

## 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, 2011 to and including April 1, 2012.

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, 2011 to March 31, 2012  
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	(6) Account Executive	(5) Referral (1)Sinclair Website	7
2	(1) AM News Executive Producer	(1) Referral	6
3	(1) Engineering Technician	(1) CareerBuilders	5
4	(4) News Photographer	(3) Station Website (1) Referral	7
5	(1) Weekend Meteorologist/Reporter	(1) Referral	3
6	(1) Promotions Producer/Editor	(1) SBG Website	4
7	(3) News Producer	(2) Internal (1) Referral	8
8	(3) Associate Producer	(2) Referral (1) Station Website	8
9	(1) Creative Services Producer/Editor	(1) Station Website	5

Total Number of Persons Interviewed During Applicable Period: 53

Appendix 2  
Sample Annual EEO Public File Report Form

Covering the Period from 4/1/11 to 3/31/12

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.	Anthem Career College Rachel Chandler-Career Office 560 Raoyal Parkway Nashville, TN 37214 888-616-6549 <a href="mailto:rhandler@anthem.edu">rhandler@anthem.edu</a>	0 ↓	1-Local Sales Assistant-WUXP
2.	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 <a href="mailto:lsanchez@aii.edu">lsanchez@aii.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Promotions Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
3.	Austin Peay State University Jennifer Ellis-Career Center P.O. Box 4545 Clarksville, TN 37044 931-221-7011 <a href="mailto:careerservices@apsu.edu">careerservices@apsu.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer – WZTV 1-Creative Services Producer-Editor-WZTV
4.	Belmont University Laura Wheeler-Career Center 1900 Belmont Blvd Nashville, TN 37203 615-460-6490 <a href="mailto:careerservices@belmont.edu">careerservices@belmont.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer – WZTV 1-Creative Services Producer-Editor-WZTV
5.	CareerBuilder.com 1750 Tyson's Blvd. 4 <sup>th</sup> Fl McLean, VA 22102 Will Evans/Account Manager 703-637-7908	0 0 <b>1</b> 0 <b>1</b> <b>1</b> 0 0 <b>1</b> 0	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV <b>1-AM News Executive Producer-WZTV</b> 2-Associate Producer-WZTV <b>4-Photographer-WZTV</b> <b>1-Engineering Technician-WZTV</b> 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP <b>1-Associate Producer-WZTV</b> 1-Creative Services Producer-Editor-WZTV

6.	Collective Talent 1721 Richardson Place Tampa, FL 33606 Michael Bille <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>	0 ↓	1-Weekend Meteorologist/Reporter-WZTV 1-Local Sales Assistant-WUXP 1-Associate Proucer-WZTV 1-Creative Services Producer-Editor-WZTV
7.	Columbia University Graduate School of Journalism 2960 Broadway New York, NY 10027 Jacqueline DeLaFuenta <a href="mailto:Jmd2221@columbia.edu">Jmd2221@columbia.edu</a> (Source added 8/9/11) NEWS POSITIONS ONLY	0 ↓	1-Associate Producer-WZTV
8.	David Lipscomb Lisa Shacklett-Administrator 3901 Granny White Pike Nashville, TN 37204 615-269-1792 <a href="mailto:careerdevelopment@lipscomb.edu">careerdevelopment@lipscomb.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 3- News Producer-WZTV 1-Associate Producer 1-Creative Services Producer-Editor-WZTV
9.	Draughons Junior College Mary Wauford-Placement Office 1900 Plus Park Blvd Nashville, TN 37217-1003 615-361-7555 <a href="mailto:callen@draughons.edu">callen@draughons.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
10.	Eastern New Mexico University Ty Walker-Career Center 1200 W. University, Station#34 Portales, NM 88130 505-562-1011 <a href="mailto:john.kirby@enmu.edu">john.kirby@enmu.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
11.	East Tennessee State Shea Renfro-Career Office PO Box 70718 Johnson City, TN 37614 (423) 439-1000 <a href="mailto:renfro@etsu.edu">renfro@etsu.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
12.	Belmont University Job Fair	0 ↓	4-Photographer-WZTV 1-Weekend Meteorologist/Reporter-WZTV
13.	Family of Faith Church Pastor Jerome M. Hill, Sr. 106 Joyner Ave Nashville, TN 37210 615-833-8016 <a href="mailto:fofc@bellsouth.net">fofc@bellsouth.net</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV

