

**WTVC**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2015 - March 31, 2016**

**I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter	1-5, 7-11, 13-17, 19-35, 37-38, 40, 42-43, 45-46, 49, 51, 54, 56-59, 63-66, 69, 72-80, 82-84, 87-89, 91-92, 94, 96-97, 101-103, 106-111, 114, 116, 119-121, 123	123
Executive Producer - Mornings	2, 4-5, 8-13, 16, 19-20, 22-23, 25-27, 30, 32-34, 36, 38, 41, 43, 45-47, 49, 51, 54, 56, 58, 63-66, 69, 72-78, 80-82, 84, 86-88, 91-92, 94, 99, 101-103, 107-110, 114, 116, 118-121	49
News Photographer (Full Time)	2, 4-5, 8-13, 16, 19-20, 22-23, 25-27, 32-34, 36, 38, 41, 43, 45-47, 49, 51, 54, 56, 58, 63-66, 72-78, 80-82, 84, 86-88, 91-92, 94, 99, 101-103, 107-108, 110, 114, 116, 118-121, 123	36
Account Executive	2, 4-5, 8-13, 16, 19-20, 22-23, 25-27, 32-34, 41, 43, 45-47, 49, 51, 56, 58, 63-64, 66, 69, 72-78, 80-82, 84, 86-88, 91, 94, 99, 101-103, 107, 110, 114, 116, 118-121, 123	41
Multimedia Journalist	2, 4-5, 8-13, 16, 19-20, 22-27, 32-34, 36, 38-39, 41, 43, 45-47, 49, 51, 54, 56, 58, 63-66, 69, 72-78, 80-82, 84, 86-88, 91-92, 94, 99, 101-103, 107-108, 110, 114, 116, 118-121	103
Meteorologist	2, 4-5, 8-12, 16, 20, 22-27, 32-34, 38, 41, 43-47, 49, 51, 54, 56, 58, 63-66, 69, 72, 74-78, 80-82, 84, 86-88, 91-92, 94, 98-99, 101-103, 105, 107-108, 110, 112-114, 116-121, 123	49
Account Executive	2, 4-5, 8-12, 16, 20, 22-23, 25-27, 32-34, 38, 41, 43-47, 49, 51, 54-56, 58, 63-64, 66, 69-70, 72-78, 80-82, 84, 86-88, 91, 94, 98-99, 101-103, 105, 107, 110, 112-114, 116-121, 123	123
Producer	2, 4-5, 8-12, 16, 19-20, 22-23, 25-27, 32-34, 36, 38, 41, 43-47, 49, 51, 54-56, 58, 63-66, 70, 72, 74-78, 80-82, 84, 86-88, 91-92, 94, 98-99, 101-103, 105, 107-108, 110, 112-114, 116-121, 123	36

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Assistant News Director/Assignment Editor	2, 4-5, 8-12, 16, 19-20, 22-23, 25-27, 32-34, 38, 41, 43-44, 46-47, 49-51, 54-56, 58, 63-66, 69-70, 74-78, 80-82, 84, 86-88, 91-92, 94, 98-99, 101-103, 105, 107, 110, 112-114, 116-121	50
News Editor	2, 4-5, 8-12, 16, 19-20, 22-23, 25-27, 32-34, 38, 41, 43-44, 46-47, 49, 51, 54-56, 58, 63-66, 69-70, 74-78, 80-82, 84, 86-88, 91-92, 94, 98-99, 101-103, 105, 107, 110, 112-114, 116-121	49
Multimedia Journalist	2, 4-5, 8-12, 16, 19-20, 22-27, 32-34, 38, 41, 43-44, 46-47, 49, 51, 54-56, 58, 63-66, 69-70, 74-78, 80-82, 84, 86-88, 91-92, 94, 98-99, 101-103, 105, 107, 110, 112-114, 116-123	103
Associate Producer	2, 4-6, 8-12, 16, 18-20, 22-23, 25-27, 32-34, 38, 41, 43-44, 46-47, 49, 51-56, 58, 60-64, 66-68, 70, 74-78, 80-82, 84-88, 90-91, 93-95, 98-99, 101-105, 107, 110, 112-121	49
News Producer	2, 4-6, 8-12, 16, 18-20, 22-23, 25-27, 32-34, 38, 41, 43-44, 46-47, 49-56, 58, 60-70, 74-78, 80-82, 84-88, 90-95, 98-99, 101-105, 107, 110, 112-121	50
News Photographer	2, 4, 6, 8, 10-12, 16, 18-20, 22-23, 25-27, 32-34, 38, 41, 43-44, 46-47, 49, 51-56, 58, 60-66, 68-70, 74-78, 80-82, 84-88, 90-95, 98-105, 107, 113-123	86
News Photographer	2, 4, 6, 8, 10-12, 16, 18-20, 22-23, 25-27, 32-34, 38, 41, 43-44, 46-47, 49, 51-56, 58, 60-66, 68-70, 74-78, 80-82, 84-88, 90-95, 98-105, 107, 113-123	49
On-Air Host/Associate Producer	2, 4, 6, 8, 10-12, 16, 18-20, 22-27, 32-34, 38, 41, 43-44, 46-47, 49, 51-56, 58, 60-64, 66, 68-70, 74-78, 80-82, 84-88, 90-95, 98-105, 107, 110, 113-121, 123	123
Director	2, 4, 6, 8, 10-12, 16, 18-20, 22-23, 25-27, 32-34, 38, 41, 43-44, 46-49, 51-56, 58, 60-66, 68-71, 74-78, 80-82, 84-88, 90-95, 98-105, 107, 110, 113-121, 123	48

