

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, 2010 to and including April 1, 2011.

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, 2010 to March 31, 2011
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	(1) News Director-WZTV	Referral	5
2	(1) News Photographer	TV Jobs.com	1
3	(2) Master Control Operator	TV Jobs.com, SBG Website	11
4	(2) Associate Producer	Referral, Station Website	11
5	(1) Assignment Editor	Careerbuilder.com	6
6	(1) News Photographer	Referral	4
7	(1) Photographer/Editor	Referral	4
8	(1) Local Sales Assistant	Internal	1
9	(1) Local Sales Manager	Internal	6
10	(1) News Reporter	SBG Website	5
11	(1) Meteorologist	Agency Website / Napoli	3
12	(1) Video Editor	Internal	5
13	(1) News Photographer	Referral	4
14	(1) News Producer	TV Jobs.com	5

Total Number of Persons Interviewed During Applicable Period: 71

Appendix 2
Sample Annual EEO Public File Report Form

Covering the Period from 4/1/10 to 3/31/11

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-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
2.	Austin Peay State University Jennifer Ellis-Career Center P.O. Box 4545 Clarksville, TN 37044 931-221-7011 careerservices@apsu.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
3.	Belmont University Laura Wheeler-Career Center 1900 Belmont Blvd Nashville, TN 37203 615-460-6490 careerservices@belmont.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
4.	CareerBuilder.com 8401 Greensboro Dr Ste 250 McLean, VA 22102 Brian Maggio	0 ↓ 1 0 1 0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP

			1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
5.	Collective Talent 26150 Hersheyvale Franklin, MI 48025 Michael Bille bille@michaelsmedia.com	0	1-Chief Meteorologist-WZTV
6.	David Lipscomb Lisa Shacklett-Administrator 3901 Granny White Pike Nashville, TN 37204 615-269-1792 careerdevelopment@lipscomb.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
7.	Draughons Junior College Mary Wauford-Placement Office 1900 Plus Park Blvd Nashville, TN 37217-1003 615-361-7555 callen@draughons.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
8.	Eastern New Mexico University Ty Walker-Career Center 1200 W. University, Station#34 Portales, NM 88130 505-562-1011 john.kirby@enmu.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
9.	East Tennessee State Shea Renfro-Career Office PO Box 70718 Johnson City, TN 37614 (423) 439-1000 renfro@etsu.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV

			1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
10.	Employment Guide Job Fair @ LP Field September 21, 2010	0 1 0 ↓	1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Associate Producer-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-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
12.	Fisk University David Davis-Career Center 17 th Avenue South Nashville, TN 37208 615-329-8864	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB
13.	High Tech Institute Rachel Canterbury-Career Office 560 Raoyal Parkway Nashville, TN 37214 888-616-6549 racanterberry@hightechinstitute.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
14.	Hispanic Community Ctr. Edgar Perez-Director 2608-C Nolensville Road Nashville, TN 37211 615-831-9030 edgarhcom@yahoo.com	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV

15.	Howard University Irene Harris-Career Placement 2400 6 th Street N.W. Washington, DC 20059 (202) 806-7714 lrharris@howard.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-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 (312) 567-3000	0 ↓	1-News Director – WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV
17.	Indeed Hillary O'Keefe 470 West Avenue, Suite 2002 Stamford CT, 06902 www.indeed.com	0 ↓ 1 0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
18.	Indiana University Martha Reid-Career Center Ernie Pyle Hall #202 Bloomington, IN 47405 (812) 237-6806	0 ↓	1-News Director – WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV
19.	Internal Posting Station	0 ↓ 2 3 0 1 1 5 1 2 0 1	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-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-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP

			1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
21.	Lane College Robbie Coleman-Career Center 545 Lane Ave. Jackson, TN 38301 (731) 426-7500 rdcspirit@aol.com	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
22.	LeMoyne Owen College Denita Hedgeman-Career Center 807 Walier Ave Memphis, TN 38126 (901) 435-1729 denita_hedgeman@loc.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
23.	Martha O’Bryan Center Daniel Smith –Employment Career Specialist 711 South Seventh Street Nashville, TN 37206 615-254-1791 omccraymob@yahoo.com	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
24.	Maximus Tennessee Works 446 James Robertson Parkway Suite 200 Nashville, TN 37219-1531 Toni Shute 615-345-8285 Office 615-345-8345 Fax tonishute@maximus.com	0 ↓	1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
25.	Mediarecruiter 9457 So. University Blvd. #303	0 ↓	1-Account Executive-WZTV/WUXP/WNAB

