

**WTVC**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 - March 31, 2020**

**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>
Marketing Consultant	2-7, 9, 11, 13-15, 18-19, 21, 23, 25-26, 28-29, 31-38, 40-42, 45-53, 55-61, 63- 83	40
Multimedia Journalist	1-7, 9, 11-15, 17, 19-26, 28-32, 34-38, 40-67, 69-83	23
Multimedia Journalist	1-7, 9, 11-15, 17, 19-26, 28-32, 34-38, 40-67, 69-83	17
Multimedia Journalist	1-7, 9, 11-15, 17, 19-26, 28-32, 34-38, 40-67, 69-83	23
Multimedia Journalist	1-7, 9, 11-15, 17, 19-26, 28-32, 34-38, 40-67, 69-83	58
News Producer	2-9, 11, 13-15, 18-32, 34, 36-38, 40-67, 69-83	18
News Producer	2-9, 11, 13-15, 18-32, 34, 36-38, 40-67, 69-83	23
Weekend News Anchor / Reporter	2-13, 17, 19-32, 34-67, 69-79, 81, 83	23
Weekend News Anchor / Reporter	2-13, 17, 19-32, 34-67, 69-79, 81, 83	17
Master Control Operator	2-11, 13, 19-32, 34-38, 40-42, 44-61, 63-67, 69-81, 83	31
Receptionist / Newsroom Assistant	2-11, 13, 19-32, 34-42, 44-61, 63-67, 69-81, 83	31
Director of Sales	2-11, 13, 17, 19-22, 24-42, 44-50, 52- 61, 63-67, 69-81, 83	17
Executive Producer	2-13, 17, 19-22, 24-32, 34-67, 69-81, 83	17
Digital Sales Coordinator	2-11, 13, 19-22, 24-32, 34-42, 44-61, 63-67, 69-83	40
Newscast Director	2-13, 16, 18-32, 34, 36-67, 69-81, 83	18
News Producer	2-13, 19-32, 34-67, 69-81, 83	23
Digital Marketing Associate	2-11, 13, 19-23, 25-32, 34-42, 44-61, 63-67, 69-73, 75-83	23
News Photographer	2-13, 18-22, 25-32, 34-67, 69-73, 75-83	31
News Photographer	2-13, 18-22, 25-32, 34-67, 69-73, 75-83	18
Creative Services Producer/Director	2-13, 17, 19-22, 25-32, 34-67, 69-73, 75-81, 83	17

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Master Control Operator	2-11, 13, 19-23, 25-32, 34-42, 44-61, 63-67, 69-73, 75-81, 83	23
Creative Services Producer/Editor	2-13, 17, 19-23, 25-32, 34-67, 69-73, 75-83	31
Executive Assistant	2-11, 13, 18-22, 25-32, 34-42, 44-61, 63-67, 69-73, 75-81, 83	18

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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	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	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
6	Bryan College Box 7796 721 Bryan Drive Dayton, Tennessee 37321-7796 Phone : 423-775-2041 Email : careers@bryan.edu Marica Merck	N	0
7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	1

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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>
8	Chattanooga State Community College 4501 Amnicola Hwy Chattanooga, Tennessee Phone : 423-697-2598 Regina Miller Manual Posting	N	0
9	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
10	Cleveland State Community College 3535 Adkisson Drive Cleveland, Tennessee 37311 Phone : 423-473-2288 Sandy Kirby Manual Posting	N	0
11	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
12	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
13	Columbia University School of Journalism Graduate School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-8608 Email : <a href="mailto:as1698@columbia.edu">as1698@columbia.edu</a> Anusha Shrivastava	Y	0
14	Compton Community College 1111 E Artesia Blvd Compton, California Phone : 310-900-1600 Email : <a href="mailto:lelliott@elcamino.edu">lelliott@elcamino.edu</a> Latanya Elliott	N	0

# WTVC

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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	Concordia College 1804 Green Street Selma, Alabama Phone : 334-874-5700 Email : ljenkins@ccal.edu Laura Jenkins	N	0
16	Current Employee	N	2
17	Current Employee - Transfer/Promotion	N	6
18	Current Employee/Internal Promotion	N	7
19	Dillard University 2601 Gentilly Blvd New Orleans, Louisiana 70122-3097 Phone : 504-816-4914 Email : dwilliams@dillard.edu Dr. Dawn Williams	N	0
20	East TN State University 1276 Gilbreath Dr Johnson City, Tennessee 37614 Phone : 423-439-8000 Email : sbgresumes@sbgvtv.com Erin Whitley	N	0
21	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
22	Emma L Bowen Foundation Eastern Region 524 West 57th Street New York, New York Phone : 212-975-2545 Url : <a href="http://www.emmalbowenfoundation.com">http://www.emmalbowenfoundation.com</a> Michael Barham Manual Posting	N	0
23	Employee Referral	N	30
24	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

