

WTVC
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
News Producer	2-10, 12-14, 16, 18-21, 23-24, 26, 28-31, 33-34, 36-46, 48-51, 53-58, 60-77, 79-88, 90-96	23
Marketing Consultant	2-4, 6-8, 12, 16, 18-20, 23-24, 26, 28, 30-31, 33-34, 36-39, 41-44, 48-50, 54-58, 61-64, 66-72, 75-79, 81-89, 91-93, 95-98	23
Marketing Consultant	2-4, 6-8, 12, 16, 18-20, 23-24, 26, 28, 30-31, 33-34, 36-39, 41-44, 48-50, 54-58, 61-64, 66-72, 75-79, 81-89, 91-93, 95-98	28
Marketing Consultant	2-4, 6-8, 12, 16, 18-20, 23-24, 26, 28, 30-31, 33-34, 36-39, 41-44, 48-50, 54-58, 61-64, 66-72, 75-79, 81-89, 91-93, 95-98	28
Automotive / Marketing Consultant	2-4, 6-8, 12, 16, 18-20, 24-31, 33-34, 36-37, 39, 41-44, 48-50, 54-58, 61-72, 75-79, 82-89, 91-93, 95-96, 98	28
News Photographer	2-4, 6-8, 12, 16, 18-20, 23-27, 29-31, 33-37, 39, 41-44, 48-52, 54-58, 61-73, 75-79, 82-89, 91-93, 95-96, 98	23
Technical Director	2-4, 6-8, 12, 16, 18-22, 24-27, 29-31, 33-37, 39, 41-44, 48-52, 54-58, 61-73, 75-79, 82-89, 91-93, 95-96, 98	36
Technical Director	2-4, 6-8, 12, 16, 18-22, 24-27, 29-31, 33-37, 39, 41-44, 48-52, 54-58, 61-73, 75-79, 82-89, 91-93, 95-96, 98	22
Multimedia Journalist	1-4, 6-8, 12, 16-20, 24-31, 33-37, 39, 41-44, 48-52, 54-58, 61-73, 75-79, 82-89, 91-93, 95-98	88
Multimedia Journalist	1-4, 6-8, 12, 16-20, 24-31, 33-37, 39, 41-44, 48-52, 54-58, 61-73, 75-79, 82-89, 91-93, 95-98	28
Multimedia Journalist	1-4, 6-8, 12, 16-20, 24-31, 33-37, 39, 41-44, 48-52, 54-58, 61-73, 75-79, 82-89, 91-93, 95-98	28
Multimedia Journalist	1-4, 6-8, 12, 16-20, 24-31, 33-37, 39, 41-44, 48-52, 54-58, 61-73, 75-79, 82-89, 91-93, 95-98	1

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Multimedia Journalist	1-4, 6-8, 12, 16-20, 24-31, 33-37, 39, 41-44, 48-52, 54-58, 61-73, 75-79, 82-89, 91-93, 95-98	69
Promotions Producer	2-4, 6-8, 11-12, 16, 18-20, 23-26, 29-37, 39, 41-44, 48-50, 52, 54-58, 61-72, 75-79, 82-89, 91-93, 95-96, 98	23
News Producer	2-4, 6-8, 11-12, 16, 18-21, 23-37, 39, 42-44, 48-52, 54-58, 61-73, 75-79, 82-89, 91-93, 95-98	21
News Producer	2-4, 6-8, 11-12, 16, 18-21, 23-37, 39, 42-44, 48-52, 54-58, 61-73, 75-79, 82-89, 91-93, 95-98	28
News Producer	2-4, 6-8, 11-12, 16, 18-21, 23-37, 39, 42-44, 48-52, 54-58, 61-73, 75-79, 82-89, 91-93, 95-98	23
News Photographer	2-4, 6-8, 11-12, 18-20, 24-39, 42-44, 48-52, 54-59, 61-73, 75-79, 82-89, 91-93, 95-98	28
News Photographer	2-4, 6-8, 11-12, 18-20, 24-39, 42-44, 48-52, 54-59, 61-73, 75-79, 82-89, 91-93, 95-98	97
Promotions Producer	2-4, 6-8, 11-12, 15, 18-20, 24-37, 39, 42-44, 48-50, 52, 54-58, 61-72, 75-79, 82-89, 91-93, 95-96, 98	28
Local Sales Assistant	2-4, 6-8, 11-12, 15-16, 18-20, 24-37, 39, 41-44, 48-50, 52, 54-58, 61-72, 75-79, 82-89, 91-93, 96, 98	36
General Manager / Strategic Market Leader	2-4, 6-8, 11-12, 15-16, 18-20, 22, 24, 26-27, 29-37, 39, 41-44, 48-50, 52, 54-58, 61-72, 75-79, 82-89, 91-93, 96, 98	22
News Assignment Editor	2-4, 6-8, 11-12, 15-18, 23-27, 29-37, 39, 41-44, 47-52, 54-58, 61-73, 75-79, 82-89, 91-93, 95-96, 98	23
Business Office Assistant	2-4, 6-8, 11-12, 15-16, 18, 23-26, 29-37, 39, 41-44, 47-50, 52, 54-58, 61-72, 75-79, 82-89, 91-93, 95-96, 98	23

