

WUXP, WZTV

EEO PUBLIC FILE REPORT

April 1, 2015 - March 31, 2016

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
News Promotion Producer/Editor	2-5, 8-11, 13-14, 19, 21-25, 27-29, 31-35, 37-54, 57-58, 60-61, 63-64, 66, 68-77, 79-80	23
Director/Overdrive Operator	2-5, 7-11, 14, 18-19, 21-25, 27-29, 31-35, 37-41, 43-55, 57-61, 63-64, 67-80	7
Master Control Operator	2-5, 8-12, 14, 18-19, 21-25, 27-29, 31-35, 37-41, 43-55, 57-61, 63-64, 67-80	23
Master Control Operator	2-5, 8-12, 14, 18-19, 21-25, 27-29, 31-35, 37-41, 43-55, 57-61, 63-64, 67-80	12
News Producer	2-5, 7-11, 14, 18-19, 21-25, 27-29, 31-35, 37-41, 43-55, 57-61, 63-64, 67-80	7
News Assignment Editor	2-5, 7-11, 14, 18-19, 21-25, 27-29, 31-35, 37-41, 43-55, 57-61, 63-64, 67-80	7
News Investigative Reporter	2-5, 8-11, 14, 18-19, 21-25, 27-29, 31-35, 37-41, 43-55, 57-61, 63-64, 67-80	70
Associate Producer	2-5, 8-11, 14, 18-19, 21-25, 27-29, 31-35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	70
Photographer	2-4, 8-12, 14, 18-19, 21-25, 27-29, 31-35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	12
Photographer	2-4, 8-12, 14, 18-19, 21-25, 27-29, 31-35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	12
Photographer	2-4, 8-12, 14, 18-19, 21-25, 27-29, 31-35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	70
Local Sales Assistant	2-4, 8-12, 14, 18-19, 21-25, 27-29, 31-35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	12
On-Air-Promotion Manager	2-4, 7-11, 14, 18-19, 21-25, 27-29, 31-35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	7
News Video Editor	2-4, 8-11, 14, 18-19, 21-25, 27-29, 31-35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	23
Traffic Reporter	1-5, 7-11, 14, 18-19, 21-25, 27-29, 31-35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	7

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Sales Account Executive	3-5, 8-12, 14-16, 18-29, 31-35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	60
Sales Account Executive	3-5, 8-12, 14-16, 18-29, 31-35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	5
Sales Account Executive	3-5, 8-12, 14-16, 18-29, 31-35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	16
Sales Account Executive	3-5, 8-12, 14-16, 18-29, 31-35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	15
Sales Account Executive	3-5, 8-12, 14-16, 18-29, 31-35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	26
Sales Account Executive	3-5, 8-12, 14-16, 18-29, 31-35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	12
Regional Staff Accountant	3-5, 8-12, 14, 18-19, 21-25, 27-29, 31- 35, 37-38, 40-41, 43-61, 63-64, 67-80	12
Regional Staff Accountant	3-5, 8-12, 14, 18-19, 21-25, 27-29, 31- 35, 37-38, 40-41, 43-61, 63-64, 67-80	56
Digital Producer	3-4, 7-11, 14, 18-19, 21-25, 27-29, 31- 35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	7
On-Air Community Affairs Director	3-4, 8-12, 14, 18-19, 21-25, 27-28, 31- 35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	60
Local Sales Assistant	3-4, 8-11, 14, 18-19, 21-25, 27-28, 31- 35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-80	61
Promotions Producer/Editor	3-4, 8-11, 14, 18-19, 21-25, 27-28, 31- 35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-75, 77-80	60
Promotions Producer/Editor	3-4, 8-11, 14, 18-19, 21-25, 27-28, 31- 35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-75, 77-80	23
News Assignment Editor	3-4, 8-11, 14, 17-19, 21-25, 27-28, 31- 35, 37-38, 40-41, 43-55, 57-61, 63-64, 67-75, 77-80	61
Director	3-5, 7-11, 14, 18-24, 27-28, 30-35, 37- 38, 40-41, 43-55, 57-60, 63-65, 67-75, 77-80	7
News Photographer	3-6, 8-12, 14, 18-24, 27-28, 30-38, 40- 55, 57-60, 62-65, 67-75, 77-80	12

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Digital Strategist	3-5, 8-11, 14, 18-24, 27-28, 30-35, 37-38, 40-41, 43-55, 57-61, 63-65, 67-75, 77-80	61
News Assignment Editor	3-11, 14, 18-24, 27-28, 30-38, 40-55, 57-60, 62-65, 67-75, 77-80	7
Credit Specialist	3-5, 8-11, 14, 18-24, 27-28, 30-35, 37-38, 40-41, 43-55, 57-60, 63-65, 67-75, 77-80	23

