

**KJZZ, KMYU, KUTV**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2016 - May 31, 2017**

**I. VACANCY LIST**

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

| <b>Job Title</b>        | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b>      | <b>RS Referring<br/>Hiree</b> |
|-------------------------|---|-------------------------------|
| Photographer            | 1-7, 9, 11, 13-14, 16-19, 21-27, 29-30,<br>32-46                | 26                            |
| Accounting Assistant    | 1, 3, 5, 11, 13, 17, 21-23, 25, 30, 35-36,<br>39-46             | 22                            |
| Master Control Operator | 1, 3, 5, 7, 11, 13-14, 16-19, 21-25, 27,<br>29-30, 32-33, 35-46 | 14                            |
| Master Control Operator | 1, 3, 5, 7, 11, 13-14, 16-19, 21-25, 27,<br>29-30, 32-33, 35-46 | 33                            |
| Commercial Producer     | 1, 3, 5-6, 11, 13-14, 16-19, 21-25, 27,<br>29-30, 32-46         | 14                            |
| Inventory Specialist    | 1, 3, 5, 11-14, 16-25, 27, 29-30, 32-33,<br>35-46               | 19                            |
| Sales Account Executive | 1, 3, 5, 11-14, 16-19, 21-25, 27, 29-30,<br>32-33, 35-46        | 33                            |
| Sales Account Executive | 1, 3, 5, 8, 11-14, 16-19, 21-25, 27-30,<br>32-33, 35-46         | 28                            |
| Sales Account Executive | 1, 3, 5, 8, 11-14, 16-19, 21-25, 27-30,<br>32-33, 35-46         | 14                            |
| Sales Account Executive | 1, 3, 5, 8, 11-14, 16-19, 21-25, 27-30,<br>32-33, 35-46         | 8                             |
| News Producer           | 1, 3, 5-6, 8, 11-14, 16-19, 21-25, 27, 29<br>-46                | 8                             |
| Local Sales Assistant   | 1, 3, 5, 11-14, 16-19, 21-25, 27, 29-30,<br>32-33, 35-46        | 14                            |
| Station Manager         | 1, 3, 5, 11-14, 16-19, 21-25, 27, 29-30,<br>32-33, 35-46        | 14                            |
| Commercial Producer     | 1, 3, 5-6, 11-14, 16-19, 21-27, 29-30,<br>32-46                 | 14                            |
| Web Producer            | 1, 3, 5, 10-14, 16-19, 21-25, 27, 29-30,<br>32-33, 35-46        | 21                            |
| Local Sales Assistant   | 1, 3, 5, 11-14, 16-19, 21-25, 27, 29-30,<br>32-33, 35-46        | 5                             |
| Inventory Specialist    | 1, 3, 5, 11-14, 16-19, 21-25, 27, 29-30,<br>32-33, 35-46        | 19                            |
| News Photographer       | 1, 3, 5-6, 9, 11-13, 16-19, 21-25, 27, 29<br>-30, 32-46         | 9                             |
| News Editor             | 1, 3, 5-6, 11-13, 16-19, 21-25, 27, 29-<br>30, 32-46            | 21                            |
| News Editor             | 1, 3, 5-6, 11-13, 16-19, 21-25, 27, 29-<br>30, 32-46            | 33                            |
| Local Sales Manager     | 1, 3, 5, 11-14, 16-19, 21-25, 27, 29-30,<br>32-33, 35-46        | 14                            |

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|-----------------------------|--|-------------------------------|
| News Photographer           | 1, 3, 5-7, 11-13, 16-19, 21-25, 27, 29-30, 32-46           | 38                            |
| General Assignment Reporter | 1, 3, 5-6, 11-14, 16-19, 21-25, 27, 29-30, 32-46           | 14                            |
| News Editor                 | 1, 3, 5-6, 11-13, 16-19, 21-25, 27, 29-30, 32-46           | 19                            |
| Graphic Designer            | 1, 3, 5, 7, 11-13, 16-19, 21-27, 29-30, 32-33, 35-45       | 26                            |
| Early Morning News Producer | 1, 3, 5-7, 11-14, 16-19, 21-25, 27, 29-30, 32-45           | 14                            |
| Early Morning News Producer | 1, 3, 5-7, 11-14, 16-19, 21-25, 27, 29-30, 32-45           | 33                            |
| Credit Specialist           | 1, 3, 5, 11-13, 15-19, 21-25, 27, 29-30, 32-33, 35-45      | 15                            |
| News Director               | 1, 3, 5-7, 11-14, 16-19, 21-25, 27, 29-30, 32-45           | 14                            |
| Master Control Operator     | 1, 3, 5, 11-14, 16-19, 21-25, 27, 29-30, 32-33, 35-45      | 19                            |
| News Editor                 | 1, 3, 5-6, 11-13, 16-19, 21-25, 27, 29-30, 32-46           | 19                            |