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25	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> Sinclair SilkRoad Source	N	0
26	Hampton University School of Journalism East Quinn Street Hampton, Virginia Phone : 757-727-5000 Email : <a href="mailto:careercenter@hamptonu.edu">careercenter@hamptonu.edu</a> Bessie Willis	N	0
27	Harding University PO Box 10765 Searcy, Arkansas 72149 Phone : 501-279-4040 Url : <a href="http://www.harding.edu">http://www.harding.edu</a> Email : <a href="mailto:gblackstone@harding.edu">gblackstone@harding.edu</a> Ginger Blackstone	Y	0
28	Hire A Hero PO Box 6808 Morango, California 94705 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	Y	0
29	Howard University School of Communications 525 Bryant St., NW, Room 107 Washington, District of Columbia 20059 Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	Y	0
30	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : <a href="mailto:verrillr@husson.edu">verrillr@husson.edu</a> Rodney Verrill	Y	0
31	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> Sinclair SilkRoad Source	N	28

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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>
32	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	0
33	Internet Ad-not directly contacted by SEU	N	4
34	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : <a href="http://www.ithaca.edu">http://www.ithaca.edu</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Broadbean Source	Y	0
35	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
36	Jobs4TN 5600 Brainard Rd Chattanooga, Tennessee 37411 Url : <a href="http://www.jobs4tn.gov">www.jobs4tn.gov</a> Fax : 1-423-894-2758 n/a n/a	N	0
37	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Broadbean Source	N	0
38	Kentucky State University Career Center East Main Street Frankfork, Kentucky Phone : 502-597-5792 Url : <a href="http://kysu.edu/">http://kysu.edu/</a> Email : <a href="mailto:francene.gilmer@kysu.edu">francene.gilmer@kysu.edu</a> Francene Gilmer	N	0

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39	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> Golden Madaume Manual Posting	N	0
40	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Laura Rehn	N	8
41	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
42	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 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
43	Medialine PO Box 51909 Pacific Grove, California 93950 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
44	Middle TN State University 1301 E Main St Murfreesboro, Tennessee 37132 Career Services Manual Posting	N	0
45	NAACP P O Box 3226 Chattanooga, Tennessee 37404 Phone : 423-267-5637 Dr. Elenora Woods Manual Posting	N	0



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46	NAB.org 1771 N Street NW Washington, District of Columbia Email : nmann@nab.org Nate Mann	N	0
47	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
48	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 : info@nhmc.org Brenda Rivas	N	0
49	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
50	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
51	Oakwood University Career Services 7000 Adventist Blvd NW Huntsville, Alabama Phone : 256-726-8495 Email : vewright@oakwood.edu Verneice Wright	N	0

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52	Pellissippi State Community College P O Box 22990 Knoxville, Tennessee 37933-0990 Phone : 865-694-6554 Url : <a href="http://www.pstcc.edu">http://www.pstcc.edu</a> Email : <a href="mailto:ccarson@pstcc.edu">ccarson@pstcc.edu</a> Fax : 1-865-539-7001 Carolyn Carson	N	0
53	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> Sinclair SilkRoad Source	N	0
54	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
55	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
56	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:courtney_chandler@signalcenters.org">courtney_chandler@signalcenters.org</a> Courtney Chandler	N	0
57	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> Sinclair SilkRoad Source	N	0

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58	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbg.net">http://www.sbg.net</a> Email : <a href="mailto:employment@sbg.net">employment@sbg.net</a> Sharon Pickeral	N	14
59	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
60	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
61	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
62	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : <a href="mailto:jpumphrey.td@gmail.com">jpumphrey.td@gmail.com</a> Julie Pumphrey	N	0
63	Tennessee Association of Broadcasters Nashville, Tennessee Url : <a href="http://www.tabatn.org">http://www.tabatn.org</a> Whit Adamson Manual Posting	N	0