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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	Agency Referral	N	1
2	Anthem Career College 560 Royal Parkway Nashville, Tennessee 37214 Phone : 888-616-6549 Email : rchandler@anthem.edu Rachel Chandler	N	0
3	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
4	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
5	CareerBuilder.com 1750 Tyson's Blvd 4th Fl McLean, Virginia 22102 Phone : 410-5681500 Email : sbgresumes@sbgstv.com Andrew Hamburger	N	7
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
7	Current Employee	N	9
8	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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9	Daymar Institute 340 Plus Park Blvd Nashville, Tennessee Phone : 615-361-7555 ext 2009 Email : dcox@daymarinstitute.edu David Cox	Y	0
10	East Tennessee State PO Box 70718 Johnson City, Tennessee 37614 Phone : 423-439-1000 Email : renfroe@etsu.edu Shea Renfro	Y	0
11	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
12	Employee Referral	N	8
13	Family of Faith Church 106 Joyner Ave Nashville, Tennessee 37210 Phone : 615-833-8016 Email : fofc@bellsouth.net Pastor Jerome Hill Sr.	Y	0
14	Fisk University 17th Avenue South Nashville, Tennessee 37208 Phone : 615-329-8894 Email : tbyrdsong@fisk.edu Tashaye Birdsongwoods	Y	0
15	Former Employee	N	1
16	Former Employee Referral	N	1
17	Former Intern	N	1
18	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0

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19	Goodwill Career Solutions 595 Hillsboro Road Suite 301 Franklin, Tennessee 37064 Phone : 615-794-4984 Email : shannon.duke@givegw.org Shannon Duke	Y	0
20	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	1
21	Hispanic Community Ctr 2608-C Nolenville Road Nashville, Tennessee 37211 Phone : 615-831-9030 Email : msal101204@aol.com Martha Salazar	Y	0
22	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 : http://www.cmc.iit.edu Email : swilli26@iit.edu Shirlean Williams	Y	0
23	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	13
24	Indiana University Ernie Pyle Hall #202 940 East 7th Street Bloomington, Indiana 47405-7108 Phone : 812-855-9247 Email : mdebnam@indiana.edu Marcia Debnam	Y	0

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25	International Academy of Design & Technology 1 Bridgestone Prairie Nashville, Tennessee 37214 Phone : 615-232-7384 Email : ataylor@iadtnashville.com Beth Taylor	N	0
26	Internet Ad-not directly contacted by SEU	N	1
27	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 555--5555 Email : Eloise@ithaca.edu Eloise Green	Y	0
28	ITT Technical Institute 2845 Elm Hill Pike Nashville, Tennessee 37217 Phone : 615-889-8700x693 Email : cgency@itt-tech.edu Chad Genrty	Y	0
29	Jobs 4TN / Maximus Tennessee Works 446 James Robertson Parkway Suite 2002 Nashville, Tennessee Phone : 615-345-8285 Email : tonishute@maximus.com Toni Shute	Y	0
30	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
31	Lane College 545 Lane Ave Jackson, Tennessee 38301 Phone : 731-426-7500 Email : rdcspirit@aol.com Robbie Coleman	Y	0

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32	LeMoyne Owen College 807 Walier Ave Memphis, Tennessee 38126 Phone : 901-435-1729 Email : denita_hedgeman@loc.edu Denita Hedgeman	Y	0
33	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Danielle Anderson Manual Posting	N	0
34	Martha O'Bryan Center 711 South Seventh Street Nashville, Tennessee 37206 Phone : 615-254-1791 Email : omccraymob@yahoo.com Daniel Smith	Y	0
35	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 555--5555 Email : info@media-match.com Tammy Romaniuk	Y	0
36	Medialine PO Box 51909 Pacific Grove, California 93950 Email : medialine@medialine.com Mark Shilstone	N	0
37	Memphis State University Scates Hall #315 Memphis, Tennessee 38152 Phone : 901-678-2000 Email : careerservices@memphis.edu Allisha Rose	Y	0
38	Middle Tennessee Career Center 621 Mainstream Drive Nashville, Tennessee 37228 Phone : 615-862-8890 Email : john.mcladden@nashville.gov John McLallen	Y	0

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39	Middle Tennessee State Univ. P.O. Box 2 White Pike Murfreesboro, Tennessee 37132 Url : www.mtsu.edu/Career Fax : 1-615-898-4698 Karen Austin	Y	0
40	Murray State 218 Bordway Hall Murray, Kentucky 42071 Phone : 270-809-3117 Email : rkarraker@murraystate.edu Ray Karraker	Y	0
41	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	Y	0
42	Napoli Management Group 8844 West Olympic Blvd Suite 100 Beverly Hills, California Phone : 310-385-8222 Email : nmg@tvtalent.com Career Services	N	0
43	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
44	Nashville State Technical 120 White Bridge Road Nashville, Tennessee Phone : 615-353-3333 Email : cec@nscc.edu Stephen Hooks	Y	0
45	Nashville Urban League 1219 19th Ave North Nashville, Tennessee 37208 Phone : 615-254-0525 Email : pstokes@urbanleagueofmidtn.org Charles Clarke	N	0

