

WPEC, WTCN, WTVX, WWHB**EEO PUBLIC FILE REPORT****October 1, 2014 - September 30, 2015****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	2-3, 5-7, 10-13, 15-19, 23, 25, 27-28, 31, 33-36, 38-40, 42-46, 50-51, 54, 57-61, 63-66	15
Account Executive	2-3, 5-7, 10-13, 15-19, 23, 25, 27-28, 31, 33-36, 38-40, 42-46, 50-51, 54, 57-61, 63-66	15
Digital Content Manager	2-7, 9-13, 16-19, 23-31, 33-46, 50-51, 53-54, 57-66	30
Weekend Morning Meteorologist	2-3, 5-13, 16-19, 21, 23-28, 31, 33-40, 42-46, 48-51, 53-54, 56-66	57
News Video Editor	2-3, 5-7, 9-13, 16-19, 23-27, 31, 33-40, 42-46, 50-51, 53-54, 57-61, 63-66	10
Multimedia Journalist	2-3, 5-13, 16-19, 23-26, 29, 31, 33-40, 42-46, 50-51, 53-54, 57-66	65
Multimedia Journalist	2-3, 5-13, 16-19, 23-26, 29, 31, 33-40, 42-46, 50-51, 53-54, 57-66	50
Multimedia Journalist	2-3, 5-13, 16-19, 23-26, 29, 31, 33-40, 42-46, 50-51, 53-54, 57-66	65
Investigative Reporter	2-3, 5-13, 16-19, 23-26, 31, 33-40, 42-46, 50-51, 53-54, 57-66	57
News Photographer	2-3, 5-13, 15-19, 23-26, 28, 31, 33-40, 42-46, 50-51, 53-54, 57-66	28
News Photographer	2-3, 5-13, 15-19, 23-26, 28, 31, 33-40, 42-46, 50-51, 53-54, 57-66	50
News Photographer	2-3, 5-13, 15-19, 23-26, 28, 31, 33-40, 42-46, 50-51, 53-54, 57-66	28
News Photographer	2-3, 5-13, 15-19, 23-26, 28, 31, 33-40, 42-46, 50-51, 53-54, 57-66	28
News Photographer	2-3, 5-13, 15-19, 23-26, 28, 31, 33-40, 42-46, 50-51, 53-54, 57-66	15
Receptionist (Bilingual)	2-3, 5-7, 10-13, 15-19, 23-26, 28, 31, 33-36, 38-40, 42-46, 50-51, 54, 57-66	15
Sales Account Executive - Experienced	2-3, 5-7, 10-13, 16-19, 23-26, 30-31, 33-36, 38-40, 42-46, 50-51, 54, 57-66	30
Morning Breaking News Anchor/Investigative Reporte	2-3, 5-13, 16-19, 21, 23-26, 28-29, 31, 33-40, 42-46, 48-51, 53-54, 56-66	29
Traffic Anchor/Reporter	2-3, 5-13, 16-19, 21, 23-26, 28-29, 31, 33-40, 42-46, 48-51, 53-54, 56-66	57
WPEC Web Producer	2-3, 6-7, 9-13, 16-19, 21, 23-26, 28, 31, 33-40, 42-46, 48-51, 53-54, 56-66	65