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64	Tennessee Career Center 5600 Brainerd Rd Chattanooga, Tennessee 37411 Phone : 423-634-2304 Url : <a href="http://www.sedev.org">http://www.sedev.org</a> Email : <a href="mailto:Walt.Blackwell@tn.gov">Walt.Blackwell@tn.gov</a> Walt Blackwell	N	0
65	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
66	The Muse 1375 Broadway New York, New York 10018 Url : <a href="http://www.themuse.com">http://www.themuse.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Andrea Siegle	N	0
67	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> Sinclair SilkRoad Source	N	0
68	Tuskegee University 102 Old Administration Bldg Tuskegee, Alabama Phone : 334-727-8011 Email : <a href="mailto:sstringer@mytu.tuskegee.edu">sstringer@mytu.tuskegee.edu</a> Sara Stringer	N	0
69	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

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70	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Mark Holloway	N	2
71	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	1
72	University of Arkansas Career Center Pine Bluff, Arkansas Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Ernestine McLaughlin	N	0
73	University of Mississippi Meek School of Journalism 1 Grove Loop University, Mississippi Phone : 662-915-7146 Email : <a href="mailto:cdmitch1@olemiss.edu">cdmitch1@olemiss.edu</a> Charles Mitchell	N	0
74	University of the District of Columbia 4200 Connecticut Ave Bldg 38/Room A-15 Washington, District of Columbia Phone : 202-274-5623 Email : <a href="mailto:cmclaughlin@udc.edu">cmclaughlin@udc.edu</a> Clayton McLaughlin	N	0
75	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 : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Ann Langston	N	1

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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>
76	University of TN at Chattanooga 615 McCallie Avenue Chattanooga, Tennessee 37403 Phone : 423-425-4184 Email : sbgresumes@sbgstv.com Jan Michaels	N	1
77	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
78	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
79	Vanderbilt University Nashville, Tennessee 37240 Email : sbgresumes@sbgstv.com n/a n/a	N	0
80	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
81	Winston-Salem State University Campus Box 19294 Winston-Salem, North Carolina Phone : 410-568-1517 Email : careersvcs@wssu.edu Monica Boyd	N	0
82	WTVC Web Site 4279 Benton Drive Chattanooga, Tennessee Phone : 423.757.7311 Email : awhite@sbgstv.com Alice White	N	8

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83	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>114</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	4/9/2019	Participation in Job Fairs	JOB FAIR: Sinclair Broadcast Group's Corporate Employment Coordinator and the local station HR Coordinator represented all Sinclair locations at a job fair hosted by the Broadcast Education Association, in coordination with the April 2019 NAB Show, in Las Vegas, NV. They met with potential candidates, reviewed resumes and tapes, and discussed current job vacancies and future job opportunities/possibilities at Sinclair locations across the country. All candidates who visited the booth were followed-up with for relevant positions, including current and future job inquiries when applicable.	2	Corporate Employment Coordinator Station HR Coordinator
2	4/9/2019	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of WTVC's meteorologists visited Soddy Elementary School in Soddy Daisy, TN, to give a weather presentation to a gathering of approximately 70 second-grade students. During the visit, WTVC's representative spoke about what it is like to work at a television station.	1	Meteorologist
3	4/22/2019	Participation in events or programs sponsored by educational institutions	CLASS VISIT: Sinclair Broadcast Group Chattanooga's News Promotion Producer served on a panel of judges for the University of Tennessee at Chattanooga's "Video Night" - a public event to showcase students' final video projects in their respective classes. The classes participating were Video Production, Film-Making and Documentary.	1	News Promotion Producer
4	5/10/2019	Participation in events or programs sponsored by educational institutions	JOB SHADOW: Three siblings who were all Mass Communications students at Chattanooga State Community College were given the opportunity to job shadow two of WTVC's morning news anchors. During the job shadow, they were able to observe newsroom operations and ask questions about broadcast journalism.	2	News Anchor News Anchor



