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**Annual EEO Public File Report Form**  
**WGME-TV**  
**Annual EEO Public File Report**

The purpose of the EEO Public File Report (396) 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: **WGME-TV, Portland, Maine** and is required to be placed in the public inspection file of this station, and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning December 1, 2007 to and including November 30, 2008 (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 Stations 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. A person was deemed "interviewed" whether he or she was interviewed in person.

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Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2007 to November 30, 2008

Station(s) Comprising Station Employment Unit:  
**WGME-TV, Portland, Maine**

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	<b>Desk Assistant</b>	<a href="http://www.wgme.com">www.wgme.com</a>	<b>4</b>
2	<b>Assignment Editor</b>	<a href="http://www.jobsinme.com">www.jobsinme.com</a>	<b>4</b>
3	<b>Sales Account Executive</b>	<a href="http://www.sbgnet.com">www.sbgnet.com</a>	<b>4</b>
4	<b>Credit Manager</b>	<a href="http://www.wgme.com">www.wgme.com</a>	<b>18</b>
5	<b>Photojournalist</b>	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	<b>1</b>
6	<b>News Anchor Reporter</b>	<a href="http://www.wgme.com">www.wgme.com</a>	<b>2</b>

Total Number of Persons Interviewed During Applicable Period: **33**

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from **December 01, 2007** to **November 30, 2008**

Station(s) Comprising Station Employment Unit: **WGME-TV**

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person, email)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	Bates College 31 Frye Street Lewiston, ME 04240 207-786-6232 Bonnie Trundy <a href="mailto:btrundy@bates.edu">btrundy@bates.edu</a>	0 0 0 0 0 0	Desk Assistant Assignment Editor Sales Account Executive Credit Manager Photojournalist News Anchor Reporter
2	Univ of New England 11 Hills Beach Road Biddeford, ME 04005 207-797-7261 207-602-2503 Jeff Nevers <a href="mailto:jnevers@une.edu">jnevers@une.edu</a>	0 0 0 0 0 0	Desk Assistant Assignment Editor Sales Account Executive Credit Manager Photojournalist News Anchor Reporter
3	University of New England 716 Stevens Ave. Portland, ME 04103 207-797-7261 207-602-4259 Judy McManany <a href="mailto:jmcmmanany1@une.edu">jmcmmanany1@une.edu</a>	0 0 0 0 0 0	Desk Assistant Assignment Editor Sales Account Executive Credit Manager Photojournalist News Anchor Reporter
4	Andover College 901 Washington Ave. Portland, ME 04103	0 0 0	Desk Assistant Assignment Editor Sales Account Executive

	207-774-6126 207-221-8750 Robb Klaiber <a href="mailto:Rklaiber@andovercollege.edu">Rklaiber@andovercollege.edu</a>	0 0 0	Credit Manager Photojournalist News Anchor Reporter
5	Southern Maine Community College Fort Road South Portland, ME 04106 207-767-6726 Darlene Smith <a href="mailto:dsmith@smcc.edu">dsmith@smcc.edu</a>	0 0 0 0 0 0	Desk Assistant Assignment Editor Sales Account Executive Credit Manager Photojournalist News Anchor Reporter
6	University of Southern Maine Career Services 96 Falmouth Street Portland, ME 04104 207-780-4220 <a href="mailto:bliss@usm.maine.edu">bliss@usm.maine.edu</a> Larry Bliss	0 0 0 0 0 0	Desk Assistant Assignment Editor Sales Account Executive Credit Manager Photojournalist News Anchor Reporter
7	The Career Center 185 Lancaster Street Portland, ME 04101 207-771-5627 John Bouchard <a href="mailto:john.c.bouchard@maine.gov">john.c.bouchard@maine.gov</a>	0 0 0 0 0 0	Desk Assistant Assignment Editor Sales Account Executive Credit Manager Photojournalist News Anchor Reporter
8	WGME 13 (website) 81 Northport Drive Portland, ME 04103 <a href="http://www.wgme.com">www.wgme.com</a> Attn: Melissa Locklar	1 0 0 1 0 1	Desk Assistant Assignment Editor Sales Account Executive Credit Manager Photojournalist News Anchor Reporter
9	Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, MD 21030 <a href="http://www.sbgnet.com">www.sbgnet.com</a> Attn: Sharon Pickeral	3 0 2 0 0 1	Desk Assistant Assignment Editor Sales Account Executive Credit Manager Photojournalist News Anchor Reporter
10	TVJobs PO Box 4116 Oceanside, CA 92052 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	0 0 0 0	Desk Assistant Assignment Editor Sales Account Executive Credit Manager