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**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Executive Producer	2, 4, 6, 8, 10-12, 16, 18-20, 22-23, 25-27, 32-34, 36, 38, 41, 43-44, 46-47, 49, 51-56, 58, 60-66, 68-70, 74-78, 80-82, 84-88, 90-95, 98-105, 107, 110, 113-121	87

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	ACE Center Dalton College 650 College Drive Dalton, Georgia Phone : 706-272-4429 Sharon Evans Manual Posting	N	0
2	Alcorn State Dept of Communications 1000 ASU Drive #269 Lorman, Mississippi 39096-9402 Phone : 601-877-6188 Email : jobs@alcorn.edu Carla Williams	N	0
3	Alliance for Women in Media 1760 Old Meadow Road Suite 500 McLean, Virginia Url : <a href="http://www.allwomeninmedia.org">http://www.allwomeninmedia.org</a> Michelle DeLarosa Manual Posting	N	0
4	Austin Peay State University Morgan University Center Rm 210 P O Box 4637 Clarksville, Tennessee 37044 Phone : 931-221-6544 Email : careerservices@apsu.edu Fax : 1-931-201-7742 Lori Henderson	N	0
5	Barber-Scotia College Career Planning & Placement 145 Cabarrus Ave Concord, North Carolina Phone : 704-789-2900 Email : ytracey@b-sc.edu Dr. Yvonne Tracey	N	0
6	Belmont University 1900 Belmont Blvd Nashville, Tennessee 37212 Phone : 615-460-6490 Url : <a href="http://www.belmont.edu">http://www.belmont.edu</a> Email : careerdevelopment@belmont.edu Taryn Forrester	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Bennett College Career Center 900 E Washington St Greensboro, North Carolina 27401-3239 Phone : 336-517-2358 Ilona McGriff Manual Posting	N	0
8	Bishop State Community College Carver Campus 414 Stanton St Mobile, Alabama 36617-3299 Phone : 251-662-5400 Email : jwomack@bishop.edu Juliette Womack	N	0
9	Broadcast Executive Directors Assoc Tennessee Phone : 800-622-2414 Url : <a href="http://www.careerpage.org">http://www.careerpage.org</a> Email : info@careerpage.org Career Services	N	0
10	Bryan College Box 7796 721 Bryan Drive Dayton, Tennessee 37321-7796 Phone : 423-775-2041 Email : careers@bryan.edu Marica Merck	N	0
11	CareerBuilder 8401 GreensboroDrive Suite 250 McLean, Virginia Phone : 703-485-2507 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : sbgresumes@sbgvtv.com Andrew Hamburger	N	2
12	Caring, Inc. 300 Ridley Drive Jasper, Tennessee Phone : 423-942-1800 Fax : 1-423-942-3095 Rosa Wayne	N	0
13	Carson Newman College C-N Box 72018 Jefferson City, Tennessee 37760 Phone : 865-471-3567 Email : mworkman@cn.edu Mark Workman	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Central State University Cosby Center for Mass Comm, Ward University Center P O Box 1004, 1st Floor Wilberforce, Ohio Phone : 800-388-2781 Tracy Watson Manual Posting	N	0
15	Chattanooga Advertising Federation P O Box 1551 Chattanooga, Tennessee Phone : 423-867-4650 Url : <a href="http://www.aafchattanooga.com">http://www.aafchattanooga.com</a> Becky Guile Manual Posting	N	0
16	Chattanooga State Community College 4501 Amnicola Hwy Chattanooga, Tennessee 37406 Phone : 423-697-2598 Email : <a href="mailto:careers@chattanoogastate.edu">careers@chattanoogastate.edu</a> Regina Miller	N	0
17	Chicago State University Career Development Center 9501 S King Drive, CRSU 230 Chicago, Illinois Phone : 773-995-2327 Penny Bailey Manual Posting	N	0
18	Christian Brothers University 650 E Parkway South Memphis, Tennessee 38104 Url : <a href="http://www.cbu.edu">http://www.cbu.edu</a> Email : <a href="mailto:career@cbu.edu">career@cbu.edu</a> Amy Ware	N	0
19	City of NY School of Journalism 535 East 80th Street New York, New York Phone : 646-758-7732 Url : <a href="https://cunygsj-csm.symplicity.com">https://cunygsj-csm.symplicity.com</a> Joanna Hernandez Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Clafin University 400 Magnolia Street Orangeburg, South Carolina Phone : 803-535-5333 Email : snichols@clafin.edu Shirley Nichols	N	0
21	Clark Atlanta University 223 James P Brawley Dr SW Atlanta, Georgia Phone : 404-880-6701 Ernita Hemmitt Manual Posting	N	0
22	Cleveland State Community College 3535 Adkisson Drive Cleveland, Tennessee Phone : 423-614-8719 Email : lburns@clevelandstatecc.edu Larry Burns	N	0
23	Clinton Junior College 1029 Crawford Road Rock Hill, South Carolina 29730-5152 Phone : 803-327-7402 Fax : 1-803-328-6318 Omega Honeywood	N	0
24	Collective Talent 1721 Richardson Place Tampa, Florida Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : bille@michaelsmedia.com Michael Bille	N	0
25	Columbia University School of Journalism Graduate School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-8608 Email : as1698@columbia.edu Anusha Shrivastava	Y	0
26	Compton Community College 1111 E Artesia Blvd Compton, California Phone : 310-900-1600 Email : lelliott@elcamino.edu Latanya Elliott	N	0

