

Sample Annual EEO Public File Report Form

WZTV/WUXP

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(s): WZTV/WUXP*, Nashville, Tennessee 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 March 31, 2009 to and including March 31, 2010.

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.

*Sinclair Television of Nashville, Inc has an outsourcing agreement with station WNAB (TV), Nashville, TN. Positions for certain WNAB personnel are listed herein.

Appendix 2
Sample Annual EEO Public File Report Form

Covering the Period from 4/1/09 to 3/31/10

Station(s) Comprising Station Employment Unit: WZTV/WUXP

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1.	The Art Institute of Fort Lauderdale LuWin Sanchez Career Services Advisor 1799 SE 17th Street Fort Lauderdale, FL 33316 (800) 275-7603 ext. 2615 (954) 308-2615 Direct Office (954) 525-2602 Fax lsanchez@aii.edu	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
2.	Austin Peay State University Jennifer Ellis-Career Center P.O. Box 4545 Clarksville, TN 37044 931-221-7011	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
3.	Belmont University Laura Wheeler-Career Center 1900 Belmont Blvd Nashville, TN 37203 615-460-6490	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
4.	CareerBuilder.com 8401 Greensboro Dr, Ste 250 McLean, VA 22102 Brian Maggio / Account Executive 703-637-7912	0 0 3 2 4 0 0 0 2 0	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant

		14	5-Account Executive-WNAB/WUXP/WZTV
5.	Craigslist.org	1	1-Executive New Producer – WZTV
6.	David Lipscomb Lisa Shacklett-Administrator 3901 Granny White Pike Nashville, TN 37204 615-269-1792	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
7.	Draughons Junior College Mary Wauford-Placement Office 1900 Plus Park Blvd Nashville, TN 37217-1003 615-361-7555	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
8.	Eastern New Mexico University Heidi Oats-Career Center 1200 W. University, Station#34 Portales, NM 88130 505-562-1011	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
9.	East Tennessee State Shea Renfro-Career Office PO Box 70718 Johnson City, TN 37614 (423) 439-1000	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
10.	Employment Guide Job Fair @ LP Field	0 1 0	3-Account Executive 1-Staff Accountant-WZTV 1-News Director-WZTV
11.	Family of Faith Church Pastor Jerome M. Hill, Sr. 106 Joyner Ave Nashville, TN 37210 615-833-8016 fofc@bellsouth.net	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV

			1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
12.	Fisk University David Davis-Career Center 17 th Avenue South Nashville, TN 37208 615-329-8864	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
13.	High Tech Institute Rachel Canterberry-Career Office 560 Raoyal Parkway Nashville, TN 37214 888-616-6549	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
14.	Hispanic Community Ctr. Edgar Perez-Director 2608-C Nolensville Road Nashville, TN 37211 615-831-9030	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
15.	Howard University Irene Harris-Career Placement 2400 6 th Street N.W. Washington, DC 20059 (202) 806-7714	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
16.	Illinois Institute of Technology Office of African American Students Executive Director Bruce Mueller 35 West 33 rd St Galvin Library, Upper level CMC Chicago, IL 60616	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-Editor/Photographer-WZTV

	(312) 567-3000		1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
17.	www.indeed.com Indeed Hillary O'Keefe 470 West Avenue, Suite 2002 Stamford CT, 06902	1	1-Traffic Coordinator-WNAB
18.	Indiana University Martha Reid-Career Center Ernie Pyle Hall #202 Bloomington, IN 47405 (812) 237-6806	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
19.	Internal Posting Station	0 0 2 3 0 1 2 1 1 0 1	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
20.	ITT Technical Institute Amanda Cariglino-Dir. Of Career Srv 2845 Elm Hill Park Nashville, TN 37217 (889) 870-6933 acariglino@itt-tech.edu	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
21.	Lane College Robbie Coleman-Career Center 545 Lane Ave. Jackson, TN 38301 (731) 426-7500 rdcspirit@aol.com	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV

