

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, 2008 to and including April 1, 2009.

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 entitled "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 1 to
Sample Annual EEO Public File Report Form
Covering the Period from April 1, 2008 to March 31, 2009
Station(s) Comprising Station Employment Unit: WZTV/WUXP

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	(2) Associate News Producer-WZTV	Internal, www.monster.com	14
2	(1) Morning News Producer-WZTV	Referral	6
3	(2) Morning News Anchor - WZTV	Referral; Station Website	20
4	(1) Morning News Weather Anchor – WZTV	Station Website	6
5	(1) Morning News Reporter	Station Website	7
6	(3) Account Executive-WNAB	Referral; Station Website; Referral	23
7	(2) Account Executive – WUXP	Station Website Referral	10
8	(1) Morning News Photographer-WZTV	Internal	5
9	(1) Evening Assignment Editor	Sinclair Website	3
10	(1) Morning News Assignment Editor	Referral	4
11	(1) Photographer/Editor	Referral	4
12	(1) Local Sales Assistant-WNAB	www.careerbuilder.com	12
13	(1) Director/Technical Director-WZTV	Station Website	7
14	(1) Master Control Operator-WZTV	Station Website	7
15	(1) Account Executive-WZTV	Referral	2
16	(1) Assistant Chief Engineer	SBE Website	7
17	(1) News Reporter	Station Website	4
18	(1) Evening News Anchor	Referral	7

Total Number of Persons Interviewed During Applicable Period: 148

Appendix 2
Sample Annual EEO Public File Report Form

Covering the Period from 4/1/08 to 3/31/09

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.	Austin Peay State University Jennifer Ellis-Career Center P.O. Box 4545 Clarksville, TN 37044 931-221-7011	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
2.	Belmont University Laura Wheeler-Career Center 1900 Belmont Blvd Nashville, TN 37203 615-460-6490	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
3.	CareerBuilder.com 8401 Greensboro Dr McLean, VA 22102 Allison Weitzman/Account Manager 703-637-7900	3 0 2 1 1 2 1 0 0 0 1 7 0 2 0 0	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer - WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Local Sales Assistant – WNAB 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-News Reporter – WZTV

		0	1-Evening News Anchor-WZTV
4.	David Lipscomb Lisa Shacklett-Administrator 3901 Granny White Pike Nashville, TN 37204 615-269-1792	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
5.	Draughons Junior College Mary Wauford-Placement Office 1900 Plus Park Blvd Nashville, TN 37217-1003 615-361-7555	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
6.	Eastern New Mexico University Heidi Oats-Career Center 1200 W. University, Station#34 Portales, NM 88130 505-562-1011	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
7.	East Tennessee State Shea Renfro-Career Office PO Box 70718 Johnson City, TN 37614 (423) 439-1000	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV

			1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
8.	Family of Faith Church Pastor Jerome M. Hill, Sr. 106 Joyner Ave Nashville, TN 37210 615-833-8016 fofc@bellsouth.net	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
9.	Fisk University David Davis-Career Center 17 th Avenue South Nashville, TN 37208 615-329-8864	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
10.	High Tech Institute Rachel Canterberry-Career Office 560 Raoyal Parkway Nashville, TN 37214 888-616-6549	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
11.	Hispanic Americans for Fairness in Media Job Placement Coordinator 5400 East Olympic Blvd Suite 250 Los Angeles, CA 90022-5142 (323) 726-1558 Not Contactable as of 04/15/2008	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV

			1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV
12.	Hispanic Community Ctr. Edgar Perez-Director 2608-C Nolensville Road Nashville, TN 37211 615-831-9030	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV. 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
13.	Howard University Irene Harris-Career Placement 2400 6 th Street N.W. Washington, DC 20059 (202) 806-7714	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
14.	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 (312) 567-3000		2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
15.	Indiana University Martha Reid-Career Center Ernie Pyle Hall #202	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV

	Bloomington, IN 47405 (812) 237-6806		1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
16.	Internal Posting Station	4 1 4 1 2 0 0 1 0 0 0 1 3 0 0 2 0 2	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executives-WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor- WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Local Sales Assistant – WNAB 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-Assistant Chief Engineer – WZTV 1-News Reporter – WZTV 1-Evening News Anchor – WZTV
17.	ITT Technical Institute Amanda Cariglino-Dir. Of Career Srv 2845 Elm Hill Park Nashville, TN 37217 (889) 870-6933 acariglino@itt-tech.edu	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
18.	Lane College Robbie Coleman-Career Center 545 Lane Ave. Jackson, TN 38301 (731) 426-7500 rdcspirit@aol.com	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV