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5	5/14/2019	Participation in events or programs sponsored by educational institutions	JOB SHADOW: A Geology student from the University of Tennessee at Chattanooga was allowed to job shadow WTVC's Chief Meteorologist. The student hoped to learn more about meteorology and the best academic strategies for a career in the field.	1	Chief Meteorologist
6	5/29/2019	Participation in events or programs sponsored by educational institutions	JOB SHADOW: An Honors student from Cleveland State Community College in Cleveland, TN, was allowed to job shadow two members of Sinclair Broadcast Group/Chattanooga's creative services team. During the job shadow experience, she was observed and participated in the set-up of and preparation for an off-site commercial shoot.	2	Production Manager Commercial Production Producer
7	6/7/2019	Participation in events sponsored by community groups	STATION TOUR: A group of approximately 17 people from the Hamlet Chapel Church in Chattanooga were given a station tour by WTVC's News Assignment Manager. Following the tour, the group observed the station's noon newscast and was given the opportunity to ask questions about journalism and broadcasting.	1	Assignment Manager
8	6/10/2019	Participation in events sponsored by community groups	STATION TOUR: Approximately 10 young people from the Dalton, GA Boys & Girls Club visited the station for a tour of the facility. This was part of the group's focus on workforce development and ideas for future employment. After the tour, the group watched the local noon newscast and participated in a Q&A session with the station's Creative Services assistant.	1	Creative Services Assistant
9	6/12/2019	Participation in events or programs sponsored by educational institutions	JOB SHADOW: A student from the Chattanooga Girls Leadership Academy was given the opportunity to job shadow one of Sinclair Broadcast Group/Chattanooga's morning news anchors. The student planned to major in journalism in college, following her graduation from high school. She observed the news room operations and preparation that goes into producing a newscast.	1	News Anchor

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10	6/19/2019	Participation in events sponsored by community groups	EVENT EMCEE: One of WTVC's morning news anchors served as emcee at the day-long "2019 Diversify" event presented by the Chattanooga Chamber of Commerce. Topics covered during the event included unconscious bias, creating a diverse workforce, etc.	1	News Anchor
11	6/24/2019	Participation in events or programs sponsored by educational institutions	STATION TOUR: Sinclair Broadcast Group/Chattanooga's Creative Services assistant lead a station tour for a group of approximately 37 students and parents from Hillcrest Elementary School in Chattanooga. The group observed WTVC's live community services program and then toured the station. Afterwards, they had an opportunity to ask questions about television and broadcasting.	1	Creative Services Assistant
12	8/7/2019	Participation in Job Fairs	JOB FAIR: 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 convention/career expo in Miami, FL, August 7-9, 2019. 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 were followed up with and interviews set up where applicable.	3	SBG Employment Manager SBG Director of News Training & Development SBG News Talent Manager

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13	8/19/2019	Provision of training to management	TRAINING: Sinclair provided web-based compliance and management training to supervisors/managers/department heads at all locations. As part of Sinclair's employee training plan, compliance and manager training is provided to all employees at least on a bi-annual basis. The purpose of this training is to increase and renew awareness of the company's policies and procedures, manager and supervisor development, and FCC EEO compliance. Training topics included Business Ethics and Workplace Harassment Prevention for Managers. The deadline for training completion was 11/1/19.	8	General Manager/Business Manager Director of Sales, News Director Operations Director, Creative Services Manager Local Sales Manager/Digital Sales Manager
14	9/17/2019	Participation in events or programs sponsored by educational institutions	STATION TOUR: SBG Chattanooga's creative services assistant lead a station tour for a local home schooled pre-K student and her mother. This tour was part of the student's "The World I Live In" curriculum. The tour included information about each of the station's departments and a look inside the director's booth during a live news broadcast.	1	Creative Services Assistant
15	10/1/2019	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of Sinclair Broadcast Group/Chattanooga's creative services producers gave a presentation on the basics of video production to two philosophy classes at the University of Tennessee at Chattanooga.	1	Creative Services Producer
16	10/9/2019	Participation in Job Fairs	JOB FAIR: Sinclair Broadcast Chattanooga's Assignments Manager attended the University of Tennessee/Knoxville's annual Communication & Information Job & Internship Fair. This event focuses on students seeking internships and entry-level positions in the fields of communications and media.	1	Assignments Manager