22.	<p>LeMoyne Owen College Denita Hedgeman-Career Center 807 Walier Ave Memphis, TN 38126 (901) 435-1729 denita_hedgeman@loc.edu</p>	<p>0 ↓</p>	<p>1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV</p>
23.	<p>Martha O’Bryan Center Daniel Smith –Employment Career Specialist 711 South Seventh Street Nashville, TN 37206 615-254-1791</p>	<p>0 ↓</p>	<p>1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV</p>
24.	<p>Medialine Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073 mark@medialine.com</p>	<p>0 ↓</p>	<p>1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 1-Traffic Coordinator-WNAB 5-Account Executive-WNAB/WUXP/WZTV</p>
25.	<p>Memphis State University Allisha Rose-Career Office Scates Hall #315 Memphis, TN 38152 901-678-2000</p>	<p>0 ↓</p>	<p>1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV</p>
26.	<p>Middle Tennessee Career Center John McLallen-Director 621 Mainstream Drive Nashville, TN 37228 615-862-8890</p>	<p>0 ↓</p>	<p>1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV</p>

27.	Middle Tennessee State University Karen Austin-Career Office P.O. Box 2, White Pike Murfreesboro, TN 3713 615-898-4698	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
28.	Monster.com	2	5-Account Executive-WNAB/WUXP/WZTV
29.	Murray State Gina Winchesler-Career Center 218 Bordway Hall Murray, KY 42071 (800) 272-4678	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
30.	N.A.A.C.P. Career Planning & Placement Marilyn Robinson-Career Office 1308 Jefferson Street Nashville, TN 37209 615-329-0999	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
31.	Nashville State Technical Kimberly Wood-Career Center 120 White Bridge Road Nashville, TN 37209-4515 615-353-3333	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
32.	Nashville Urban League Charles Clarke-Director 1219 9 th Avenue North Nashville, TN 37208 615-254-0525	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant

			5-Account Executive-WNAB/WUXP/WZTV
33.	National College of Business/Technology Sharonda Campbell-Career Center 3748 Nolensville Pike Nashville, TN 37211 (615) 333-3344	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
34.	National Organization for Women Cliff Seigler-Director PO Box 120523 Nashville, TN 615-259-7141	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
35.	National Press Photographers Assoc. Greg Gano-Manager 3200 Crowdsdale, Ste. 306 Durham, NC 27705 (919) 383-7246	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
36.	National Academy of Television Arts & Sciences Geneva Brignolo-Coordinator 161 Rains Ave. Nashville, TN 37203 (615) 383-3259	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
37.	NewsBlues Mike James 8895 NW 187th Lane Reddick, Florida 32686 (352) 591-2951 www.newsblues.com	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 1-Traffic Coordinator-WNAB

38.	No Recruitment Source Listed	0 ↓	
39.	Nossi College of Art Sharon McGinnis-Director 907-36 Rivergate Pkwy Goodlettsville, TN 37072 (615) 851-1088	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager- WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
40.	Pellissippi State Technical Community College Carolyn Carson-Career Center 10915 Hardin Valley Road Knoxville, TN 37932 (865) 694-6400	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
41.	Productionhub.com Corporate Headquarters Eric Pinnick 1809 E. Winter Park Rd Orlando, FL 32803 407.629.4122 Unable to locate/access website 07.08.09	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 1-Traffic Coordinator-WNAB
42.	Referral	3 5 0 1 2 1 1 0 3 2	1-Entertainment Reporter 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-National Sales Assistant 1-Editor/Photographer-WZTV 1-General Manager-WZTV 5-Account Executive-WNAB/WUXP/WZTV 1-Master Control Operator-WNAB
43.	Remington College Job Fair	0	2-Account Executive-WNAB/WUXP/WZTV
44.	Savannah College of Art Design Shaketta Sanders-Career Center 342 Bull Street Savannah, GA 31041 (912) 525-4653	0 ↓	1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-Editor/Photographer-WZTV 1-General Manager- WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV