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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> |
|------------------|---|--|---|
| 1                | Arizona State University Walter Cronkite School of Journalism<br>555 N. Central Ave. Suite # 302<br>Phoenix, Arizona 85004<br>Phone : 602-496-5555<br>Url : News Only<br>Email : Mike.wong@asu.edu<br>Mike Wong | Y  | 0   |
| 2                | B-Roll.net<br>1623 D St NE<br>Washington, District of Columbia 20002<br>Url : <a href="http://www.b-roll.net">http://www.b-roll.net</a><br>Kevin Johnson<br>Manual Posting                                      | N  | 0   |
| 3                | Brigham Young University<br>2440 WSC<br>Provo, Utah 84602<br>Phone : 801-422-7600<br>Email : srg6@byu.edu<br>Scott Grenhalgh  | Y  | 0   |
| 4                | BYU Student Services<br>2440 WSC<br>Provo, Utah 84602<br>Phone : 801-422-3752<br>Email : heidi_vogeler@byu.edu<br>Heidi Vogeler   | Y  | 0   |
| 5                | Careerbuilder.com<br>1101 15th St, NW<br>Washington, District of Columbia<br>Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a><br>Email : sbgresumes@sbgvtv.com<br>Andrew Hamburger | N  | 3   |
| 6                | Collective Talent<br>26150 Hersheyvale<br>Franklin, Michigan 48025<br>Email : info@michaelsmedia.com<br>Michael Bille   | N  | 0   |
| 7                | Current Employee  | N  | 7   |
| 8                | Current Employee - Transfer/Promotion   | N  | 2   |
| 9                | Current Employee/Internal Promotion   | N  | 2   |
| 10               | Current Intern  | N  | 1   |

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|------------------|---|--|---|
| 11               | Department of Dept of Workforce Services<br>1385 S. State Street<br>Salt Lake City, Utah 84115<br>Phone : 801-468-0073<br>Email : postajob@utah.gov<br>Career Services  | Y  | 2   |
| 12               | Department of Dept of Workforce Services<br>1385 S. State Street<br>Salt Lake City, Utah 84115<br>Phone : 801-526-0997<br>Url : <a href="http://jobs.utah.gov/index.html">http://jobs.utah.gov/index.html</a><br>Email : dwscontactus@utah.gov<br>Bill Campbell | Y  | 0   |
| 13               | Dixie State College<br>225 South 700 East<br>St. George, Utah 84770<br>Phone : 435-652-7669<br>Email : careercenter@dixie.edu<br>Candace Candace  | Y  | 0   |
| 14               | Employee Referral   | N  | 29  |
| 15               | Former Employee   | N  | 1   |
| 16               | GlassDoor.com<br>1 Harbor Drive Suite 300<br>Sausalito, California 94965<br>Phone : 415-339-9105<br>Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a><br>Email : sbgresumes@sbgstv.com<br>Sinclair SilkRoad Source                          | N  | 1   |
| 17               | Hire a Hero<br>P.O. Box 6808<br>Morango, California 94705<br>Phone : 888-501-2278<br>Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a><br>Email : sbgresumes@sbgstv.com<br>Broadbean Source Alicia Lawrence                                 | N  | 0   |
| 18               | Howard University<br>School of Communications 525 Bryant St., NW, Room 107<br>Washington, District of Columbia 20059<br>Email : cdudley@howard.edu<br>Carol Dudley  | N  | 0   |