	highlands Ranch, CO 80126 303-400-5150-office 303-881-5600-Mobile		
26.	Memphis State University Allisha Rose-Career Office Scates Hall #315 Memphis, TN 38152 901-678-2000 jwebb2@memphis.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
27.	Middle Tennessee Career Center John McLallen-Director 621 Mainstream Drive Nashville, TN 37228 615-862-8890 john.mcladden@nashville.gov	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
28.	Middle Tennessee State University Karen Austin-Career Office P.O. Box 2, White Pike Murfreesboro, TN 3713 615-898-4698	0	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB
29.	Murray State Gina Winchesler-Career Center 218 Bordway Hall Murray, KY 42071 (800) 272-4678 gina.winchester@murraystate.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
30.	N.A.A.C.P. Career Planning & Placement Marilyn Robinson-Career Office	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV

	1308 Jefferson Street Nashville, TN 37209 615-329-0999 treasurer@naacpnashville.org		2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
31.	Napoli Management Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, CA 90211-3697 Phone: 310.385.8222 nmg@tvtalet.com	1	1-Chief Meteorologist-WZTV
32.	Nashville State Technical Kimberly Wood-Career Center 120 White Bridge Road Nashville, TN 37209-4515 615-353-3333 ced@nsc.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
33.	Nashville Urban League Charles Clarke-Director 1219 9 th Avenue North Nashville, TN 37208 615-254-0525 pstokes@urbanleagueofmidtn.org	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
34.	National Academy of Television Arts & Sciences Geneva Brignolo-Coordinator 161 Rains Ave. Nashville, TN 37203 (615) 383-3259 emmydash@aol.com	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
35.	National Association of Broadcasters 1771 N Street NW Washington DC 20036 nab@nab.org	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP

			1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
36.	National College of Business/Technology Sharonda Campbell-Career Center 3748 Nolensville Pike Nashville, TN 37211 (615) 333-3344 scampbell@ncbt.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
37.	National Hispanic Media Coalition 55 S Grand Ave. Pasadena, CA avalenzuela@nhmc.org	0 ↓	
38.	National Organization for Women Cliff Seigler-Director PO Box 120523 Nashville, TN 615-259-7141 tennesseehow@comcast.net	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
39.	National Press Photographers Assoc. Greg Gano-Manager 3200 Crowdsdale, Ste. 306 Durham, NC 27705 (919) 383-7246 nppajb@hotmail.com	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
	No Recruitment Source Listed		
	Nossi College of Art Sharon McGinnis-Director 907-36 Rivergate Pkwy Goodlettsville, TN 37072 (615) 851-1088 jobplacement@nossi.com	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV

			1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
40.	Pellissippi State Technical Community College Carolyn Carson-Career Center 10915 Hardin Valley Road Knoxville, TN 37932 (865) 694-6400 ccarson@pstcc.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
41.	Referral	5 2 2 2 1 1 1 1 1	1-News Director – WZTV 2-Associate Producer-WZTV 1-News Photographer-WZTV 1-News Photographer/Editor-WZTV 1-Local Sales Manager-WNAB 1-News Photographer-WZTV 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 2- Master Control Operator-WNAB/WZTV 1-News Reporter-WZTV
42.	Savannah College of Art Design Shaketta Sanders-Career Center 342 Bull Street Savannah, GA 31041 (912) 525-4653	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 1-News Photographer/Editor-WZTV
43.	Sewanee-The University of the South Hilda C. Vaughan-Career Center 735 University Avenue Sewanee, TN 37282-1000 931-598-1000 careers@sewanee.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
44.	Sinclair Website 10706 Beaver Dam Road Hunt Valley, MD 21030 Sharon Pickeral 410-568-1517 www.sbgi.net	0 5 0 0 2 2 0 ↓ 1	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV

45.	Station Website www.fox17.com Contact: Laura Leighton 631 Mainstream Drive Nashville, TN 37228 615-259-5617	0 5 5 0 ↓ 3 2	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
46.	TAB Jill Green–Coordinator of Affairs PO Box 101015 Nashville, TN 37224 (615) 321-1626 tabtn@bellsouth.net	0 ↓	1-News Director – WZTV 1-News Reporter-WZTV
	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, TX 75039 Christina Hedding hedding@talentdynamics.com	0 ↓	1-News Photographer-WZTV
47.	The Tennessean 1100 Broadway Nashville, TN 37203-3134 615-259-8800 ssimmons@tennessean.com	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
48.		0 ↓	
49.	Tennessee State University Fonda Terry-Career Center 3500 John Merritt Blvd Nashville, TN 37209 615-963-5000 cholt5@tnstate.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
50.	TVJobs.com Attn: Mark C. Holloway Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 800-374-0119	0 1 2 2 2 0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV

		0 ↓ 0 2 0	1-Local Sales Assistant-WUXP 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
51.	Tennessee Technical University PO Box 5021 Cookeville, TN 38505 (931) 372-3232 acamuti@tntech.edu	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
52.	Trevecca Nazarene School 333 Murfreesboro Road Ronnie-Director Nashville, TN 37210 (615) 248-1320	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 1-News Photographer/Editor-WZTV
53.	University of Missouri Amanda Nell-Career Center 181 Gannett Hall Columbia, MO 65211 (573) 882-0878	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 1-Assignment Editor-WZTV
54.	University of North Carolina Cornelia Burch-Career Office Campus Box 3365 Chapel Hill, NC 27599 (919) 962-2211	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV
55.	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-News Director – WZTV 1-News Photographer-WZTV 1-News Photographer/Editor-WZTV
56.	University of TN-Martin Rodney Freed-Dept. of Communications Martin, TN 38238 (800) 829-8861	0 ↓	1-News Director – WZTV
57.	Vanderbilt University Tiffany Grey-Career Office 110 Alumni Hall Nashville, TN 37210 (615)343-4911	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 1-News Photographer/Editor-WZTV
58.	Volunteer State Community College Career Fair	0 ↓	1-News Director – WZTV
59.	Volunteer State Community College Carey Massey-Career Center	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV

	1480 Nashville Pike Gallatin, TN 37066 615-453-8600		1-News Photographer/Editor-WZTV
60.	Walk In	0 ↓	
61.	West Tennessee Career Center Dave Montoya-Executive Director 416 E. LaFayette Street Jackson, TN 38300 (731) 423-5860	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer/Editor-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV
62.	Western Kentucky Dan Onitsuka-Career Center #1 Big Red Way Bowling Green, KY 42101 (207)745-2691	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 1-News Photographer/Editor-WZTV
63.	Woodbine Community Ctr. Terry Horgan-Administrative Assistant 222 Oriel Avenue Nashville, TN 37210 615-346-1292 matt.gloster@givegw.org	0 ↓	1-News Director – WZTV 1-News Photographer-WZTV 2-Master Control Operator-WNAB/WZTV 2-Associate Producer-WZTV 1-Assignment Editor-WZTV 1-News Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Local Sales Manager-WNAB 1-Chief Meteorologist-WZTV 1-Video Editor-WZTV 1-News Producer-WZTV 1-News Reporter-WZTV

Appendix 3
to

Sample Annual EEO Public File Report Form

Covering the Period from 4/01/10 to 3/31/11
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: March 3, 2011

Participating Employees: Scott Couch, Anchor

Host/Sponsor of Activity: Sumner Academy in Gallatin, TN

Brief Description of Activity and Station Participated: Scott spoke to students about requirements to be considered for positions in broadcast news. He also spoke of behind the scenes positions that most people do not see on television and those career opportunities.

2. Activity: Educational Event

Date of Station Participation: March 25, 2011

Participating Employees: Scott Couch, Anchor

Host/Sponsor of Activity: Western Kentucky University

Brief Description of Activity and Station Participated: Scott spoke to students enrolled in the department of Journalism and Broadcasting concerning expectations for graduates entering the field of broadcast journalism. He also met with University staff to advise them of new expectations for graduates entering the broadcast job market.

II. Community Events

1. Activity: Community Event

Date of Station Participation: March 8, 2011

Participating Employees: Mark Dillon, Station Manager

Host/Sponsor of Activity: Nashville Career Advancement Center

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 21, 2010

Participating Employees: Laura Leighton, Accounting Manager/HR, Mark Dillon, Regional Controller

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: September 22, 2010

Participating Employees: . Mark Dillon, Regional Controller; Laura Leighton, Accounting Manager, Arch Kennedy, Meteorologist, Nick Paranjape, 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. Internship information was also discussed and distributed.

3. **Activity: Job Fair**

Date of Station Participation: March 24, 2011

Participating Employees: Erik Werner, Production Manager, Roberta Petterson, News Director, Pam Sullivan, Director of Sales

Host/Sponsor of Activity: Tennessee Association of Broadcasters

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.

4. **Activity: Job Fair**

Date of Station Participation:

Participating Employees:

Host/Sponsor of Activity:

Brief Description of Activity and Station Employment Unit Participate:

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 9 interns from April 1, 2010 through March 31, 2011. The interns came from the following Universities: (6) Middle Tennessee State University; (1) Tennessee State University, (1) Western Kentucky, (1) University of Tennessee

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.