	Attn: Mark Halloway	1 0	Photojournalist News Anchor Reporter
11	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, CA 91105 626-792-6462 <a href="mailto:www.info@nhmc.org">www.info@nhmc.org</a> Attn: Claudia Flores	0 0 0 0 0 0	Desk Assistant Assignment Editor Sales Account Executive Credit Manager Photojournalist News Anchor Reporter
12	Central Maine Community College 1120 Turner Street Auburn, ME. 04210 207-755-5100 <a href="mailto:blibby@cmcc.edu">blibby@cmcc.edu</a> Betsy Libby (Acting Dean of Students)	0 0 0 0 0 0	Desk Assistant Assignment Editor Sales Account Executive Credit Manager Photojournalist News Anchor Reporter
13	National Assoc. of Black Journalists 8/701-A Adelphia Road Adelphia, MD 20783 Website: <a href="http://www.nabj.org">www.nabj.org</a> 301-445-7100	0 0 0 0 0 0	Desk Assistant Assignment Editor Sales Account Executive Credit Manager Photojournalist News Anchor Reporter
14	Jobsinme.com PO Box 604 Westbrook, Maine 04098- 0604 207-591-6259 <a href="http://www.jobsinme.com">www.jobsinme.com</a>	0 3 1 14 0 0	Desk Assistant Assignment Editor Sales Account Executive Credit Manager Photojournalist News Anchor Reporter
15	Career Builder Chicago, IL 200 N. LaSalle St Suite 1100 Chicago, IL 60601 Allison Weitzman <a href="http://www.Careerbulider.com">www.Careerbulider.com</a>  *began 1/1/08	0 1 1 0 0 0	Desk Assistant Assignment Editor Sales Account Executive Credit Manager Photojournalist News Anchor Reporter
16	Variety Careers 360 Park Ave. South New York, NY 10010 646-746-7002 <a href="http://www.thebiz.variety.com">www.thebiz.variety.com</a>	0 0 0 1 0	Desk Assistant Assignment Editor Sales Account Executive Credit Manager Photojournalist

		0	News Anchor Reporter
17	American Women in Radio & TV 1760 Old Meadow Road, Suite 500 McLean, VA 22102 703-506-3290 703-506-3266 Janet Linsey <a href="mailto:info@awrt.org">info@awrt.org</a>	0 0 0 1 0 0	Desk Assistant Assignment Editor Sales Account Executive Credit Manager Photojournalist News Anchor Reporter
18	Monster.com 5511 Capital Drive #206 Raleigh, NC 27606 Judy Fonda  * ended 12/31/07	1	Credit Manager

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from **December 01, 2007** to **November 30, 2008**

Station(s) Comprising Station Employment Unit: **WGME-TV**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by  
WGME-TV (Sinclair Broadcast Group)

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**INTERNSHIP PROGRAM**

The station has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with universities and colleges to promote WGME-TV as a prospective employer.
- Create a symbiotic relationship between interns and WGME-TV employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

Any person interested in internship opportunities should contact the station for more details.

From December 1, 2007 to November 30, 2008 the station has had three interns. (1) Sports Assistant at 25 hours per week. (2) Desk Assistant for 25 hours per week. (3) News Assistant for 10 hours per week.

