

WUXP, WZTV

EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	2-6, 10-12, 14-15, 18-19, 21-23, 27-28, 31-42, 44-45, 47-52, 54-60, 62-63, 65-68, 70-79	22
Regional National Sales Assistant	2-4, 10-12, 14-15, 18-19, 21-23, 28, 30-36, 38-39, 41-42, 44-45, 47-52, 54-58, 62-63, 65-68, 70-79	58
Morning News Producer	2-6, 10-12, 14-15, 18-19, 21-23, 25, 28-42, 44-45, 47-52, 54-60, 62-63, 65-79	25
News Assignment Editor	2, 4-6, 10-15, 18-19, 21-23, 27-28, 30-45, 47-52, 54-60, 62-63, 65, 67-79	59
HR / Payroll Coordinator	2, 4, 10-15, 18-19, 21-23, 27-28, 30-36, 38-39, 41-45, 47-52, 54-58, 62-63, 65, 67-79	13
Marketing Consultant	2, 4, 10-15, 18-19, 21-23, 27-28, 30-36, 38-39, 41-45, 47-52, 54-58, 62-63, 65, 67-79	13
Marketing Consultant	2, 4, 10-15, 18-19, 21-23, 27-28, 30-36, 38-39, 41-45, 47-52, 54-58, 62-63, 65, 67-79	13
Marketing Consultant	2, 4, 10-15, 18-19, 21-23, 27-28, 30-36, 38-39, 41-45, 47-52, 54-58, 62-63, 65, 67-79	58
News Producer	2, 4-6, 8-11, 14-16, 18-19, 21-23, 27-28, 30-52, 54-58, 60-63, 65-79	9
News Investigative Reporter	2, 4-6, 10-11, 14-16, 18-19, 21-24, 27-28, 30-52, 54-58, 60-63, 65-79	24
Executive Producer	2, 4-6, 10-11, 14-16, 18-19, 21-23, 27-28, 30-58, 60-63, 65-79	53
Promotions Producer	2, 4, 10, 13-16, 18-19, 21-23, 27-28, 30-36, 38-39, 41-52, 54-58, 61-79	13
Morning Meteorologist	2, 4-6, 10, 14-16, 18-19, 21-23, 27-28, 30-52, 54-58, 60-79	60
Morning Anchor / Reporter	2, 4-6, 9-10, 14-16, 18-19, 21-23, 27-28, 30-52, 54-58, 60-79	9
Multimedia Journalist	1-2, 4-6, 10, 13-16, 18-19, 21-23, 27-28, 30-52, 54-58, 60-79	1
Master Control Operator	2, 4, 10, 13-16, 18-19, 21-23, 27-28, 30-36, 38-39, 41-52, 54-58, 61-79	13
News Production Assistant	2, 4-6, 10, 14-16, 18-19, 21-23, 27-28, 30-42, 44-52, 54-58, 60-79	58

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Regional National Sales Assistant	2, 4, 10, 14-16, 18-19, 21-23, 27-28, 30 -36, 38-39, 41-52, 54-58, 61-79	22
Broadcast Engineer	2, 4, 10, 14-16, 18-19, 21-23, 26-28, 30 -36, 38-39, 41-52, 54-58, 61-80	26
Broadcast Engineer	2, 4, 10, 14-16, 18-19, 21-23, 26-28, 30 -36, 38-39, 41-42, 44-52, 54-58, 61-80	26
Accounts Receivable Specialist	2, 4, 10, 14-16, 18-19, 21-23, 27-28, 30 -36, 38-39, 41-52, 54-58, 61-80	22
Master Control Operator	2, 4, 10, 13-16, 18-23, 27-28, 30-36, 38 -39, 41-52, 54-58, 61-80	22
Master Control Operator	2, 4, 10, 13-16, 18-23, 27-28, 30-36, 38 -39, 41-52, 54-58, 61-80	13
News Photographer	2, 4-7, 10, 14-16, 18-23, 27, 30-52, 54- 58, 60-80	7
News Producer	2, 4-6, 10, 14-23, 27, 30-52, 54-58, 60- 80	58