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27	Concordia College 1804 Green Street Selma, Alabama Phone : 334-874-5700 Email : ljenkins@ccal.edu Laura Jenkins	N	0
28	Coppin State College 2500 West North Ave Baltimore, Maryland 21216-3633 Phone : 410-951-3919 Linda Bowie Manual Posting	N	0
29	CTC Video 4201 Stringfellow Road Chantilly, Virginia Phone : 703-224-8154 Alice Robertson Manual Posting	N	0
30	Denmark Technical College Career Planning & Placement P O Box 327 Denmark, South Carolina Phone : 803-793-5287 Email : fieldsj@denmarktech.edu Jay Fields	N	0
31	Digital Wave Productions 3500 Old Lee Hwy Fairfax, Virginia Phone : 703-219-2284 Roxanne Kaylor Manual Posting	N	0
32	Dillard University 2601 Gentilly Blvd New Orleans, Louisiana 70122-3097 Phone : 504-816-4914 Email : dwilliams@dillard.edu Dr. Dawn Williams	N	0
33	Elizabeth City State University Career Center Campus Box 804 Parkview Dr Elizabeth City, North Carolina Phone : 252-335-3318 Email : mmmclean@mail.ecsu.edu Makitta McLean	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Emma L Bowen Foundation Eastern Region 524 West 57th Street New York, New York Phone : 212-975-2545 Email : ebfoundation@cbs.com Sandra Dorsey Rice	N	0
35	Emmy Online Tennessee Url : <a href="http://www.emmyonline.org">http://www.emmyonline.org</a> Career Services Manual Posting	N	0
36	Employee Referral	N	5
37	Fisk University Career Services 1000 17th Ave N, Box 4 Nashville, Tennessee 37208-3501 Phone : 615-329-8635 Gussie Fuller Manual Posting	N	0
38	Florida A&M University 100 Student Union Pkwy M L King Blvd Tallahassee, Florida Phone : 850-599-3700 Email : <a href="mailto:cecile.washington@famuedu">cecile.washington@famuedu</a> Cecile Washington	N	0
39	Former Intern	N	1
40	Foundation for Women 320 E 43rd Street New York, New York 10017 Phone : 212-343-3154 Margaret Hempel Manual Posting	N	0
41	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Grambling State University Dept of Mass Comm GSU Box 4264 Grambling, Louisiana Phone : 800-569-4714 Teresa Horn Manual Posting	N	0
43	Hampton University School of Journalism East Quinn Street Hampton, Virginia Phone : 757-727-5000 Email : careercenter@hamptonu.edu Bessie Willis	N	0
44	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
45	Hispanic Link News Service 1193 National Press Building 529 14th Street NW Washington, District of Columbia Phone : 202-234-0280 Email : charlie1@hispaniclink.org Charles Ericksen	N	0
46	Howard University School of Communications 525 Bryant St., NW, Room 107 Washington, District of Columbia 20059 Email : cdudley@howard.edu Carol Dudley	Y	0
47	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	8
48	Internal Candidate	N	3

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49	Internal Posting at WTVC 4279 Benton Drive Chattanooga, Tennessee Phone : 423-757-7311 Url : <a href="http://www.newschannel9.com">http://www.newschannel9.com</a> Email : <a href="mailto:awhite@sbgvtv.com">awhite@sbgvtv.com</a> Alice White	N	7
50	Internal Transfer/Promotion	N	2
51	Ithaca College 953 Danby Rd. Ithaca, New York 14850 Phone : 953.148.1458 Email : <a href="mailto:eloise@ithaca.edu">eloise@ithaca.edu</a> Eloise Green	Y	0
52	ITT Technical Institue 9123 Executive Park Dr Knoxville, Tennessee 37923 Phone : 865-342-2321 Url : <a href="http://www.itt-tech.edu">http://www.itt-tech.edu</a> Email : <a href="mailto:ccampbell@itt-tech.edu">ccampbell@itt-tech.edu</a> Donna Howell	N	0
53	Job Corp 1555 McAlister Dr Memphis, Tennessee 38116 Phone : 901-396-2800 Url : <a href="http://www.jobcorp.gov">http://www.jobcorp.gov</a> Fax : 1-901-396-8712 Vanessa Ellington	N	0
54	Jobs4TN Nashville, Tennessee n/a Url : <a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> n/a n/a	N	0
55	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Broadbean Source	N	0

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56	Kennedy-King College Career Services 7500 S Pulaski Rd, Bldg 400 Chicago, Illinois 60652-1761 Phone : 773-487-3723 Email : littlel@metrofamily.org Lori Littleton	N	0
57	Kennedy-King College 6301 South Halsted St Room V102 Chicago, Illinois 60621 Lori Littleton Manual Posting	N	0
58	Kentucky State University Career Center East Main Street Frankfork, Kentucky Phone : 502-597-5792 Email : kim.jones@kysu.edu Kim Jones Golding	N	0
59	Knoxville College Career Center 901 College St, NW Knoxville, Tennessee 37921-4799 Phone : 865-524-6512 James Burnett Manual Posting	N	0
60	Knoxville College 901 College Street NW Knoxville, Tennessee 37921 Phone : 865-524-6512 Url : <a href="http://www.knoxvillecollege.edu">http://www.knoxvillecollege.edu</a> Email : <a href="mailto:ehallman@knoxvillecollege.edu">ehallman@knoxvillecollege.edu</a> Evelyn Hallman	N	0
61	Lane College 545 Lane Avenue Jackson, Tennessee 38301 Phone : 731-726-7584 Url : <a href="http://www.lanecollege.edu">http://www.lanecollege.edu</a> Email : <a href="mailto:thaliburton@lanecollege.edu">thaliburton@lanecollege.edu</a> Tori Haliburton	N	0

