

Annual EEO Public File Report Form
WXLV & WMYV
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 & WMYV, 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 8/1/10 to and including 7/31/11 (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 entitle “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

Sample Annual EEO Public File Report Form

Covering the Period from 8/1/10 to 7/31/11

Stations Comprising Station Employment Unit: WXLV & WMYV

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 | Indeed.com | 14 |
| 2 | General Manager | Referral | 6 |
| 3 | IT Engineer | Career Builder | 3 |
| 5 | Local Sales Assistant | Referral | 3 |
| 6 | General Sales Manager | Media Recruiter | 3 |
| 7 | Local Sales Asst/Research | Indeed.com | 5 |
| 8 | Copy Coordinator Assistant | Referral | 7 |

Total Number of Persons Interviewed During Applicable Period: 41

Appendix 2 to

Sample Annual EEO Public File Report Form

Covering the Period from 8/1/10 to 7/31/11

Stations Comprising Station Employment Unit: WXLV & WMYV

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 | Asian American Journalists Assoc. Francis Achonhoa 1182 Market St. Suite 320 San Francisco, CA 94102 (415)346-2051 www.aaja.org | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Manager General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 2 | Averett University Ms. Katlin Hecox Director of Career Services 420 W. Main Street Danville, VA 24541 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 3 | Barber-Scotia College Ms. Carolyn Bost 145 Cabarrus Ave., West Concord, NC 28025 (704)789-2900 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 4 | Bennett College Career Services Ms. Yolanda Johnson 900 E. Washington St. Greensboro, NC 27401 (336)273-4431 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 5 | Bishop State Community College Juliette F. Womack/Career Services 351 N. Broad Street Mobile, AL 36603-5898 (251)662-5371 www.bishop.edu jwomack@bishop.edu | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 6 | Brookstone College Ms. Bridget Handley 7815 National Service Rd. Greensboro, NC 27409 (336)668-2627 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |

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| 7 | Careerbuilder.com Brian Maggio 8401 Greensboro Dr, Ste 250 McLean, VA 22102 | 3 0 3 1 0 1 0 | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 8 | Carolina School of Broadcasting Ms. Alyson Young 3435 Performance Rd. F Charlotte, NC 28217 (704)395-9272 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 9 | East Carolina University Lee Brown/Career Services College of Business 3016 Bate Building Greenville, NC 27858 Brownjo@ecu.edu Started using 4/19/2010 | 0 | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 10 | Elizabeth City State University Ms. Sandra Gibson/Career Services 1704 Weeksville Rd. Campus Box #804 Elizabeth City, NC 27909 (252)335-3400 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 11 | Elon University Ms. Debbie Wall 2700 Campus Box Elon College, NC 27244-2010 (336)278-3566 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 12 | Employment Security Commission/NC ATTN: Job Bank 630 W. 6 th St. Winston-Salem, NC 27101 (336)761-1700 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 13 | Fayetteville State University Ms. Daisy Osborn/Career Services 1200 Murchison Rd. Fayetteville, NC 28301 (910)672-1111 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 14 | Forsyth Technical Comm. College Ms. Darlene Jarrett/Career Services 2100 Silas Creek Parkway Winston-Salem, NC 27103 (336)734-7343 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 15 | Greensboro College Career Services Kellie McLeod 815 W. Market St. Greensboro, NC 27401 (336)272-7102 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant |

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| | | | Local Sales Asst/Research |
| 16 | Guilford College Ms. Emily Fitch/Career Services 5800 W. Friendly Ave. Greensboro, NC 27410 (336)316-2187 Fax #: (336)316-2464 | 0 ↓ 0 | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 17 | Guilford Technical Comm. College Ms. Arimental Moseley Job Placement Center P.O. Box 309 Jamestown, NC 27282 (336)334-4822 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 18 | Hispanic Link News Service Hector Erickson-Mendoza 1420 N St. NW Washington, DC 20005 (202)234-0280 www.hispaniclink.org | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 19 | Internal Job Posting Station Belinda Reid 3500 Myer Lee Dr. Winston-Salem, NC 27101 (336)722-4545 | 0 1 0 0 0 | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 20 | Johnson C. Smith University Mr. Theadore Stowe tstowe@jcsu.edu 100 Beatties Ford Rd. Charlotte, NC 28216 (704)378-1000 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 21 | Livingstone College Vicki Gray/Career Services 701 W. Monroe St. Salisbury, NC 28144 704-216-6222 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 22 | LuWin Sanchez Career Services Advisor The Art Institute of Fort Lauderdale 1799 SE 17th Street Fort Lauderdale, FL 33316 800-275-7603 ext. 2615 (Source added on 3/31/09) | 0 ↓ | |
| 23 | NAACP Lashunda Booker OR Steve Hairston 4130 Oak Ridge Dr. Winston-Salem, NC 27105 (336)767-3470 Fax #: (336)767-3440 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 24 | Native American Journalists Assoc. Christina Wells 555 Dakota St. Al Neuharth Media Center | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant |

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| | Vermillion, SD 57069 (605)677-5282 www.naja.com | | Copy Coordinator Assistant Local Sales Asst/Research General Sales Manager |
| 25 | Native American Public Telecommunications Rosebud Sioux 1800 No. 33 rd St. Lincoln, NE 68583 (402)472-3522 www.nativetelecom.org | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 26 | Nat'l Assoc. of Black Journalists Lisa Goodnight 8701-A Adelphi Rd. Adelphi, MD 20783 (301)445-7100 www.nabj.org | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 27 | National Assoc. of Hispanic Journalists Kevin Olivas 1000 National Press Building 529 14 th St. NW Washington, DC 20045 (202)662-7145 www.nahj.org | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 28 | National Black MBA Assoc. Jetaun Mallett 180 N. Michigan Ave., Suite 1515 Chicago, IL 60601 (312)236-2622 www.nbmbaa.org | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 29 | National Hispanic Media Coalition Alex Nogales 2514 S. Grand Ave. Los Angeles, CA 90007 (213)746-6988 www.nhmc.org | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 30 | NC A&T State University Ms. Cynthia Downing NC A&T State University Office of Career Services Murphy Hall Room 101 Greensboro, NC 27411 (336)334-7755 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 31 | NC A&T State University Job Fair Ms. Cynthia Downing NC A&T State University Office of Career Services Murphy Hall Room 101 Greensboro, NC 27411 (336)334-7755 Occurred on 2/24/2011 | 0 ↓ | 1 – Account Executive WXLV WMYV Opened 1/17/2011 |
| 32 | North Carolina Central University Brenda Sexton 1801 Fayetteville St. Durham, NC 27707 (919)560-6100 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant |

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| | | | Local Sales Asst/Research |
| 33 | North Carolina Broadcast.com gsummerville@ncbroadcast.com | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 34 | UNC School of the Arts Mr. Bob Roberts/Human Resources 1533 S. Main St. Winston-Salem, NC 27127 (336)770-1451 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 35 | Referral | 2 1 0 2 2 3 1 | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 36 | Salem College Ms. Katie Bawden/Career Services bawden@salem.edu P.O. Box 10548 Winston-Salem, NC 27108 (336)721-2625 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 37 | Shaw University Ms. Thai Marc-Charles/Career Services 118 E. South St. Raleigh, NC 27601 (919)546-8200 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 38 | Sinclair Website 10706 Beaver Dam Rd. Cockeysville, MD 21030 Ms. Sharon Pickeral (410)568-1517 www.sbg.net | 2 4 0 0 0 | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 39 | Spots 'N Dots Patrick Kelley 167 Oakdale Rd. Johnson City, NY 13790 (888)884-2630 spotsndots@stny.rr.com | 0 ↓ | Source not utilized during this filing period. |
| 40 | St. Augustine's College Sandra Clemons White/Career Services 1315 Oakwood Avenue Raleigh, NC 27610 (919)516-4242 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 41 | Station Website www.abc45.com www.upn48.com Belinda Reid 3500 Myer Lee Dr. Winston-Salem, NC 27101 | 4 0 0 0 0 | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant |

