

Annual EEO Public File Report Form

WSYT

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): **WSYT in Syracuse, NY** 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 February 1, 2011 to January 31, 2012 (the “Applicable Period”).

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; and
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 February 1, 2011 to January 31, 2012

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

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	Account Executive	Syracuse Newspaper	10
2	Producer	Syracuse Newspaper	8
3	Sales Support Coordinator	Department of Labor	8
4	Account Executive (2)	Referral / Indeed.com	18
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			

Total Number of Persons Interviewed During Applicable Period: 44

Appendix 2 to

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Covering the Period from February 1, 2011 to January 31, 2012

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

Section 2: Recruitment Source Information

	<u>Recruitment Source</u>	<u>Full-Time Positions for which this Source was utilized</u>	<u>Total number of Interviewees this Source has provided</u>
A	American Society of Women Accountants	Producer	0
	Roseanne Bottoe, EA	Master Control Operator	0
	222 Hanover Avenue	Sales Support Coordinator	0
	Liverpool, NY 13088	Account Executive (2)	0
B	Arise, Inc.	Producer	0
	David Borst	Master Control Operator	0
	635 James Street, Ste 110	Sales Support Coordinator	0
	Syracuse, NY 13203	Account Executive (2)	0
	315-472-3171		
C	Asian American Journalists Assoc.	Producer	0
	1182 Market Street, Suite 320	Master Control Operator	0
	San Francisco, CA 94102	Sales Support Coordinator	0
	415-346-2051	Account Executive (2)	0
D	Bishop State Community College	Producer	0
	351 N. Broad Street	Master Control Operator	0
	Mobile, AL 36603-5898	Sales Support Coordinator	0
	251-662-5371	Account Executive (2)	0
E	Broadcast Employment Services (tvjobs.com)	Producer	0
	Mark Holloway, President	Master Control Operator	0
	PO Box 4116	Sales Support Coordinator	0
	Oceanside, CA 92052	Account Executive (2)	0
	760-754-8177		

	admin@tvjobs.com		
F	California Chicano News Media Assoc. (CCNMA)	Producer	0
	Sylvia Wells	Master Control Operator	0
	3800 S. Figueroa Street	Sales Support Coordinator	0
	Los Angeles, CA 90037-1206	Account Executive (2)	0
	213-821-0075		
G	Careerbuilder.com	Producer	0
	5550-A Peachtree Parkway	Master Control Operator	0
	Suite 2000	Sales Support Coordinator	0
	Norcross, GA 30092	Account Executive (2)	2
	Attn: Brian Maggio, Account Manager		
	www.careerbuilder.com		
H	CCC/Planning Student Development Center	Producer	0
	Meg Osborne	Master Control Operator	0
	197 Franklin Street	Sales Support Coordinator	0
	Auburn, NY 13021	Account Executive (2)	0
	315-255-1743		
	Fax:315-255-2117		
I	Cheyney University	Producer	0
	Career Services Office	Master Control Operator	0
	1837 University Circle	Sales Support Coordinator	0
	Cheyney, PA	Account Executive (2)	0
	610-399-2302		
J	CNY WORKS	Producer	0
	Judith Shanley	Master Control Operator	0
	443 North Franklin Street	Sales Support Coordinator	0
	Syracuse, NY 13202	Account Executive (2)	1
	315-473-8250		
	Fax:315-477-6996		
K	Cornell Career Services	Producer	0
	Cornell University	Master Control Operator	0
	Norma Cancellari	Sales Support Coordinator	0
	103 Barnes Hall	Account Executive (2)	0
	Ithaca, NY 14853		
L	Displaced Homemaker Program/NYS	Producer	0

