

**WUXP, WZTV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2016 - March 31, 2017**

**I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive	2-4, 7-21, 23-28, 30-34, 36-38, 40-56, 58-59, 61-76	32
Sales Account Executive	2-4, 7-21, 23-28, 30-34, 36-38, 40-56, 58-59, 61-76	23
Sales Account Executive	2-4, 7-21, 23-28, 30-34, 36-38, 40-56, 58-59, 61-76	20
Promotions Producer/Editor	2-3, 7-10, 12, 15-16, 18-21, 24, 26-27, 30-34, 36-38, 40-56, 58-59, 61-70, 72- 76	20
Morning News Anchor	1-5, 7-10, 12, 15-21, 26-27, 29-37, 39- 70, 72-75	1
Executive Producer	1-5, 7-12, 15-21, 26-27, 29-37, 40-70, 72-75	1
News Photographer	2-5, 7-10, 12, 15-21, 26-27, 29-44, 46- 70, 72-75	4
Master Control Operator	2-4, 7-12, 15-21, 24, 26-27, 29-34, 36- 38, 40-44, 46-56, 58-76	11
News Assignment Editor	2-12, 15-21, 24, 26-27, 29-44, 46-75	32
Weekend News Producer	2-10, 12, 15, 17-21, 26-27, 29-35, 37- 44, 46-64, 66-76	20
Multimedia Journalist	2-10, 12, 15, 17-21, 26-27, 29-35, 37- 44, 46-64, 66-76	20
Multimedia Journalist	2-10, 12, 15, 17-21, 26-27, 29-35, 37- 44, 46-64, 66-76	76
Weekend Meteorologist/Reporter	2-12, 15, 17-21, 23, 26-27, 29-35, 37- 44, 46-64, 66-76	23
Receptionist/Accounting Assistant	2-4, 7, 9-10, 12, 15, 17-21, 26-27, 29- 34, 37-38, 40-41, 43-44, 46-56, 59-64, 66-75	20
News Reporter	2-7, 9-12, 15, 17-22, 26-27, 29-35, 37- 41, 43-44, 46-57, 59-64, 66-75	11
Associate Producer	2-7, 9-10, 12, 15, 17-21, 26-35, 37-41, 43-44, 46-57, 59-64, 66-76	76
Local Sales Assistant	2-4, 7, 9-10, 12, 15, 17-21, 26-34, 37- 38, 40-41, 43-44, 46-56, 59-64, 66-75	32
Digital Producer	2-7, 9-10, 12, 15, 17-21, 26-35, 37-41, 43-44, 46-57, 59-64, 66-76	76

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Research Director	2-4, 7, 9-10, 12, 15, 17-21, 23, 26-34, 37-38, 40-41, 43-44, 46-56, 59-64, 66- 75	23
Master Control Operator	2-4, 7, 9-10, 12, 15, 17-21, 26-34, 37- 38, 40-41, 43-44, 46-56, 59-64, 66-75	56
Weekend Anchor/Reporter	2-7, 9-10, 12, 15, 17-21, 26-35, 37-41, 43-44, 46-57, 59-64, 66-75	5
Director of Sales	2-4, 7, 9-10, 12, 15, 17-21, 23, 27-34, 37-38, 40-41, 43-44, 46-56, 59-64, 66- 75	23

