

Annual EEO Public File Report Form

WMMP/WTAT (LMA) Charleston, SC

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 station: WMMP/WTAT (LMA) CHARLESTON, SC and is required to be placed in the public inspection files of this station, and posted on its web site, if the station has a web site.

The information contained in this Report covers the time period beginning 08/01/08 to and including 07/31/09 (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 Station 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 Section(s) 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 and started in the position. A person was deemed “interviewed” when he or she was interviewed in person.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 08/01/08 to 07/31/09

Stations Comprising Station Employment Unit: WMMP/WTAT (LMA)
Charleston, South Carolina.

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hire	Total Number of Interviewees from All sources for This Position
1	Account Executive	Referral	8
2	Master Control Operator	Career Builder	5
3	Producer/Editor	Craigslist.com	13
4	Account Executive	Referral	4
5	Account Executive	College of Charleston	8
6			
7			
8			
9			

Total Number of Persons Interviewed During Applicable Period. 38

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 08/01/08 to 07/31/09

Stations Comprising Station Employment Unit: WMMP/WTAT (LMA)

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
1	Station Website www.wmmp36.com www.wtat24.com Marge Bowen 4301 Arco Lane Charleston, SC 29418 843-744-2424	0 2 0 0 0	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
2	Referrals	2 2	Account Executive Account Executive
3	Internal Applicant 4301 Arco Lane Charleston, SC 29418 843-744-2424	4 1	Producer/Editor Account Executive
4	WTAT/WMMP ON-AIR (MCO) JOB ANNOUNCEMENT	0	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive

5	SC Broadcasters Association Job Bank One Harbison Way, Suite 112, Columbia, SC 29212 Email: www.scba.net/job	0 0 1 0 0	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
6	Sinclair Broadcast Group Contact: Sharon Pickeral 10706 Beaver Dam Rd Cockeysville, MD 21030 Phone: 410-568-1517 Fax: 410-568-1597 www.sbg.net	0	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
7	***Trident Technical College Contact: Michelle Fontenot P.O. Box 118067 Charleston, SC 29423-8067 Phone: 843-574-6119 Stuemploy@tridenttech.org Michelle.fontenot@tridenttech.edu www.tridenttech.edu	0	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
8	Goodwill Industries Lower, SC Contact: Kristy Cumbee 5640 Rivers Avenue North Charleston, SC 29406 Phone: 843-566-0072	0 0 3 (Goodwill Job Fair) 0	Account Executive Master Control Operator Producer/Editor Account Executive

9	Benedict College Contact: Kymm Hunter 1600 Harden Street Columbia, SC 29204 Phone: 803-253-5132 Email: hunterk@benedict.edu	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
10	Center For Women 129 Cannon Street Charleston, SC 29403 Phone: 843-763-7333 Email: info@c4women.org www.c4women.org	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
11	Charleston Branch NAACP Contact: Dot Scott P.O. Box 20296 Charleston, SC 29413 Phone: 843-805-8030 Fax: 843-805-8040	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive
12	Charleston County Human Services Commission Contact: Yvonne Marshall 1069 King Street P.O. Box 20968 Charleston, SC 29413 Phone:843-724-6760 Ext 31 Email: cchschr@bellsouth.net	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
13	Charleston Southern University Contact: Sara Opatsky P.O. Box 118087 Charleston, SC 29403 Phone: 843-863-7000 Email: sopatsky@csuniv.edu	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
14	The Citadel (Human Resources) Contact: Jennifer Wells	0 ↓	Account Executive Master Control Operator

	<p>or Brent Stewart 171 Moultrie Street Charleston, SC 29409 Phone: 843-953-6961 Email: career_services@citadel.edu or brent.stewart@citadel.edu</p>		<p>Producer/Editor Account Executive Account Executive</p>
15	<p>City of Charleston Dept of Human Resources Contact: Shashanna Prince 701 East Bay MSC 1220 Suite 427 Charleston, SC 29413 Phone: 843-724-7388 Email: hr@ci.charleston.net/charlestoncity</p>	<p>0 ↓</p>	<p>Account Executive Master Control Operator Producer/Editor Account Executive Account Executive</p>
16	<p>City of Charleston Senior Citizens Program Joyce Bliesener 259 Meeting Street Charleston, SC 29401 Phone: 843-722-4127 Email: chassenior@sc_online.net</p>	<p>0 ↓</p>	<p>Account Executive Master Control Operator Producer/Editor Account Executive Account Executive</p>
17	<p>Clafin University Contact: Carolyn Snell 400 Magnolia Street Charleston, SC 29115 Phone: 803-535-5338 Email: csnell@clafin.edu</p>	<p>0 ↓</p>	<p>Account Executive Master Control Operator Producer/Editor Account Executive</p>
18	<p>College of Charleston Contact: Linda Robinson 66 George Street Charleston, SC 29424 Phone: 843-953-5692 Email: robinsonl@cofc.edu</p>	<p>4 0 0 1 3</p>	<p>Account Executive Master Control Operator Producer/Editor Account Executive Account Executive</p>
19	<p>Department of Social Services</p>	<p>0 ↓</p>	<p>Account Executive Master Control</p>