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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	Agency Referral	N	1
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	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
4	Austin Peay State University Morgan University Center Rm 210 P O Box 4637 Clarksville, Tennessee 37044 Phone : 931-221-6543 Url : http://www.apsu.edu/ Email : careerservices@apsu.edu Fax : 1-931-201-7742 Tamara Bey	N	0
5	Belmont University 1900 Belmont Blvd Nashville, Tennessee 37212 Phone : 615-460-6490 Url : http://www.belmont.edu Email : careerdevelopment@belmont.edu Taryn Forrester	N	0
6	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
7	Bryan College Box 7796 721 Bryan Drive Dayton, Tennessee 37321-7796 Phone : 423-775-2041 Email : careers@bryan.edu Marica Merck	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
8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
9	Caring, Inc. 300 Ridley Drive Jasper, Tennessee Phone : 423-942-1800 Fax : 1-423-942-3095 Rosa Wayne	N	0
10	Chattanooga State Community College 4501 Amnicola Hwy Chattanooga, Tennessee 37406 Phone : 423-697-2598 Email : careers@chattanoogaastate.edu Regina Miller	N	0
11	Chattanooga State Community College 4501 Amnicola Hwy Chattanooga, Tennessee Phone : 423-697-2598 Regina Miller Manual Posting	N	0
12	Christian Brothers University 650 E Parkway South Memphis, Tennessee 38104 Url : http://www.cbu.edu Email : career@cbu.edu Amy Ware	N	0
13	City of NY School of Journalism 535 East 80th Street New York, New York Phone : 646-758-7732 Url : https://cunygsj-csm.symplicity.com Joanna Hernandez Manual Posting	N	0
14	Claflin University 400 Magnolia Street Orangeburg, South Carolina Phone : 803-535-5333 Email : snichols@claflin.edu Shirley Nichols	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
15	Cleveland State Community College 3535 Adkisson Drive Cleveland, Tennessee 37311 Phone : 423-473-2288 Sandy Kirby Manual Posting	N	0
16	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
17	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
18	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
19	Compton Community College 1111 E Artesia Blvd Compton, California Phone : 310-900-1600 Email : lelliott@elcamino.edu Latanya Elliott	N	0
20	Concordia College 1804 Green Street Selma, Alabama Phone : 334-874-5700 Email : ljenkins@ccal.edu Laura Jenkins	N	0
21	Current Employee	N	5
22	Current Employee - Transfer/Promotion	N	2
23	Current Employee/Internal Promotion	N	7

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24	Dillard University 2601 Gentilly Blvd New Orleans, Louisiana 70122-3097 Phone : 504-816-4914 Email : dwilliams@dillard.edu Dr. Dawn Williams	N	0
25	East TN State University 1276 Gilbreath Dr Johnson City, Tennessee 37614 Erin Whitley Manual Posting	N	0
26	Elizabeth City State University Career Center Campus Box 804 Parkview Dr Elizabeth City, North Carolina Phone : 252-335-3318 Email : mmmclean@ecsu.edu Makitta McLean	N	0
27	Emma L Bowen Foundation Eastern Region 524 West 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmalbowenfoundation.com Michael Barham Manual Posting	N	0
28	Employee Referral	N	26
29	Florida A&M University 100 Student Union Pkwy M L King Blvd Tallahassee, Florida Phone : 850-599-3700 Email : arthur.borders@famu.edu Arthur Borders	N	0
30	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0