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	2
2	Austin Peay State University P.O. Box 4545 Clarksville, Tennessee 37044 Phone : 931-221-7011 ext 7963 Email : careerservices@apsu.edu Jennifer Ellis	Y	0
3	Belmont University 1900 Belmont Blvd Nashville, Tennessee 37203 Phone : 615-460-6490 Url : http://www.belmont.edu/ Email : careerdevelopment@belmont.edu Laura Wheeler	Y	0
4	CareerBuilder.com 1750 Tyson's Blvd 4th Fl McLean, Virginia 22102 Phone : 410-5681500 Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	2
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	1
6	Columbia University Graduate School of Journalism 2960 Broadway New York, New York 10027 Phone : 212-854-4422 Email : gb2219@columbia.edu Gina Boubion	N	0
7	David Lipscomb 3901 Granny White Pike Nashville, Tennessee 37204 Phone : 615-269-1792 Email : careerdevelopment@lipscomb.edu Lisa Shacklett	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Daymar Institute 340 Plus Park Blvd Nashville, Tennessee Phone : 615-361-7555 ext 2009 Email : dcox@daymarinstitute.edu David Cox	Y	0
9	East Tennessee State PO Box 70718 Johnson City, Tennessee 37614 Phone : 423-439-1000 Email : renfroe@etsu.edu Shea Renfro	Y	0
10	Eastern New Mexico University 1500 S Ave K Portales, New Mexico 88130 Phone : 575-562-1011 Email : career.services@enmu.edu Madison Bishop	Y	0
11	Employee Referral	N	7
12	Fisk University 17th Avenue South Nashville, Tennessee 37208 Phone : 615-329-8894 Email : tbyrdsong@fisk.edu Tashaye Birdsongwoods	Y	0
13	Former Employee	N	1
14	Former Employee Referral	N	1
15	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
16	Goodwill Career Solutions 595 Hillsboro Road Suite 301 Franklin, Tennessee 37064 Phone : 615-794-4984 Email : shannon.duke@givegw.org Shannon Duke	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source Alicia Lawrence	N	1
18	Hispanic Community Ctr 2608-C Nolenville Road Nashville, Tennessee 37211 Phone : 615-831-9030 Email : <a href="mailto:msal101204@aol.com">msal101204@aol.com</a> Martha Salazar	Y	0
19	Illinois Institute of Technology Office of African American Students 35 West 33rd St Galvin Library, Upper Level CMC Chicago, Illinois 60616 Phone : 312-567-6482 Url : <a href="http://www.cmc.iit.edu">http://www.cmc.iit.edu</a> Email : <a href="mailto:careerservices@iit.edu">careerservices@iit.edu</a> Career Services	Y	0
20	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	15
21	Indiana University Ernie Pyle Hall #202 940 East 7th Street Bloomington, Indiana 47405-7108 Phone : 812-855-9247 Email : <a href="mailto:lfonseca@indiana.edu">lfonseca@indiana.edu</a> Laura Fonseca	Y	0
22	Internal Candidate	N	1
23	Internal Hire	N	4
24	International Academy of Design & Technology 1 Bridgestone Prairie Nashville, Tennessee 37214 Phone : 615-232-7384 Email : <a href="mailto:cssupport@careered.com">cssupport@careered.com</a> Beth Taylor	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Internet Ad-not directly contacted by SEU	N	1
26	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 555--5555 Email : Eloise@ithaca.edu Eloise Green	Y	0
27	ITT Technical Institute 2845 Elm Hill Pike Nashville, Tennessee 37217 Phone : 615.889.8700 x696 Email : nfletcher@itt-tech.edu Natalie Fletcher	Y	0
28	Jobs 4TN / Maximus Tennessee Works 446 James Robertson Parkway Suite 2002 Nashville, Tennessee Phone : 615-345-8285 Email : tonishute@maximus.com Fax : 1-615-532-2763 Toni Shute	Y	0
29	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
30	Lane College 545 Lane Ave Jackson, Tennessee 38301 Phone : 731-426-7500 Email : rdcspirit@aol.com Robbie Coleman	Y	0
31	LeMoyne Owen College 807 Walier Ave Memphis, Tennessee 38126 Phone : 901-435-1729 Email : wanda_blair-jones@loc.edu Wanda Blair-Jones	Y	0

