O'Connor Bvd, Ste 1400 Irving Tx 75039 972-373-8800 x 220 Terri Bush/Dir.Human Resources000 tbush@nexstar.tv		0 0 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive Creative Services Coord
K	Providence College Linda Ernst ,Asst.Dir/Recruiting Coordinator 1 Cunningham Square Providence RI 02918 401-865-2184 http://providence_csm.symplicity.com/employ		0 0 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive Creative Services Coord
L	Providence Espanol 10 Purchase St Fall River, Ma 02727 Ricardo Eguez 508-678-1798		0 0 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive Creative Services Coord
M	Salve Regina Univ. 100 Ochre Point Ave., Newport, R I 02840 401-847-6650 Michael Wisenwski myinterfase.com/salve/employer/home.aspx		0 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive
N	Sun Chronicle 34 So. Main St. Attleboro, Ma. 508-222-7000 (classifieds)		0 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive
O	TV Jobs jobs@tvjobs.com		0 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive
P	University of Rhode Island Kingston RI In conjunction with RI Broadcasters Lori Needham 255-8200		3 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive
Q	Valley Breeze 6 Blackstone Valley Pl, Suite 204 Lincoln, RI 401-334-9555(classifieds)		0 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive
R	Referral by employee		1 1 0 3	Acct. Executive (2) Acct. Executive (2) Account Executive Creative Services Coord
S	Referral Non employee		3 0 0 0	Acct. Executive (2) Acct. Executive (2) Account Executive Creative Services Coord
T	Self referral/walk in		1 0	Acct. Executive (2) Acct. Executive (2)

		0	Account Executive
		2	Creative Services Coord
U	Unknown (responding to advertisement and not source given)	1	Acct. Executive (2)
		0	Acct. Executive (2)
		0	Account Executive
		1	Creative Services Coord

* The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us. However, at this time, the station has yet to receive such requests.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 12/1/10-11/30/11

Station(s) Comprising Station Employment Unit **WLWC**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by **WLWC****INTERNSHIP PROGRAM**

The Station Employment Unit has an internship/externsiop program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates from local colleges and technical schools and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- 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.
- Provide interns with opportunities to translate classroom theories into industry applications. Interns will have the opportunities to develop practical skills that will improve their chances for success in the broadcast industry.

Eligibility Requirements:

- Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, application should be communication 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 applicants must receive academic credit for their internship experience. He/She must be registered for college credit at his/her institutions during the quarter or semester in which the intern ship is performed. Interns are not paid.

In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.

Any person interested in an internship should contact the station Employment Unit for more details.

Internship Program Review

From 12/1/10-11/30/11 WLWC interns were provided interns/externs we provided from the following colleges.

N.E. Technical Institute of Technology

Externs for 2011 were:

Willie Patterson – October 2010 through December 2010

Brent Parker - January 2011 through March 2011

Tyesha Cobb – March 2011 through May 2011

Manny Gonzalez – August 2011 through September 2011

Externs from NE Tech work closely with John Crowe to accomplish the following:

The are expected to: Produce, write, shoot and edit a daily one-minute feature that airs on YourProv.com., one piece per week.

Students must qualify for an externship through New England Tech

Students will report to CW 28 and work on-site in Providence

Student is responsible, with supervision from CW 28, for:

Initiating ideas

Writing stories

Shooting content, interviews, b-roll & stand-ups

Editing on Final Cut Pro

Assisting with upload to the web

Training

SBG, Inc. is 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 will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), 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 also took web-based training courses titled "Sinclair/ /Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment. All other employees newly hired employees took web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.

Educational Events:

Date: February 10, 2011, April 5, 2011, June 7, 2011 and November 2011

Title of Event: NE Tech Night

Participating Employees: John Crowe, Digital Media Manager

Host/Sponsor of Activity: N.E. Technical Institute of Technology

NE Tech Nite is an advertised evening at the Warwick, RI campus so perspective students can get a feel of what it is like to attend there and the opportunities that may be available. John speaks to these perspective students and explains the externship program between NE Tech and the CW28 .

Job Fairs:

March 3, 2011, John Crowe and Chris Raffa attended a Career Fair at NE Tech. Both John and Chris were available to speak to students about information regarding the CW28 and speak to students about possible employment opportunities.

March 16, 2011 we attended a Career Fair at Bryant University in Smithfield, RI. Joe Mulvey, Local Sales Manager and Debra Rocchio, Creative Service Coordinator, attended this event. One sheets describing the job opportunity were available at the CW28 and Joe and Debra answered questions from attendees and accepted resumes for those that were interested.

April 6, 2011 we attended a job & internship fair at the University of Rhode Island and sponsored by the RI Broadcasters Association. Joe Mulvey, Local Sales Manager and Sean Sullivan, Account Executive were available to answer questions and accept resumes from attendees. There were also one sheets describing the job opening for an Account Executive.

August 4, 2011 we posted a virtual "job fair" on Craig's List and on "yourprov.com" for future consideration. This was posted on Craig's list for 30 days and was ongoing on "yourprov.com" until 10/21/11.

November 11, 2011 in conjunction with the RI Broadcasters Association we attended a Fall Internship and Job Fair at the University of Rhode Island. Joe Mulvey, Local Sales Manager and Sean Sullivan, Account Executive were on hand to answer questions. One Sheets describing the qualifications for Account Executive and Creative Service Interns were passed out to those interested along with instructions of how to submit resumes.