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17	10/10/2019	Participation in events or programs sponsored by educational institutions	JOB FAIR: Sinclair Broadcast Chattanooga's business manager represented the stations at Southern Adventist University's "Meet the Firms" career event. She disseminated information on the stations' current openings and internship requirements. She also spoke to students and alumni about broadcast careers in general.	1	Business Manager
18	10/30/2019	Participation in events or programs sponsored by educational institutions	CLASS VISIT: A member of Sinclair Broadcast Group/Chattanooga's creative services department served on the panel of judges for students at the University of Tennessee at Chattanooga who had produced short films as part of their Philosophy classes.	1	Creative Services Producer
19	10/30/2019	Participation in events or programs sponsored by educational institutions	CLASS VISIT: The kindergarten class at East Lake Elementary School in Chattanooga, TN hosted one of SBG Chattanooga's meteorologists for his severe weather presentation. There were about 90 students. During his visit, students were able to ask questions about his job at the TV station.	1	Meteorologist
20	11/1/2019	Participation in events or programs sponsored by educational institutions	CLASS VISIT: The 4th grade class at Brainerd Baptist School in Chattanooga, TN hosted one of SBG Chattanooga's meteorologists for his severe weather presentation. During his visit, students were able to ask questions about his job at the TV station.	1	Meteorologist
21	11/5/2019	Participation in other activities designed by the station employment unit	STATION TOUR: SBG Chattanooga's creative services manager hosted a tour for a local person who was interested in obtaining employment at the station. During the tour, the visitor was given information about how each department operates. He also was shown the news operation, since that was his specific area of interest.	1	Creative Services Manager
22	11/5/2019	Participation in events or programs sponsored by educational institutions	CLASS VISIT: The kindergarten class at Park View Elementary School in Cleveland, TN hosted one of SBG Chattanooga's meteorologists for his severe weather presentation. During his visit, students were able to ask questions about his job at the TV station.	1	Meteorologist

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23	11/12/2019	Participation in events or programs sponsored by educational institutions	CLASS VISIT: one of SBG Chattanooga's meteorologists visited the 5th grade class at Rock Spring Elementary School in Rock Spring, GA to speak about severe weather events and safety in the TN valley. The presentation lasted approximately one hour with questions and answer session at the end.	1	Meteorologist
24	11/12/2019	Participation in events or programs sponsored by educational institutions	STATION TOUR: a group of 11 students from the University of Tennessee at Chattanooga toured the station for class credit as part of their Media Writing II class. The tour was conducted by one of SBG Chattanooga's morning news anchors, who also is the adjunct teacher for the class. The group was given the chance to observe the station's midday newscast and community affairs program as part of their visit.	1	News Anchor
25	11/14/2019	Participation in events or programs sponsored by educational institutions	JOB SHADOW: A senior from East Hamilton High School was permitted to job shadow WTVC's program host as part of this school's Captstone Project Mentor's Program. The student observed how the station's Monday through Friday community affairs program is produced and aired. He was able to learn more about broadcasting careers and the best educational path to peruse for such a career.	1	HOST
26	11/18/2019	Participation in events or programs sponsored by educational institutions	CLASS VISIT: The 1st grade class at Daisy Elementary School in Soddy Daisy, TN hosted one of SBG Chattanooga's meteorologists for his severe weather presentation. During his visit, students were able to ask questions about his job at the TV station.	1	Meteorologist
27	11/20/2019	Participation in events or programs sponsored by educational institutions	CLASS VISIT: The 4th grade class at Gilbert Elementary School in LaFayette, GA hosted one of SBG Chattanooga's meteorologists. He spoke to the class about severe weather and during his presentation, students had the opportunity to ask questions about working at the TV station.	1	Meteorologist

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28	12/4/2019	Participation in events or programs sponsored by educational institutions	STATION TOUR: SBG Chattanooga's Marketing Assistant hosted a tour group from Bryan College. The group consisted of 5 students. During the visit, the students were given the opportunity to observe a live newscast and ask questions about broadcasting careers.	1	Creative Services Assistant
29	12/19/2019	Participation in events or programs sponsored by educational institutions	JOB SHADOW: a communications student from Alabama A&M University in Huntsville, AL was given the opportunity to job shadow one of SBG Chattanooga's morning news anchors. The student plans to pursue a broadcasting career either as a reporter or as a camera operator.	1	News Anchor
30	12/20/2019	Participation in events or programs sponsored by educational institutions	JOB SHADOW: a senior at Girls Leadership Academy in Chattanooga, TN participated in a job shadowing of one of SBG Chattanooga's morning new anchors. The student's career interests include journalism and mass communications. She will attend Mississippi State University next fall, where she will major in journalism.	1	Anchor
31	1/2/2020	Participation in events or programs sponsored by educational institutions	JOB SHADOW: One of SBG Chattanooga's morning news anchors hosted a job shadow opportunity for a senior from Girls Leadership Academy in Chattanooga, TN. The student wanted to learn more about how the media industry operates, the technology involved and the best educational avenues to take to advance a broadcasting career.	1	Anchor
32	1/10/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited the pre-k through 5th grade at Hickory Valley Christian School in Chattanooga, TN. He spoke to the class about severe weather and weather forecasting and during his presentation, students were able to ask questions about working at the TV station.	1	Meteorologist