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|------------------|---|--|---|
| 19               | Indeed.com<br>7501 N. Capital of Texas Highway Building B<br>Austin, Texas 78737<br>Phone : 800-462-5842<br>Url : <a href="http://www.indeed.com">http://www.indeed.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Sinclair SilkRoad Source | N  | 25  |
| 20               | Ithaca College<br>953 Danby Road<br>Ithaca, New York 14850<br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Sharon Pickeral   | N  | 0   |
| 21               | Journalismjobs.com<br>72 Plaza Drive 2nd Floor<br>Berkeley, California 94705<br>Phone : 510-653-1521<br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Broadbean Source  | N  | 4   |
| 22               | KUTV Website<br>299 S. Main Street<br>Salt Lake City, Utah 84111<br>Phone : 410-568-1724<br>Url : <a href="http://www.kutv.com">http://www.kutv.com</a><br>Email : <a href="mailto:MMedina@sbgstv.com">MMedina@sbgstv.com</a><br>Melissa Medina                                     | Y  | 15  |
| 23               | LDS Employment Services<br>780 West 800 South<br>Salt Lake City, Utah 84104<br>Phone : 801-240-7240<br>Email : <a href="mailto:walkerdw@ldschurch.org">walkerdw@ldschurch.org</a><br>Dean Walker  | Y  | 0   |
| 24               | Linkedin Corporate Solutions<br>2029 Stierlin Ct<br>Mountain View, California 94043<br>Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a><br>Danielle Andeson<br>Manual Posting  | N  | 1   |
| 25               | Media Match<br>8112 1/2 West 3rd Street<br>Los Angeles, California 90048<br>Phone : 555--5555<br>Email : <a href="mailto:info@media-match.com">info@media-match.com</a><br>Tammy Romaniuk   | Y  | 0   |

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|------------------|---|--|---|
| 26               | Non-Employee Referral   | N  | 3   |
| 27               | Recruit.Net<br>2706, The Centrium 61 Wyndham St<br>Central, Hong Kong<br>Phone : 852 2525 0555<br>Url : <a href="http://www.recruit.net">http://www.recruit.net</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Sinclair SilkRoad Source                   | N  | 0   |
| 28               | Recruiter   | N  | 1   |
| 29               | Recruiter Guy<br>Utah<br>Email : <a href="mailto:recruiterguy@msn.com">recruiterguy@msn.com</a><br>Bill Humbert   | N  | 0   |
| 30               | Salt Lake Community College Placement Office<br>4600 S. Redwood Road<br>Salt Lake City, Utah 84123<br>Phone : 801-657-4207<br>Email : <a href="mailto:samantha.faupula@slcc.edu">samantha.faupula@slcc.edu</a><br>Samantha Faupula  | Y  | 0   |
| 31               | Self Referral   | N  | 1   |
| 32               | SimplyHired.com<br>370 San Aleso Avenue Suite 200<br>Sunnyvale, California 94085<br>Phone : 650-254-9000<br>Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a><br>Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a><br>Sinclair SilkRoad Source | N  | 0   |
| 33               | Sinclair Broadcast Group<br>10706 Beaver Dam Rd<br>Hunt Valley, Maryland 21030<br>Url : <a href="http://www.sbgi.net">http://www.sbgi.net</a><br>Email : <a href="mailto:employment@sbgstv.com">employment@sbgstv.com</a><br>Sharon Pickeral  | N  | 13  |
| 34               | Talent Dynamics<br>600 E Colinas Blvd Ste 100<br>Irving, Texas<br>Email : <a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a><br>Christina Hedding   | N  | 0   |

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|----------------------|---|--|---|
| 35                   | The Art Institute<br>121 West Election Rd.Ste 100<br>Draper, Utah<br>Phone : 801-601-4712<br>Email : mmcfarland@aui.edu<br>Reenie McFarland   | Y  | 0   |
| 36                   | The Job Spider<br>3000 Stanton Circle<br>Carmichael, California 95608<br>Phone : 916-488-7065<br>Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a><br>Email : sbgresumes@sbgstv.com<br>Broadbean Source         | N  | 0   |
| 37                   | TheLadders.com<br>137 Varick Street 8th Floor<br>New York, New York 10013<br>Phone : 646-453-1800<br>Url : <a href="http://www.theladders.com">http://www.theladders.com</a><br>Email : sbgresumes@sbgstv.com<br>Sinclair SilkRoad Source | N  | 0   |
| 38                   | TV JOBS<br>P.O. Box 4116<br>Oceanside, California 92052<br>Phone : 760-754-8177<br>Email : admin@tvjobs.com<br>Mark C. Holloway   | N  | 1   |
| 39                   | University of Utah<br>201 S. 1460 East, 350 SSB<br>Salt Lake City, Utah<br>Phone : 801-585-5049<br>Email : careerjobs@sa.utah.edu<br>Stan Inman   | Y  | 0   |
| 40                   | US Army Wounded Warrior Program<br>200 Stovall St Room 7N53<br>Alexandria, Virginia 22332<br>Phone : (877) 393-9058<br>Url : added 1/14/14<br>Email : Vicki.h.mullen.civ@mail.mil<br>Vicki Mullen   | Y  | 0   |