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31	Hampton University School of Journalism East Quinn Street Hampton, Virginia Phone : 757-727-5000 Email : careercenter@hamptonu.edu Bessie Willis	N	0
32	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
33	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
34	Howard University School of Communications 525 Bryant St., NW, Room 107 Washington, District of Columbia 20059 Email : cdudley@howard.edu Carol Dudley	Y	0
35	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
36	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	19

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37	Internal Posting at WTVC 4279 Benton Drive Chattanooga, Tennessee Phone : 423-757-7311 Url : http://www.newschannel9.com Email : awhite@sbgvtv.com Alice White	N	0
38	Internet Ad-not directly contacted by SEU	N	6
39	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgvtv.com Broadbean Source	Y	0
40	ITT Technical Institue 9123 Executive Park Dr Knoxville, Tennessee 37923 Phone : 865-342-2321 Url : http://www.itt-tech.edu Email : ccampbell@itt-tech.edu Donna Howell	N	0
41	Job Corp 1555 McAlister Dr Memphis, Tennessee 38116 Phone : 901-396-2800 Url : http://www.jobcorp.gov Fax : 1-901-396-8712 Vanessa Ellington	N	0
42	Jobs4TN 5600 Brainard Rd Chattanooga, Tennessee 37411 Url : www.jobs4tn.gov Fax : 1-423-894-2758 n/a n/a	N	0
43	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	1

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44	Kentucky State University Career Center East Main Street Frankfort, Kentucky Phone : 502-597-5792 Url : http://kysu.edu/ Email : francene.gilmer@kysu.edu Francene Gilmer	N	0
45	Knoxville College 901 College Street NW Knoxville, Tennessee 37921 Phone : 865-524-6512 Url : http://www.knoxvillecollege.edu Email : ehallman@knoxvillecollege.edu Evelyn Hallman	N	0
46	Lane College 545 Lane Avenue Jackson, Tennessee 38301 Phone : 731-726-7584 Url : http://www.lanecollege.edu Email : thaliburton@lanecollege.edu Tori Haliburton	N	0
47	Lee University 1120 N Ocoee Street Cleveland, Tennessee 37311 Phone : 423-614-8630 Url : http://www.leeuniversity.edu Golden Madaume Manual Posting	N	0
48	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	5
49	Medgar Evers College Career Center 1150 Carroll Street Brooklyn, New York Phone : 718-270-6055 Email : young@mec.cuny.edu Debora Young	N	0

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50	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
51	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
52	Middle TN State University 1301 E Main St Murfreesboro, Tennessee 37132 Career Services Manual Posting	N	0
53	Morehouse College PO BOX 5 Atlanta, Georgia 30314 Phone : 404-215-2703 Url : http://www.morehouse.edu Email : pbowers@morehouse.edu Patricia Bowers	N	0
54	NAACP P O Box 3226 Chattanooga, Tennessee 37404 Phone : 423-267-5637 Dr. Elenora Woods Manual Posting	N	0
55	NAB.org 1771 N Street NW Washington, District of Columbia Email : nmann@nab.org Nate Mann	N	0
56	National Alliance of State Broadcast Associations 2333 Wisconsin St., NE Albuquerque, New Mexico 87110 Url : http://www.careerpage.org Website Only No Contact Name Manual Posting	N	0

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57	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California 91003-1602 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Brenda Rivas	N	0
58	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
59	National Press Photographers Association Post to web site na, Tennessee Phone : na Url : www.nppa.org Alice White Manual Posting	N	0
60	Native American Public Telecommunications 1800 N 33rd Street Lincoln, Nebraska Phone : 402-472-3522 Email : native@unl.edu Rachel Danay	N	0
61	Norfolk State University Dept. of Mass Comm 700 Park Ave Norfolk, Virginia Phone : 757-823-2384 Email : pcbriggs@nsu.edu (Dr.) Paula Briggs	N	0
62	Oakwood University Career Services 7000 Adventist Blvd NW Huntsville, Alabama Phone : 256-726-7134 Email : vwright@oakwood.edu Verneice Wright	N	0

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63	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
64	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
65	Saint Augustine University Belk Professional Development Center 1315 Oakwood Ave Raleigh, North Carolina 27610 Phone : 919-516-4242 Email : careerservices@st-aug.edu Rhonda Hawkins	N	0
66	Sewanee University 735 University Drive Bishop's Common 114 Sewanee, Tennessee 37383 Email : ebenjami@sewanee.edu Eric Benjamin	N	0
67	Signal Centers 109 N Germantown Rd Chattanooga, Tennessee 37411 Phone : 423-698-8528 Url : http://www.signalcenters.org Email : courtney_chandler@signalcenters.org Courtney Chandler	N	0
68	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