Approximately 9 job shadows have occurred from 1 day up to a 6 week Job-Shadow Partnership with USM, Upward Bound, the Portland School of Art & Technology, and various High Schools around the area.

## **Community Event**

Date of Station Participation: **March 19, 2008**  
Host / Sponsor of Activity: **Cub Scouts Pack #37**  
Participating Employees: **Charlie Lopresti, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** A station tour was given to a group of twenty scouts from Cub Scout Pack #37. The scouts toured the station and the Weather Center and were shown the operation of the control room and studios. Charlie Lopresti gave a weather presentation and demonstrated the chroma key wall.

## **Community Event**

Date of Station Participation: **March 19, 2008**  
Host / Sponsor of Activity: **Falmouth Cub Scouts**  
Participating Employees: **Charlie Lopresti, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** A station tour was given to a group of twenty students from the Falmouth Cub Scout Pack. The Cubs toured the station and the Weather Center and were shown the operation of the control room and studios. Charlie Lopresti gave a weather presentation and demonstrated the chroma key wall.

## **Community Event**

Date of Station Participation: **April 3, 2008**  
Host / Sponsor of Activity: **Cub Scouts Pack #36**  
Participating Employees: **Charlie Lopresti, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** A station tour was given to a group of ten Cub Scouts from the Cub Scout Pack #36. The Cubs toured the station and the Weather Center and were shown the operation of the control room and studios. Charlie Lopresti gave a weather presentation and demonstrated the chroma key wall.

## **Community Event**

Date of Station Participation: **June 9, 2008**  
Host / Sponsor of Activity: **Brunswick Retirement Home**  
Participating Employees: **Sarah Long, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** A weather presentation was given to about 30 retirees. The retirees had a presentation to create interest in the station and learn more about weather. The retirees were than able to ask questions on regarding WGME and the weather system.

## **Community Event**

Date of Station Participation: **September 29, 2008**

Host / Sponsor of Activity: **Volunteers In Public Service – Augusta Church Group**

Participating Employees: **Sarah Long, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** A weather presentation was given to 50 diverse senior citizens volunteers in Augusta. There was a question and answer period at the end of the presentation.

## **Educational Event**

Date of Station Participation: **January 23, 2008**

Host / Sponsor of Activity: **Colby College Meteorology Class**

Participating Employees: **Sarah Long, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** A station tour was given to a group of thirty college students from Colby College. The Students toured the station and the Weather Center and were shown the operation of the control room and studios. Sarah Long gave a weather presentation and demonstrated the chroma key wall.

## **Educational Event**

Date of Station Participation: **April 2, 2008**

Host / Sponsor of Activity: **Vineyard Christian School**

Participating Employees: **Craig Miller, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** A weather presentation, citing the importance of math and science, was given to forty-three school students who attend Vineyard Christian School.

## **Educational Event**

Date of Station Participation: **April 10, 2008**

Host / Sponsor of Activity: **Saco Middle School**

Participating Employees: **Sarah Long, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** A weather presentation, citing the importance of math and science, was given to sixty middle school students who attend Saco Middle School.

## **Educational Event**

Date of Station Participation: **May 8, 2008**

Host / Sponsor of Activity: **South Hiram Elementary School**

Participating Employees: **Sarah Long, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** A weather presentation, citing the importance of math and science, was given to fifty middle school students who attend South Hiram Elementary School.

### **Educational Event**

Date of Station Participation: **May 14, 2008**

Host / Sponsor of Activity: **Emerson School in Sanford**

Participating Employees: **Craig Miller, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** A weather presentation, citing the importance of math and science, was given to two-hundred and thirty school students who attend Emerson School in Sanford.

### **Educational Event**

Date of Station Participation: **May 15, 2008**

Host / Sponsor of Activity: **Lafayette School in Sanford**

Participating Employees: **Craig Miller, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** A weather presentation, citing the importance of math and science, was given to two-hundred and thirty school students who attend Lafayette School in Sanford.