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|--|--|--|---|
| 41   | Utah Broadcasters Association<br>1600 South Main Street<br>Salt Lake City, Utah 84115<br>Phone : 801-486-9521<br>Email : jobsuba@gmail.com<br>Michelle Zabriski    | Y  | 0   |
| 42   | Utah State Office of Rehabilitation<br>660 S. 200 E., Ste 400<br>Salt Lake City, Utah 84111<br>Phone : 801-238-4560<br>Email : gswensen@utah.gov<br>Gordon Swensen | Y  | 0   |
| 43   | Utah State University<br>4305 Old Main Hill<br>Logan, Utah<br>Phone : 435-797-7777<br>Email : sbgresumes@sbgstv.com<br>Kathryn Hadfield                            | Y  | 0   |
| 44   | Weber State University<br>1105 University Cir. Rm 230<br>Ogden, Utah<br>Phone : 801-626-7595<br>Email : seichmeier@weber.edu<br>Steven Eichmeier                   | Y  | 0   |
| 45   | Weber State University<br>1105 University Cir. Rm 230<br>Ogden, Utah<br>Phone : 801-626-6393<br>Email : careerservices@weber.edu<br>Winn Stanger                   | Y  | 0   |
| 46   | Westminster College<br>1840 South 1300 East<br>Salt Lake City, Utah 84105<br>Phone : 801-832-2590<br>Email : Careercenter@westminstercollege.edu<br>Jan Lyons      | Y  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>112</b>  |



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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>  |
|---|-------------|---|--|-------------------------------------|---|
| 1 | 8/3/2016    | Participation in Job Fairs  | The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable. | 3                                   | Employment Manager<br>News Talent Manager<br>News Talent Manager            |
| 2 | 11/9/2016   | Participation in events or programs sponsored by educational institutions | Social media Lead visited Weber State University as part of an educational pane to discuss his work at KUTV and the topic of Fake News in the digital age.   | 1                                   | Social Media Lead   |
| 3 | 3/8/2017    | Co Sponsoring Job Fair  | Co-Sponsored Utah Broadcasting Association's Annual Job Fair, seeking applicants for internships and a wide variety of jobs.   | 3                                   | Assistant Business Manager<br>Assistant News Director<br>Production Manager |
| 4 | 4/26/2017   | Participation in events or programs sponsored by educational institutions | Station Tours  | 1                                   | Intern Coordinator -<br>News Assist   |
| 5 | 4/27/2017   | Participation in events or programs sponsored by educational institutions | Throughout the year we provide station tours to a variety of groups from the community. During these station tours they are shown the fundamentals of what happens in a television news station and how we put together a newscast. We take every group through each department from the news room to Master Control and explain what goes on within that area. We also allow them to watch 15 minutes of a behind the scene newscast for that day at the end of each tour. Our station tours typically last about an hour.        | 1                                   | Intern Coordinator -<br>News Assist   |

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|---|-------------|--|--|---|----------------------------|
| 6 | 5/1/2017    | 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. 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> | 1   | Assistant Business Manager |

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|---|-------------|--|---|---|--|
| 7 | 5/8/2017    | Establishment of an intern program designed to assist members of the community | <p>The Station Employment Unit has an internship program as defined below:</p> <p>Program Goal:</p> <p>The goal of our internship program is to recruit candidates from local colleges and technical schools and prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> <li>• Develop links with colleges, universities and technical schools to promote the Station Employment Unit as a prospective employer.</li> <li>• Create symbiotic relationship between interns and Station Employment Unit.</li> <li>• Provide interns with opportunities to translate classroom theories into industry applications. Interns will have the opportunities to develop practical skills that will improve their chances for success in the broadcast industry.</li> </ul> <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> <li>• Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, application should be communication majors, although other majors will be considered.</li> <li>• The applicant must be at least 18 years of age.</li> <li>• The applicants must be in good academic standing as defined by his or her academic institution.</li> <li>• The applicants must receive academic credit for their internship experience. He/She must be registered for college credit at his/her institutions during the quarter or semester in which the intern ship is</li> </ul> | 4   | <p>Assistant Business Manager</p> <p>Intern Coordinator</p> <p>Reporter</p> <p>Cheif Meteorologist</p> |

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|--|-------------|--|--|---|--------------------------|
|  |             |  | <p>performed. Interns are not paid.</p> <p>In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.</p> <p>Any person interested in an internship should contact the station Employment Unit for more details.</p> |   |                          |