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	Austin Peay State University P.O. Box 4545 Clarksville, Tennessee 37044 Phone : 931-221-7011 ext 7963 Email : careerservices@apsu.edu Jennifer Ellis	Y	0
3	Belmont University 1900 Belmont Blvd Nashville, Tennessee 37203 Phone : 615-460-6490 Url : http://www.belmont.edu/ Email : careerdevelopment@belmont.edu Laura Wheeler Prong 2 Ended Date: 5/22/2017	N	0
4	CareerBuilder.com 1750 Tyson's Blvd 4th Fl McLean, Virginia 22102 Phone : 410-5681500 Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
6	Columbia University Graduate School of Journalism 2960 Broadway New York, New York 10027 Phone : 212-854-4422 Email : gb2219@columbia.edu Gina Boubion	N	0
7	Current Employee	N	1
8	Current Employee - Transfer/Promotion	N	1
9	Current Employee/Internal Promotion	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	David Lipscomb 3901 Granny White Pike Nashville, Tennessee 37204 Phone : 615-269-1792 Email : careerdevelopment@lipscomb.edu Lisa Shacklett	Y	0
11	East Tennessee State PO Box 70718 Johnson City, Tennessee 37614 Phone : 423-439-1000 Email : renfroe@etsu.edu Shea Renfro	Y	0
12	Eastern New Mexico University 1500 S Ave K Portales, New Mexico 88130 Phone : 575-562-1011 Email : Alisha.ODonnovan@enmu.edu Alisha O'Donovan	Y	0
13	Employee Referral	N	8
14	Fisk University 17th Avenue South Nashville, Tennessee 37208 Phone : 615-329-8894 Email : tbyrdsong@fisk.edu Tashaye Birdsongwoods	Y	0
15	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	1
16	Goodwill Career Solutions 595 Hillsboro Road Suite 301 Franklin, Tennessee 37064 Phone : 615-794-4984 Email : tom.schmidt@givegw.org Shannon Duke	Y	0

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17	Harding University PO Box 10765 Searcy, Arkansas 72149 Phone : 501-279-4040 Url : http://www.harding.edu Email : gblackstone@harding.edu Ginger Blackstone	Y	0
18	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgvtv.com Broadbean Source Alicia Lawrence	N	0
19	Hispanic Community Ctr 2608-C Nolenville Road Nashville, Tennessee 37211 Phone : 615-831-9030 Email : msal101204@aol.com Martha Salazar	Y	0
20	Husson University 1 College Circle New England School of Communication Bangor, Maine 04401 Phone : (207) 941-7000 Url : **NEWS ONLY** Email : verrillr@husson.edu Rodney Verrill	Y	0
21	Illinois Institute of Technology Office of African American Students 35 West 33rd St Galvin Library, Upper Level CMC Chicago, Illinois 60616 Phone : 312-567-6482 Url : http://www.cmc.iit.edu Email : careerservices@iit.edu Career Services	Y	0

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22	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	11
23	Indiana University Ernie Pyle Hall #202 940 East 7th Street Bloomington, Indiana 47405-7108 Phone : 812-855-9247 Email : lfonseca@indiana.edu Laura Fonseca	Y	0
24	Internal Candidate	N	1
25	Internal Hire	N	1
26	Internal Transfer/Promotion	N	2
27	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 555--5555 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
28	ITT Technical Institute 2845 Elm Hill Pike Nashville, Tennessee 37217 Phone : 615.889.8700 x696 Email : nfletcher@itt-tech.edu Natalie Fletcher	Y	0
29	Job posting on internet	N	1
30	Jobs 4TN / Maximus Tennessee Works 446 James Robertson Parkway Suite 2002 Nashville, Tennessee Phone : 615-345-8285 Email : tonishute@maximus.com Fax : 1-615-532-2763 Toni Shute	Y	0