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69	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.net Sharon Pickeral	N	14
70	South Carolina State University 300 College Street NE P O Box 7068 Orangeburg, South Carolina Phone : 803-536-7033 Url : www.scsu.edu Email : CareerCenter@scsu.edu Career Center	N	0
71	Southern Adventist University PO Box 370 Collegedale, Tennessee 37315 Phone : 423-236-1000 Url : http://www.southern.edu Email : drolson@southern.edu Daniel Olson	N	0
72	Stillman College 3600 Stillman Blvd Tuscaloosa, Alabama Phone : 205-349-4240 Email : jcurrie@stillman.edu Jacqueline Currie	N	0
73	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
74	Tennessee Assn of Broadcasters 2 International Plaza Dr Nashville, Tennessee 37217 Phone : 615-365-1840 Url : http://www.tabtn.org Fax : 1-615-365-1842 Marlene Sanders	N	0

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75	Tennessee Association of Broadcasters Nashville, Tennessee Url : http://www.tabatn.org Whit Adamson Manual Posting	N	0
76	Tennessee Career Center 5600 Brainerd Rd Chattanooga, Tennessee 37411 Phone : 423-634-2304 Url : http://www.sedev.org Email : Walt.Blackwell@tn.gov Walt Blackwell	N	0
77	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
78	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
79	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
80	Tristate Resource & Advocacy Corp 6925 Shallowford Rd #300 Chattanooga, Tennessee 37421 Phone : 423-892-4774 Url : http://www.1trac.org Fax : 1-423-892-9866 Mark Woolfall	N	0

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81	Tuskegee University 102 Old Administration Bldg Tuskegee, Alabama Phone : 334-727-8011 Email : sstringer@mytu.tuskegee.edu Sara Stringer	N	0
82	TV & Radio Jobs P O Box 129 Kanab, Utah Phone : 435-644-5992 Url : http://www.tvbr.com Hal Abrams Manual Posting	N	0
83	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
84	University of Alabama PO Box 870172 Tuscaloosa, Alabama 35487 Phone : 205-348-5848 Url : http://www.ua.edu Email : sbgresumes@sbgstv.com Amber Bara	N	1
85	University of Arkansas Career Center Pine Bluff, Arkansas Email : sbgresumes@sbgstv.com Ernestine McLaughlin	N	0
86	University of Mississippi Meek School of Journalism 1 Grove Loop University, Mississippi Phone : 662-915-7146 Email : cdmitch1@olemiss.edu Charles Mitchell	N	0
87	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

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88	University of TN @ Knoxville Career Center Knoxville, Tennessee Phone : 4237577311 Url : https://www.myinterfase.com/utkcareer/employer/hom Email : sbgresumes@sbgstv.com Ann Langston	N	1
89	University of TN at Chattanooga 615 McCallie Avenue Chattanooga, Tennessee 37403 Phone : 423-425-4184 Email : sbgresumes@sbgstv.com Jan Michaels	N	1
90	Urban League of Chattanooga 730 East M L King Blvd Chattanooga, Tennessee 37403 Phone : 423-756-7255 Url : www.ulchatt.net Email : nellis@ulchatt.net Fax : 1-423-756-7255 Natasha Ellis	N	0
91	Urban League of Chattanooga PO Box 11106 Chattanooga, Tennessee 37401 Phone : 423-756-7255 Url : http://www.ulchatt.net Email : admin@ulchatt.net Ronnie Pruitt	N	0
92	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
93	Vanderbilt University Nashville, Tennessee 37240 Email : sbgresumes@sbgstv.com n/a n/a	N	0

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94	WAWL 4501 Amnicola Highway Chattanooga, Tennessee 37406 Phone : 423.697.4470 Email : WAWL@ChattanoogaState.edu David McGlumphy	Y	0
95	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
96	Winston-Salem State University Campus Box 19294 Winston-Salem, North Carolina Phone : 410-568-1517 Email : careersvcs@wssu.edu Monica Boyd	N	0
97	WTVC Web Site 4279 Benton Drive Chattanooga, Tennessee Phone : 423.757.7311 Email : awhite@sbgvtv.com Alice White	N	5
98	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			95