	Attn: Lynn Bush	Master Control Operator	0
	901 James Street	Sales Support Coordinator	0
	Syracuse, NY 13203	Account Executive (2)	0
	315-473-8250x227		
M	Dunbar Center	Producer	0
	Clara Everson	Master Control Operator	0
	1453 S. State Street	Sales Support Coordinator	0
	Syracuse, NY 13205	Account Executive (2)	0
	315-476-4269		
N	Eastside Neighbors in Partnership	Producer	0
	Jim Dessauer, Director	Master Control Operator	0
	PO Box 8016	Sales Support Coordinator	0
	Syracuse, NY 13217	Account Executive (2)	0
	315-471-7911		
		Producer	0
O	Hispanic Link News Service	Master Control Operator	0
	1420 N. Street, NW	Sales Support Coordinator	0
	Washington, DC 20005	Account Executive (2)	0
P	Internal Application	General Manager	0
		Producer	3
		Master Control Operator	0
Q	Ithaca College	Producer	0
	John Fracchis, Asst. Dir. Recruiting Coordinator	Master Control Operator	0
	1101 Gannett Cneter	Sales Support Coordinator	0
	Ithaca, NY 14850	Account Executive (2)	0
R	LeMoyne College	Producer	0
	Linda McGraw, Director of Career Services	Master Control Operator	0
	1419 Salt Springs Road	Sales Support Coordinator	0
	Syracuse, NY 13214-1399	Account Executive (2)	1
	315-445-4100		
S	Massachusetts College of Liberal Arts	Producer	0
	Dr. Robert E. Bishoff	Master Control Operator	0
	375 Church Street	Sales Support Coordinator	0
	North Adams, MA 01247-4100	Account Executive (2)	0

T	Medialine.com	Producer	0
	Mark Shilstone, Manager	Master Control Operator	0
	Box 51909	Sales Support Coordinator	0
	Pacific Grove, CA 93950	Account Executive (2)	0
	800-237-8073		
U	NAACP- Syracuse/Onondaga	Producer	0
	Preston Fagan, President	Master Control Operator	0
	PO Box 397, Colvin Station	Sales Support Coordinator	0
	Syracuse, NY 13205	Account Executive (2)	0
	315-422-6933		
V	NAMIC	Producer	0
	National Assoc of Minorities in Communication	Master Control Operator	0
	Roxanne Remekie	Sales Support Coordinator	0
	336 W. 37th Street, Suite 302	Account Executive (2)	0
	New York, NY 10018		
W	National Association of Black Journalists	Producer	0
	8701-A Adelphi Road	Master Control Operator	0
	Adelphi, MD 20783	Sales Support Coordinator	0
		Account Executive (2)	0
X	National Association of Broadcasters	Producer	0
	1771 North Street, NW	Master Control Operator	0
	Washington, DC 20036	Sales Support Coordinator	0
		Account Executive (2)	0
Y	National Association of Hispanic Journalists	Producer	0
	1000 National Press Bldg. 52914th Street, NW	Master Control Operator	0
	Washington, DC 20045	Sales Support Coordinator	0
		Account Executive (2)	0
Z	National Black MBA Association	Producer	0
	180 N. Michigan Avenue, Ste.1515	Master Control Operator	0
	Chicago, IL 60601	Sales Support Coordinator	0
		Account Executive (2)	0
AA	National Hispanic Media Coalition	Producer	0
	2514 S. Grand Avenue	Master Control Operator	0
	Los Angeles, CA 90007	Sales Support Coordinator	0
	Inez Gonzales	Account Executive (2)	0
	info@NHMC.org		

BB	Native American Journalists Association	Producer	0
	555 Dakota Street, Al Neuharth Media Center	Master Control Operator	0
	Vermillion, SD 57069	Sales Support Coordinator	0
		Account Executive (2)	0
CC	Native American Public Telecommunications	Producer	0
	1800 No 33rd Street	Master Control Operator	0
	Lincoln, NE 68583	Sales Support Coordinator	0
		Account Executive (2)	0
DD	New House School of Communication	Producer	0
	Bridget Lichtinger, Dir. Of Career Development	Master Control Operator	0
	215 University Place	Sales Support Coordinator	0
	Syracuse, NY 13244-2100	Account Executive (2)	0
	315-443-4493		
EE	NYS Dept. of Labor	Producer	0
	Judy Shanley	Master Control Operator	0
	c/o CNY Works	Sales Support Coordinator	1
	443 N. Franklin Street	Account Executive (2)	0
	Syracuse, NY 13204		
	315-473-8250		
	Fax:315-477-6996		
FF	OCM BOCES Career Training Center	Producer	0
	Harriet Silverman, Employment Specialist	Master Control Operator	0
	4500 Crown Road	Sales Support Coordinator	0
	Liverpool, NY 13090	Account Executive (2)	0
GG	Office of Cooperative Education and Career Services	Producer	0
	Rochester Institute of Technology	Master Control Operator	0
	57 Lomb Memorial Drive	Sales Support Coordinator	0
	Rochester, NY 14623-5603	Account Executive (2)	0
HH	Onondaga Community College	Producer	0
	Electronic Media Communication Dept.	Master Control Operator	0
	Nancy Licata, Radio & TV Department	Sales Support Coordinator	0
	4941 Onondaga Road	Account Executive (2)	0
	Syracuse, NY 13215		
	315-498-2541		

