

WTVC
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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
Multimedia Journalist (MMJ)	1-15, 17-22, 24-32, 34-48, 50-52, 54-75, 77-79	15
Marketing Consultant	1-11, 14, 17-30, 32-42, 44-48, 50-52, 54-59, 61-79	33
Lifestyle Multimedia Journalist (MMJ)	1-12, 14, 17-30, 32, 35-42, 44-48, 51-52, 54-57, 59, 61-75, 77-79	56
Creative Services Producer	1-12, 14, 17-22, 24-30, 32, 35-36, 38-42, 44-48, 51-52, 54-57, 59, 61-75, 77-79	41
Creative Services Producer	1-12, 14, 17-22, 24-30, 32, 35-36, 38-42, 44-48, 51-52, 54-57, 59, 61-75, 77-79	56
Master Control Operator	1-11, 14, 17-22, 24-30, 32-36, 38-42, 44-48, 51-59, 61-75, 77-79	58
Human Resources Manager	1-11, 14, 17-22, 24-30, 32, 35-36, 38-42, 44-48, 51-57, 59, 61-75, 77-79	41
Marketing Associate	1-11, 14, 17-22, 24-30, 32-33, 35-36, 38-42, 44-49, 51-59, 61-75, 77-79	56
News Producer	1-11, 14, 17-22, 24-32, 35-36, 38-42, 44-49, 51-57, 59-75, 77-79	56
Marketing Consultant	1-11, 14, 17-30, 32, 35-36, 38-42, 44-49, 51-57, 59, 61-73, 75, 77-79	23
Multimedia Journalist (MMJ)	1-11, 14, 17-22, 24-32, 35-36, 38-42, 44-49, 51-57, 59-73, 75, 77-79	56
Multimedia Journalist (MMJ)	1-11, 14, 17-22, 24-32, 35-36, 38-42, 44-49, 51-57, 59-73, 75, 77-79	56
Marketing Consultant	1-11, 14, 17-30, 32, 35-36, 38-42, 44-49, 51-57, 59, 61-73, 75, 77-79	23
Creative Services Producer	1-11, 14, 16-22, 24-30, 32-33, 35-36, 38-42, 44-49, 51-57, 59, 61-73, 75, 77-79	33
Newscast Director	1-11, 14, 17-22, 24-32, 35-36, 38-42, 44-49, 51-57, 59-73, 75, 77-79	56
News Editor	1-11, 14, 17-22, 24-30, 32, 35-36, 38-42, 44-49, 51-57, 59, 61, 63-73, 75-79	76
Master Control Operator	1-11, 14, 17-22, 24-30, 32-33, 35-36, 38-42, 44-49, 51-57, 59, 61, 63-73, 75-79	76

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	1-11, 14, 17-22, 24-30, 32, 35-36, 38-42, 44-49, 51-57, 59, 61-73, 75, 77-79	56

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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
1	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
2	Alcorn State Dept of Communications 1000 ASU Drive #269 Lorman, Mississippi 39096-9402 Phone : 601-877-6188 Email : jobs@alcorn.edu Carla Williams	N	0
3	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : kbordell@asu.edu Karen Bordeleau	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 : 423-775-7164 Email : careerservices@bryan.edu Luke Morris	N	0

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7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	N	0
8	Chattanooga State Community College 4501 Amnicola Hwy Chattanooga, Tennessee Phone : 423-697-2598 Regina Miller Manual Posting	N	0
9	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
10	Christian Brothers University 650 E Parkway South Memphis, Tennessee 38104 Url : http://www.cbu.edu Email : career@cbu.edu Amy Ware	N	0
11	Cleveland State Community College 3535 Adkisson Drive Cleveland, Tennessee 37311 Phone : 423-473-2288 Sandy Kirby Manual Posting	N	0
12	Clinton Junior College 1029 Crawford Road Rock Hill, South Carolina 29730-5152 Phone : 803-327-7402 Fax : 1-803-327-3261 Omega Honeywood	N	0
13	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	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	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
15	Corporate Recruiter	N	1
16	Current Employee	N	2
17	Dillard University 2601 Gentilly Blvd New Orleans, Louisiana 70122-3097 Phone : 504-816-4914 Email : dwilliams@dillard.edu Dr. Dawn Williams	N	0
18	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgstv.com Rob Steward	N	0
19	East TN State University 1276 Gilbreath Dr Johnson City, Tennessee 37614 Phone : 423-439-8000 Email : sbgresumes@sbgstv.com Erin Whitley	N	0
20	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
21	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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22	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
23	Employee Referral	N	7
24	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgvtv.com Career Center	N	0
25	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgvtv.com R. Brandt	N	0
26	Hampton University School of Journalism East Quinn Street Hampton, Virginia Phone : 757-727-5000 Email : careercenter@hamptonu.edu Bessie Willis	N	0
27	Harding University PO Box 10765 Searcy, Arkansas 72149 Phone : 501-279-4040 Url : http://www.harding.edu Email : ndarnell@harding.edu Noah Darnell	Y	0
28	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgvtv.com William Moss	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
29	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0
30	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
31	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
32	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
33	Indeed.com - Not Directly Contacted by SEU	N	9
34	Internet Ad-not directly contacted by SEU	N	5
35	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
36	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