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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	4/1/2018	Provision of training to management	TRAINING: In keeping with its commitment to equal employment opportunity, Sinclair Broadcast Group and all of its stations, including SBG Chattanooga, provide mandatory training on various topics pertaining to equal employment opportunity, discrimination, and appropriate workplace behavior, including workplace harassment. Newly hired or promoted managers and supervisors are assigned manager-level preventing harassment and workplace ethics courses. In addition, seasoned managers are routinely required to complete other training that covers topics such as coaching, effective communication, leadership skills and interviewing skills.	0	
2	4/1/2018	Establishment of an intern program designed to assist members of the community	<p>INTERNSHIP PROGRAM: Sinclair Broadcast Group Chattanooga 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 SBG Chattanooga's creative services manager. The news director heads the news department's internship program.</p> <p>During the reporting period (4/1/18 - 3/31/19), SBG Chattanooga hosted a meteorology intern from Mississippi State University in Mississippi State, MS; three communications students from the University of Tennessee in Chattanooga, TN; two communications students from Lee University in Cleveland, TN; a communications student from Syracuse University in Syracuse, NY; and a communications student from Fort Valley State University in Ft. Valley, GA.</p>	4	<p>News Director</p> <p>Assistant News Director</p> <p>Managing Editor/Anchor</p> <p>News Assistant</p>

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3	4/1/2018	Participation in scholarship programs	SCHOLARSHIP: WTVC provides a link on its website to information regarding Sinclair Broadcast Group's Diversity Scholarship Fund. The Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism and marketing. To be eligible, students must either be enrolled at a 4-year college or university in California, Idaho, Montana, Oregon or Washington, or have a permanent address within one of those states. They also must have a minimum 2.50 cumulative grade point average at the time of application	0	
4	4/1/2018	Establishment of training programs for station personnel	TRAINING: Sinclair Broadcast Group requires all of its newly hired employees to complete two training courses with their first 90 days of employment. These courses cover business ethics and sexual or other types of harassment. The purpose of this training is to increase awareness of SBG's policies and procedures and to provide employee development.	0	
5	4/1/2018	Listing of each upper-level category opening in a job bank or newsletter	JOB LISTINGS: Sinclair Broadcast Group Chattanooga lists all of its job openings, including those in upper-level categories, with schools or media groups whose student base or membership includes substantial participation by women and minorities. The list of school or organizations includes, but may not be limited to: Emma L Bowen Foundation, Howard University, Medgar Evers College, Morehouse College, NAACP, National Hispanic Media Coalition, National Organization for Women, Native American Public Telecommunications, Stillman College, Tuskegee University, Urban League of Chattanooga and Wider Opportunities for Women.	0	

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6	4/1/2018	Participation in other activities designed by the station employment unit	ON-AIR ANNOUNCEMENTS: Sinclair Broadcast Group Chattanooga airs regularly scheduled announcements on both its D.1 and D.2 channels that encourage interested community organizations wishing to receive job vacancy information to contact the stations by telephone, in writing or via email. During the period covered by this report (4/1/18 - 3/31/19), WTVC aired more than 96 of these on-air announcements, and ETVC aired over 190 of them.	0	
7	4/16/2018	Participation in events or programs sponsored by educational institutions	JOB SHADOW: A communications student from the University of Tennessee at Chattanooga was given the opportunity to job shadow WTVC's sports reporter. The student received class credit for the experience.	1	Sports Reporter
8	4/18/2018	Participation in events or programs sponsored by educational institutions	JOB SHADOW: A University of Tennessee at Chattanooga communications student was allowed to job shadow one of WTVC's morning news anchors. The student plans a career in broadcast news, and she received class credit for the experience.	1	Morning News Anchor
9	6/20/2018	Participation in events sponsored by community groups	STATION TOUR: A group of 19 young people from the YMCA of Cleveland, TN's Y-CAP program, and their chaperones, were given a tour of WTVC's facility by the station's marketing assistant. During the tour, the young people were given a chance to ask questions about broadcasting careers and the education necessary to prepare for a broadcasting job.	1	Marketing Assistant