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Hub Master Control Operator	2-3, 5-7, 9-13, 15-19, 21, 23-26, 28-29, 31, 33-36, 38-40, 42-46, 48-51, 54, 56-66	29
Hub Master Control Operator	2-3, 5-7, 9-13, 15-19, 21, 23-26, 28-29, 31, 33-36, 38-40, 42-46, 48-51, 54, 56-66	50
Creative Services Director	1-7, 9-13, 15-19, 21, 23-26, 28-29, 31, 33-40, 42-46, 48-51, 53-54, 56-66	1
Commercial Producer	2-3, 5-7, 9-13, 16-19, 21, 23-26, 28-29, 31, 34-36, 38-40, 42-46, 48-51, 54, 56-66	29
Anchor/Reporter	2-3, 5-13, 16-19, 21, 23-26, 28-29, 31, 34-40, 42-46, 48-51, 53-54, 56-66	29
Special Projects Manager	2-3, 5-13, 16-19, 21, 23-26, 28, 31, 34-40, 42-46, 48-51, 53-54, 56-66	57
Executive Producer	2-3, 5-13, 16-19, 21, 23-26, 28, 31, 34-40, 42-46, 48-51, 53-54, 56-66	50
Promotion Producer	1-3, 5-7, 9-13, 16-19, 21, 23-26, 28-29, 31, 33-36, 38-40, 42-46, 48-51, 54, 56-66	29
Promotion Producer	1-3, 5-7, 9-13, 16-19, 21, 23-26, 28-29, 31, 33-36, 38-40, 42-46, 48-51, 54, 56-66	65
Bi-Lingual MMJ and Co-host of Enfoque Comunitario	2-3, 5-13, 16-19, 21, 23-26, 28, 31, 33-40, 42-46, 48-51, 53-54, 56-66	66
Sales Account Executive	2-3, 5-7, 10-13, 15, 18-21, 23-26, 28-29, 31, 33-36, 38-40, 42-46, 48-52, 54, 56-66	28
Sales Account Executive	2-3, 5-7, 10-13, 15, 18-21, 23-26, 28-29, 31, 33-36, 38-40, 42-46, 48-52, 54, 56-66	20
Sales Account Executive	2-3, 5-7, 10-13, 15, 18-21, 23-26, 28-29, 31, 33-36, 38-40, 42-46, 48-52, 54, 56-66	29
Receptionist/Administrative Support (Bi-lingual)	2-3, 5-7, 10-13, 16-19, 21, 23-26, 28, 31, 33-36, 38-40, 42-46, 48-51, 54, 56-66	28
Executive Assistant/Local Sales Assistant	2-3, 5-7, 10-13, 16-19, 21, 23-26, 28, 31, 33-36, 38-40, 42-46, 48-51, 54, 56-66	28
Broadcast Engineer	2-3, 5-7, 9-13, 15-19, 21, 23-26, 28-29, 31, 33-36, 38-40, 42-46, 48-51, 54, 56-66	5

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General Sales Manager	2-3, 5-7, 10-13, 16-19, 21-26, 28-29, 31, 33-36, 38-40, 42-46, 48-52, 54-66	29
News Video Editor	2-3, 5-7, 9-13, 16-19, 21-26, 28-29, 31, 33-40, 42-46, 48-51, 54-66	50
Executive Producer	2-3, 5-7, 9-13, 15-19, 21-26, 28-29, 31, 33-40, 42-46, 48-51, 53-66	29
Weekend Assignment Editor	2-3, 5-7, 9-13, 15-19, 21-26, 28, 31, 33-39, 42-46, 48-51, 53-66	65
Special Projects Producer	2-3, 5-7, 9-13, 15-19, 21-26, 28, 31, 33-39, 41-46, 48-51, 53-66	15
Nightside Assignment Editor	2-3, 5-7, 9-13, 15-19, 21-26, 28, 31-40, 42-51, 53-57, 59-66	28
Weeknight News Producer	2-3, 5-7, 9-13, 16-19, 21-26, 28-29, 31-40, 42-46, 48-51, 53-57, 59-66	29
Account Executive	2-3, 5-7, 10-13, 15, 18-19, 21-26, 28, 31-36, 38-40, 42-46, 48-51, 54-57, 59-66	15
Account Executive	2-3, 5-7, 10-13, 15, 18-19, 21-26, 28, 31-36, 38-40, 42-46, 48-51, 54-57, 59-66	28
Morning News Producer	2-3, 5-7, 9-13, 15-19, 21-26, 28-29, 31-40, 42-46, 48-51, 53-57, 59-66	15
Photographer	2-3, 5-7, 9-13, 16-19, 21-26, 28-29, 31-40, 42-46, 48-51, 53-57, 59-66	29
Creative Services Production Manager	2-3, 5-7, 9-13, 15-19, 21-23, 25-26, 28-29, 31, 33-36, 38-40, 42-46, 48-51, 54-57, 59-66	15
Local Sales Assistant	2-3, 5-7, 10-13, 16-19, 21-23, 25-26, 28-29, 31, 33-36, 38-40, 42-46, 48-51, 54-57, 59-66	29
Master Control Operator	2-3, 5-7, 10-19, 21-26, 28, 31-36, 39-40, 42-46, 48-51, 54-57, 59-66	15
Master Control Operator	2-3, 5-7, 10-19, 21-26, 28, 31-36, 39-40, 42-46, 48-51, 54-57, 59-66	49
Receptionist for CW34/My15/Azteca48	2-3, 5-7, 10-13, 15-19, 21-23, 25-26, 28, 31-36, 39-40, 42-46, 48-51, 54-57, 59-66	15