			1-Evening News Anchor – WZTV
19.	LeMoyné Owen College Denita Hedgeman-Career Center 807 Walier Ave Memphis, TN 38126 (901) 435-1729 denita_hedgeman@loc.edu	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photographer/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV. 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
20.	Martha O’Bryan Center Daniel Smith –Employment Career Specialist 711 South Seventh Street Nashville, TN 37206 615-254-1791		2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photographer/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
21.	Medialine Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073 mark@medialine.com	0 0 2 0 0 0 0 0 0	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor – WZTV 1-Morning News Reporter – WZTV 1-Morning News Photographer-WZTV 1-Morning News Assignment Editor-WZTV 1-News Reporter – WZTV 1-Evening News Anchor – WZTV
22.	Memphis State University Allisha Rose-Career Office Scates Hall #315 Memphis, TN 38152 901-678-2000	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photographer/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
23.	Middle Tennessee Career Center John McLallen-Director 621 Mainstream Drive Nashville, TN 37228	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV

	615-862-8890		1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
24.	Middle Tennessee State University Karen Austin-Career Office P.O. Box 2, White Pike Murfreesboro, TN 3713 615-898-4698	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
25.	Monster.com www.monster.com 5 Clock Tower Place Maynard, MA 01754 978-461-8000	1 2 1	2-Associate Producer-WZTV 2-Account Executive – WNAB 1-Account Executive – WUXP
26.	Murray State Gina Winchesler-Career Center 218 Bordway Hall Murray, KY 42071 (800) 272-4678	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
27.	N.A.A.C.P. Career Planning & Placement Marilyn Robinson-Career Office 1308 Jefferson Street Nashville, TN 37209 615-329-0999	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV

			1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
28.	Nashville State Technical Kimberly Wood-Career Center 120 White Bridge Road Nashville, TN 37209-4515 615-353-3333	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
29.	Nashville Urban League Charles Clarke-Director 1219 9 th Avenue North Nashville, TN 37208 615-254-0525	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
30.	National College of Business/Technology Sharonda Campbell-Career Center 3748 Nolensville Pike Nashville, TN 37211 (615) 333-3344	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
31.	National Organization for Women Cliff Seigler-Director PO Box 120523 Nashville, TN 615-259-7141	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV

			1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
32.	National Press Photographers Assoc. Greg Gano-Manager 3200 Crowdsdale, Ste. 306 Durham, NC 27705 (919) 383-7246	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
33.	National Academy of Television Arts & Sciences Geneva Brignolo-Coordinator 161 Rains Ave. Nashville, TN 37203 (615) 383-3259	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
34.	NewsBlues Mike James 8895 NW 187th Lane Reddick, Florida 32686 (352) 591-2951 www.newsblues.com	1	1-Evening Assignment Editor-WZTV
35.	No Recruitment Source Listed	1 1 2 3 1 1 1 1 1 1	1-Associate Producer-WZTV 1-Morning News Producer-WZTV 1-Morning News Reporter 3-Account Executive – WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor-WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-News Reporter – WZTV
36.	Nossi College of Art Sharon McGinnis-Director 907-36 Rivergate Pkwy Goodlettsville, TN 37072 (615) 851-1088	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV

			1-Morning News Assignment Editor-WZTV 1-Photographer/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
37.	Pellissippi State Technical Community College Carolyn Carson-Career Center 10915 Hardin Valley Road Knoxville, TN 37932 (865) 694-6400	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photographer/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
38.	Referral	5 3 6 1 11 4 3 1 2 1 2 3	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 3-Account Executives-WNAB 2-Account Executive – WUXP 1-Morning News Assignment Editor-WZTV 1-Photographer/Editor-WZTV 1-Local Sales Assistant – WNAB 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-Evening News Anchor-WZTV
39.	Savannah College of Art Design Shaketta Sanders-Career Center 342 Bull Street Savannah, GA 31041 (912) 525-4653	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photographer/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
40.	Sewanee-The University of the South Hilda C. Vaughan-Career Center 735 University Avenue Sewanee, TN 37282-1000 931-598-1000	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photographer/Editor-WZTV