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10	8/3/2018	Participation in Job Fairs	JOB FAIR: Sinclair Broadcast Group's corporate senior employment manager, news talent manager and director of news training & development, along with several station news managers, represented all of the Sinclair news stations at the career expo that was part of the National Association of Black Journalists convention in Detroit, MI. Sinclair's representatives met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by Sinclair's booth were followed up with, and interviews were set up where applicable.	3	Sr. Employment Manager Director of Training & Development News Talent Manager
11	8/3/2018	Participation in events sponsored by community groups	PANEL PARTICIPATION: SBG Chattanooga's news director was part of a panel of speakers at an event sponsored by the Cleveland Media Association in Cleveland, TN. The Cleveland Media Association is made up of professionals from the fields of public relations, public information, news and academics. The focus of the panel was on "communications."	1	News Director
12	8/21/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of Sinclair Broadcast Group's morning news anchors visited Brown Academy, an elementary school in Chattanooga, TN, to read to a kindergarten class consisting of 65 children. This visit was part of the Read Aloud Chattanooga project.	1	News Anchor
13	9/5/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists gave a severe weather presentation to a third grade class at Hixson Elementary School in Chattanooga, TN. He discussed the types of severe weather experienced locally and weather safety. Following the presentation, the students were given a chance to ask questions.	1	Meteorologist

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14	9/10/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited a third grade class at Rivermont Elementary School in Chattanooga, TN. The class consisted of about 40 students. During the visit, the stations' meteorologist gave a presentation about severe weather and allowed the students to ask questions.	1	Meteorologist
15	9/13/2018	Participation in events or programs sponsored by educational institutions	STATION TOUR: A student from the STEM School in Chattanooga was given the opportunity to tour WTVC's facility. This tour was part of the student's senior project. The tour was given by Sinclair Broadcast Group Chattanooga's senior meteorologist.	1	Senior Meteorologist
16	9/19/2018	Participation in events or programs sponsored by educational institutions	JOB SHADOW: A student from Gordon Lee High School in Chickamauga, GA was give the opportunity to job shadow Sinclair Broadcast Group Chattanooga's chief meteorologist for the day. The student requested the job shadow as part of a Capstone Project that he needed in order to graduate. The student was interested in a career in meteorology, and had many questions about the education needed to pursue various careers in the field.	1	Chief Meteorologist
17	9/20/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of Sinclair Broadcast Group Chattanooga's meteorologists visited Soddy Elementary School's third grade students to give a presentation to them about severe weather and weather safety. His presentation was followed by a question and answer period. There were approximately 35 children present.	1	Meteorologist
18	9/26/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of Sinclair Broadcast Group Chattanooga's meteorologists visited the second grade students at Hillcrest Elementary School. During the visit, he gave a presentation about severe weather and weather safety. The presentation was followed by a question and answer session.	1	Meteorologist

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19	10/2/2018	Participation in Job Fairs	JOB FAIR: SBG Chattanooga's creative services manager attended a job fair hosted by the University of Tennessee @ Chattanooga. This job event traditionally attracts more than 400 students from a broad range of majors. During the event, SBG Chattanooga's representative spoke with both students and alumni about specific opportunities available, as well as the broadcast industry in general.	1	Creative Services Manager
20	10/4/2018	Participation in Job Fairs	JOB FAIR: Sinclair Broadcast Group Chattanooga's production manager represented the stations at Southern Adventist University in Cleveland, Tennessee's fall "Meet the Firms." He spoke with students looking for internships, part-time and full-time employment in the communications field.	1	Production Manager
21	10/4/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a group of about 135 2nd grade students at Middle Valley Elementary School in Chattanooga. He spoke to the students about weather and weather safety.	1	Meteorologist
22	10/9/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: Sinclair Broadcast Group Chattanooga's news promotion producer visited two film classes at the University of Tennessee at Chattanooga. He gave a presentation to the classes about the stages of a production and how to stay organized to see the project through to completion. He also discussed common techniques in film-making. Following his presentation, the students were given an opportunity to ask questions and seek advice about their film projects.	1	News Promotion Producer
23	10/16/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a group of approximately 100 3rd grad students at Bess T Shepherd Elementary School in Chattanooga. He spoke to the class about weather and weather safety.	1	Meteorologist

