

WTTA
EEO PUBLIC FILE REPORT
October 1, 2012 - September 30, 2013

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Long Form Coordinator	2, 18, 29	29
General Manager	19, 24	24
Account Executive	3, 9, 18, 24, 29	9
Account Executive	3, 9, 18, 24, 29	9
Account Executive	3, 9, 18, 24, 29	9
SBGU	18, 24, 29	18
Long Form Coordinator	3, 9, 22, 24	9
Long Form Coordinator	3, 9, 22, 24	9
Long Form Coordinator	3, 9, 22, 24	22
Long Form Account Executive	9, 24	24
Long Form Account Executive	3, 9, 24, 26	3
Long Form Account Executive	3, 9, 24, 26	24
Creative Services Producer	1, 3-12, 14, 16-17, 19-23, 25, 27-28, 30-37	22
Director of Sales	1, 3-17, 20-21, 23, 25-37	26
On Air Host/Community Affairs Coordinator	1, 3-12, 14, 16-17, 20-21, 23, 25, 27-28, 30-37	9
ACCOUNT EXECUTIVE - ENTRY LEVEL	1, 3, 5-12, 14, 16-17, 20-21, 23, 25, 27, 30-32, 34, 36-37	9
SALES & TRAFFIC ASSISTANT	1, 3, 5-12, 14, 16-17, 20-21, 23, 25, 27, 29-34, 36-37	9

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-662-5400 Url : http://www.bishop.edu Email : jwomack@bishop.edu Juliette Womack	Y	0
2	Career Fair	N	1
3	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	9
4	Civilianjobs.com 1825 Barrett Lakes Blvd Kennesaw, Georgia 30144 Url : http://www.civilianjobs.com Don Johnson Manual Posting	Y	0
5	Connecticut School of Broadcasting 3901 Coconut Palm Drive Suite 105 Tampa, Florida 30144 Phone : 813-443-5307 Fax : 1-813-443-5310 Jennifer Perkins	Y	0
6	Corporation to Develop Communities of Tampa 1907 E. Hillsborough Ave. Tampa, Florida 33610 Phone : 813-231-4362 Email : freddy.barton@cdcoftampa.org Freddy Barton	Y	0
7	Craigslist 1381 9th Ave. San Francisco, California 94122 Phone : 415-566-6394 Url : http://www.craigslist.com Career Services Manual Posting	N	0

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8	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Phone : 252-737-1238 Url : http://www.ecu.edu Email : brownjo@ecu.edu Lee Brown	Y	0
9	Employee Referral Tim Howe	N	19
10	Employerpartnership.org 2400 Army Pentagon Washington, District of Columbia 20310 Url : http://www.employerpartnership.org Crystal Arcilla Manual Posting	Y	0
11	Enable America 101 E. Kennedy Blvd. Suite 3220 Tampa, Florida 33602 Phone : 813-222-3201 Url : http://www.enableamerica.org Email : richard.salem@enableamerica.org Richard Salem	Y	0
12	Everest University-Tampa 3319 W. Hillsborough Ave. Tampa, Florida 33614 Phone : 813-879-6000 Url : http://www.everest.edu Email : rhodgson@cci.edu Regina Hodgson	Y	0
13	FAMU-Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : (850) 599-3700 Email : deloresdean@famuedu Fax : 1-850-599-3353 Delores Dean	N	0
14	Florida Southern College 111 Lake Hollingsworth Drive Lakeland, Florida 33801 Phone : 863-680-4390 Url : http://www.flsouthern.edu Email : careercenter@flsouthern.edu Marge Colton	Y	0

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15	Florida State University University Center 4100 Career Center Tallahassee, Florida 32306 Phone : (850) 644-6431 Email : jflora@fsu.edu Fax : 1-850-644-3273 Ms. Jamie Flora	N	0
16	Hispanic Alliance for Career Enhancement 330 S. Wells Suite 1104 Chicago, Illinois 60606 Phone : 312-435-0498 Url : http://www.haceonline.org Email : info@haceonline.org Career Services	Y	0
17	Hope Services Incorporated P.O. Box 7388 Wesley Chapel, Florida 33544 Phone : 813-629-9717 Email : cindybray@verizon.net Cindy Bray	Y	0
18	Indeed.com	N	3
19	Internal Candidate	N	2
20	International Academy of Design-Campus 5104 Eisenhower Blvd. Tampa, Florida 33634 Phone : 813-889-3406 Url : http://www.iadt.edu/tampa Email : lsilverstein@academy.edu Lee Silverstein	Y	0
21	International Academy of Design-Online 5104 Eisenhower Blvd. Tampa, Florida 33634 Phone : 813-889-3404 Url : http://www.iadt.edu/tampa Email : jlauter@online.academy.edu Joey Lauter	Y	0
22	Job Board Jobs.com	N	2