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31	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
32	Lane College 545 Lane Ave Jackson, Tennessee 38301 Phone : 731-426-7500 Email : rdcspirit@aol.com Robbie Coleman	Y	0
33	LeMoyne Owen College 807 Walier Ave Memphis, Tennessee 38126 Phone : 901-435-1729 Email : wanda_blair-jones@loc.edu Wanda Blair-Jones	Y	0
34	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Email : sbgresumes@sbgstv.com Danielle Anderson	N	0
35	Martha O'Bryan Center 711 South Seventh Street Nashville, Tennessee 37206 Phone : 615-254-1791 Email : omccraymob@yahoo.com Daniel Smith	Y	0
36	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 555--5555 Email : info@media-match.com Tammy Romaniuk	Y	0
37	Medialine PO Box 51909 Pacific Grove, California 93950 Email : medialine@medialine.com Mark Shilstone	N	0

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38	Murray State 218 Bordway Hall Murray, Kentucky 42071 Phone : 270-809-3117 Email : rkarraker@murraystate.edu Ray Karraker	Y	0
39	N.A.A.C.P Nashville Branch 1308 Jefferson Street Nashville, Tennessee 37208 Phone : 615-353-3333 Fax : 1-731-660-5002 Rev. Ronnie Whitney	Y	0
40	Napoli Management Group 8844 West Olympic Blvd Suite 100 Beverly Hills, California Phone : 310-385-8222 Email : nmg@tvtalet.com Career Services	N	0
41	Nashville State Community College 120 White Bridge Road Nashville, TN 37209, Tennessee 37209 Phone : 615-353-3248 Email : stephen.hooks@nsc.edu Stephen Hooks	Y	0
42	Nashville State Technical 120 White Bridge Road Nashville, Tennessee Phone : 615-353-3333 Email : cec@nsc.edu Stephen Hooks	Y	0
43	Nashville Urban League 1219 19th Ave North Nashville, Tennessee 37208 Phone : 615-254-0525 Email : pstokes@urbanleagueofmidtn.org Charles Clarke	N	0

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44	National Academy of Television Arts & Sciences 161 Rains Ave Nashville, Tennessee 37203 Phone : 615-383-3259 Email : emmynash@aol.com Geneva Brignolo	Y	0
45	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Email : nab@nab.org Career Services	N	0
46	National College of Business/Technology 3748 Nolensville Pike Nashville, Tennessee 37211 Phone : 615-333-3344 Email : CareerServices@an.edu Terry McCall	N	0
47	National Hispanic Media Coalition 55 S Grande Ave Pasadena, California Email : info@nhmc.org Career Services	N	0
48	National Organization for Women PO Box 120523 Nashville, Tennessee 37212 Phone : 615-259-7141 Email : tennesseerow@comcast.net Cliff Seigler	Y	0
49	National Press Photographers Assoc. 3200 Crowdsdale Ste 306 Durham, North Carolina 27705 Phone : 919-383-7246 Email : nppajib@hotmail.com Greg Gano	Y	0
50	Norfolk State University 700 Park Ave Dept of Mass Communications & Journalism Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbiggs@nsu.edu Paula Briggs Ph.D	Y	0

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51	Nossi College of Art 907-36 Rivergate Pkwy Goodlettsville, Tennessee 37072 Phone : 615-851-1088 Email : jobplacement@nossi.edu Dax Gomez	Y	0
52	Pellissippi State Technical Community College 10915 Hardin Valley Road Knoxville, Tennessee 37932 Phone : 865-694-6400 Email : ccarson@pstcc.edu Carolyn Carson	Y	0
53	Re-hire	N	1
54	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
55	Savannah College of Art Design 342 Bull Street Savannah, Georgia 31041 Phone : 912-525-4653 Url : http://www.scad.edu/jobmagnet Email : careerinfo@scad.edu Fax : 1-912-525-4651 Shaketta Sanders	Y	0
56	Sewanee-The University of the South 735 University Avenue Sewanee, Tennessee Phone : 931-598-1000 Email : careers@sewanee.edu Hilda Vaughan	Y	0