II	Onondaga Community College/Business	Producer	0
	Lisa Woolner	Master Control Operator	0
	Academic 1, Room 254	Sales Support Coordinator	0
	Syracuse, NY 13215-2099	Account Executive (2)	0
	315-498-2550		
JJ	Oswego County BOCES	Producer	0
	179 County Route 64	Master Control Operator	0
	Mexico, NY 13114	Sales Support Coordinator	0
	315-963-4251	Account Executive (2)	0
KK	Referral	Sales Support Coordinator	1
		Account Executive	4
		Producer	1
LL	SalesJobs.com	Producer	0
	1624 Franklin Street Penthouse	Master Control Operator	0
	Oakland, CA 94612	Sales Support Coordinator	0
	www.salesjobs.com	Account Executive	0
MM	Senior Job Bank	Producer	0
	Eric Summers	Master Control Operator	0
	1383 Steel Bridge Road	Sales Support Coordinator	0
	MacClenny, FL 32063	Account Executive (2)	0
NN	Sinclair Broadcast Group (Website: www.sbg.net)	Producer	0
	10706 Beaver Dam Road	Master Control Operator	0
	Cockeysville, MD 21030	Sales Support Coordinator	0
	Attn: Sharon Pickeral	Account Executive (2)	2
	410-568-1517		
OO	Society of Broadcast Engineers, Inc.	Producer	0
	9102 North Meridian Street, Suite 150	Master Control Operator	0
	Indianapolis, IN 46260	Sales Support Coordinator	0
	Phone:(317)846-9000	Account Executive (2)	0
	Fax: (317) 846-9120		
	John Poray, Executive Director jporay@sbe.org		
PP	Southwest Community Center	Producer	0
	MaryAnne Ciccarelli	Master Control Operator	0

	401 South Avenue	Sales Support Coordinator	0
	Syracuse, NY 13204	Account Executive (2)	0
	315-474-6823		
QQ	Station Websites (foxsyracuse.com/my43.tv)	Producer	1
	1000 James Street	Master Control Operator	0
	Syracuse, NY 13203	Sales Support Coordinator	0
		Account Executive (2)	1
RR	SUNY – The Medgar Evers College	Producer	0
	Office of Career Management Services	Master Control Operator	0
	1650 Bedford Avenue	Sales Support Coordinator	0
	Brooklyn, NY 11225	Account Executive (2)	0
SS	SUNY Oswego	Producer	0
	Department of Communicaiton Studies	Master Control Operator	0
	Cristina Pieraccini	Sales Support Coordinator	0
	6 Lanigan Hall	Account Executive (2)	0
	Oswego, NY 13126		
TT	Syracuse Newspapers	Producer	2
	PO Box 4915	Master Control Operator	0
	Syracuse, NY 13221	Sales Support Coordinator	3
	Attn: Michelle Martin	Account Executive (2)	12
	315-470-2043		
UU	Syracuse Northeast Community Center	Producer	0
	Katie Jayson	Master Control Operator	0
	716 Hawley Avenue	Sales Support Coordinator	0
	Syracuse, NY 13203	Account Executive (2)	0
	315-472-6343		
VV	Syracuse University	Producer	0
	Ed Pulaski	Master Control Operator	0
	Crouse Hinds School of Management Bldg.,Ste. 310	Sales Support Coordinator	0
	Syracuse, NY 13244	Account Executive (2)	0
	315-443-3616		
WW	Syracuse University	Producer	0
	Sue Catanes	Master Control Operator	0
	Crouse Hinds School of Management Bldg., Suite 310	Sales Support Coordinator	0