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32	<p>Linkedin Corporate Solutions            2029 Stierlin Ct            Mountain View, California 94043            Danielle Anderson            Manual Posting</p>	N	5
33	<p>Martha O'Bryan Center            711 South Seventh Street            Nashville, Tennessee 37206            Phone : 615-254-1791            Email : omccraymob@yahoo.com            Daniel Smith</p>	Y	0
34	<p>Media Match            8112 1/2 West 3rd Street            Los Angeles, California 90048            Phone : 555--5555            Email : info@media-match.com            Tammy Romaniuk</p>	Y	0
35	<p>Medialine            PO Box 51909            Pacific Grove, California 93950            Email : medialine@medialine.com            Mark Shilstone</p>	N	0
36	<p>Middle Tennessee Career Center            621 Mainstream Drive            Nashville, Tennessee 37228            Phone : 615 898-2862            Url : <a href="http://www.mtsu.edu/career/index.php">http://www.mtsu.edu/career/index.php</a>            Email : laendia.buchanan@mtsu.edu            La'Endia Buchanan</p>	Y	0
37	<p>Murray State            218 Bordway Hall            Murray, Kentucky 42071            Phone : 270-809-3117            Email : rkarraker@murraystate.edu            Ray Karraker</p>	Y	0
38	<p>N.A.A.C.P Nashville Branch            1308 Jefferson Street            Nashville, Tennessee 37208            Phone : 615-353-3333            Fax : 1-731-660-5002            Rev. Ronnie Whitney</p>	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
39	Napoli Management Group 8844 West Olympic Blvd Suite 100 Beverly Hills, California Phone : 310-385-8222 Email : nmg@tvtalent.com Career Services	N	0
40	Nashville State Community College 120 White Bridge Road Nashville, TN 37209, Tennessee 37209 Phone : 615-353-3248 Email : stephen.hooks@nscc.edu Stephen Hooks	Y	0
41	Nashville State Technical 120 White Bridge Road Nashville, Tennessee Phone : 615-353-3333 Email : cec@nscc.edu Stephen Hooks	Y	0
42	Nashville Urban League 1219 19th Ave North Nashville, Tennessee 37208 Phone : 615-254-0525 Email : pstokes@urbanleagueofmidtn.org Charles Clarke	N	0
43	National Academy of Television Arts & Sciences 161 Rains Ave Nashville, Tennessee 37203 Phone : 615-383-3259 Email : emmynash@aol.com Geneva Brignolo	Y	0
44	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Email : nab@nab.org Career Services	N	0
45	National College of Business/Technology 3748 Nolensville Pike Nashville, Tennessee 37211 Phone : 615-333-3344 Email : tjdavismccall@national-college.edu Terry McCall	Y	0



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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	National Hispanic Media Coalition 55 S Grande Ave Pasadena, California Email : info@nhmc.org Career Services	N	0
47	National Organization for Women PO Box 120523 Nashville, Tennessee 37212 Phone : 615-259-7141 Email : tennesseehow@comcast.net Cliff Seigler	Y	0
48	National Press Photographers Assoc. 3200 Crowsdale Ste 306 Durham, North Carolina 27705 Phone : 919-383-7246 Email : nppajib@hotmail.com Greg Gano	Y	0
49	Norfolk State University 700 Park Ave Dept of Mass Communications & Journalism Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbiggs@nsu.edu Paula Briggs Ph.D	Y	0
50	Nossi College of Art 907-36 Rivergate Pkwy Goodlettsville, Tennessee 37072 Phone : 615-851-1088 Email : jobplacement@nossi.edu Dax Gomez	Y	0
51	Pellissippi State Technical Community College 10915 Hardin Valley Road Knoxville, Tennessee 37932 Phone : 865-694-6400 Email : ccarson@pstcc.edu Carolyn Carson	Y	0
52	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0

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53	Savannah College of Art Design 342 Bull Street Savannah, Georgia 31041 Phone : 912-525-4653 Url : <a href="http://www.scad.edu/jobmagnet">http://www.scad.edu/jobmagnet</a> Email : <a href="mailto:careerinfo@scad.edu">careerinfo@scad.edu</a> Fax : 1-912-525-4651 Shaketta Sanders	Y	0
54	Sewanee-The University of the South 735 University Avenue Sewanee, Tennessee Phone : 931-598-1000 Email : <a href="mailto:careers@sewanee.edu">careers@sewanee.edu</a> Hilda Vaughan	Y	0
55	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	1
56	Sinclair Broadcast Group 10706 Beaver Dam Road Hunt Valley, Maryland 21030 Phone : 410-568-1517 Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a> Sharon Pickeral	N	6
57	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Email : <a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a> Christina Hedding	N	0
58	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-1541 Email : <a href="mailto:jmay1@tnstate.edu">jmay1@tnstate.edu</a> Jim May	Y	0