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57	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
58	Sinclair Broadcast Group 10706 Beaver Dam Road Hunt Valley, Maryland 21030 Phone : 410-568-1517 Email : employment@sbgstv.com Sharon Pickeral	N	9
59	Station Website	N	3
60	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Email : hedding@talentdynamics.com Christina Hedding	N	1
61	Tennessee State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-1541 Email : jcoleman21@tnstate.edu Jamal Coleman	Y	0
62	Tennessee Technical University PO Box 5021 Cookeville, Tennessee 38505 Phone : 800-416-1051 Email : lmoore@tntech.edu Career Services	Y	0
63	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0

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64	The Muse 1375 Broadway New York, New York 10018 Phone : 646-861-0284 Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
65	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
66	TN Assoc of Broadcasters PO Box 101015 Nashville, Tennessee 37224 Phone : 615-321-1626 Url : http://www.tabtn.org Email : info@tabtn.org Jill Green	Y	0
67	Trevecca Nazarene 333 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615-248-1320 Email : nhubbs@trevecca.edu Nicole Hubbs	Y	0
68	TVJobs.com P.O. Box 4116 Broadcast Employment Services Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	N	1
69	University of Memphis Scates Hall #315 Memphis, Tennessee 38152 Phone : 901-678-2000 Allisha Rose Manual Posting	Y	0

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70	University of Missouri-Columbia 181 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0878 Url : http://www.myinterfase.com/trulaske-missouri/emplo Email : career@missouri.edu Amanda Nell	N	0
71	University of North Carolina Campus Box 3365 Chapel Hill, North Carolina 27599 Phone : 919-962-6507 Email : tlholt@email.unc.edu Teresa Holt	Y	0
72	University of Tennessee at Knoxville 333 Communication Bldg Knoxville, Tennessee Phone : 865-974-1000 Url : https://utk-csm.symplicity.com/employers/ Email : utcareer@utk.edu Mary Mahoney	Y	0
73	University of TN-Martin Dept of Communications Martin, Tennessee 38238 Phone : 800-829-8861 Email : rfreed@utm.edu Rodney Freed	Y	0
74	US Army Woounded Warrior Program 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
75	Vanderbilt University 110 Alumni Hall Nashville, Tennessee 37210 Phone : 615-343-4911 Url : http://vanderbilt-csm.symplicity.com/employers Email : sbgresumes@sbgvtv.com Sarah Kittrell	N	0

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76	Volunteer State Community College 1480 Nashville Pike Gallatin, Tennessee 37066 Phone : 615-230-3307 Email : carol.bazenet@volstate.edu Carol Bazenet	Y	0
77	Walter Cronkite School of Journalism 555 N Central Ave Suite 302 Phoenix, Arizona 85004 Url : NEWS ONLY Email : mike.wong@asu.edu Michael Wong	Y	0
78	West Tennessee Career Center 362 Carriage House Drive Jackson, Tennessee 38305 Phone : 731-668-2040 Fax : 1-731-668-0451 Dave Montoya	Y	0
79	Western Kentucky #1 Big Red Way Bowling Green, Kentucky 42101 Phone : 270-745-2691 Url : http://www.wku.edu/careerserv Email : employerrelations@wku.edu Dan Onitsuka	N	0
80	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			45