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46	National Academy of Television Arts & Sciences 161 Rains Ave Nashville, Tennessee 37203 Phone : 615-383-3259 Email : emmynash@aol.com Geneva Brignolo	Y	0
47	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Email : nab@nab.org Career Services	N	0
48	National College of Business/Technology 3748 Nolensville Pike Nashville, Tennessee 37211 Phone : 615-333-3344 Email : tjdavismccall@national-college.edu Terry McCall	Y	0
49	National Hispanic Media Coalition 55 S Grande Ave Pasadena, California Email : info@nhmc.org Career Services	N	0
50	National Organization for Women PO Box 120523 Nashville, Tennessee 37212 Phone : 615-259-7141 Email : tennesseerow@comcast.net Cliff Seigler	Y	0
51	National Press Photographers Assoc. 3200 Crowsdale Ste 306 Durham, North Carolina 27705 Phone : 919-383-7246 Email : nppajib@hotmail.com Greg Gano	Y	0
52	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	Nossi College of Art 907-36 Rivergate Pkwy Goodlettsville, Tennessee 37072 Phone : 615-851-1088 Email : jobplacement@nossi.edu Dax Gomez	Y	0
54	Pellissippi State Technical Community College 10915 Hardin Valley Road Knoxville, Tennessee 37932 Phone : 865-694-6400 Email : ccarson@pstcc.edu Carolyn Carson	Y	0
55	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
56	Recruiter	N	1
57	Savannah College of Art Design 342 Bull Street Savannah, Georgia 31041 Phone : 912-525-4653 Url : http://www.scad.edu/jobmagnet Email : careerinfo@scad.edu Fax : 1-912-525-4651 Shaketta Sanders	Y	0
58	Sewanee-The University of the South 735 University Avenue Sewanee, Tennessee Phone : 931-598-1000 Email : careers@sewanee.edu Hilda Vaughan	Y	0
59	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0

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60	Sinclair Broadcast Group 10706 Beaver Dam Road Hunt Valley, Maryland 21030 Phone : 410-568-1517 Email : employment@sbgvtv.com Sharon Pickeral	N	4
61	Station Website 631 Mainstream Drive Nashville, Tennessee 37228 Phone : 615-259-5617 Url : http://www.fox17.com Email : awaggoner@sbgvtv.com Angie Waggoner	N	5
62	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Email : hedding@talentdynamics.com Christina Hedding	N	0
63	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-1541 Email : jmay1@tnstate.edu Jim May	Y	0
64	Tennessee Technical University PO Box 5021 Cookeville, Tennessee 38505 Phone : 800-416-1051 Email : lmoore@ntech.edu Career Services	Y	0
65	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
66	The Tennessean 1100 Broadway Nashville, Tennessee Phone : 615-259-8800 Email : ssimmons@tennessean.com Career Services	N	0

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67	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
68	TN Assoc of Broadcasters PO Box 101015 Nashville, Tennessee 37224 Phone : 615-321-1626 Url : http://www.tabtn.org Email : tabtn@bellsouth.net Jill Green	Y	0
69	Trevecca Nazarene 333 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615-248-1320 Email : nhubbs@trevecca.edu Nicole Hubbs	Y	0
70	TVJobs.com P.O. Box 4116 Broadcast Employment Services Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	N	6
71	University of Missouri-Columbia 181 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0878 Url : http://www.myinterfase.com/trulaske-missouri/emplo Email : career@missouri.edu Amanda Nell	N	0
72	University of North Carolina Campus Box 3365 Chapel Hill, North Carolina 27599 Phone : 919-962-6507 Email : tlholt@email.unc.edu Teresa Holt	Y	0

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73	University of Tennessee at Knoxville 333 Communication Bldg Knoxville, Tennessee Phone : 865-974-1000 Url : https://utk-csm.symplicity.com/employers/ Email : utcareer@utk.edu Mary Mahoney	Y	0
74	University of TN-Martin Dept of Communications Martin, Tennessee 38238 Phone : 800-829-8861 Email : rfreed@utm.edu Rodney Freed	Y	0
75	US Army Woounded Warrior Program 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
76	Vanderbilt University 110 Alumni Hall Nashville, Tennessee 37210 Phone : 615-343-4911 Url : http://vanderbilt-csm.symplicity.com/employers Email : recruiting@vanderbilt.edu Sarah Kittrell	Y	0
77	Volunteer State Community College 1480 Nashville Pike Gallatin, Tennessee 37066 Phone : 615-230-3307 Email : carol.bazenet@volstate.edu Carol Bazenet	Y	0
78	Walter Cronkite School of Journalism 555 N Central Ave Suite 302 Phoenix, Arizona 85004 Url : NEWS ONLY Email : mike.wong@asu.edu Michael Wong	Y	0
79	West Tennessee Career Center 362 Carriage House Drive Jackson, Tennessee 38305 Phone : 731-668-2040 Fax : 1-731-668-0451 Dave Montoya	Y	0