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62	Lee University 1120 N Ocoee Street Cleveland, Tennessee 37311 Phone : 423-614-8630 Url : <a href="http://www.leeuniversity.edu">http://www.leeuniversity.edu</a> Email : <a href="mailto:gmadume@leeuniversity.edu">gmadume@leeuniversity.edu</a> Golden Madaume	N	0
63	LinkedIn Corporate Solutions 2029 Stierlin Ct Mountain View, California Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Danielle Anderson Manual Posting	N	1
64	Medgar Evers College Career Center 1150 Carroll Street Brooklyn, New York Phone : 718-270-6055 Email : <a href="mailto:young@mec.cuny.edu">young@mec.cuny.edu</a> Debora Young	N	0
65	Media Line Box 51909 Pacific Grove, California Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
66	Media Match 8112-1/2 W 3rd St Ste A Los Angeles, California 90048 Phone : 323.284.5589 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	Y	0
67	Middle Tennessee State University PO Box 2 Murfreesboro, Tennessee 37132 Phone : 615-898-2500 Url : <a href="http://www.mtsu.edu">http://www.mtsu.edu</a> Email : <a href="mailto:career@mtsu.edu">career@mtsu.edu</a> Pat Stamps	N	0

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68	Morehouse College PO BOX 5 Atlanta, Georgia 30314 Phone : 404-215-2703 Url : <a href="http://www.morehouse.edu">http://www.morehouse.edu</a> Email : <a href="mailto:pbowers@morehouse.edu">pbowers@morehouse.edu</a> Patricia Bowers	N	0
69	NAACP P O Box 3226 Chattanooga, Tennessee 37404 Phone : 423-267-5637 Fax : 1-423-910-0062 Dr. Elenora Woods	N	0
70	NAB.org 1771 N Street NW Washington, District of Columbia Email : <a href="mailto:nmann@nab.org">nmann@nab.org</a> Nate Mann	N	0
71	National Alliance of State Broadcast Associations 2333 Wisconsin St., NE Albuquerque, New Mexico 87110 Url : <a href="http://www.careerpage.org">http://www.careerpage.org</a> Website Only No Contact Name Manual Posting	N	0
72	National Assoc. of Hispanic Journalists 1050 Connecticut Ave., NW 10th Floor Washington, District of Columbia Phone : 202-662-7145 Email : <a href="mailto:kolivas@nahj.org">kolivas@nahj.org</a> Kevin Olivas	N	0
73	National Association of Broadcasters 1771 North Street N Washington, District of Columbia Phone : 202-429-5496 Email : <a href="mailto:nmann@nab.org">nmann@nab.org</a> N Mann	N	0
74	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California 91003-1602 Phone : 626-792-6462 Url : <a href="http://www.nhmc.org">http://www.nhmc.org</a> Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Brenda Rivas	N	0

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75	National Organization for Women 1100 H Street NW Ste 300 Washington, District of Columbia Phone : 202-628-8669 Email : now@now.org Maureen Kentoff	N	0
76	Native American Public Telecommunications 1800 N 33rd Street Lincoln, Nebraska Phone : 402-472-3522 Email : native@unl.edu Rachel Danay	N	0
77	Norfolk State University Dept. of Mass Comm 700 Park Ave Norfolk, Virginia Phone : 757-823-2384 Email : pbriggs@nsu.edu (Dr.) Paula Briggs	N	0
78	Oakwood University Career Services 7000 Adventist Blvd NW Huntsville, Alabama Phone : 256-726-7134 Email : vwright@oakwood.edu Verneice Wright	N	0
79	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Email : james.g@beonair.com Gary James	N	0
80	Pellissippi State Community College P O Box 22990 Knoxville, Tennessee 37933-0990 Phone : 865-694-6554 Url : http://www.pstcc.edu Email : ccarson@pstcc.edu Fax : 1-865-539-7001 Carolyn Carson	N	0

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81	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
82	Saint Augustine University Belk Professional Development Center 1315 Oakwood Ave Raleigh, North Carolina 27610 Phone : 919-516-4242 Email : <a href="mailto:careerservices@st-aug.edu">careerservices@st-aug.edu</a> Rhonda Hawkins	N	0
83	Saint Paul's College Career Services Center 406 Windsor Ave Lawrenceville, Virginia 23868-1299 Phone : 434-848-3111 Denise Rice Manual Posting	N	0
84	Sewanee University 735 University Drive Bishop's Common 114 Sewanee, Tennessee 37383 Email : <a href="mailto:ebenjami@sewanee.edu">ebenjami@sewanee.edu</a> Eric Benjamin	N	0
85	Signal Centers 109 N Germantown Rd Chattanooga, Tennessee 37411 Phone : 423-698-8528 Url : <a href="http://www.signalcenters.org">http://www.signalcenters.org</a> Email : <a href="mailto:john_blackburn@signalcenters.org">john_blackburn@signalcenters.org</a> John Blackburn	N	0
86	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	1