			1-Creative Services Producer-Editor-WZTV Source not utilized during this filing period.
14.	Fisk University David Davis-Career Center 17 <sup>th</sup> Avenue South Nashville, TN 37208 615-329-8864	0 ↓	
15.	High Tech Institute (changed name) Rachel Canterberry-Career Office 560 Raoyal Parkway Nashville, TN 37214 888-616-6549 <a href="mailto:racanterberry@hightechinstitute.edu">racanterberry@hightechinstitute.edu</a> N/A 09.08.11	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
16.	Hispanic Community Ctr. Martha Salazar-Director 2608-C Nolensville Road Nashville, TN 37211 615-831-9030 <a href="mailto:edgarhcom@yahoo.com">edgarhcom@yahoo.com</a> N/A 09.08.11 <a href="mailto:msal101204@aol.com">msal101204@aol.com</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
17.	Howard University Irene Harris-Career Placement 2400 6 <sup>th</sup> Street N.W. Washington, DC 20059 (202) 806-7714 <a href="mailto:lrharris@howard.edu">lrharris@howard.edu</a> (Source added 8/9/11)	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
18.	b-roll.net 227 6 <sup>th</sup> St.NE Washington, DC 20002	1	<b>4-Photographer - WZTV</b>
19.	Illinois Institute of Technology Office of African American Students Executive Director Bruce Mueller 35 West 33 <sup>rd</sup> St Galvin Library, Upper level CMC Chicago, IL 60616 (312) 567-3000	0 ↓	Source not utilized during this filing period.
20.	Indeed Hillary O'Keefe 470 West Avenue, Suite 2002 Stamford CT, 06902 <a href="http://www.indeed.com">www.indeed.com</a>	0 ↓	1-Weekend Meteorologist/Reporter-WZTV 1-Engineering Technician
21.	Indiana University Martha Reid-Career Center Ernie Pyle Hall #202 Bloomington, IN 47405 (812) 237-6806	0 ↓	Source not utilized during this filing period.
22.	Internal Posting Station	0 0 1 1 0	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV <b>1-AM News Executive Producer-WZTV</b> <b>2-Associate Producer-WZTV</b> 4-Photographer-WZTV

		1 0 2 2 0 1	<b>1-Engineering Technician-WZTV</b> 1-Local Sales Assistant-WUXP <b>1-Promotions Producer/Editor-WUXP</b> <b>3-News Producer – WZTV</b> 1-Associate Producer-WZTV <b>1-Creative Services Producer-Editor-WZTV</b>
23.	International Academy of Design & Technology 1 Bridgestone Prairie Nashville, TN 37214 Phone: 615.229.6056 Email: <a href="mailto:SHayward@iadtncashville.com">SHayward@iadtncashville.com</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Creative Services Producer-Editor-WZTV
24.	ITT Technical Institute Amanda Cariglino-Dir. Of Career Srv 2845 Elm Hill Park Nashville, TN 37217 (889) 870-6933 <a href="mailto:acariglino@itt-tech.edu">acariglino@itt-tech.edu</a> , <a href="mailto:ycano@itt-tech.edu">ycano@itt-tech.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
25.	Lane College Robbie Coleman-Career Center 545 Lane Ave. Jackson, TN 38301 (731) 426-7500 <a href="mailto:rdcspirit@aol.com">rdcspirit@aol.com</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
26.	LeMoyne Owen College Denita Hedgeman-Career Center 807 Walier Ave Memphis, TN 38126 (901) 435-1729 <a href="mailto:denita_hedgeman@loc.edu">denita_hedgeman@loc.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
27.	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, CA 94043 Danielle Anderson – Account Manager <b>Source Added: 01/05/2012</b>	0 ↓	Source not utilized during this filing period.
28.	Martha O'Bryan Center Daniel Smith –Employment Career Specialist 711 South Seventh Street Nashville, TN 37206 615-254-1791 <a href="mailto:omccraymob@yahoo.com">omccraymob@yahoo.com</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV