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24	10/17/2018	Participation in Job Fairs	JOB FAIR: SBG Chattanooga's news director attend the annual Communication & Information Job and Internship Fair hosted by the University of Tennessee at Knoxville. This afforded the stations an opportunity to recruit and interview for interns and entry-level positions in the fields of communications and media.	1	News Director
25	10/17/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a group of approximately 110 2nd grade students at Wallace A Smith Elementary School in Ooltewah, TN, to show them his Weather in the Classroom presentation.	1	Meteorologist
26	10/19/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited Ooltewah Elementary School in Ooltewah, TN. He spoke to the entire group of 2nd grade students on the topic of weather and weather safety.	1	Meteorologist
27	10/23/2018	Participation in events sponsored by community groups	STATION TOUR: Local Cub Scout Troop 3042 was given the opportunity to tour WTVC's facility and watch a live, local news program. The group consisted of about 22 young people and their chaperones.	1	Marketing Assistant
28	10/24/2018	Participation in events or programs sponsored by educational institutions	STATION TOUR: A group of 10 journalism students and their teacher from Ivy Academy in Soddy Daisy, TN were given a tour of WTVC's facilities. Following the tour, the group had the opportunity to watch a live, local newscast from the studio.	1	Marketing Assistant
29	10/24/2018	Participation in events or programs sponsored by educational institutions	JOB SHADOW: A student in his senior year at Ridgeland High School in Rossville, GA, was allowed to job shadow one of SBG Chattanooga's news photographers for a day. This experience was part of the student's senior project in his Audio & Video Technology & Film Pathway classes.	1	News Photographer

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30	10/29/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a group of 38 2nd grade students at Alpine Crest Elementary School in Chattanooga. He spoke to the class on the topic of weather and weather safety.	1	Meteorologist
31	10/30/2018	Participation in events or programs sponsored by educational institutions	JOB SHADOW: An audio/video technology student at Ridgeland High School in Rossville, GA, joined SBG Chattanooga's production manager for a day of job shadowing. This was done as part of the student's senior project. The student was interested in learning more about media production rather than news production.	1	Production Manager
32	10/30/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a 1st grade class at Wolftever Creek Elementary School in Harrison, TN, to present his "Weather in the Classroom" presentation.	1	Meteorologist
33	10/31/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a group of 88 kindergarten students at Big Ridge Elementary School in Chattanooga. During his visit, he read a weather-related book to the children.	1	Meteorologist
34	11/2/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a kindergarten class at Hillcrest Elementary School in Chattanooga. He read a weather-related book to the class and spoke afterward on the topic of weather and weather safety.	1	Meteorologist
35	11/7/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited Nolan Elementary School in Signal Mountain, TN, to speak to 106 1st grade students about severe weather and weather safety.	1	Meteorologist

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36	11/8/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a group of 62 1st grade students at Daisy Elementary School in Soddy Daisy, TN. He showed a severe weather video and spoke to the students on the topic of weather and weather safety.	1	Meteorologist
37	11/8/2018	Participation in events or programs sponsored by educational institutions	JOB SHADOW: A student from Soddy Daisy High School in Soddy Daisy, TN was allowed to job shadow one of SBG Chattanooga's news reporters as part of the student's senior project. The student planned to major in Communications following graduation from high school.	1	Multimedia Journalist
38	11/13/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a group of approximately 28 1st grade students at Lookout Mountain Elementary School in Lookout Mountain, GA. He spoke to the class on the topic of weather and weather safety.	1	Meteorologist
39	11/14/2018	Participation in Job Fairs	JOB FAIR: SBG Chattanooga's news director represented the stations at a career fair hosted by Lee University in Cleveland, TN. This event gave the stations an opportunity to connect with students looking for employment and/or internships in the communications industry.	1	News Director
40	11/15/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited Thrasher Elementary School in Soddy Daisy, TN. During his visit, he spoke to a group of 1st grade students about severe weather safety, and he read a weather-related book to the kindergarten students.	1	Meteorologist
41	11/19/2018	Participation in events sponsored by community groups	CLASS VISIT: SBG Chattanooga's morning meteorologist visited Westview Elementary School in Chattanooga to speak with all of their 3rd grade students about weather and weather safety.	1	Meteorologist

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42	11/20/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a kindergarten class at Rivermont Elementary School in Chattanooga. He read a book to the class and spoke afterward on the topic of weather and weather safety.	1	Meteorologist
43	11/26/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a class of approximately 90 1st grade students at Bess T Shepherd Elementary School in Chattanooga. He spoke to the class about weather and weather safety.	1	Meteorologist
44	11/27/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited Lookout Valley Elementary School in Chattanooga to speak to 3 different kindergarten classes about weather and weather safety.	1	Meteorologist
45	11/28/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited Clifton Hills Elementary Schools in Chattanooga to speak to approximately 80 fourth grade students and their teachers on the topic of weather and weather safety.	1	Meteorologist
46	12/4/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a class of approximately 85 3rd grade students at East Lake Elementary School in Chattanooga. He spoke to the class on the topic of weather and weather safety.	1	Meteorologist
47	12/5/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a 3rd grade class at Red Bank Elementary School in Chattanooga. He spoke to the class on the topic of weather and weather safety.	1	Meteorologist
48	12/5/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's morning news anchors spoke to the Future Ready Students from Tyner Academy in Chattanooga about careers in television news.	1	News Anchor