### **Educational Event**

Date of Station Participation: **May 22, 2008**

Host / Sponsor of Activity: **Portland High School - Weather Student Tour**

Participating Employees: **Sarah Long, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** A weather presentation, citing the importance of math and science, were given to two Portland High School students to help them understand, create interest, and learn more about weather. The students were then able to ask questions on careers in broadcasting and the weather.

### **Educational Event**

Date of Station Participation: **May 26, 2008**

Host / Sponsor of Activity: **Gorham High School - Weather Student Tour**

Participating Employees: **Sarah Long, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** A weather presentation, citing the importance of math and science, was given to two Gorham High School students to help them understand, create interest, and learn more about weather. The students were then able to ask questions on careers in broadcasting and the weather.

### **Educational Event**

Date of Station Participation: **June 3, 2008**

Host / Sponsor of Activity: **Prospective Leavitt High School Meteorology Student**

Participating Employees: **Charlie Lopresti, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** A student from Leavitt High School shadowed Charlie for the day to grasp a better understanding of the weather and potential future college plans. This also helped the student understand, create interest, and learn more about weather. The student was then able to ask questions on careers in broadcasting and the weather.

## **Educational Event**

Date of Station Tour: **August 25, 2008**

Host / Sponsor of Activity: **Deering High School - Weather Student Tour**

Participating Employees: **Charlie Lopresti, WGME Channel 13 Chief Meteorologist**

**A Brief Description of Station Participation:** A weather tour was given to 2 students from Deering High School about being future meteorologists. The students were then able to ask questions on careers in broadcasting and the weather.

## **Educational Event**

Date of Station Participation: **October 14th, 2008**

Host / Sponsor of Activity: **Maine Dept. of Education**

Participating Employees: **Sarah Long, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** An all day long weather workshop given to about 60 girls from Augusta and Waterville, citing the importance of math and science in becoming a meteorologist.

## **Educational Event**

Date of Station Participation: **October 20th, 2008**

Host / Sponsor of Activity: **University of Saint Petersburg - Meteorology Students / Solovetsky Island Weather Station (Russia)**

Participating Employees: **Sarah Long, WGME Channel 13 Meteorologist**

**A Brief Description of Station Participation:** A weather tour workshop was given to 5 students from the University of St. Petersburg, Russia to explain and answer questions regarding the new Doppler HD weather system.

## **Career Fair**

Date of Station Participation: **September 30th, 2008**

Host / Sponsor of Activity: **Augusta Job Expo**

Participating Employees: **Melissa Locklar, WGME PR/HR Coordinator**

**A Brief Description of Station Participation:** An 8 hour Job Fair was held at the Augusta Civic Center sponsored by Employment Times in Augusta for about 500 people searching employment. About 100 vendors were present. Flyers of open job descriptions were handed out. Prospective employees were told to apply online for careers at the station.

## **Career Fair**

Date of Station Participation: **October 20th, 2008**

Host / Sponsor of Activity: **Lewiston Job Expo**

Participating Employees: **Melissa Locklar, WGME PR/HR Coordinator**

**A Brief Description of Station Participation:** An 8 hour Job Fair was held at the Ramada Inn in Lewiston for about 400 people searching employment. About 50 vendors were present. Flyers of open job descriptions were handed out. Prospective employees were told to apply online for careers at the station.

## **Career Fair**

Date of Station Participation: **November 11th, 2008**

Host / Sponsor of Activity: **USM/LAC LOS Job Fair**

Participating Employees: **Melissa Locklar, WGME PR/HR Coordinator**

**A Brief Description of Station Participation:** A Four (4) hour Job Fair was held on the University of Southern Maine Lewiston Auburn Campus for the students in the Leadership and Organizational Studies Program. About 200 students attended. About 20 vendors were present. Flyers of open job descriptions were handed out. Prospective employees were told to apply online for careers at the station.

## **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 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.