			1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
41.	Sinclair Website 10706 Beaver Dam Road Hunt Valley, MD 21030 Sharon Pickeral 410-568-1517 www.sbgi.net	0 0 0 0 0 0 1 0 0 1 1 0 0 0 2 1 0 0 0	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Morning News Photographer – WZTV 1-Evening Assignment Editor-WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Assoicate Producer-WZTV 1-Local Sales Assistant – WNAB 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-News Reporter – WZTV 1-Evening News Anchor – WZTV
42.	The Society of Broadcast Engineers 9102 North Meridian St Suite 150 Indianapolis, IN 46260 (317) 846-9000	1	1-Assistant Chief Engineer-WZTV
43.	South Central Career Center Judy Vick-Career Center 119 Nashville Hwy, Ste. 106 Knoxville, TN 37932 (931) 796-3747	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
44.	Station Website www.fox17.com Contact: Gena Saldaña 631 Mainstream Drive Nashville, TN 37228 615-259-5617	0 0 4 2 2 2 1 1 2 0 0 1 0 1 3 0 4 1 2	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor-WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Local Sales Assistant – WNAB 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-Assistant Chief Engineer – WZTV 1-News Reporter – WZTV 1-Evening News Anchor – WZTV

45.	<p>TAB Jill Green-Coordinator of Affairs PO Box 101015 Nashville, TN 37224 (615) 321-1626</p>	<p>0 ↓</p>	<p>2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV</p>
46.	<p>The Tennessean 1100 Broadway Nashville, TN 37203-3134 615-259-8800</p>	<p>0 0 0 0 0 2 1 ↓</p>	<p>2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV</p>
47.	<p>TN Department of Labor 3763 Nolensville Rd Nashville, TN 37211 615-741-6642</p>	<p>0 ↓</p>	<p>2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV</p>
48.	<p>Tennessee State University Fonda Terry-Career Center 3500 John Merritt Blvd Nashville, TN 37209 615-963-5000</p>	<p>0 ↓</p>	<p>2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV</p>

			1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
49.	TVJobs.com Attn: Mark C. Holloway Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 800-374-0119	0 1 2 1 0 0 0 0 0 0 0 0 0 2 0 0 2 0	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Local Sales Assistant – WNAB 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-News Reporter – WZTV 1-Evening News Anchor – WZTV
50.	Tennessee Technical University PO Box 5021 Cookeville, TN 38505 (931) 372-3232	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
51.	Trevecca Nazarene School 333 Murfreesboro Road Ronnie-Director Nashville, TN 37210 (615) 248-1320	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
52.	University of Missouri Amanda Nell-Career Center 181 Gannett Hall Columbia, MO 65211 (573) 882-0878	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV

			1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
53.	University of North Carolina Cornelia Burch-Career Office Campus Box 3365 Chapel Hill, NC 27599 (919) 962-2211	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
54.	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 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
55.	University of TN-Martin Rodney Freed-Dept. of Communications Martin, TN 38238 (800) 829-8861	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV
56.	Vanderbilt University Tiffany Grey-Career Office 110 Alumni Hall Nashville, TN 37210 (615)343-4911	0 ↓	2-Associate News Producer – WZTV 1-Morning News Producer – WZTV 2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV

	<p>222 Oriel Avenue Nashville, TN 37210 615-346-1292</p>		<p>2-Morning News Anchor – WZTV 1-Morning News Weather Anchor-WZTV 1-Morning News Reporter – WZTV 3-Account Executive-WNAB 2-Account Executive – WUXP 1-Morning News Photographer – WZTV 1-Evening Assignment Editor – WZTV 1-Morning News Assignment Editor-WZTV 1-Photograhper/Editor-WZTV 1-Director/Technical Director-WZTV 1-Master Control Operator-WZTV 1-Account Executive-WZTV 1-NewsReporter – WZTV 1-Evening News Anchor – WZTV</p>
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Appendix 3
to

Sample Annual EEO Public File Report Form

Covering the Period from 4/1/08 to 3/31/09
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: April 15, 2008

Participating Employees: Mark Dillon, Station Manager

Host/Sponsor of Activity: Belmont University

Brief Description of Activity and Station Participated: Mark Dillon spoke with a class of Journalism students at Belmont University, Nashville, TN on April 15, 2008. He talked about the television industry and the current developments within the industry, the local television market and opportunities in broadcasting. Mark also covered all departments, told students they need to do internships and the different positions within a television station.