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
87	Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, Maryland Url : <a href="http://www.sbgj.com">http://www.sbgj.com</a> Email : <a href="mailto:employment@sbgjtv.com">employment@sbgjtv.com</a> Sharon Pickeral	N	14
88	South Carolina State University 300 College Street NE P O Box 7068 Orangeburg, South Carolina Phone : 803-536-7033 Url : <a href="http://www.scsu.edu">www.scsu.edu</a> Email : <a href="mailto:CareerCenter@scsu.edu">CareerCenter@scsu.edu</a> Career Center	N	0
89	Southern Adventist University Journalism & Communications P O Box 370 Collegedale, Tennessee Phone : 423-236-1000 Janita Herrod Manual Posting	N	0
90	Southern Adventist University PO Box 370 Collegedale, Tennessee 37315 Phone : 423-236-1000 Url : <a href="http://www.southern.edu">http://www.southern.edu</a> Email : <a href="mailto:drolson@southern.edu">drolson@southern.edu</a> Daniel Olson	N	0
91	Stillman College 3600 Stillman Blvd Tuscaloosa, Alabama Phone : 205-349-4240 Email : <a href="mailto:jcurrie@stillman.edu">jcurrie@stillman.edu</a> Jacqueline Currie	N	0
92	Talent Dynamics California Url : <a href="http://www.talentedynamics.com">www.talentedynamics.com</a> Email : <a href="mailto:hedding@talentedynamics.com">hedding@talentedynamics.com</a> Christina Hedding	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
93	Tennessee Assn of Broadcasters 2 International Plaza Dr Nashville, Tennessee 37217 Phone : 615-365-1840 Url : <a href="http://www.tabtn.org">http://www.tabtn.org</a> Fax : 1-615-365-1842 Marlene Sanders	N	0
94	Tennessee Association of Broadcasters Nashville, Tennessee Url : <a href="http://www.tabatn.org">http://www.tabatn.org</a> Whit Adamson Manual Posting	N	0
95	Tennessee Career Center 5600 Brainerd Rd Chattanooga, Tennessee 37411 Phone : 423-894-5354 Url : <a href="http://www.sedev.org">http://www.sedev.org</a> Email : <a href="mailto:labreeska.massey@tn.gov">labreeska.massey@tn.gov</a> LaBreeska Massey	N	0
96	Tennessee Dept. of Human Services 311 M L King Blvd Chattanooga, Tennessee Phone : 423-634-6200 Karen Buff Manual Posting	N	0
97	Tennessee State University Career Center 3500 John A Merritt Blvd Nashville, Tennessee Phone : 615-963-5000 Donald Page Manual Posting	N	0
98	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
99	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
100	Tristate Resource & Advocacy Corp 6925 Shallowford Rd #300 Chattanooga, Tennessee 37421 Phone : 423-892-4774 Url : <a href="http://www.1trac.org">http://www.1trac.org</a> Fax : 1-423-892-9866 Mark Woolfall	N	0
101	Tuskegee University 102 Old Administration Bldg Tuskegee, Alabama Phone : 334-727-8011 Email : <a href="mailto:sstringer@tuskegee.edu">sstringer@tuskegee.edu</a> Sara Stringer	N	0
102	TV & Radio Jobs P O Box 129 Kanab, Utah Phone : 435-644-5992 Url : <a href="http://www.tvbr.com">http://www.tvbr.com</a> Hal Abrams Manual Posting	N	0
103	TVJobs.com P O Box 4116 Oceanside, California Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	6
104	University of Alabama PO Box 870172 Tuscaloosa, Alabama 35487 Phone : 205-348-5848 Url : <a href="http://www.ua.edu">http://www.ua.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Amber Bara	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
105	University of Arkansas Career Center Pine Bluff, Arkansas Email : sbgresumes@sbgstv.com Ernestine McLaughlin	N	0
106	University of Arkansas @ Pine Bluff Career Center Pine Bluff, Arkansas Phone : 870-575-8000 Earnestine McLaughlin Manual Posting	N	0
107	University of Mississippi Meek School of Journalism 1 Grove Loop University, Mississippi Phone : 662-915-7146 Email : cdmitch1@olemiss.edu Charles Mitchell	N	0
108	University of Nebraska College of Broadcasting/Journalism 147 Anderson Hall Lincoln, Nebraska 68588-0443 Phone : 402-472-3074 Url : www.journalism.unl.edu Email : sdam2@unl.edu Stacy Dam	N	0
109	University of Tennessee 100 Dunford Hall 915 Volunteer Blvd Knoxville, Tennessee Phone : 865-974-5435 Email : career@utk.edu Jenny Ward	N	0
110	University of the District of Columbia 4200 Connecticut Ave Bldg 38/Room A-15 Washington, District of Columbia Phone : 202-274-5623 Email : cmclaughlin@udc.edu Clayton McLaughlin	N	0
111	University of TN @ Chattanooga 315 University Cntr., Dept 1851 615 McCallie Ave Chattanooga, Tennessee 37403 Career Center Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
112	University of TN @ Chattanooga 615 McCallie Ave Chattanooga, Tennessee Email : sbgresumes@sbgvtv.com Career Services	N	0
113	University of TN @ Knoxville Career Center Knoxville, Tennessee Phone : 4237577311 Url : <a href="https://www.myinterfase.com/utkcareer/employer/hom">https://www.myinterfase.com/utkcareer/employer/hom</a> Email : sbgresumes@sbgvtv.com Ann Langston	N	0
114	Urban League of Chattanooga 730 East M L King Blvd Chattanooga, Tennessee 37403 Phone : 423-756-7255 Url : <a href="http://www.ulchatt.net">www.ulchatt.net</a> Email : nellis@ulchatt.net Fax : 1-423-756-7255 Natasha Ellis	Y	0
115	Urban League of Chattanooga PO Box 11106 Chattanooga, Tennessee 37401 Phone : 423-756-7255 Url : <a href="http://www.ulchatt.net">http://www.ulchatt.net</a> Email : rpruitt@ulchatt.net Ronnie Pruitt	N	0
116	US Army Wounded Warrior Program 200 Stovall Street Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
117	Vanderbilt University Nashville, Tennessee 37240 Email : sbgresumes@sbgvtv.com n/a n/a	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
118	Walter Cronkite School of Journalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 5553028500 Url : News Only Email : mike.wong@asu.edu Michael Wong	Y	0
119	WAWL 4501 Amnicola Highway Chattanooga, Tennessee 37406 Phone : 423.697.4470 Email : WAWL@ChattanoogaState.edu David McGlumphy	Y	0
120	Wider Opportunities for Women 1001 Connecticut Ave, NW Suite 980 Washington, District of Columbia Phone : 202-464-1596 Email : vstaples@wowonline.org Vivian Staples	N	0
121	Winston-Salem State University Campus Box 19294 Winston-Salem, North Carolina Phone : 410-568-1517 Email : careersvcs@wssu.edu Monica Boyd	N	0
122	Word of Mouth Referral	N	2
123	WTVC Web Site 4279 Benton Drive Chattanooga, Tennessee Phone : 423.757.7311 Email : awhite@sbgtv.com Alice White	N	7
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>60</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/1/2015	Listing of each upper-level category opening in a job bank or newsletter	WTVC lists all of its job openings, including those in upper-level categories, with schools or media groups whose membership includes substantial participation of women and minorities. On the attachment, such groups are marked with an asterisk.	0	