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/3/2017	Participation in events or programs sponsored by educational institutions	Grover Murrell, Assignment Manager, at WZTV/WUXP/WNAB, spoke to a group of college students at the University of Maryland College Park to talk about the future of journalism and what they need to do to prepare themselves for when they enter the field of broadcasting. Discussion topics include:	1	Assignment Manager
2	4/14/2017	Participation in events or programs sponsored by educational institutions	Chief Meteorologist, Katy Morgan, visited Oakland High School's Broadcast Class and answered questions regarding weather and careers in Broadcasting.	1	Chief Meteorologist
3	4/20/2017	Participation in events or programs sponsored by educational institutions	Station tour by Craig Edwards, Chief Meteorologist. Took a group of students and adults from the Tom Joy Head Start program on a tour of the station, introduced them to the different departments, showed them a newscast and answered questions about being on television and a career in Broadcasting.	1	Chief Meteorologist
4	4/28/2017	Participation in events or programs sponsored by educational institutions	Katy Morgan, Chief Meteorologist, visited Clarksville Christian School to talk to the students about science, weather and careers in Broadcasting.	1	Chief Meteorologist
5	5/12/2017	Participation in events or programs sponsored by educational institutions	Neely's Bend Elementary Career Day. Katy Morgan, Chief Meteorologist, participated in this event. She was assigned a station in the gym where students could come by between the hours of 12:00 - 2:30 and ask her questions about her job and job duties at FOX 17.	1	Chief Meteorologist
6	5/15/2017	Participation in events or programs sponsored by educational institutions	Participation in Career Exploration Fair held at Volunteer State Community College in Gallatin. More than 2700 8th graders from Sumner, Macon and Trousdale counties took part in this event. Fox 17's Evening Anchor, Scott Couch, was in attendance and he answered questions about his role at the station and gave students an idea of what employment in the Broadcasting field would entail.	1	Anchor

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7	5/22/2017	Establishment of an intern program designed to assist members of the community	<p>The Station Employment Unit has an internship program as defined below:</p> <p>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.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> • 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. <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> • 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 	7	Intern Intern Intern Intern

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			applicant must meet the Station Employment Unit's eligibility requirements.		
8	8/8/2017	Participation in events sponsored by community groups	The Corporate Sr. Employment Manager, News Talent Manager, and Director of News Training and Development, along with several station News Managers and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	3	Sr. Employment Manager News Talent Manager Director, News Training and Development
9	2/13/2018	Participation in events or programs sponsored by educational institutions	Arts, Media and Communications SLAM held at Vanderbilt University in the Student Life Center. Employers were given 45 seconds to pitch their business and why the job opportunities were unique to current Vanderbilt University students. After each business made their pitch, there was a networking session set up for students to then come and ask employers about their job opportunities.	2	HR Coordinator Director of Sales
10	2/17/2018	Participation in events sponsored by community groups	Participated in T.W.I.S.T.E.R conference for high school girls at the Adventure Science Museum in Nashville from 8:00 am to 3:30 pm. This a one day professional conference for high school girls, presented by women working in STEM (Science, Technology, Engineering and Research) professions. Each presenter shared stories about her career, answered questions from the students, helped steer them to the right educational pathway and gave summary of daily life in their workplace. Katy Morgan, Chief Meteorologist, and Colleen Mehlberg, Meteorologist, participated in this event.	2	Chief Meteorologist Meteorologist

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11	2/25/2018	Participation in events sponsored by community groups	Severe Weather Awareness Day held at Trevecca University. This event consisted of two portions. The first portion of the event was the booth portion where the stations and meteorologists set up a booth and discussed the station, their jobs, severe weather and ways to survive in severe weather with the viewers. There were also speakers during the first portion speaking on various weather topics. The second portion consisted of more speakers presenting on various weather related topics.	3	Chief Meteorologist Meteorologist Meteorologist
12	3/7/2018	Participation in Job Fairs	Participated in Nashville Job Fair from 11:00 am to 2:00 pm at the Radisson Nashville Airport Volunteer Ballroom. The HR Coordinator was in attendance with copies of open job positions at Fox17 that were provided to interested candidates. Promotional items given away to promote the station.	1	HR Coordinator