45.	Sewanee-The University of the South Hilda C. Vaughan-Career Center 735 University Avenue Sewanee, TN 37282-1000 931-598-1000	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
46.	Sinclair Website 10706 Beaver Dam Road Hunt Valley, MD 21030 Sharon Pickeral 410-568-1517 www.sbgnet.net	0 2 3 0 0 0 1 1 1 0 2	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
47.	The Society of Broadcast Engineers 9102 North Meridian St Suite 150 Indianapolis, IN 46260 (317) 846-9000	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB
48.	South Central Career Center Judy Vick-Career Center 119 Nashville Hwy, Ste. 106 Knoxville, TN 37932 (931) 796-3747	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB
49.	Station Website www.fox17.com Contact: Laura Leighton 631 Mainstream Drive Nashville, TN 37228 615-259-5617	1 2 4 1 0 2 0 0 1 0 2	1-Entertainment Reporter 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
50.	TAB Jill Green-Coordinator of Affairs PO Box 101015 Nashville, TN 37224 (615) 321-1626	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV

51.	The Tennessean 1100 Broadway Nashville, TN 37203-3134 615-259-8800	0 0 0 1	1-Entertainment Reporter – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 5-Account Executive-WNAB/WUXP/WZTV
52.	TN Department of Labor 3763 Nolensville Rd Nashville, TN 37211 615-741-6642	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
53.	Tennessee State University Fonda Terry-Career Center 3500 John Merritt Blvd Nashville, TN 37209 615-963-5000	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
54.	TVJobs.com Attn: Mark C. Holloway Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 800-374-0119	1 2 2 0 0 0 1 0 ↓	1-Entertainment Reporter 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
55.	Tennessee Technical University PO Box 5021 Cookeville, TN 38505 (931) 372-3232	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
56.	Trevecca Nazarene School 333 Murfreesboro Road Ronnie-Director Nashville, TN 37210	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB

	(615) 248-1320		1-Staff Accountant-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
57.	University of Missouri Amanda Nell-Career Center 181 Gannett Hall Columbia, MO 65211 (573) 882-0878	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
58.	University of North Carolina Cornelia Burch-Career Office Campus Box 3365 Chapel Hill, NC 27599 (919) 962-2211	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
59.	University of Tennessee/Knoxville Mary Mahoney – Career Ctr Assistant Dir. Sandra Lyke – Assistant to the Asst. Dir. 333 Communication Bldg Knoxville, TN 37996-0333 865-974-1000	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
60.	University of TN-Martin Rodney Freed-Dept. of Communications Martin, TN 38238 (800) 829-8861	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
61.	Vanderbilt University Tiffany Grey-Career Office 110 Alumni Hall Nashville, TN 37210 (615)343-4911	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV

62.	Volunteer State Community College Career Fair	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Account Executive-WNAB/WUXP/WZTV
63.	Volunteer State Community College Carey Massey-Career Center 1480 Nashville Pike Gallatin, TN 37066 615-453-8600	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
64.	Walk In	0 ↓	
65.	West Tennessee Career Center Dave Montoya-Executive Director 416 E. LaFayette Street Jackson, TN 38300 (731) 423-5860	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
66.	Western Kentucky Dan Onitsuka-Career Center #1 Big Red Way Bowling Green, KY 42101 (207)745-2691	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV
67.	Woodbine Community Ctr. Terry Horgan-Administrative Assistant 222 Oriel Avenue Nashville, TN 37210 615-346-1292	0 ↓	1-Entertainment Reporter – WZTV 1-Executive New Producer – WZTV 2-Master Control Operator-WNAB/WUXP 1-Traffic Coordinator-WNAB 1-Staff Accountant-WZTV 1-News Assignment Editor-WZTV 1-Editor/Photographer-WZTV 1-General Manager-WZTV 1-Master Control Operator-WNAB 1-National Sales Assistant 5-Account Executive-WNAB/WUXP/WZTV

Appendix 3
to

Sample Annual EEO Public File Report Form

Covering the Period from 4/1/09 to 3/31/10
Station(s) Comprising Station Employment Unit WZTV/WUXP

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WZTV/WUXP-NASHVILLE

The Station Employment Unit is committed to accomplishing the following new vacancy recruitment activities:

I. Educational Events

1. Activity: Educational Event

Date of Station Participation: May 8, 2009

Participating Employees: Scott Couch, Anchor

Host/Sponsor of Activity: Western Kentucky University

Brief Description of Activity and Station Participated: Meeting of Professional Advisory Board-Scott met with students and talked about job and career opportunities in broadcasting.