2. Activity: Educational Event

Date of Station Participation: April 21st, 2008

Participating Employees: Erik Werner, Promotions Manager

Host/Sponsor of Activity: Tennessee State University

Brief Description of Activity and Station Participated: Erik Werner, Promotions Manager, and Dean McCondichie Senior Promotion Producer, spoke at a Mass Communication Seminar in the TSU Performing Arts Center. There were approximately 30 students in attendance. Erik and Dean discussed opportunities in broadcasting, particularly for minorities, gave advice for students on job searching and refining skills to make students more marketable in the industry.

3. Activity: Educational Event

Date of Station Participation: November 17, 2008

Participating Employees: Ken Smith, News Director

Host/Sponsor of Activity: Tennessee State University Communications Department

Brief Description of Activity and Station Participated: Ken Smith, News Director, was a member of a 3 person panel speaking to Tennessee State University seniors about the television news business. Ken took questions from students, answering everything from questions about jobs, qualifications and internships. Ken also gave tips on putting together a cover letter and resume.

4. Activity: Educational Event

Date of Station Participation: March 3, 2009

Participating Employees: Mark Dillon, Station Manager

Host/Sponsor of Activity: Nashville Career Advancement Center

Brief Description of Activity and Station Participated: Mark Dillon, Station Manager, spoke at the NCAC Workforce Campus on Tuesday, March 3 2009. He gave his insights on what directors and executive level managers look for when they are developing a staff. He also discussed vocational opportunities in broadcasting. There were approximately 40 people in attendance.

5. Activity: Educational Event

Date of Station Participation: March 23, 2009

Participating Employees: Mark Dillon, Station Manager

Host/Sponsor of Activity: Western Kentucky University; Professor Bart White

Brief Description of Activity and Station Participated: Mark Dillon, Station Manager, spoke to a Broadcast Operations Management class. He discussed attributes managers seek when hiring, internships and opportunities in broadcasting.

II. Job Fairs

1.

Activity: Volunteer State Community College
Date of Station Participation: April 21, 2008
Participating Employees: Amy McClary, Local Sales Manager; Gena Saldaña, Assistant
Host/Sponsor of Activity: Volunteer State Community College, Gallatin, TN
Brief Description of Activity and Station Employment Unit Participation: Participating employees worked in at a booth. Employees discussed opportunities in broadcasting and handed out information about internships.
2.

Activity: Employment Guide Veterans Job Fair at LP Field
Date of Station Participation: September 17, 2008
Participating Employees: Mark Dillon, Station Manager, Gena Saldaña, Assistant, Becky Pendelton, Sales Manager; Nick Paranjape, News Anchor.
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. 4000 people were in attendance.
3.

Activity: University of Tennessee at Knoxville
Date of Station Participation: October 17, 2008
Participating Employees: Ken Smith, News Director Gena Saldaña, Assistant
Host/Sponsor of Activity: University of Tennessee at Knoxville Broadcasting Department
Brief Description of Activity and Station Employment Unit Participation: Ken and Gena set up a booth at the University Center and spoke with undergraduates about their major and their future goals. They handed out information about internships as well as discussed career opportunities at the station as well as opportunities in broadcasting.
4.

Activity: Western Kentucky University Job Fair
Date of Station Participation: March 25 2009
Participating Employees: Gena Saldaña, Executive Assistant; Danielle Hopkins, Marketing Coordinator
Host/Sponsor of Activity: Western Kentucky University
Brief Description of Activity and Station Employment Unit Participation: Danielle and Gena set up a booth and spoke with graduate and undergraduate students about career opportunities within the broadcasting industry. They talked about opportunities and the importance of interning. They handed out information about the station, information on applying for positions and internships.

II. 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 4 interns from April 1, 2008 through March 31, 2009. The interns came from the following Universities: (1) Harding University, (1) Western Kentucky, (1) Tennessee State University; (1) University of Tennessee at Knoxville (1) CSB School of Broadcasting

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: Illegal Employment Discrimination

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.