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59	Tennessee Technical University PO Box 5021 Cookeville, Tennessee 38505 Phone : 800-416-1051 Email : lmoore@tntech.edu Career Services	Y	0
60	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
61	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 : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
62	TN Assoc of Broadcasters PO Box 101015 Nashville, Tennessee 37224 Phone : 615-321-1626 Url : <a href="http://www.tabtn.org">http://www.tabtn.org</a> Email : tabtn@bellsouth.net Jill Green	Y	0
63	Trevecca Nazarene 333 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615-248-1320 Email : nhubbs@trevecca.edu Nicole Hubbs	Y	0
64	TVJobs.com P.O. Box 4116 Broadcast Employment Services Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
65	University of Memphis Scates Hall #315 Memphis, Tennessee 38152 Phone : 901-678-2000 Allisha Rose Manual Posting	Y	0
66	University of Missouri-Columbia 181 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0878 Url : <a href="http://www.myinterfase.com/trulaske-missouri/emplo">http://www.myinterfase.com/trulaske-missouri/emplo</a> Email : <a href="mailto:career@missouri.edu">career@missouri.edu</a> Amanda Nell	N	0
67	University of North Carolina Campus Box 3365 Chapel Hill, North Carolina 27599 Phone : 919-962-6507 Email : <a href="mailto:tlholt@email.unc.edu">tlholt@email.unc.edu</a> Teresa Holt	Y	0
68	University of Tennessee at Knoxville 333 Communication Bldg Knoxville, Tennessee Phone : 865-974-1000 Url : <a href="https://utk-csm.symplicity.com/employers/">https://utk-csm.symplicity.com/employers/</a> Email : <a href="mailto:utcareer@utk.edu">utcareer@utk.edu</a> Mary Mahoney	Y	0
69	University of TN-Martin Dept of Communications Martin, Tennessee 38238 Phone : 800-829-8861 Email : <a href="mailto:rfreed@utm.edu">rfreed@utm.edu</a> Rodney Freed	Y	0
70	US Army Woounded Warrior Program 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Email : <a href="mailto:Vicki.h.mullen.civ@mail.mil">Vicki.h.mullen.civ@mail.mil</a> Vicki Mullen	Y	0

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71	Vanderbilt University 110 Alumni Hall Nashville, Tennessee 37210 Phone : 615-343-4911 Url : <a href="http://vanderbilt-csm.symplicity.com/employers">http://vanderbilt-csm.symplicity.com/employers</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Sarah Kittrell	N	0
72	Volunteer State Community College 1480 Nashville Pike Gallatin, Tennessee 37066 Phone : 615-230-3307 Email : <a href="mailto:carol.bazenet@volstate.edu">carol.bazenet@volstate.edu</a> Carol Bazenet	Y	0
73	Walter Cronkite School of Journalism 555 N Central Ave Suite 302 Phoenix, Arizona 85004 Url : NEWS ONLY Email : <a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a> Michael Wong	Y	0
74	West Tennessee Career Center 362 Carriage House Drive Jackson, Tennessee 38305 Phone : 731-668-2040 Fax : 1-731-668-0451 Dave Montoya	Y	0
75	Western Kentucky #1 Big Red Way Bowling Green, Kentucky 42101 Phone : 270-745-2691 Url : <a href="http://www.wku.edu/careerserv">http://www.wku.edu/careerserv</a> Email : <a href="mailto:employerrelations@wku.edu">employerrelations@wku.edu</a> Dan Onitsuka	N	0
76	WZTV / WNAB websites 631 Mainstream Drive Nashville, Tennessee 37228 Phone : 615-259-5617 Url : <a href="http://www.fox17.com">http://www.fox17.com</a> Email : <a href="mailto:employment@sbgvtv.com">employment@sbgvtv.com</a> Erin Reeve	N	10
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>59</b>

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**III. RECRUITMENT INITIATIVES**