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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	Jobs4TN 5600 Brainard Rd Chattanooga, Tennessee 37411 Phone : 4238945354 Url : www.jobs4tn.gov n/a n/a	N	0
38	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
39	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
40	Lee University 1120 N Ocoee Street Cleveland, Tennessee 37311 Phone : 423-614-8630 Url : http://www.leeuniversity.edu Golden Madaume Manual Posting	N	0
41	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgvtv.com Account Manager	N	13
42	Medgar Evers College Career Center 1150 Carroll Street Brooklyn, New York Phone : 718-270-6055 Debora Young Manual Posting	N	0

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43	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	N	0
44	Middle TN State University 1301 E Main St Murfreesboro, Tennessee 37132 Career Services Manual Posting	N	0
45	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
46	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
47	NAB.org 1771 N Street NW Washington, District of Columbia Email : nmann@nab.org Nate Mann	N	0
48	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
49	National Association of Broadcasters Washington DC Washington DC, District of Columbia Email : sbgresumes@sbgvtv.com n/a n/a	N	0

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50	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California 91003 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Brenda Rivas	N	0
51	Norfolk State University Dept. of Mass Comm 700 Park Ave Norfolk, Virginia Email : tatwater@nsu.edu Terry Atwater	N	0
52	North Carolina A&T State University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
53	Ohio Media School 441 Montgomery Rd. Suite 200 Norwood, Ohio 45212 Phone : 513-342-3512 Email : pbufford@beonair.com Phillip Bufford	Y	0
54	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
55	Sewanee University 735 University Drive Bishop's Common 114 Sewanee, Tennessee 37383 Eric Benjamin Manual Posting	N	0

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56	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Career Page	N	20
57	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
58	Station Website	N	4
59	Stillman College 3600 Stillman Blvd Tuscaloosa, Alabama Phone : 205-349-4240 Email : jcurrie@stillman.edu Jacqueline Currie	N	0
60	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
61	Tennessee Association of Broadcasters Nashville, Tennessee Url : http://www.tabatn.org Whit Adamson Manual Posting	N	0
62	Tennessee Career Center 5600 Brainerd Rd Chattanooga, Tennessee 37411 Phone : 423-634-2304 Url : http://www.sedev.org Email : Southeast.mailbox2@tn.gov Walt Blackwell	N	0

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63	Tennessee State University 3500 John A Merritt Blvd Nashville, Tennessee Email : sbgresumes@sbgstv.com Career Center	N	0
64	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
65	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle Prong 2 Ended Date: 12/31/2023	N	0
66	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
67	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	0
68	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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69	University of Mississippi Meek School of Journalism 1 Grove Loop University, Mississippi Phone : 662-915-7146 Email : cdmitch1@olemiss.edu Charles Mitchell	N	0
70	University of TN @ Knoxville Career Center Knoxville, Tennessee Phone : 4237577311 Url : https://www.myinterfase.com/utkcareer/employer/hom Email : sbgresumes@sbgvtv.com Ann Langston	N	0
71	University of TN at Chattanooga 615 McCallie Avenue Chattanooga, Tennessee 37403 Phone : 423-425-4184 Email : sbgresumes@sbgvtv.com Jan Michaels	N	0
72	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
73	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
74	Winston-Salem State University Campus Box 19294 Winston-Salem, North Carolina Phone : 410-568-1517 Email : careersvcs@wssu.edu Monica Boyd	N	0

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75	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgvtv.com Career Center	N	0
76	Word of Mouth Referral	N	3
77	WTVC Web Site 4279 Benton Drive Chattanooga, Tennessee Phone : 423.757.7312 Email : sbgresumes@sbgvtv.com Human Resources	N	0
78	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
79	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			64

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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	4/11/2023	Participation in events or programs sponsored by educational institutions	Angie Bela, Marketing Assistant for WTVC/WFLI, conducted a school tour for Cherokee Elementary Station per their request. The tour allowed students to meet the on-air staff as well as educated them on the day-to-day activities. They were also able to ask questions and learn about what goes into producing each news segment.	1	Marketing Assistant
2	4/25/2023	Participation in events sponsored by organizations representing the community	A job coach with the Michael Dunn Center based in Kingston, TN requested a tour for a client that is interested in meteorology. This client was able to tour the WTVC/WFLI station and ask questions surrounding the job of a meteorologist. The client was able to gather more insight into the job duties of a meteorologist.	1	Marketing Assistant
3	5/9/2023	Participation in events or programs sponsored by educational institutions	A group of 20 elementary students and two educators from Pepperell Elementary School toured the WTVC/WFLI station. The students learned how things are operated in a real news station. These students were able to ask questions to the news staff and were able to get a better understanding of various jobs in the news industry.	1	Marketing Assistant
4	9/9/2023	Participation in events or programs sponsored by educational institutions	WTVC's Meteorologist, Bill Race and Anchor, Bliss Zechman attended a classroom session at North Whitfield Middle School at the request of the school. Bill and Bliss spoke to students and discussed what is involved in a career in journalism at a television station, as well as the steps you can take to gain the education needed to succeed in the broadcast industry. They answered questions from the students and teachers related to their careers in meteorology and as an anchor.	1	Senior Meteorologist Anchor