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80	Western Kentucky #1 Big Red Way Bowling Green, Kentucky 42101 Phone : 270-745-2691 Url : http://www.wku.edu/careerserv Email : employerrelations@wku.edu Dan Onitsuka	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			59

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/25/2015	Hosting of Job Fair	WZTV-Fox 17 hosted a Job Boot Camp on June 25, 2015 at Music City Center in Nashville, TN from 11:00 a.m. - 3:00 p.m. There were about 40 vendors that participated in the job boot camp. Each vendor discussed current job openings at their locations. Angie Waggoner(Human Resources Coordinator) and Mark Dillon (Station Manager) and Laura Leighton (Business Mangager) discussed current openings at WZTV-Fox17. Angie Waggoner discussed internships. Also there was a resume' and interview workshop to teach canadiates on how to properly write and resume' and how to prepare for an interview.	3	HR Coordinator Station Mgr Business Mgr
2	8/5/2015	Participation in Job Fairs	Sharon Pickeral – Corporate Employment Manager, Stan Heist – Director, News Development, Kevin Olivas – News Talent Manager Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Minneapolis, MN; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Mgr Director News Development News Talent Manager

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3	9/18/2015	Participation in Job Fairs	<p>Sharon Pickeral – Corporate Employment Manager, Stan Heist – Director, News Development, Kevin Olivas – News Talent Manager</p> <p>Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the RTDNA, EIJ and National Association of Hispanic Journalists convention in Orlando, FL; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.</p>	3	Corporate Employmnet Mgr Director news Development News Talent Mgr
4	9/23/2015	Participation in Job Fairs	<p>Dan Somes and Angie Waggoner attended a job fair at Volunteer State Community College in Gallatin, TN. Dan and Angie worked in a booth. Dan and Angie discussed job opportunites in Broadcasting. Angie discussed internship program.</p>	2	Human Resources/Business Mangager Assistant Director of Engineer
5	10/8/2015	Hosting of Job Fair	<p>WZTV -Fox 17 hosted a job boot camp on October 8, 2015, from 10:00 a.m. - 2:00 p.m at Knowledge Academies, Inc. in Antioch, TN. There were about 25 vendors that participated in the job boot camp. Each vendor discussed current job openings at their locations. Angie Waggoner (Human Resources) and Dan Somes (Director of Engineer), discussed current openings for WZTV - Fox 17. Angie Waggoner (Human Resources) discussed internships. There was a resume' and interview workshop to teach canadiates on how to properly write a resume' and how to prepare for an interview.</p>	2	Human Resources/Business Mangager Assistant Director of Engineer

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6	11/17/2015	Establishment of training programs for station personnel	Sinclair Broadcast Group, INC conducted Leadership Human Resources Training for 2 days, November 17th and 18th. HR Contacts from all over the country were flown into Corporate to learn about how to be the best HR contact for the station; the HR Manager for Nashville, TN was in attendance for both days. We learned about FCC/EEO, Hiring, ADA, FLSA, EEOC and DOL Compliance, FMLA, supporting the Company's open door policy, performing our job well, sharing accountability and partnering with other station management to accomplish our goals. We all were able to share ideas during discussions and were able to take back ideas on things to implement at our station.	1	Regional HR Manager
7	1/19/2016	Establishment of an intern program designed to assist members of the community	WZTV'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 three (3) interns for the period of April 1, 2015 through April 1, 2016. The interns came to us from the Middle Tennessee State University and Vanderbilt University.	3	Intern Intern Intern

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	2/1/2016	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.</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.</p> <p>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>	138	

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	3/31/2016	Hosting of Job Fair	WZTV-Fox 17 hosted a Job Boot Camp on March 31, 2016 at Bridgestone Arena in Nashville, TN from 10:00 a.m. - 2:00 p.m. There were about 40 vendors that participated in the job boot camp. Each vendor discussed current job openings at their locations. Teresa Demonbreun (Assistant Business Manager) and Erin Reeve (Regional HR Manager) discussed current openings at WZTV-Fox17. Erin Reeve discussed internships. Also there was a resume' and interview workshop to teach candidates on how to properly write a resume' and how to prepare for an interview.	2	Regional HR Manager Assistant Business Manager