	Contact: Kris Plexico 3366 Rivers Avenue North Charleston, SC 29405 Phone: 843-740-0400 Email: cplexico@dss.state.sc.us		Operator Producer/Editor Account Executive
20	Disabilities Board of Charleston County Contact: Pam Watson P.O. Box 22708 Charleston, SC 29413-2708 Phone: 843-805-5880 Fax: 843-805-5882	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
21	Equal Opportunity Publications Contact: Tamara Flaum Broad Hollow Road #445 Suite 425 Melville, New York 11747 Phone: 631-421-9421 Email: tflaum@eop.com	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
22	**Family Services, Inc. Contact: Kim Perkins 4925 LaCross Road Suite 215 North Charleston, SC 29406 Phone: 843-744-1348 Email: kperkins@familyserviceschassc.com	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive

23	Poynor Adult Education Contact: Joyce O. Hill 301 South Dargan St. Florence, SC 29506 Phone: 843-673-5793 Email: carver@fsdl.org	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
24	Housing Authority City of North Charleston Contact: Gail A. Estridge P.O. Box 70987 North Charleston, SC 29403 Phone: 843-266-5908	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
25	Charleston Employment Security Workforce Center (SC Employment Security Commission) Contact: Joel Thomas 176 Lockwood Blvd., 3 rd Floor Charleston, SC 29403 Phone: 843-792-7599 Fax: 843-792-4005 Email: www.sces.org jthomas@sces.org	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
26	Junior League of Charleston 51 Folly Road Charleston, SC 29407 Phone: 843-762-5284 Holland Williams overscheduled@comcast.com (Active Answering Service)	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
27	Livingstone College Contact: Vicki Gray 701 W Monroe Street Salisbury, North Carolina 28144 Phone: 704-216-6028	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
28	***Morris College	0	Account Executive

	Contact: Delois Woodward 100 West College Street Sumter, SC 29150 Phone: 803-934-3191 Email: Dwoodward@morris.edu	↓	Master Control Operator Producer/Editor Account Executive Account Executive
29	National Association of Black Colleges Contact: Lo Jelks P.O. Box 3191 Atlanta, Georgia 30302 Phone: 404-532-6136 Email: lojelks@aol.com	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
30	***Rutledge Memorial Baptist Church Contact: Frank Cone 2014 Bees Ferry Road Charleston, SC 29414 Phone: 843-556-5252 Email: office@rutledgechurch.org	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
31	Southern Wesleyan University Contact: Will Amos 4055 Faber Place Drive Suite 301 North Charleston, SC 29405 Phone: 800-968-1644 Email: agsch@swu.edu	0 ↓	Account Executive Master Control Operator Production/Editor Account Executive Account Executive
32	SC Coalition for Black Voter Participation Contact: Marion A. Welch P.O. Box 71502 North Charleston, SC 29415 Phone: 843-554-7302	0 ↓	Account Executive Master Control Operator Production/Editor Account Executive Account Executive
33	***Palmetto Youth Connections Contact: Demayo Henkels 1930 Hanahan Road	0 ↓	Account Executive Master Control Operator Producer/Editor