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2	4/1/2015	Establishment of training programs for station personnel	<p>Training: SBG, Inc. and its stations are Equal Opportunity Employers. 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 are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment.</p> <p>Newly hired managers and supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	98	Various Various

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3	4/1/2015	Establishment of an intern program designed to assist members of the community	<p>WTVC maintains an internship program designed to assist students in acquiring skills needed for broadcast employment. The internship programs are for educational credit only; no compensation is paid.</p> <p>The creative services department's internship program is administered by the station's creative services manager. The news director heads the news department's internship program. WTVC's chief meteorologist handles meteorology internships.</p> <p>During this reporting period, WTVC hosted one intern from the University of TN at Chattanooga; one intern from Chattanooga State Community College in Chattanooga; one intern from the University of TN at Knoxville; three interns from the University of Georgia at Athens; one intern from the University of North Carolina at Charlotte and one intern from Jacksonville State University in Jacksonville, AL.</p>	2	News Director Chief Meteorologist
4	4/14/2015	Participation in events or programs sponsored by educational institutions	Job Shadow: On several days during the period from 4/14/15 through 4/24/15, communications students from the Media Writing II class at the University of Tennessee at Chattanooga were afforded the chance to visit the station and job shadow various news employees.	6	News Anchors Technical Director News Reporter Sports Reporter/Anchor
5	4/15/2015	Participation in events or programs sponsored by educational institutions	A group of six students from Bradley Central High School in Cleveland, TN visited the station for a tour and to job shadow one of WTVC's morning news anchors.	1	News Anchor

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6	4/16/2015	Participation in events sponsored by community groups	Station Tour: WTVC's general manager hosted a group of four members of the Chattanooga Rotary Club for a station tour. This was in conjunction with Rotary's annual Vocational Service Day. The guests were given the opportunity to see a live broadcast, news production control and master control. This was followed by a question and answer session.	1	General Manager
7	4/23/2015	Participation in events or programs sponsored by educational institutions	Job Shadow: A student from Chattanooga's Central High School was given the opportunity to job shadow WTVC's Senior Meteorologist as part of the student's senior project.	1	Senior Meteorologist
8	4/30/2015	Participation in events or programs sponsored by educational institutions	Tour: Several students and their parents from the TN/GA/AL Homeschool Group were given a tour of the station by WTVC's Creative Services Manager. During the tour, students were encouraged to ask questions regarding broadcast jobs.	1	Creative Services Manager
9	5/1/2015	Participation in events or programs sponsored by educational institutions	Job Shadow: A student from Chattanooga Valley Middle School was allowed to job shadow WTVC's Senior Meteorologist as part of the student's computer science class.	1	Senior Meteorologist
10	5/12/2015	Participation in events sponsored by community groups	Tour: The station's general manager hosted a group of 17 young men from the Chattanooga YMCA's Y-Cap program. The group was given a tour of WTVC's facilities, which included viewing a live newscast and behind-the-scenes activities in the news production control room. Following the newscast, the group toured the station's master control hub.	3	General Manager News Director Creative Services Manager
11	5/13/2015	Participation in events or programs sponsored by educational institutions	A group of 11 students from Southern Adventist University in Collegedale, TN visited the station for a Social Media for Influence workshop presented by one of WTVC's news producers. During the visit, the group was given a chance to tour the station and observe the producer doing portions of his job.	1	Producer