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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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina Phone : 919-217-4438 Sandy Lizik Manual Posting	N	1
2	Art Institute of Fort Lauderdale 1799 SE 17th Street Ste. 228 Fort Lauderdale, Florida 33316 Phone : 954-308-2605 Email : jberkshire@aii.edu Jody Berkshire	Y	0
3	Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Student Services Daytona Beach, Florida 32114 Phone : 386-481-2141 Email : owensa@cookman.edu Anthony Owens	N	0
4	Broadcasting & Cable 225 State Street Suite 300 New London, Connecticut 06340 Phone : 860-440-0635 Career Services Manual Posting	N	0
5	Careerbuilder 8401 Greensboro Dr, Ste 250 McLean, Virginia 22102 Phone : 0000000000 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	5
6	Central Florida Association of Black Journalists PO Box 745 Orlando, Florida 32801 Email : cfabj1@gmail.com Career Services	N	0
7	City College-Fort Lauderdale Campus 2000 West Commercial Blvd Fort Lauderdale, Florida 33309 Phone : 954-492-5353 Email : tackerman@citycollege.edu Traci Ackerman	Y	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	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Email : bille@michaelsmedia.com Michael Bille	N	0
9	Columbia Journalism School Graduate School 207 Journalism School New York, New York 10027 Phone : 212-854-4422 Julie Hartenstein Manual Posting	N	0
10	Connecticut School of Broadcasting 3450 Northlake Blvd. Ste. 110 Palm Beach Gardens, Florida 33403 Phone : 561-847-4126 Email : csbpalmbeach@gocsb.com Harley Rhodes	N	1
11	Creative Jobs Central 324 W. 38th St. Ste. #1002 New York, New York 10018 Phone : 646-202-9538 Url : http://www.creativejobcentral.com Email : livejobsites@gmail.com Cara Silverman	N	0
12	Emerson College 100 Beacon Street Boston, Massachusetts Phone : 617-824-8586 Url : http://www.emerson.edu Email : carol_spector@emerson.edu Carol Spector	N	0
13	Emma L. Bowen Foundation For Minority Interests In Media, Inc. 825 - 7th Avenue 2nd Floor New York, New York 10019 Phone : 212-975-2545 Email : sdrice@cbs.com Sandra Rice	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Employ Florida-State of FL Unemployment Office-Veteran's Div. 3400 Belvadere Rd West Palm Beach, Florida 33406 Email : sbgresumes@sbgstv.com West Palm Beach Career Source	N	1
15	Employee Referral	N	23
16	Florida A & M University Career Center Martin Luther King Blvd. Ste. 100 Tallahassee, Florida 32307 Phone : 850-599-8514 Email : delores.dean@famuedu Delores Dean	N	0
17	Florida A&M University 100 Student Union Plaza, Tallahassee, Florida 32307 Url : http://www.careercenter.famuedu Email : careercenter@famuedu Career Services	N	0
18	Florida Association of Broadcasters 201 S Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 800.802.5322 Email : intern@fab.org Career Services	N	0
19	Florida Atlantic University 777 Glades Road P.O. Box 3091 Boca Raton, Florida Phone : 561-297-3536 Url : http://www.myinterface.com/fau/employed James Watson Manual Posting	Y	0
20	Former Employee Referral	N	1
21	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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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Hire a Hero P.O. Box 6808 Morongo, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgvtv.com Broadbean Source Alicia Lawrence	N	0
23	Hispanic Human Resource Center 1427 Congress Avenue West Palm Beach, Florida Phone : 561-641-7400 Email : hhrjmp@aol.com Carmen Kunze	N	0
24	Hispanic Link News Service 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202.234.0280 Email : charlie@hispaniclink.org Charles A Ericksen	N	0
25	Howard University Career Planning & Placement Service 525 N.W. Bryant Street #206 Washington, District of Columbia 20059 Phone : 202-806-7513 Email : careersrhu@howard.edu Joan Browne	N	0
26	Idaho State - Department of Mass Communications 921 South 8th Ave Stop 8242 Pocatello, Idaho Phone : 208-282-0211 Email : careers@isu.edu Career Center	Y	0
27	Indeed Florida Url : http://www.indeed.com Career Services Manual Posting	N	0
28	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	32