	<p>Suite 200 North Charleston, SC 29406 Phone: 843-574-1830 FAX: 843-574-1881 Email: demayo@henkels.com</p>		<p>Account Executive Account Executive</p>
34	<p>Trident Urban League, Inc. Contact: Maxine Smith P.O. Box 20249 Charleston, SC 29413 Phone: 843-965-4037 Email: Tul@bellsouth.net</p>	<p>0 ↓</p>	<p>Account Executive Master Control Operator Producer/Editor Account Executive Account Executive</p>
35	<p>University of SC School of Journalism Contact: Debbie Garris 600 Assembly Street Columbia, SC 29413 Phone: 803-777-4102 Email: debbie.garris@sc.jour.sc.edu</p>	<p>0 ↓</p>	<p>Account Executive Master Control Operator Producer/Editor Account Executive</p>
36	<p>Voorhees College Contact: G. Devaughns P.O. Box 678 Denmark, SC 29042 Phone: 803-793-1290 gdevaughn@voorhees.edu</p>	<p>0 ↓</p>	<p>Account Executive Master Control Operator Producer/Editor Account Executive Account Executive</p>
37	<p>Winthrop University Contact: Mark S. Nortz Instructor Dept of Mass Communication 638 Oakland Avenue Rock Hill, SC 29730 Phone: 803-703-7060 Email: nortzm@winthrop.edu</p>	<p>0 ↓</p>	<p>Account Executive Master Control Operator Producer/Editor Account Executive Account Executive</p>
38	<p>Wofford College Contact: Marianna Leahy 429 North Church Street</p>	<p>0 ↓</p>	<p>Account Executive Master Control Operator</p>

	Spartanburg, SC 29303-4093 Phone: 864-597-4000 Email: leahymk@wofford.edu		Producer/Editor Account Executive
39	YWCA of Greater Charleston Contact: Christine Jackson 106 Coming Street Charleston, SC 29403 Phone: 843-722-1644 Email: whywca@bellsouth.net	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive
40	Baltimore Association Of Black Media Workers Contact: Mr. Terry Owens WMAR-TV 6400 York Road Baltimore, Maryland 21212 Phone: 410-377-2246	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive
41	Broadcast Employment Services (TV Jobs.com) Contact: Mark Holloway P.O. Box 4116 Oceanside, CA 92052 Phone: 877-988-9808 www.tvjobs.com	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
42	Emma Bowen Foundation (name changed from) Foundation for Minority Interests in Media FMIM) Contact: Sandra Rice VP, Eastern Region 524 West 57 th Street New York, NY 10019 sdrice@cbs.com Phone: 212-975-2597	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive

43	Senior Job Bank Contact: Eric Summers Address: 1383 Steel Bridge Road MacClenny, Florida 32063	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive
44	National Association of Hispanic Journalists Contact: Yaneth Guillen Address: 1000 National Press Building, 529 14 th Street, N.W. Washington, DC 20045- 2100 Phone: 202-662-7145 Email: nahj@nahj.org	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
45	MS Foundation for Women Andrea Briscoe 120 Wall Street 33 rd Floor New York, NY 10005 Phone: 212-742-2300 Abrisco@ms.foundation.org	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
46	National Association of Broadcasters (NAB) Contact: Dwight Ellis 1771 North Street, NW Washington, DC 20036 Phone: 202-429-5496	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive
47	Society of Professional Journalists Julie Grimes 3909 North Meridian Street Indianapolis, IN 46208-4045 Phone: 317-927-8000	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
48	Careerbuilder.com Allison Weitzman, Account Manager 8401 Greensboro Dr, Ste 250	3 3 3	Account Executive Master Control Operator Producer/Editor

	McLean, VA 22102	2 1	Account Executive Account Executive
49	Service Corps Retired Executives SCORE Libby Conway 2750 Speissegger Drive North Charleston, SC 29405 Phone: 843-727-4778 Email: Info@score285.org	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
50	***Bishop State Community College Contact Person: Juliette Womack 351 N Broad Street Mobile, Alabama 36608-5898 Phone: 251-662-5371 www.bishop.edu Jwomack@bishop.edu	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive
51	***New Jerusalem Apologetics Assembly of Worldwide Contact: Talika Mock 355 Rentz Drive Walterboro, SC 29488 843-538-3264	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive
52	Mark Shilstone Medialine P.O. Box 51909 Pacific Grove, CA 93950 Phone: 800-237-8073 Email:medialine@medialine.com	0 ↓	Account Executive Master Control Operator Producer/Editor
53	Spots & Dots.com	0 ↓	Account Executive
54	***Carolina Film Alliance Robbin Knight P.O. Box 70176 North Charleston, SC 29415 Phone: 843-766-8990 Added: 04-11-07 Email:	0 ↓	Account Executive Master Control Operator Producer/Editor Account Executive Account Executive

	president@carolinafilm.com		
55	Charleston Craigslist.com Craigslist.com	2	Producer/Editor
56	Indeed.Com No WTAT/WMMP listing Was placed on this website.	1	Account Executive

The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us.