29.	Maximus Tennessee Works 446 James Robertson Parkway Suite 200 Nashville, TN 37219-1531 Toni Shute 615-345-8285 Office 615-345-8345 Fax <a href="mailto:tonishute@maximus.com">tonishute@maximus.com</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
30.	Medialine Box 51909 Pacific Grove, CA 93950 800-237-8073-phone 831-648-5204-fax Email: <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	0 ↓	1-Weekend Meteorologist/Reporter-WZTV 4-Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP
31.	Mediarecruiter 9457 So. University Blvd. #303 highlands Ranch, CO 80126 303-400-5150-office 303-881-5600-Mobile	0 ↓	6-Account Executive-WZTV/WUXP/WNAB
32.	Memphis State University Alisha Rose-Career Office Scates Hall #315 Memphis, TN 38152 901-678-2000 <a href="mailto:jwebb2@memphis.edu">jwebb2@memphis.edu</a>	0 ↓	1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
33.	Middle Tennessee Career Center John McLadden-Director 621 Mainstream Drive Nashville, TN 37228 615-862-8890 <a href="mailto:john.mcladden@nashville.gov">john.mcladden@nashville.gov</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
34.	Middle Tennessee State University Karen Austin-Career Office P.O. Box 2, White Pike Murfreesboro, TN 3713 615-898-4698	0 ↓	1-Local Sales Assistant-WUXP
35.	Murray State Gina Winchesler-Career Center 218 Bordway Hall Murray, KY 42071 (800) 272-4678 <a href="mailto:gina.winchester@murraystate.edu">gina.winchester@murraystate.edu</a>	0 ↓	Source not utilized during this filing period.
36.	N.A.A.C.P. Career Planning & Placement Marilyn Robinson-Career Office 1308 Jefferson Street Nashville, TN 37208 615-329-0999 <a href="mailto:treasurer@naacpnashville.org">treasurer@naacpnashville.org</a> N/A 06.23.11	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP

			1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
37.	Napoli Management Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, CA 90211-3697 Phone: 310.385.8222 <a href="mailto:nmg@tvtalet.com">nmg@tvtalet.com</a>	0 ↓	Source not utilized during this filing period.
38.	Nashville State Technical Kimberly Wood-Career Center 120 White Bridge Road Nashville, TN 37209-4515 615-353-3333 <a href="mailto:cec@nsc.edu">cec@nsc.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
39.	Nashville Urban League Charles Clarke-Director 1219 9 <sup>th</sup> Avenue North Nashville, TN 37208 615-254-0525 <a href="mailto:pstones@urbanleagueofmidtn.org">pstones@urbanleagueofmidtn.org</a> , <a href="mailto:jmason@urbanleagueofmidtn.org">jmason@urbanleagueofmidtn.org</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer -WZTV 1-Creative Services Producer-Editor-WZTV
40.	National Academy of Television Arts & Sciences Geneva Brignolo-Coordinator 161 Rains Ave. Nashville, TN 37203 (615) 383-3259 <a href="mailto:emmydash@aol.com">emmydash@aol.com</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
41.	National Association of Broadcasters 1771 N Street NW Washington DC 20036 <a href="mailto:nab@nab.org">nab@nab.org</a>	0 ↓	1-Weekend Meteorologist/Reporter-WZTV 4-Photographer-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP
42.	National College of Business/Technology Terry McCall Davis - Career Center 3748 Nolensville Pike Nashville, TN 37211 (615) 333-3344 <a href="mailto:tjdavismccall@national-college.edu">tjdavismccall@national-college.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
43.	National Hispanic Media Coalition 55 S Grand Ave. Pasadena, CA <a href="mailto:info@nhmc.org">info@nhmc.org</a> , <a href="mailto:avalenzuela@nhmc.org">avalenzuela@nhmc.org</a>	0 ↓	1-Weekend Meteorologist/Reporter-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP

44.	National Organization for Women Cliff Seigler-Director PO Box 120523 Nashville, TN 615-259-7141 <a href="mailto:tennesseenow@comcast.net">tennesseenow@comcast.net</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
45.	National Press Photographers Assoc. Greg Gano-Manager 3200 Crowsdale, Ste. 306 Durham, NC 27705 (919) 383-7246 <a href="mailto:nppajib@hotmail.com">nppajib@hotmail.com</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
46.	Dept. of Mass Communications & Journalism Norfolk State University Attn: Paula C. Briggs, Ph.D. 700 Park Ave. Norfolk, VA 23504 (757)823-2384 Office <a href="mailto:pcbriiggs@nsu.edu">pcbriiggs@nsu.edu</a>	0 ↓	Source not utilized during this filing period.
47.	Nossi College of Art Sharon McGinnis-Director 907-36 Rivergate Pkwy Goodlettsville, TN 37072 (615) 851-1088 <a href="mailto:jobplacement@nossi.com">jobplacement@nossi.com</a> , <a href="mailto:Sharon@nossi.com">Sharon@nossi.com</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
48.	Pellissippi State Technical Community College Carolyn Carson-Career Center 10915 Hardin Valley Road Knoxville, TN 37932 (865) 694-6400 <a href="mailto:ccarson@pstcc.edu">ccarson@pstcc.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
49.	Referral	5 2 2 1 1 1 2 1	<b>6-Account Executive-WZTV/WUXP/WNAB</b> <b>1-AM News Executive Producer-WZTV</b> <b>2-Associate Producer-WZTV</b> <b>4-Photographer-WZTV</b> <b>3- News Producer-WZTV</b> <b>1-Weekend Meteorologist/Reporter-WZTV</b> <b>1-Associate Producer-WZTV</b> <b>1-Creative Services Producer-Editor-WZTV</b>
50.	Savannah College of Art Design Shaketta Sanders-Career Center 342 Bull Street Savannah, GA 31041 (912) 525-4653	0 ↓	1-Local Sales Assistant-WUXP

51.	Sewanee-The University of the South Hilda C. Vaughan-Career Center 735 University Avenue Sewanee, TN 37282-1000 931-598-1000 <a href="mailto:careers@sewanee.edu">careers@sewanee.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
52.	Sinclair Website 10706 Beaver Dam Road Hunt Valley, MD 21030 Sharon Pickeral 410-568-1517 <a href="http://www.sbg.net">www.sbg.net</a>	1 0 0 0 2 3 0 2 1	<b>6-Account Executive-WZTV/WUXP/WNAB</b> 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV <b>4-Photographer-WZTV</b> <b>1-Engineering Technician-WZTV</b> 1-Local Sales Assistant-WUXP <b>1-Promotions Producer/Editor-WUXP</b> <b>1-News Producer</b>
53.	State of Tennessee Dept of Human Services Division of Rehabilitation Services 607 Hwy 52 Bypass East Lafayette, TN 37083 Tel (615) 666-2179 Fax (615) 666-6229 <a href="mailto:Barbara.Gregory@tn.gov">Barbara.Gregory@tn.gov</a> N/A <a href="mailto:Michael.Needel@tn.gov">Michael.Needel@tn.gov</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
54.	Station Website <a href="http://www.fox17.com">www.fox17.com</a> Contact: Angie Waggoner 631 Mainstream Drive Nashville, TN 37228 615-259-5617	1 1 1 2 2 0 0 2 3	<b>6-Account Executive-WZTV/WUXP/WNAB</b> <b>1-Weekend Meteorologist/Reporter-WZTV</b> <b>1-AM News Executive Producer-WZTV</b> <b>2-Associate Producer-WZTV</b> <b>4-Photographer-WZTV</b> 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP <b>3-News Producer</b> <b>1-Creative Services Producer-Editor-WZTV</b>
55.	TAB Jill Green-Coordinator of Affairs PO Box 101015 Nashville, TN 37224 (615) 321-1626 <a href="mailto:tabtn@bellsouth.net">tabtn@bellsouth.net</a>	0 ↓	Source not utilized during this filing period.
56.	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, TX 75039 Christina Hedding <a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a> <b>(on-Air, producer &amp; news mgnt. positions only-new, Source added 1-4-11)</b>	0 ↓	1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP
55.	The Tennessean 1100 Broadway Nashville, TN 37203-3134 615-259-8800 <a href="mailto:ssimmons@tennessean.com">ssimmons@tennessean.com</a>	0 ↓	Source not utilized during this filing period.