	Syracuse, NY 13244	Account Executive (2)	0
	315-443-3616		
XX	The Art Institute of Fort Lauderdale	Producer	0
	LuWin Sanchez, Career Services Advisor	Master Control Operator	0
	1799 SE 17th Street Fort Lauderdale, FL 33316	Sales Support Coordinator	0
	(800) 275-7603 ext. 2615	Account Executive (2)	0
	(954) 308-2615 Direct Office		
	(954) 525-2602 Fax lsanchez@aii.edu		
YY	The NYS Broadcasters Assn. Inc.	Producer	0
	Sandy Hickey	Master Control Operator	0
	1805 Western Avenue	Sales Support Coordinator	0
	Albany, NY 12203	Account Executive (2)	0
	518-456-8888		
ZZ	The Spanish Action League	Producer	0
	Maritza Alvarado	Master Control Operator	0
	700 Oswego Street	Sales Support Coordinator	0
	Syracuse, NY 13204	Account Executive (2)	0
	315-475-6153		
AAA	Tompkins Cortland Community College	Producer	0
	Jim Hull, Director of Counseling & Career Services	Master Control Operator	0
	Placement Services	Sales Support Coordinator	0
	170 North Street, Box 139	Account Executive (2)	0
	Dryden, NY 13053		
BBB	WAR Associates	Producer	0
	Deirdre Brown	Master Control Operator	0
	PO Box 100	Sales Support Coordinator	0
	Nedrow, NY 13120	Account Executive (2)	0
CCC	West Side Learning Center	Producer	0
	Theresa Pagano, CAO	Master Control Operator	0
	422 Gifford Street	Sales Support Coordinator	0
	Syracuse, NY 13204	Account Executive (2)	0
DDD	Non-listed source:		
	Monster.com		

	Indeed.com	Account Executive (2)	4
	Indeed.com	Producer	1
	Indeed.com	Sales Support Coordinator	2
	Craigslist.com	Producer	1
	Jobzone.com	Sales Support Coordinator	1
	Total number of Interviewees		44

* 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 February 1, 2011 to January 31, 2012

Station(s) Comprising Station Employment Unit **WSYT**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by **WSYT**

INTERNSHIP PROGRAM

The Station Employment Unit has an internship 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.

During the period 1/15/2011 through 12/15/2011, the Station Employment Unit had a total of three students interning; all three in the Creative Services department. One came from Syracuse University, one from LeMoyne College, and one from Oswego College.

Educational Events

Event A:

Date of Event: March 9, 2011 and March 16, 2011

Participating Employees: Ed Sautter - Creative Services Director, Marianne Fraiser – Account Executive

Location: Institute of Technology at Syracuse Central (ITC)

Contact Person: Principal Matt Williams
Institute of Technology at Syracuse Central
111 Fellows Ave.
Syracuse, New York 13210
315.435.4300

Students in the Multimedia class at ITC were visited by Ed Sautter and Marianne Fraiser to discuss a program set up by the school and the TV station, where the students would create a television commercial that would air on the TV station. Mrs. Fraiser discussed marketing, research and branding, while Mr. Sautter worked with the students to brainstorm and develop creative ideas. As part of a general discussion Mrs. Fraiser and Mr. Sautter expounded on the employment opportunities that are available in the broadcast industry and specifically the type of job openings that are available with the station employment unit. There was a broad range of multi-cultural and multi-racial students in attendance. On March 16, Mr. Sautter and Mrs. Fraiser returned to the school along with WSYT & WNYS Production staff members, to help the students shoot their television commercial.

Event B:

Date of Event: March 21, 2011

Participating Employees: Ed Sautter - Creative Services Director, Marianne Fraiser – Account Executive

Location: WSYT & WNYS studios

Contact Person: Principal Matt Williams
Institute of Technology at Syracuse Central
111 Fellows Ave.

Syracuse, New York 13210
315.435.4300

In a continuation of teaching students the commercial production process, students from ITC were invited on a field trip to WSYT and WNYS studios. Mr. Sautter gave students a close up inspection of the inner workings of a TV station as students toured the building. He explained the jobs duties of each department and the type of education needed to acquire each position. Students were then whittled into smaller groups and spent a half hour in the edit bay, helping to produce the final commercial. Mrs. Fraiser worked with the students in the WSYT and WNYS conference room, to develop an on air schedule by allowing students to make key decisions on what shows would reach their target market. There was a broad range of multi-cultural and mutli-racial students in attendance.