*** Indicates a source that has requested job vacancies.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from: 08/01/2008 to 07/31/2009

Station (s) Comprising Station Employment Unit WMMP and WTAT (LMA)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WMMP and WTAT (LMA).

1. Activity: EDUCATIONAL EVENT

Date of Station Participation: April 2, 2009

Participating Employees: Jason Lewis, Creative Service Director; Bill Littleton, Programming/Public Affairs Director and Meredith Knox, Promotional Assistant

Host/Sponsor of Activity: FORT JOHNSON MIDDLE SCHOOL

Brief Description of Activity and Station Participation: On April 2nd, from 9:00 A.M. to 1:00 P.M., the WTAT/WMMP staff participated in the annual career day held at Ft Johnson Middle School on James Island. The event was attended by the public affairs director, creative service director and promotional assistant. Approximately 400 6th, 7th, and 8th graders made their way to the station table where they asked questions about broadcasting as a career. WTAT/WMMP staff at the event set-up a studio camera and monitor so the students could see themselves on television and understand how it works.

2. Activity: COMMUNITY EVENT

Date of Station Participation: February 17, 2009

Participating Employees: Ryan Sears, Assistant Chief Engineer and Shane Sears, Producer

Host/Sponsor of Activity: WTAT FOX 24 and WMMP MYTV CHARLESTON
Title: DTV COMMUNITY OUTREACH

Brief Description of Activity and Station Participation: On February 17, from 10:00 A.M. to 1:00 P.M. , WTAT/WMMP engineers manned a table at the Citadel Mall in North Charleston. The event was to inform viewers not only of the transition to DTV, but to demonstrate the process of hooking up a Digital Converter Box to an analog television. The staff from WTAT/WMMP also answered questions relating to broadcasting careers. The regional representative

from the FCC, Ty Breen, was also in attendance at the event. Good interaction with the community.

3. Activity: COMMUNITY EVENT

Date of Station Participation: February 21, 2009

Participating Employees: Mike Kordak, Chief Engineer and Steven Wakeham, Producer

Host/Sponsor of Activity: WTAT FOX 24 AND WMMP MYTV CHARLESTON
Title: NORTH CHARLESTON READINESS FAIR

Brief Description of Activity and Station Participation: On February 21, from 11:00 A.M. to 1:00 P.M., the WTAT/WMMP Chief Engineer represented the stations at the North Charleston Readiness Fair held at the North Charleston Fire Museum. The fair comprised of different exhibitors regarding preparedness, etc. WTAT/MMP used the opportunity to discuss broadcasting and to demonstrate the proper way to install a *Digital Converter Box* to an analog television, or an antenna-only television. The station also produced a public service announcement promoting the event.

4. Activity: COMMUNITY EVENT

Date of Station Participation: June 11, 2009

Participating Employees: Allison Taylor, GM; Mary Margaret Johnson; GSM; and her Sales staff of eight; Jason Lewis, Creative Services Director and his staff of three; Marge Bowen, Human Resources Director; Bill Littleton, Program Director.

Host/Sponsor of Activity: THE AMERICAN RED CROSS AND WTAT/WMMP TV. TO BENEFIT THE MUSC CHILDREN'S HOSPITAL.

Brief Description of Activity and Station Participation: The American Red Cross and WTAT/WMMP (acting as volunteers) set up ten blood donor chairs in the center section of Tanger Mall, in North Charleston.. One hundred eighteen pints of blood were collected from 7:00AM to 7:00PM. Since this was a Two-In-One-Activity, we talked of broadcasting as a career choice to those waiting to give blood even though broadcasting was not the primary focus of the day. The American Red Cross was overwhelmed at the terrific response (we received two letters from them) and turnout of WTAT/WMMP staff to help.

5. Activity: CAREER/JOB FAIR

Date of Station Participation: September 25, 2008

Participating Employees: Mary Margaret Johnson, GSM; Brinkley Hellams, AE; Amy Carmichael, AE; Matthew Cline, AE; Brian Farmer, AE; Alisha Whitaker, AE; Wendi Miller; AE and several of the Creative Service Department staff which includes Jason Lewis, Creative Service Director.

