

Annual EEO Public File Report Form

WXLV & WUPN

Annual EEO Public File Report

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WXLV & WUPN, Winston-Salem, NC and is required to be placed in the public inspection files of these stations, and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning 3/10/03 to and including 7/31/03 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 3/10/03 to 07/31/03

Station(s) Comprising Station Employment Unit: WXLV & WUPN

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from all Sources for this Position
1.	Account Executive 1 (WXLV)	On-air advertisement on WXLV/WUPN	Total for 2 positions: 6
2.	Account Executive 2 (WXLV)	Current Employee Referral	
3.	Account Executive 1 (WUPN)	On-air advertisement on WXLV/WUPN	Total for 2 positions: 6
4.	Account Executive 2 (WUPN)	Current Employee Referral	
5.	Master Control Operator (WXLV/WUPN)	Former Employee Referral	3
6.	News Manager (WUPN)	Former Employee	1
7.	Photographer 1(WUPN)	Current Employee Referral	Total for all 3 positions: 8
8.	Photographer 2(WUPN)	Former Employee Referral	
9.	Photographer 3(WUPN)	SBG Website	
10.	Main Director/TD (WUPN)	Former Employee Referral	1
11.	Producer/Reporter (WUPN)	SBG Website	2
12.	Main Anchor/Reporter (WUPN)	SBG Website	4
13.	Photographer/Production (WUPN)	Former Employee Referral	1
14.	Director/TD (WUPN)	Word of mouth	2
15.	Chief Photographer (WUPN)	SBG Website	3
16.	Reporter/Production (WUPN)	Word of mouth	1
17.	Executive Producer (WUPN)	SBG Website	3
18.	Wknd Anchor/Reporter (WUPN)	SBG Website	8
19.	Main Reporter (WUPN)	Word of mouth	1
20.	Wknd Assignment Editor/Reporter (WUPN)	SBG Website	1

Total Number of Persons Interviewed During Applicable Period: **51**

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 3/10/03 to 7/31/03

Station(s) Comprising Station Employment Unit: WXLV & WUPN

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	American Women in Radio & TV Ms. Nicole Murray 1650 Tysons Blvd. McLean, VA 22102	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
B	Asian American Journalists Assn. Albert Lee 1765 Sutter Street, Room 1000 San Francisco, CA 94115	0 for all positions	News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
C	Bennett College 900 E. Washington St. Greensboro, NC 27401	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
D	Brookstone College 7815 National Service Rd. Greensboro, NC 27409	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter;

			Main Reporter; Wknd Assign.Ed/Reporter
E	Carolina School of Broadcasting 3435 Performance Rd. Charlotte, NC 28217	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
F	Elon University 2700 Campus Box Elon College, NC 27244-2010	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
G	Employment Security Commission of NC 630 W. 6 th St. Winston-Salem, NC 27101	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
H	Forsyth Technical Comm. College 2100 Silas Creek Parkway Winston-Salem, NC 27103	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
I	Greensboro College Office of Human Resources 815 W. Market St. Greensboro, NC 27401	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd

			Assign.Ed/Reporter
J	Greensboro Urban Ministry 305 W. Lee St. Greensboro, NC 27406	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
K	Guilford College Office of Human Resources 5800 W. Friendly Ave. Greensboro, NC 27410	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
L	Guilford Technical Comm. College 601 High Point Rd. Jamestown, NC 27282	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
M	The Leadersip Institute Steven P.J. Wood Building 1101 N. Highland St. Arlington, VA 22201	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
N	Martin Luther King, Jr. Nat'l Univ. 2218 Briarlea Rd. Greensboro, NC 27405	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter

O	NAACP 1200 E. Market St. Greensboro, NC 27401	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
P	NAACP State Office 853 S. Elm St. Greensboro, NC 27406	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
Q	NAACP 1225 E. 5 th St. Winston-Salem, NC 27101	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
R	Nat'l Assoc. of Black Journalists Career Services Co-ordinator 8701-A Adelphi Rd. Adelphi, MD 20783-1716	0 for all positions	News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
S	Nat'l Assoc. of Hispanic Journalists Michelle Vignoli 1000 National Press Building Washington, DC 20045	0 for all positions	News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
T	NC School of the Arts Director of Admissions 200 Waughtown St. Winston-Salem, NC 27117-2189	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief

			Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
U	Salem College Dept. of Communications P.O. Box 10548 Winston-Salem, NC 27108	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
V	UNC-Chapel Hill School of Journalism & Mass Comm. Howell Hall, Campus Box 3365 Chapel Hill, NC 27599-3365	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
W	WNC Pembroke Career Services P.O. Box 1510 Pembroke, NC 27372-1510	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
X	UNCF 310 W. 4 th St. Suite 630 Winston-Salem, NC 27101	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
Y	UNC-Greensboro Dept. of Communications & Theatre 1000 Spring Garden St. Greensboro, NC 27412	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec.

			Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
Z	Virginia Commonwealth University University Career Center 907 Floyd Ave. Box 842007 Richmond, VA 23284-2007	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
AA	Wake Forest University Office of Human Resources P.O. Box 7347 Winston-Salem, NC 27109	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
BB	Winston-Salem State University Coordinator, Job Location & Development Program 601 Martin Luther King Jr. Dr. Winston-Salem, NC 27110	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
CC	Winston-Salem Urban League 201 W. 5 th St. Winston-Salem, NC 27101	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
DD	Winston-Salem Journal	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN)
EE	Winston-Salem Chronicle	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN)
FF	Carolina Peacemaker	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN);

			Master Control Op. (WXLV/WUPN)
GG	News & Record in Greensboro AND the High Point Edition of the News & Record	0 for all positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN)
HH	Sinclair Broadcast Group, Inc. Website	5 for Photographer 3 for Wknd Anchor/Reporter 2 for Chief Photog. 2 for Prod/Reporter 4 for Main Anchor/Reporter 3 for Exec. Producer 1 for Wknd Assign. Editor/Reporter 0 for all other positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
II	Former/Current Employees	3 for Master Control Operator 3 for AE's for both stations 1 for News Mgr. 1 for Main Dir/TD 1 for Photog/Prod. 2 for Photographer 0 for all other positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
JJ	Word of mouth	1 for Director/TD 1 for Reporter/Prod. 1 for Main Reporter 4 for Wknd Anchor/Reporter 1 for Chief Photog. 0 for all other positions	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
KK	In-house candidate	1 for Photographer 1 for Director/TD	(2) Account Executives (WXLV); (2) Account Executives (WUPN); Master Control Op. (WXLV/WUPN); News Manager; (3) Photographers;

		0 for all other positions	Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter
LL	"Job Tracks": on-air announcement	9 for AE positions on both stations	(2) Account Executives (WXLV); (2) Account Executives (WUPN);
MM	Electronic Media	1 for Wknd Anchor/Reporter 0 for all other positions	News Manager; (3) Photographers; Main Director/TD; Producer/Reporter; Main Anchor/Reporter; Photog/Production; Director/TD; Chief Photog; Reporter/Production; Exec. Producer; Wknd Anchor/Reporter; Main Reporter; Wknd Assign.Ed/Reporter

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 3/10/03 to 7/31/03

Station(s) Comprising Station Employment Unit WXLV & WUPN

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WXLV & WUPN.

COMMUNITY EVENT

Date of Station Participation: June 23, 2003

Host of Activity: American Red Cross

Brief Description of Activity and Station Participation: On June 23, 2003 our stations participated in and helped sponsor the Red Cross Summer Blood Drive held at Showplace in High Point, NC. Neil Johnson, Promotions Manager for WXLV & WUPN, spent the day at the Blood Drive speaking with prospective applicants, distributed employment applications, and answered the general public's questions about employment opportunities with WXLV & WUPN. Barry Brown's participation was to act as on-air talent for the local cut-ins, which were aired on WXLV.

INTERNSHIP PROGRAM

The stations also have an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with technical schools, universities and colleges to promote WXLV & WUPN as prospective employers.
- Create a symbiotic relationship between interns and station employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication 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.

Any person interested in internship opportunities should contact the station for more details.

POSTING UPPER LEVEL POSITIONS

The Station as well as the Parent Broadcast Company, SBG Inc. is dedicated to posting all upper level job opportunities in trade magazines. When such positions become available the Station and the Company advertise positions in:

Broadcasting & Cable- Journal
Electronic Media

The following WUPN positions were posted in Electronic Media:

News Manager
Chief Photographer
Executive Producer

TRAINING

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.

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, to its management.

Effective March 11, 2003 all managers were required to complete mandatory workplace harassment, appropriate workplace behavior and ethics training via a computer-based training format.