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23	Keiser University 5002 West Waters Ave. Tampa, Florida 33634 Phone : 813.885-4900 Url : http://www.keiseruniversity.edu Email : etamayo@keiseruniversity.edu Eddy Tamayo	Y	0
24	Linked In	N	9
25	National Hispanic Media Coalition 55 South Grand Ave. Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Career Services	Y	0
26	Other Source	N	8
27	Remington College 6302 E. MLK Jr. Blvd Suite 400 Tampa, Florida 33619 Phone : 813-935-5700 Url : http://www.remingtoncollege.edu Email : deborah.hoffman@remingtoncollege.edu Debbie Hoffman	Y	0
28	Schiller Internatinal University 8560 Ulmerton Road Largo, Florida 33771 Phone : 727-736-5082 Url : http://www.schiller.edu Email : hlafever@schiller.edu Helen Lafever	Y	0
29	Station Website	N	5
30	Tampa Bay Job Links 4100 West Kennedy Suite 206 Tampa, Florida 33609 Phone : 813-344-0200 Url : http://www.tampabay-job-links.org Email : anysia@tampabay-job-links.org Anysia Welsh	Y	0

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31	The Art Institute of Ft. Lauderdale 1799 SE 17th Street Fort Lauderdale, Florida 33316 Phone : 954-308-2615 Url : http://www.artinstitutes.edu/fort-lauderdale Email : lsanchez@aia.edu Luwin Sanchez	Y	0
32	University of Tampa Career Center 401 West Kennedy Blvd Tampa, Florida 33606 Phone : 813-253-6236 Url : http://www.ut.edu Email : hireut@ut.edu Holley Conte	Y	0
33	USF Career Center 4202 E. Fowler Ave. SVC 2088 Tampa, Florida 33620 Phone : 813-974-2171 Url : http://www.usf.edu Fax : 1-813-974-5332 Career Services	Y	2
34	Valdosta State University 1500 North Patterson Street Powell West 2nd Floor Valdosta, Georgia 31698 Phone : 229-333-5942 Url : http://www.valdosta.edu Email : dhargett@valdosta.edu Delois Hargett	Y	0
35	Veteran's Health Administration 3637 West Waters Suite 600 Tampa, Florida 33614 Email : charles.davis10@va.gov Charles Davis	Y	0
36	Work Net Pinellas 2312 Gulf to Bay Blvd. Clearwater, Florida 33765 Phone : 727-319-7927 Url : http://www.worknetpinellas.org Email : twashington@worknetpinellas.org Antoinette Washington	Y	0

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37	Workforce Tampa 9215 N. Florida Avenue Tampa, Florida 33612 Phone : 813-930-7664 Url : http://www.workforcetampa.com Email : suarezm@workforcetampa.com Maria Suarez	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			60

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	11/15/2012	Co Sponsoring Job Fair	On Thursday, November 15, 2012 WTTA sponsored the career fair hosted by Job News Tampa. The fair was held at George M. Steinbrenner Field from 10am-2pm. The fair was open to the public. Applicants were encouraged to attend the fair to apply for open positions.	1	Hernandez	1.00
2	2/6/2013	Co Sponsoring Job Fair	On Wednesday, February 6, 2013 WTTA sponsored the career fair hosted by Job News Tampa. The fair was held at George M. Steinbrenner Field from 10am-2pm. The fair was open to the public. Open positions for WTTA were displayed.	0		1.00
3	4/2/2013	Co Sponsoring Job Fair	On Tuesday, April 2, 2013 WTTA sponsored the career fair hosted by Job News Tampa. The fair was held at Embassy Suites Tampa from 10am-2pm. The fair was open to the public.	0		1.00
4	6/11/2013	Co Sponsoring Job Fair	On Tuesday, June 11, 2013 WTTA sponsored the career fair hosted by Job News Tampa. The fair was held at The Embassy Suites Tampa from 10am-2pm. The fair was open to the public.	0		1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
5	9/30/2013	Provision of training to management	<p>SBG, Inc. is an equal opportunity employer. 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 will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), 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.</p> <p>Newly hired Managers and Supervisors also took web-based training courses titled "Sinclair/ /Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment. All other employees newly hired employees took web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.</p>	25		1.00

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TOTAL POINTS OVER REPORTING PERIOD:						5.00