Host/Sponsor of Activity WTAT 24 FOX 24/WMMP MYTV CHARLESTON

Brief Description of Activity and Station Participation: The WTAT/WMMP Job Fair was held at The Holiday Inn, 5264 International Blvd., North Charleston, South Carolina on September 25, 2009, from 10:00 AM to 2:00 PM. This event included thirty clients present as vendors with approximately five hundred people attending. It was the best WTAT/WMMP Job Fair that we have ever hosted. With such a fantastic turn out our staff was able to talk to dozens of people on a one-on-one basis.

6. Activity: CAREER/JOB FAIR

Date of Station Participation: February 17, 2009

Participating Employees: Marge Bowen, Human Resources Director and Meredith Knox, Production Assistant

Host/Sponsor of Activity: CHARLESTON SOUTHERN UNIVERSITY (FUTURE QUEST SPRING CAREER FAIR)

Brief Description of Activity and Station Participation: The Career Fair was held in Brewer Center on the campus of Charleston Southern University, 9200 University Blvd., Charleston, SC 29423. There were 33 vendors with approximately 130 to 150 students most of which would be graduating in the Spring/December. We spoke personally to about thirty students concerning television career opportunities. Interest peaked with the students when we informed them of our Digital TV Conversion scheduled for 11:59PM the same day. It was obvious that these young people cannot wait to graduate and get on with their careers in 'whatever' field.

7. Activity: CAREER/JOB FAIR

Date of Station Participation: March 4, 2009

Participating Employees: Ten Sales Employees including our General Sales Manager, Mary Margaret Johnson

Host/Sponsor of Activity: WTAT FOX 24 and WMMP MYTV CHARLESTON

Brief Description of Activity and Station Participation: The WTAT/WMMP sponsored Career Fair was held at the Holiday Inn, 5264 International Blvd., North Charleston, SC from 10:00 AM to 2:00PM. There were 15 vendors participating with approximately 100 job seekers attending.

8. Activity: CAREER/JOB FAIR

Date of Station Participation: April 7, 2009

Participating Employees: Marge Bowen, Human Resources Director; Bill Littleton, Programming and Public Affairs Director and Meredith Knox, Promotion Assistant

Host/Sponsor of Activity: 9th ANNUAL SOUTH CAROLINA BROADCASTERS ASSOCIATION/JOB FAIR

Brief Description of Activity and Station Participation: On April 7, 2009, from 1:00-3:00 PM WMMP/WTAT participated in the SCBA/Job Fair in the SC National Guard Armory in Columbia, South Carolina. There were approximately thirty-one sponsorship tables representing 100 stations from various locations throughout the state. We spoke to a number of graduates as well as those who will be graduating in May. Unfortunately, most of the sponsors present were not in a position to hire due to job freezes due to the recession. We tried to encourage and support the students in their educational efforts even though the job market right now is very tight. It appeared that attendance was less than in previous years which made for a less-than-exciting job fair.

9. Activity: CAREER/JOB FAIR

Date of Station Participation: June 17, 2009

Participating Employees: Marge Bowen, Human Resources Director; Nora Fusco, Business Manager

Host/Sponsor of Activity: GOODWILL INDUSTRIES OF LOWER SOUTH CAROLINA JOB FAIR

Brief Description of Activity and Station Participation: The Goodwill Industries of Lower South Carolina, located at 2150 Eagle Drive, North Charleston, SC, Career Fair was held on June 17, 2009, from 9:00 A to 2:00 PM. There were sixteen vendors and approximately two hundred people attending. We talked personally to approximately ninety members of the community looking for work. Our communications centered on limited job availabilities and the educational requirements to obtain specific positions in broadcasting. Our overall impressions of the job fair was good but disturbing to see so many who had recently lost their employment and unable to find work or educationally unqualified to find work in a different field.

TRAINING

Activity: Sexual Harassment Training

Date of Station Participation: Ongoing

Participating Employees: All

Brief Description of Activity and Station Participation: All employees participated in web-based training on Recognizing and Preventing Sexual Harassment.

SBG, Inc. and its station WMMP & WTAT (LMA) 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.

Activity: Code of Ethics

Date of Station Participation: Ongoing

Participating Employees: All

Brief Description of Activity and Station Participation: All Department Heads and Supervisors participating in a web-based training that covers Illegal Employment Discrimination.

Activity: Sexual Harassment Training

Date of Station Participation: Ongoing

Participating Employees: All

Brief Description of Activity and Station Participation: All employees participated in web based training on Recognizing and Preventing Sexual Harassment.