56.	Tennessee State University Fonda Terry-Career Center 3500 John Merritt Blvd Nashville, TN 37209 615-963-5000 <a href="mailto:cholt5@tnstate.edu">cholt5@tnstate.edu</a> , <a href="mailto:fterry@tnstate.edu">fterry@tnstate.edu</a> , <a href="mailto:jgriffin5@tnstate.edu">jgriffin5@tnstate.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
57.	TVJobs.com Attn: Mark C. Holloway Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 800-374-0119	0 0 1 0 0 0 0 0 0 2 0	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV <b>1-AM News Executive Producer-WZTV</b> 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Associate Producer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP <b>3-News Producer</b> 1-Creative Services Producer-Editor-WZTV
58.	Tennessee Technical University PO Box 5021 Cookeville, TN 38505 (931) 372-3232 <a href="mailto:acamuti@tntech.edu">acamuti@tntech.edu</a> , <a href="mailto:lmoore@tntech.edu">lmoore@tntech.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
59.	Trevecca Nazarene School 333 Murfreesboro Road Ronnie-Director Nashville, TN 37210 (615) 248-1320	0 ↓	Source not utilized during this filing period.
60.	University of Missouri Amanda Nell-Career Center 181 Gannett Hall Columbia, MO 65211 (573) 882-0878	0 ↓	Source not utilized during this filing period.
61.	University of North Carolina Cornelia Burch-Career Office Campus Box 3365 Chapel Hill, NC 27599 (919) 962-2211	0 ↓	Source not utilized during this filing period.
62.	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 ↓	Source not utilized during this filing period.
63.	University of TN-Martin Rodney Freed-Dept. of Communications Martin, TN 38238 (800) 829-8861 <a href="mailto:rfreed@utm.edu">rfreed@utm.edu</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 4-Photographer-WZTV

			1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
64.	Vanderbilt University Tiffany Grey-Career Office 110 Alumni Hall Nashville, TN 37210 (615)343-4911	0 ↓	Source not utilized during this filing period.
65.	Volunteer State Community College Career Fair	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Engineering Technician-WZTV
66.	Volunteer State Community College Carey Massey-Career Center 1480 Nashville Pike Gallatin, TN 37066 615-453-8600	0 ↓	1-Local Sales Assistant-WUXP
67.	Walk In	0 ↓	Source not utilized during this filing period
68.	West Tennessee Career Center Dave Montoya-Executive Director 416 E. LaFayette Street Jackson, TN 38300 (731) 423-5860	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-AM News Executive Producer-WZTV 2-Associate Producer-WZTV 1-Local Sales Assistant-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
69.	Western Kentucky Dan Onitsuka-Career Center #1 Big Red Way Bowling Green, KY 42101 (207)745-2691	0 ↓	Source not utilized during this filing period.
70.	Woodbine Community Ctr. Terry Horgan-Administrative Assistant 222 Oriel Avenue Nashville, TN 37210 615-346-1292 <a href="mailto:matt.gloster@givegw.org">matt.gloster@givegw.org</a>	0 ↓	6-Account Executive-WZTV/WUXP/WNAB 1-Weekend Meteorologist/Reporter-WZTV 4-Photographer-WZTV 1-Engineering Technician-WZTV 1-Local Sales Assistant-WUXP 1-Producer/Editor-WUXP 1-Associate Producer-WZTV 1-Creative Services Producer-Editor-WZTV
71.	David Crane Agency 120 College Ave. SE Grand Rapids, MI 49503 <b>Source Added 8/6/2011</b>	<b>1</b>	<b>1-Weekend Meteorologist/Reporter-WZTV</b>

Appendix 3  
to

Sample Annual EEO Public File Report Form

Covering the Period from 4/1/11 to 3/31/12  
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: 11/12/2011

Participating Employees: Mark Dillon Station Manager

Host/Sponsor of Activity: Sycamore High School, Pope John Paul, 2<sup>nd</sup> High School of Goodlettsville, TN

Brief Description of Activity and Station Participated: Mark spoke on November 12, 2011 at approximately 11:30am to a group of students, teachers, and parents from Sycamore High School of Nashville TN, and Pope John Paul the 2<sup>nd</sup> High School of Goodlettsville, TN in the WZTV conference room. Mark spoke for approximately 30 minutes and talked about opportunities in broadcasting, internships, and the different types of jobs at a TV station. Mark talked about the role of each department of a TV station and the different degrees that we require. There were approximately 10 to 12 students, 10 parents, and 4 teachers.