	<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	5/16/2016	Establishment of an intern program designed to assist members of the community	<p>The Station Employment Unit has an internship program as defined below:  Program Goal:  The goal of our internship program is to recruit candidates from colleges and technical schools to prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> <li>• Develop links with technical schools, universities and colleges to promote the Station Employment Unit as a prospective employer.</li> <li>• Create a symbiotic relationship between interns and Station Employment Unit employees.</li> <li>• 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.</li> </ul> <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• The applicant must be at least 18 years of age.</li> <li>• The applicant must be in good academic standing, as defined by his or her academic institution.</li> <li>• 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.</li> <li>• In addition to meeting the institution's eligibility requirements, the</li> </ul>	8	Intern Intern Intern Intern

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			applicant must meet the Station Employment Unit's eligibility requirements.  2016 Summer Internship Program that included college students from local and out of state Universities.		
2	6/23/2016	Hosting of Job Fair	Fox17 hosted job boot camp at Bridgestone Arena on June 23, 2016 from 10a until 2p (CST). Included workshops taught by WZTV staff on resume writing skills. There were about 23 vendors that participated in the job boot camp. Each vendor discussed current job openings at their locations. Fox17 provided job descriptions for all open positions at the Station and provided multiple work stations for candidates to apply online.	3	Digital Sales Manager Regional HR Manager HR Coordinator
3	8/3/2016	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	2	Corporate Employment manager News Talent Manager
4	9/21/2016	Participation in Job Fairs	Participated in job fair with Volunteer State Community College 2016 Fall Job Fair 10a-1p @ Pickel Field House. Regional HR Manager in attendance with copies of open job positions at Fox17 that were provided to interested candidates. Promotional items given away to promote the Station.	1	Regional HR Manager

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5	9/29/2016	Participation in events or programs sponsored by educational institutions	Samantha Russell was invited to speak to the Stewarts Creek High School Broadcasting class. She was asked to speak to the class about her career in broadcasting and to show some of her work. Two of the students expressed interest in pursuing a career in broadcasting.	1	Anchor.Reporter
6	10/5/2016	Participation in events sponsored by community groups	Annual Career day at Portland High School for a school-side dress up day to include guest speakers and booths for businesses and colleges. Four speaking sessions with 25-30 students each. Topics to be covered: education requirements, work environment, career outlook, how current economic situation has/has not affected the profession.	1	Anchor.Reporter
7	10/5/2016	Hosting of Job Fair	Fox17 hosted job boot camp at Nissan Stadium on 10/5/16 from 10:30a until 2:30p (CST). WZTV Staff hosted resume writing skills workshops. There were about 25 vendors that participated in the job boot camp. Each vendor discussed current job openings at their locations with interested candidates in attendance. Fox17 provided job descriptions for all open positions at the Station and provided multiple work stations for candidates to apply online.	2	Digital Sales Manager HR Coordinator
8	10/14/2016	Participation in events or programs sponsored by educational institutions	Station tour by Katy Morgan, Chief meteorologist, for a viewer's granddaughter who also wants to become a meteorologist. We showed her the station, departments and a newscast and answered questions about a career in Broadcasting.	1	Chief Meteorologist
9	10/20/2016	Provision of training to management	7-week Dale Carnegie Training for leaders to know that in order to achieve better results they must engage employees by focusing on developing teams that are empowered, confident, enthusiastic, and inspired.	11	Regional HR Manager Master Control Supervisor Operations Manager Assistant Business Manager/HR Coordinator



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**III. RECRUITMENT INITIATIVES**

	<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>
10	11/17/2016	Participation in events or programs sponsored by educational institutions	A Station tour was provided to the Business Technology Instructor from Cornersville High School. We showed the station departments, newscast and answered questions about the news process and career in broadcasting. The instructor was able to take back some good information for the students.	2	Reporter Anchor

**WUXP, WZTV**  
**EEO PUBLIC FILE REPORT**  
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11	12/12/2016	Provision of training to management	<p>SBG, Inc. and its stations are Equal Opportunity Employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment. Newly hired managers and supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	100	