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12	5/18/2015	Participation in events or programs sponsored by educational institutions	Job Shadow: One of WTVC's morning news anchors was job shadowed by a young man who was interested in broadcasting. The job shadower had enrolled in Chattanooga State Community College and was considering taking communications classes. He was given the chance to observe the anchor's work day and ask pertinent questions about the industry.	1	News Anchor
13	5/28/2015	Participation in Job Fairs	Job Fair: The Urban League of Greater Chattanooga hosted its annual spring job fair, which is designed to help people in the community secure employment. WTVC's Assistant News Director and Production Manager represented the station at the event and spoke with attendees about current job opportunities at the station. They also answered questions about the broadcast industry and what skills are needed for a career in TV.	2	Assistant News Director Production Manager
14	5/29/2015	Participation in events or programs sponsored by educational institutions	Job Shadow: A communications student from the University of TN at Chattanooga spent the morning job shadowing one of WTVC's news anchors. She observed the production and on-air delivery of a newscast, and asked questions about broadcasting.	1	News Anchor
15	6/9/2015	Participation in events or programs sponsored by educational institutions	Newsroom Observation: A graduate student from Southern Adventist University in Collegedale, TN was allowed to observe the newsroom for six hours. This was done as part of a Crisis Intervention class in Psychology. The point of the observation was so the student could begin to have an understanding of the unique stressors that journalists deal with on a daily basis.	1	Assistant News Director
16	7/13/2015	Participation in events or programs sponsored by educational institutions	Station Tour: WTVC's creative services director hosted a station tour for 11 electronics students from ITT Tech. They were interested in the equipment used in broadcasting.	1	Creative Services Director

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17	7/20/2015	Participation in events or programs sponsored by educational institutions	Job Shadow: As part of her senior project, a student from East Ridge High School in East Ridge, TN was given the opportunity to job shadow WTVC's sports reporter	1	Sports Reporter
18	7/23/2015	Participation in events or programs sponsored by educational institutions	Station Tour: One of WTVC's morning news anchors allowed a young viewer to take a tour of the TV station, focusing on the news operation. The young woman had a personal interest in broadcasting; she was given an opportunity to ask pertinent questions.	1	News Anchor
19	8/3/2015	Participation in events or programs sponsored by educational institutions	Job Shadow: One of WTVC's morning news anchors allowed a viewer to job shadow him for the work day. The high-school age guest was had a personal interest in journalism. She was given the opportunity to observe the newsroom activities and to learn about what educational requirements were needed for a broadcast career.	1	News Anchor
20	8/5/2015	Participation in events or programs sponsored by educational institutions	Job Shadow: A communications student at the University of TN at Chattanooga was given the opportunity to job shadow one of WTVC's morning news anchors.	1	News Anchor
21	8/5/2015	Participation in Job Fairs	Job Fair: SBG's Corporate Employment Manager, Director of News Development and News Talent Manager represented all of Sinclair's news stations at the career expo hosted by the National Association of Black Journalists in Minneapolis, MN. The met with over 200 potential candidates, and reviewed resumes and tapes. Candidates were given a list of all station locations and their open positions. SBG's representatives talked with candidates about openings and followed up with station news directors after the career fair about candidates that were seen.	3	Corp. Employment Mgr. Director, News Development News Talent Mgr.

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22	9/16/2015	Participation in events or programs sponsored by educational institutions	Speaking Engagement: One of WTVC's morning news anchors spoke to a class of Communications Arts students at Lee University in Cleveland, TN as part of their Social Media class. The anchor talked about breaking news events, social media and how reporters utilize different tools to bring consumers the information they need. The class consisted of about 20 students.	1	News Anchor
23	9/18/2015	Participation in Job Fairs	Job Fair: SBG's Corporate Employment Manager, Director of News Development and News Talent Manager represented all of Sinclair's news stations at the career expo hosted by the Radio & Television News Directors Association, Excellence in Journalism and National Association of Hispanic Journalists in Orlando, FL. They met with more than 200 potential candidates and reviewed resumes and tapes. Candidates were given a list of Sinclair station locations and open positions. Following the career expo, they talked with news directors at the various stations about the candidates who were seen.	3	Corporate Employment Mgr. Director, News Development News Talent Mgr.
24	9/22/2015	Participation in events or programs sponsored by educational institutions	Speaking Engagement: One of WTVC's news producers was invited to speak to Media Writing II students at the University of TN at Chattanooga. She talked about story decisions, how to create a rundown, various morning news positions and the steps she took to become a news producer.	1	News Producer
25	10/8/2015	Participation in Job Fairs	Job Fair: WTVC's Creative Services Manager attended Southern Adventist University's semi-annual "Meet The Firms" in Collegedale, TN. He spoke with students and alumni about the internships, full-time and part-time employment opportunities at the station, and answered questions about the broadcasting industry in general.	1	Creative Services Manager