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33	1/14/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited the kindergarten through 2nd grade at Blythe Bower Elementary School in Cleveland, TN. He spoke to the class about severe weather and safety in the TN Valley. The presentation was approximately one hour and after his presentation, students were able to ask questions about working at the TV station.	1	Meteorologist
34	1/21/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited the 5th grade at Thrasher Elementary School in Signal Mountain, TN. About 100 students. He spoke to the class about severe weather events and safety in the TN valley and during his presentation, students were able to ask questions about working at the TV station.	1	Meteorologist
35	1/22/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited the 3rd grade at Wolftever Creek Elementary School in Ooltewah, TN. He spoke to the class about severe weather and safety in the TN Valley. The presentation was approximately 1 hour. About 100 students. Students were able to ask questions about working at the TV station.	1	Meteorologist
36	1/27/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited the 2nd grade at Dayton City School in Dayton, TN. About 90 students He spoke to the class about severe weather and what it takes to become a meteorologist and during his presentation, students were able to ask questions about working at the TV station.	1	Meteorologist



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37	1/29/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited the 4th grade at Beaverdale Elementary School in Dalton, GA. about 60 students. He spoke to the class about severe weather and during his presentation, students were able to ask questions about working at the TV station.	1	Meteorologist
38	2/3/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited the 1st grade at Dade Elementary School in Trenton, GA. about 125 students. He spoke to the class about severe weather and during his presentation, students were able to ask questions about working at the TV station.	1	Meteorologist
39	2/5/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited the 4th grade at Rossville Elementary School in Rossville, GA. He spoke to the class about severe weather and weather forecasting and during his presentation, students were able to ask questions about working at the TV station.	1	Meteorologist
40	2/10/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited the Kindergarten at Rossville Elementary School in Rossville, GA. About 85 students. He read "Cloudy with a Chance of Meatballs" and spoke about severe weather and during his visit, students were able to ask questions about working at the TV station.	1	Meteorologist
41	2/12/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited the 4th grade at Clifton Hills Elementary School in Chattanooga, TN. He spoke to the class about severe weather and during his presentation, students were able to ask questions about working at the TV station.	1	Meteorologist



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42	2/19/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited the 3rd grade at Lookout Valley Elementary School in Chattanooga, TN. He spoke about severe weather and after the presentation he gave the students an opportunity to ask about working at a news station.	1	Meteorologist
43	2/20/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists traveled to Rossville, GA to speak to 2nd grade students at Rossville Elementary. He spoke about severe weather. After the presentation he gave the students an opportunity to ask about working at a TV station.	1	Meteorologist
44	2/24/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists traveled to Rossville, GA to speak to 3rd grade students at Rossville Elementary. He spoke about severe weather in the Tennessee Valley. After the presentation he gave the students an opportunity to ask about working at a TV station.	1	Meteorologist
45	2/26/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited the Kindergarten students at Lookout Valley Elementary in Lookout Valley, TN. He read "Cloudy with a Chance of Meatballs" to the class and talked about severe weather in the TN Valley. He spoke about severe weather in the Tennessee Valley. After the presentation he gave the students an opportunity to ask about working at a TV station.	1	Meteorologist
46	3/2/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited Orchard Knob Elementary in Chattanooga, TN. He read "Cloudy with a chance of Meatballs" then He spoke about severe weather in the Tennessee Valley. About 110 students. After the presentation he gave the students an opportunity to ask about working at a TV station.	1	Meteorologist

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47	3/3/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited Rivermont Elementary in Chattanooga TN. He spoke about severe weather in the Tennessee Valley. After the presentation he gave the students an opportunity to ask about working at a TV station.	1	Meteorologist
48	3/4/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited Tiger Creek Elementary in Tunnel Hill, GA. He spoke about severe weather in the Tennessee Valley. After the presentation he gave the students an opportunity to ask about working at a TV station.	1	Meteorologist
49	3/5/2020	Participation in events or programs sponsored by educational institutions	CLASS VISIT: One of SBG Chattanooga's meteorologists visited the kindergarten class at Chattanooga School for the Arts & Sciences in Chattanooga, TN, He read to the class "Cloudy with a Chance of Meatball" and then talked about severe weather, after the presentation he gave the students an opportunity to ask about working at a TV station.	1	Meteorologist