Event C:

Date of Event: October 12, 2011

Participating Employee: Vinny Lopez, Director of Engineering

Location: Turning Stone Convention Center

Contact Person: Vinny Lopez, President of Society of Broadcast for Engineers
WSYT / WNYS
1000 James Street, Syracuse, NY 13203
315-472-6800 E-mail: vlopez@wsyt.sbgnet.com

SBE22 Convention is conducted for both the industry as well as for student / university participation. Mr. Lopez served on a panel during the Student Career Seminar. He and the panel talked to students about the broadcasting industry, about jobs available, ways to find jobs, education levels required and skills students will need. Mr. Lopez specifically spoke about Engineering careers. He also told students that a great place to start would be an entry level position in Master Control at a TV station. Toward the end of this seminar, Mr. Lopez fielded questions from the students and offered advice about careers in television. He further informed the students about current openings within the station employment unit. The event had a mixed cultural and racial base.

Job Fairs

Date of Event: December 5 to December 31, 2011

Participating Employees: Ed Sautter, Creative Services Director

Location: Online at FoxSyracuse.com and My43.tv

Local students and job seekers were invited to attend the station's Online Job Fair during the month of December. The station aired promotional spots that directed viewers to informational pages. Syracuse University was highlighted as the number one employer in the area. A link was provided to Syracuse University job postings as well as to other

major area employers. Included were links to local and national online want ads, job banks, resume building websites, interview skills websites and links to Sinclair Broadcast Group job opportunities. The Job Fair was also promoted during TV shows that appealed to women and viewers from multi-racial backgrounds.

Community Event

Event A:

19th Annual AIDS Walk/Run

Date: June 5, 2011

Location: Beaver Lake Nature Center, Baldwinsville, NY

Host/Sponsor of Activity: AIDS Community Resources

Media Sponsors: WSYT/WNYS (LMA)

Participating Employees: Leslie Baycura - Promotions Manager, Mike Cupplo – Producer, Blythe Dawson - Producer

Brief Description of Activity and Station Employment Unit Participation:

A community and station employment unit event to raise the awareness of AIDS in the community and to raise donations to fund the support programs developed and maintained by the AIDS Community Resource organization. Promotional spots ran in the weeks leading up to the event, inviting the public to participate and/or attend the event. The Station Employment Unit staff members were on hand to give handouts relating to career opportunities in the broadcasting industry as well as station specific job openings. The event attracted well over 1,200 participants, including substantial numbers of minorities and raised over \$ \$186,598

Event B:

Elephant Extravaganza

Date: August 20, 2011

Location: Rosamond Gifford Zoo, Burnet Park, Syracuse, NY

Host/Sponsor of Activity: Rosamond Gifford Zoo

Media Sponsors: WSYT/WNYS (LMA)

Participating Employees: Ed Sautter – Creative Services Director, Leslie Baycura - Promotions Manager.

Brief Description of Activity and Station Employment Unit Participation:

Each year the Rosamond Gifford Zoo holds this community event to elevate the awareness of the zoo along with raising funds to help subsidize the expense of the zoo. The Station Employment Unit promotes this event several weeks ahead of the event date

to encourage the communities' attendance and participation. The Station Employment Unit attends the event with the presence of a signed tent manned with station employment unit personnel. The personnel distribute hand-outs with information relating to career opportunities in the broadcast industry as well as station specific job openings. The event attracts several thousand attendants with a large representation of minorities.

Event C:

ARC WALK/RUN

Dates: September 10, 2011

Locations: Long Branch Park, Liverpool, NY 13088

Hosts/Sponsor: ARC of Onondaga

Participating Employees: Blythe Dawson – Producer, Andrew Brazil – Producer, Jessica Webb – Graphic Designer

Brief Description of Activity and Station Employment Unit Participation:

The Walk/run is a community event that is intended to elevate the awareness of developmentally disabled persons in our community. This premiere fund raising event for the organization includes multiple children's centers, sports clinic and career information. The station employment unit staff was available to answer questions and handout information relating to career opportunities in the broadcasting industry as well as station employment unit specific job openings. The race was attended by approximately 450 participants with a large representation of women and minorities.

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.