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49	12/6/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a kindergarten class at Woodmore Elementary School in Chattanooga. He read a weather-related book to the students.	1	Meteorologist
50	12/11/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited Lookout Mountain Elementary in Lookout Mountain, GA, to speak to a group of 3rd grade students about weather and weather safety. While at that school, he also read a weather-related book to a class of kindergarten students.	1	Meteorologist
51	12/11/2018	Participation in events or programs sponsored by educational institutions	JOB SHADOW: A student in his junior year at Dalton State College in Dalton, GA, was given the opportunity to job shadow one of SBG Chattanooga's news producers. This allowed the student to observe the producer as he readied his newscast for air, as well as the teleprompter in use and the producer and director in the production booth.	1	News Producer
52	12/12/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a kindergarten at CSLA Magnet School in Chattanooga as part of the class' weather unit. He was asked to explain the purpose of weather forecasting, what to prepare for, and how to respond in severe weather situations. He also spoke about his job in TV meteorology.	1	Meteorologist
53	12/18/2018	Participation in events or programs sponsored by educational institutions	CLASS VISIT: SBG Chattanooga's morning meteorologist visited a 4th grade class at Nolan Elementary School in Signal Mountain, TN. He spoke to the class on the topic of weather and weather safety, also touching on how meteorologists use various technology.	1	Meteorologist
54	1/23/2019	Participation in events or programs sponsored by educational institutions	STATION TOUR: SBG Chattanooga's marketing assistant hosted the Heirs of Salvation Home School Coop for a station tour. This tour was part of the group's weather class. The tour group consisted of 18 students and parents.	1	Marketing Assistant

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55	2/7/2019	Participation in Job Fairs	JOB FAIR: SBG Chattanooga's news director represented the stations at the 2019 Career Day hosted by the University of Georgia's College of Journalism and Mass Communication. This day-long event connects companies with students seeking careers in digital, print and broadcast journalism. Students were also informed of the stations' internship opportunities.	1	News Director
56	2/12/2019	Participation in Job Fairs	JOB FAIR: SBG Chattanooga's creative services manager attended the University of TN at Chattanooga's Spring Career Day. She spoke with students and alumni who were interested in a broadcast career or internship.	1	Creative Services Manager
57	2/21/2019	Participation in Job Fairs	JOB FAIR: SBG Chattanooga's production manager and news director attended the Southern Adventist University's Meet the Firms career event in Collegedale, TN. The event allows potential employers and students the opportunity to network, affording the students a chance to learn more about careers in the broadcast industry. Students were also told of current open positions and internship availability.	2	Production Manager News Director
58	3/12/2019	Participation in events or programs sponsored by educational institutions	JOB SHADOW: A student from the Chattanooga High School Center for Creative Arts was given the opportunity to job shadow one of SBG Chattanooga's morning news anchors. After graduating from high school, the student plans to attend TN State University to study broadcasting.	1	News Anchor
59	3/14/2019	Participation in events or programs sponsored by educational institutions	JOB SHADOW: A media & communication student at East Tennessee State University was given the opportunity to job shadow one of SBG Chattanooga's morning new anchors. She spent the morning observing newsroom operations and preparation for a live, local newscast.	1	News Anchor

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60	3/20/2019	Participation in events or programs sponsored by educational institutions	JOB SHADOW: A 9th grade student from Tyner Academy High School in Chattanooga was given the opportunity to job shadow one of SBG Chattanooga's morning news anchors. He was able to observe newsroom operations and ask questions pertaining to broadcast journalism careers.	1	News Anchor
61	3/21/2019	Participation in Job Fairs	JOB FAIR: SBG Chattanooga's business manager and news promotion manager represented the stations at the Chattanooga State Community College Career Fair. This event provided the opportunity for students to learn about jobs and internships available at the stations. They also were able to learn more about broadcast careers in general.	2	Business Manager News Promotion Manager