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Internal Candidate	N	31
30	Internet Ad-not directly contacted by SEU	N	2
31	Ithica College 953 Dandy Rd Ithica, New York 14850 Phone : 555-555-5555 Email : Eloise@ithaca.edu Eloise Green	Y	0
32	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
33	Latin Chamber of Commerce 1417 W. Flagler Street Miami, Florida 33135 Phone : 305-642-3870 Email : bettyg@camacol.org Betty Gradera	N	0
34	Lincoln College of Technology 2410 Metrocenter Blvd West Palm Beach, Florida 33407 Phone : 561.842.8324 Email : jsherrard@lincolntech.com Joan Sherrard	N	0
35	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	0
36	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	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
37	Medialine Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
38	Nat'l Association of Hispanic Journalists 1000 National Press Building 529 14 th Street NW Washington, District of Columbia Phone : 202.662.7145 Email : kolivas@nahj.org Kevin Olivas	N	0
39	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301.405.0248 Url : http://www.nabj.org Email : sberry@nabj.org Scott Berry	N	0
40	National Association of Broadcasters (NAB) 1771 North Street N Washington, District of Columbia 20036 Phone : 202.429.5496 Email : nmann@nab.org Nate Mann	N	0
41	Non-Employee Referral	N	2
42	Norfolk State University 700 Ark Avenue Norfolk, Virginia 23504 Email : pcbriggs@nsu.edu Career Services	N	0
43	Ohio Center for Broadcasting Ohio 9885 Rockside Road Suite 160 Valley View, Ohio 4125 Phone : 216-447-9117 Email : jhardy@beonair.com Janice Hardy	Y	0
44	Palm Beach Atlantic University 901 S.Flagler Drive West Palm Beach, Florida 33401 Email : kimberly_ladd@pba.edu Kimberly Ladd	N	0

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45	Palm Beach County Film & Television Commission 1555 Palm Beach Lakes Boulevard Suite 414 West Palm Beach, Florida 33401 Phone : 561-233-1000 Email : ctricoli@pbfilm.com Christy Tricoli	Y	0
46	Palm Beach State College Central Campus 4200 Congress Avenue Lake Worth, Florida 33461 Phone : 561-868-3049 Url : http://www.pbcc.edu Gail Tomei Manual Posting	Y	0
47	Previous Employee	N	1
48	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
49	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	1
50	Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, Maryland 21030 Phone : 410.568.1517 Email : employment@sbgstv.com Sharon Pickeral	N	16
51	Society of Broadcast Engineers, Inc. 8445 Keystone Crossing Ste. 140 Indianapolis, Indiana 46240 Phone : 317-253-1640 Email : kjones@sbe.org Scott Jones	N	0

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52	Spots n Dots 167 Oakdale Road Johnson City, New York 13790 Emily McKay Manual Posting	N	0
53	Talent Dynamics Florida Email : hedding@talentdynamics.com Christina Hedding	N	0
54	The Institute of Production and Recording 312 Washington Avenue North Minneapolis, Minnesota 55401 Phone : 612-375-1900 Email : srobinson@ipr.edu Sandy Robinson	Y	0
55	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
56	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
57	TV Jobs P.O Box 4116 Oceanside, California 92052 Phone : 760.754.8177 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	12

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65	WPEC website 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : http://www.cbs12.com Ursula Peak Manual Posting	N	19
66	WTVX/WTVX/WWHB/LATV 1700 Palm Beach Lakes Blvd. Suite 150 West Palm Beach, Florida 33402 Phone : 561.681.3436 Url : http://www.wearewestpalm.com Gwen Wright Manual Posting	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			151