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5	10/10/2023	Participation in events or programs sponsored by educational institutions	Angie Beal, Marketing Assistant for WTVC/WFLI, conducted a tour for Cherokee Elementary School students upon their request. The students toured the station and went behind the scenes to discuss various jobs within the news industry. They were able to answer the questions the students had.	3	Marketing Assistant Anchor Meteorologist
6	10/26/2023	Participation in events or programs sponsored by educational institutions	WTVC's Meteorologist, Ryan Gold attended a classroom session at Cloud Springs Elementary at the request of the school. Ryan discussed the importance of tornado safety as well as show how thunderstorms form by using science experiments. Ryan answered student questions on his job, schooling, and what it takes to be a meteorologist.	1	Meteorologist
7	10/27/2023	Participation in events or programs sponsored by educational institutions	WTVC's Anchor, Latricia Thomas and Digital Content Producer, Dan Lehr attended a classroom session at Westview Elementary at the request of the school for their career day. Latricia spoke to students and discussed what is involved in a career in journalism at a television station, as well as the steps you can take to gain the education needed to succeed in the broadcast industry. She answered questions about her job as a News Anchor.	2	News Anchor Digital Content Producer
8	10/31/2023	Participation in events or programs sponsored by educational institutions	WTVC's Meteorologist, Ryan Gold attended a classroom session at Hopewell Elementary at the request of the school. Ryan discussed the importance of tornado safety as well as show how thunderstorms form by using science experiments. Ryan answered student questions on his job, schooling, and what it takes to be a meteorologist.	1	Meteorologist

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9	11/14/2023	Participation in events or programs sponsored by educational institutions	WTVC's Meteorologist, Ryan Gold attended a classroom session at Valley View Elementary at the request of the school. Ryan discussed the importance of tornado safety as well as show how thunderstorms form by using science experiments. Ryan answered student questions on his job, schooling, and what it takes to be a meteorologist.	1	Meteorologist
10	11/17/2023	Participation in events or programs sponsored by educational institutions	WTVC's Meteorologist, Ryan Gold attended a classroom session at Nolan Elementary at the request of the school. Ryan discussed the importance of tornado safety as well as show how thunderstorms form by using science experiments. Ryan answered student questions on his job, schooling, and what it takes to be a meteorologist.	1	Meteorologist
11	11/27/2023	Participation in events or programs sponsored by educational institutions	WTVC's Meteorologist, Lexie Horath conducted a school visit with the 1st grade at Varnell Elementary School at the request of the school. She discussed severe weather and how to stay safe. She also answered questions on how to become a meteorologist and about the job duties and qualifications.	1	Meteorologist/MMJ
12	12/12/2023	Participation in events or programs sponsored by educational institutions	WTVC's Meteorologist, Ryan Gold attended a classroom session at Griffith Elementary at the request of the school. Ryan discussed the importance of tornado safety as well as show how thunderstorms form by using science experiments. Ryan answered student questions on his job, schooling, and what it takes to be a meteorologist.	1	Meteorologist
13	12/16/2023	Participation in events or programs sponsored by educational institutions	WTVC's Meteorologist, Ryan Gold attended a classroom session at Soddy Daisy Elementary at the request of the school. Ryan discussed the importance of tornado safety as well as show how thunderstorms form by using science experiments. Ryan answered student questions on his job, schooling, and what it takes to be a meteorologist.	1	Meteorologist

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14	12/19/2023	Participation in events or programs sponsored by educational institutions	WTVC's Anchor, Josh Roe talked to all the 5th graders at Saddle Ridge Elementary / Middle School in Rock Spring, Georgia on December 19, 2023 per the request of the school. He talked about Marine Boot Camp, Marine Life and military Leadership. He also answered questions about his position as an anchor and what his job entails.	1	Anchor
15	12/19/2023	Participation in events or programs sponsored by educational institutions	WTVC's Meteorologist, Lexie Horath conducted a school visit with East Ridge Elementary School at the request of the school. She discussed severe weather and how to stay safe. Lexie also answered questions on how to become a meteorologist and about her job duties and what it is like at a news station.	1	Meteorologist/MMJ
16	2/5/2024	Participation in events or programs sponsored by educational institutions	WTVC's Meteorologist, Lexie Horath conducted a school visit with Woodstation Elementary School at the request of the school. She discussed severe weather and how to stay safe. Lexie also answered questions on how to become a meteorologist and about her job duties and what it is like at a news station.	1	Meteorologist/MMJ
17	3/1/2024	Participation in Job Fairs	Sheldon Harrell, Commercial Production Manager, and William Lenzi, Promotions Manager participated in a job fair at Chattanooga Preparatory School, which was open to the students and the public. There were over 450 attendees. Sheldon and Williams were able to answer any questions about job openings at the WTVC/WFLI station. Students were asked to apply online at the career website.	2	Commercial Production Manager Promotions Manager