2. Activity: Educational Event

Date of Station Participation: November 18, 2009

Participating Employees: Scott Couch, Anchor

Host/Sponsor of Activity: Brentwood High School

Brief Description of Activity and Station Participated: Scott spoke to a class of radio and tv students. He talked about all aspects of the business and job opportunities in broadcasting.

II. Community Events

1. Activity: Community Event

Date of Station Participation: May 12, 2009

Participating Employees: Mark Dillon, Station Manager

Host/Sponsor of Activity: Career's Moving Upward

Brief Description of Activity and Station Participated: Mark spoke about television opportunities and how to apply for jobs. Approximately 10 people present.

III. Job Fairs

1. Activity: Job Fair

Date of Station Participation: April 22, 2009

Participating Employees: Amy McClary, Local Sales Manager; Gena Saldaña, Assistant; Becky Pendleton, New Business Manager; Laura Leighton, SR Accountant/HR

Host/Sponsor of Activity: Volunteer State Community College, Gallatin, TN

Brief Description of Activity and Station Employment Unit Participation: Participating employees worked in a booth. Employees discussed opportunities in broadcasting and handed out information about internships.

2. Activity: Job Fair

Date of Station Participation: August 26, 2009

Participating Employees: . Mark Dillon, Station Manager; Laura Leighton, Senior Accountant/HR

Host/Sponsor of Activity: ITT Technical Institute

Brief Description of Activity and Station Employment Unit Participation: Employees set up a booth at ITT. They discussed opportunities in broadcasting and job opportunities available at the station. Internship information was also distributed.

3. **Activity: Job Fair**

Date of Station Participation: September 23, 2009

Participating Employees: Mark Dillon, Station Manager; Laura Leighton, Senior Accountant/HR; Nick Paranjape, Morning Anchor; Kelly Sutton, TN Mornings Anchor; Scott Couch, Anchor; Stacy Case, Anchor; Arch Kennedy, Meteorologist

Host/Sponsor of Activity: The Employment Guide

Brief Description of Activity and Station Employment Unit Participation: As media sponsors of the job fair, employees set up a booth at LP Field. They discussed opportunities in broadcasting and job opportunities available at the station. Internship information was also discussed and distributed.

4. **Activity: Job Fair**

Date of Station Participation: February 19, 2010

Participating Employees: Mark Dillon, Station Manager; Laura Leighton, Senior Accountant/HR; Jensen Moore, Account Executive; Nick Paranjape, Morning Anchor; Leslie Vecchio, Account Executive; Matt Hudson, Account Executive

Host/Sponsor of Activity: Remington College

Brief Description of Activity and Station Employment Unit Participate: As media sponsors of the job fair, employees set up a booth at Remington College. They discussed opportunities in broadcasting and job opportunities available at the station. Internship information was also discussed and distributed.

IV. **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 colleges and technical schools to prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with technical schools, universities and colleges to promote the Station Employment Unit as a prospective employer.
- Create a symbiotic relationship between interns and Station Employment Unit 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 Employment Unit's eligibility requirements.

Any person interested in internship opportunities should contact the Station Employment Unit for more details. The Station Employment Unit had 10 interns from April 1, 2009 through March 31, 2010. The interns came from the following Universities: (1) Augusta State University, (4) Western Kentucky, (1) Middle Tennessee State University; (1) University of Tennessee at Knoxville (1) Belmont University (1) Harding University (1) Lipscomb University

TRAINING

Activity: Sexual Harassment Training

Date of Station Participation: Ongoing

Participating Employees: All

Brief Description of Activity and Station Participation: All employees participated in web based training on Recognizing and Preventing Sexual Harassment for orientation.

Activity: Code of Ethics

Date of Station Participation: Ongoing

Participating Employees: All

Brief Description of Activity and Station Participation: All department heads and supervisors participating in a web-based training that covers Illegal Employment Discrimination.

SBG, Inc and its stations WZTV/WUXP 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.