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26	10/20/2015	Participation in events or programs sponsored by educational institutions	Station Tour: WTVC's news director hosted a station tour for Southern Adventist University's Multi-Camera Production class. SAU is in Collegedale, TN. During the tour, the group of 10 students was given the opportunity to observe station operations and ask general questions about broadcasting.	1	News Director
27	10/21/2015	Participation in Job Fairs	Job Fair: WTVC's News Director attended a Job & Internship Fair that was hosted by the University of Tennessee College of Communication & Information in Knoxville, TN. This event provided an opportunity for the News Director to recruit interns and/or entry-level employees, and to speak with them about the educational requirements for a career in the broadcast industry.	1	News Director
28	10/21/2015	Provision of training to management	Training: Sinclair Broadcast Group, Inc. conducted Leadership Human Resources Training on 10/21 and 10/22/16. WTVC's Business Manager attended both days to learn how to be the best HR contact for the station. Training covered FCC/EEO, Hiring, ADA, FLSA, EEOC and DOL Compliance, FMLA, supporting SBG's open door policy, performing the HR job well, sharing accountability and partnering with other station management to accomplish goals. Attendees were given the opportunity to share ideas during discussions and were able to take back ideas to implement at their stations.	1	Business Manager
29	10/26/2015	Participation in Job Fairs	Job Fair: WTVC's Business Manager represented the station at Dalton State College's Career Connect in Dalton, GA. She spoke with students and alumni about the internship and career opportunities available at the station.	1	Business Manager

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30	10/29/2015	Provision of training to management	Training: All of WTVC's managers and supervisors were required to complete an online training course titled "Interviewing Skills for Supervisors." This training was designed to reinforce the managers' knowledge of what questions are appropriate during an interview and what skills are needed to find the best applicant for the job.	7	General Manager Business Manager News Director Local Sales Manager
31	11/12/2015	Participation in Job Fairs	Job Fair: WTVC's Digital Sales Manager and Production Manager attended the Annual Urban League Fall Job Fair in Chattanooga, TN. This career event featured almost 30 area employers seeking to fill more than 400 job openings. WTVC's representatives spoke with attendees about the current job openings and internship opportunities at the station, as well as about broadcasting careers in general.	2	Digital Sales Manager Production Manager
32	11/16/2015	Participation in events or programs sponsored by educational institutions	Job Shadow: From 11/16/15 to 11/20/15, communications students from the Media Writing II class at the University of Tennessee at Chattanooga were given the opportunity to job shadow several of WTVC's news employees.	4	News Promotions Producer News Producer Technical Director News Anchor
33	12/4/2015	Participation in events or programs sponsored by educational institutions	Class Speaking Engagement: Two of WTVC's morning news anchors visited a class of about 30 second grade students at Cloud Springs Elementary School in Cloud Springs, GA. They spoke for about an hour on the importance of education and reading & writing, and how much these skills were needed in order to have a broadcasting job.	2	News Anchor News Anchor
34	1/7/2016	Participation in events or programs sponsored by educational institutions	Station Tour: WTVC's Creative Services Director led a station tour for a viewer who had a personal interest in broadcasting. He was able to ask questions about the station and the broadcast industry in general.	1	Creative Services Director

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35	2/2/2016	Participation in scholarship programs	<p>The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education.</p> <p>The Fund complements Sinclair's existing widespread internship program as well as Sinclair's long-standing relationships with numerous colleges, including historically black colleges and universities in markets where Sinclair has stations. This Fund is another way for Sinclair to invest in the future of broadcast television, by ensuring that students dedicated to careers in broadcasting can complete their educations.</p> <p>Sinclair is excited to have the opportunity to provide students with financial assistance and look forward to reviewing completed applications by the deadline of 11:59 ET on Friday, April 29.</p>	0	
36	2/10/2016	Participation in Job Fairs	<p>Job Fair: WTVC's News Director represented the station at the Journalism &amp; Mass Communication Career Day hosted by the Georgia Association of Broadcasters and the University of Georgia in Athens, GA. He spoke with students and alumni about job and internship opportunities at the station.</p>	1	News Director

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
37	2/25/2016	Participation in Job Fairs	Job Fair: One of SBG-Chattanooga's business managers represented the stations at the semi-annual career fair hosted by Southern Adventist University in Collegedale, TN. The event afforded the station the opportunity to meet with students and alumni about the current internships and jobs available at the stations.	1	Busienss Manager
38	3/7/2016	Participation in events or programs sponsored by educational institutions	Panel: A panel of six WTVC news employees assembled at the University of TN at Chattanooga as part of the University's Communications Week, which is a week-long series of events and activities to better prepare communications students for jobs and internships. WTVC's panel members spoke to a group of about 20 students regarding the pros and cons of the broadcast industry. They also told the students about their own backgrounds and how they got into broadcasting.	6	News Anchors News Photographer News Producers News Anchor/Reporter
39	3/14/2016	Participation in events sponsored by community groups	Station Tour: A group of 14 children from Scout Troop #43 were given a tour of the TV station, and they watched the live telecast of the 6:00 PM news. After that, the station's chief meteorologist showed the Scouts WTVC's weather center and answered questions from the group. This visit allowed the Scouts to meet their requirements for a weather merit badge.	2	Promotions Manager Chief Meteorologist
40	3/17/2016	Participation in events or programs sponsored by educational institutions	Station Tour: One of WTVC's news photographers teaches a Media Writing 2 class at Chattanooga State Community College. On this date, she brought her students to tour the station and watch a news broadcast being produced and aired.	1	News Photographer
41	3/22/2016	Participation in Job Fairs	Job Fair: WTVC's creative services manager and news director attended a job hosted by Chattanooga State Community College. The event was open to all Chattanooga State students, alumni and the general public.	2	News Director Creative Services Manager

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
42	3/23/2016	Participation in Job Fairs	Job Fair: WTVC's business manager and assistant news director represented the station at the Cleveland State Community College Graduate & Career Expo held in Cleveland, TN. They shared career information and possible job and intern opportunities with the attendees.	2	Business Manager Assistant News Director