**2. Activity: Educational Event**

Date of Station Participation: March 23, 2012

Participating Employees: Erik Werner On-Air Promotion Manager

Host/Sponsor of Activity: Tennessee State University Department of Communications Advisory Board

Brief Description of Activity and Station Participated: Erik meet with the TSU Advisory Board to discuss with students about, curriculum, indentifying best practices for registration, completing core classes, hands on training in their chosen fields to study, faculty experience and exposure that can keep students engaged. Establishing student advisors to complement faculty in assisting lower-level students, further advancement in multi-media platforms, developing stronger resources for internships. The overall message that all media meshes together for the goal of convergence. Erik also informed students of opportunities in news marketing and promotion. The Advisory Board will then devise plans to develop programs that address these needs and topics. Doing so will prepare students for future roles in the communications industry. Approximately 19 board members.

**3. Activity: Educational Event**

Date of Station Participation: November 17, 2011

Participating Employees: Greg Pollard Local Sales Manager

Host/Sponsor of Activity: Tennessee State University

Brief Description of Activity and Station Participated: Greg Pollard spoke to Dr. Unni's class to discuss the Different career opportunities available at a broadcast TV station. 1 Hour

**4. Activity: Educational Event**

Date of Station Participation: December 15, 2011

Participating Employees: Greg Pollard Local Sales Manager, Eric Dahl, Regional Manger Promo& Production, David Seals, Executive Producer

Host/Sponsor of Activity: Cane Ridge High School

Brief Description of Activity and Station Participated: Greg Pollard held a training class for the faculty To cover the new sales opportunities for broadcast TV sales executives. 1 Hour

**5. Activity: Educational Event**

Date of Station Participation: January 19, 2012

Participating Employees: Greg Pollard, Local Sales Manager, Eric Dahl, Regional Manager Promo & Production, David Seals, Executive Producer

Host/Sponsor of Activity: Cane Ridge High School

Brief Description of Activity and Station Participated: Greg Pollard spoke to more than 350 students about

Making career choices and the benefits of working at a broadcast TV station. (45 minutes)

**6. Activity: Educational Event**

Date of Station Participation: January 26, 2012

Participating Employees: Greg Pollard, Local Sales Manager, Eric Dahl, Regional Manager Promo & Production, David Seals, Executive Producer

Host/Sponsor of Activity: Cane Ridge High School

Brief Description of Activity and Station Participated: Greg Pollard attended an open house for incoming High school freshman to introduce broadcast TV as a career option. (2 Hours)

**II. Community Events**

**1. Activity: Community Event**

Date of Station Participation: September 15, 2011

Participating Employees: Mark Dillon, Station Manager

Host/Sponsor of Activity: Nashville Career Advancement Center

Brief Description of Activity and Station Participated: Mark was invited to be on a panel at the NCAC on 09/15/2011. Mark discussed resumes, the importance of internships, how to research for a job, and opportunities in broadcasting. There were approximately 50 people in attendance.

**III. Job Fairs**

**1. Activity: Job Fair**

Date of Station Participation: April 15, 2011

Participating Employees: Laura Leighton, Accounting Manager/HR,

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

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

**2. Activity: Job Fair**

Date of Station Participation: October 26, 2011

Participating Employees: . Laura Leighton, Accounting Manager, Angie Waggoner, HR/Payroll

Host/Sponsor of Activity: Belmont University

Brief Description of Activity and Station Employment Unit Participation: We set up a booth at the University and presented information on our current job openings. We also distributed and discussed our internship program and provided internship packets.

**3. Activity: Job Fair**

Date of Station Participation: March 27, 2012

Participating Employees: . Greg Pollard, Local Sales Manager

Host/Sponsor of Activity: Freed Hardeman University Satellite Campus

Brief Description of Activity and Station Employment Unit Participation: Greg discussed open positions available at WZTV with about 20 people interested in working in the broadcast TV industry. Greg discussed opportunities in the news, production/promotions, and sales departments.

**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 1 intern from April 1, 2011 through March 31, 2012. The intern came from Belmont 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.