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2014	Establishment of an intern program designed to assist members of the community	<p>The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs with the broadcast industry.</p> <p>Program Objectives: Develop links with universities and colleges to promote WPEC as prospective employer. Create a symbiotic relationship between interns and WPEC employees. Provide interns with opportunities for translating classroom theories into industry applications. Interns will have a chance to develop practical skills that will improve their chances for success within the broadcast industry.</p> <p>Eligibility Requirements: The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communications majors, though other majors may be considered. The applicant must be at least 18 years of age. The applicant must be in good academic standing, as defined by his or her academic institution. The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid. In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.</p> <p>From October 1, 2014 through September 30, 2015 the Station Employment Unit provided Internships for 2 students. The Interns came to us from Florida Atlantic University, Boca Raton, Florida and Cornell University, Ithaca, New York. Internships were provided for our News Department, - Assignment Desk, Reporting, Web and Weather.</p>	3	News Director Assignment Desk Manager Weather Anchor

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2	10/2/2014	Participation in Job Fairs	The Palm Beach State College Fall Job was held at the Palm Beach Gardens North Campus in the Bio Science Technology Complex from 1:00 pm to 4:00 pm on October 2, 2014. Gwen Wright - Executive Assistant, Cynthia Camacho - Local Sales Manager and Joe Tracy - general sales Manger represented WPEC/WTVX/WTCN/WWHB. They had around 1,000 attendees visiting the Job Fair seeking employment opportunities. Around 48 businesses participated in the Job Fair along with 13 Universities. They brought back some resumes for our current job openings. We encouraged possible applicants and future applicants to go to our Website to view our open jobs and apply on line. We talked to some people about our Internship Program. Cards thanking attendees for stopping at our booth and encouraging them to go online to www.sbgil.net for employment opportunities were passed out. The Job Fair was open to students and the Community.	3	Executive Assistant Local Sales Manager General Sales Manager
3	1/19/2015	Participation in events sponsored by community groups	Robin Cross hosted Cub Scout Pack 774 from Jupiter, Florida for a station tour. She escorted the boys, siblings and parents around the station to teach them what each department does at WPEC. The group then sat through the noon broadcast and made a guest appearance at the end of the newscast.	1	Special Projects Producer
4	1/19/2015	Participation in events sponsored by community groups	Cub Scouts from Loxahatchee, Florida came and toured our facility. They received a detailed tour from Thomas Forester. They went thru the Newsroom, Break room, Editing, Sales and our Life trucks. In the Studio they were given the opportunity to sit on the News set with the Anchors and have pictures taken. They also had the chance to read the prompter.	1	Reporter

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5	2/10/2015	Participation in events sponsored by community groups	Station Tour for Cub Scouts Pack 274 was given by CBS 12's Michele Wright. She gave a 45 minute tour and provided a behind-the-scenes look around the station, control room, master control, newsroom and studio. Cub Scouts were delighted to watch a mock segment, be a part of a newscast & demo on the chromakey (green screen) wall and see themselves on camera. Visitors participated in a fun (kid friendly) Q & A at the end of the on how to grow up and appear on television, the importance of doing their best in school and how one day they be hired to work at a television station. They enjoyed taking pictures for their scrapbooks on Media Day. Scouts/Parents were made aware of the CBS12.com website as a resource for information and the opportunity to apply for any open positions.	1	News Anchor
6	3/25/2015	Participation in events or programs sponsored by educational institutions	Suzanne Boyd conducted a station tour for the 4th grade students from St. Joseph's Episcopal School in Boynton Beach, Florida. She gave them a tour of the station and the Newsroom educating the students on how we gather news and get it on the air. They were able to try out the "green screen" in the weather department and draw on our big touchscreen monitor. They gave them access to the control room and master control. The 4th graders had lots of great questions and their teachers said it was the best field trip they've ever been on.	1	Anchor

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10	9/18/2015	Participation in Job Fairs	Sharon, Stan and Kevin represented ALL news stations for Sinclair at the career expo at the RTDNA, EIJ and National Association of Hispanic Journalists convention in Orlando, FL; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager Director, News Development News Talent Manager