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| | (336)722-4545 | | Local Sales Asst/Research |
| 42 | The Chronicle Amanda Miller 617 N. Liberty St. Winston-Salem, NC 27101 (336)722-8628 Fax #: (336)723-9173 admin@wschronicle.com | 0 ↓ | |
| 43 | TVjobs.com Mark Holloway P.O. Box 4116 Oceanside, CA 92052 (877)988-9808 www.tvjobs.com | | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 44 | UNC-Chapel Hill Ms. Julie Pendergraph/Career Services The Wendy P. & Dean E. Painter, Jr. Career Center CB #5140, Hanes Hall Chapel Hill, NC 27599-5140 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 45 | UNC-Greensboro Gretchen Pugh/Career Services 1000 Spring Garden St. Greensboro, NC 27412 uncg.edu\csc (336)334-5454 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 47 | UNC-Greensboro Job Fair Gretchen Pugh/Career Services 1000 Spring Garden St. Greensboro, NC 27412 uncg.edu\csc (336)334-5454 Occurred on 2/9/11 | 0 ↓ | 1 – Account Executive WXLV WMYV Opened 1/17/2011 |
| 48 | Wake Forest University Dana Hutchens 1834 Wake Forest Rd. Winston-Salem, NC 27106 (336)758-5246 Fax #: (336)758-1971 hutchens@wfu.edu | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 49 | Winston-Salem State University Carmen Berrier berriect@wssu.edu 601 Martin Luther King Jr. Dr. Winston-Salem, NC 27110 (336)750-2000 | 0 ↓ | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 50 | Winston-Salem State University Job Fair Carmen Berrier berriect@wssu.edu 601 Martin Luther King Jr. Dr. Winston-Salem, NC 27110 (336)750-2000 Occurred 9/16/2010 | 0 ↓ | 1 – Account Executive WXLV WMYV Opened 8/16/2010 |

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| 51 | Winston-Salem Urban League Mr. Steve Jones 201 W. 5 th St. Winston-Salem, NC 27101 (336)725-5614 | 1 0 0 0 0 0 0 | Account Executive General Manager IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 52 | Winston-Salem Urban League Job Fair Mr. Steve Jones 201 W. 5 th St. Winston-Salem, NC 27101 (336)725-5614 Occurred 9/17/10 | 0 0 0 0 0 0 0 | 1 – Account Executive WXLV WMYV Opened 8/16/2010 |
| 53 | www.indeed.com | 2 0 0 0 3 3 | Account Executive IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 54 | Newsblues.com | 0 0 0 0 1 0 | Account Executive IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |
| 55 | Media Recruiter.com | 0 0 0 1 0 0 | Account Executive IT Engineer Local Sales Assistant General Sales Manager Copy Coordinator Assistant Local Sales Asst/Research |

Appendix 3 to

Sample Annual EEO Public File Report Form

Covering the Period from 8/1/10 to 7/31/11

Stations Comprising Station Employment Unit WXLV & WMYV

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

I. Job Fairs

1. Activity: Job/Career Fair

Date of Station Participation: September 16, 2010

Participating Employees: Belinda Reid, Accounting Manager/Human Resources, Ron Inman, General Manager

Host/Sponsor of Activity: Winston Salem State University

Brief Description of Activity and Station Participation: This Job Fair was held for students to allow them the opportunity to meet with area companies to discuss available full-time and part-time positions. Resumes were collected and we spoke with students about career opportunities and internships, not only at our local stations, but within Sinclair Broadcast Group. . Our open positions were for Account Executive and also directed them to the Sinclair Website for all open positions within our company.

2. Activity: Job/Career Fair

Date of Station Participation: October 19, 2010

Participating Employees: Holly May, Promotions Mgr, Ariana Lamagra, Sales Assistant

Host/Sponsor of Activity : Salem College

Brief Description of Activity and Station Participated: This Job Fair was held for students to allow them the opportunity to meet with area companies to discuss available full-time and part-time positions. Resumes were collected and we spoke with students about career opportunities and internships, not only at our local stations, but within Sinclair Broadcast Group. . We had Account Executive Positions open and also directed them to the Sinclair Website for all open positions within our company.

3. Activity: Job/Career Fair

Date of Station Participation: February 09, 2011

Participating Employees: Belinda Reid, Accounting Manager/Human Resources

Host/Sponsor of Activity : UNC-Greensboro

Brief Description of Activity and Station Participated: This Job Fair was held for students to allow them the opportunity to meet with area companies to discuss available full-time and part-time positions. Resumes were collected and I spoke with students about career opportunities and internships, not only at our local stations, but within Sinclair Broadcast Group. We had Local Account Executive positions open and I also directed them to the Sinclair Website for all open positions within our company.

4. Activity: Job/Career Fair

Date of Station Participation: February 24, 2011

Participating Employees: Belinda Reid, Accounting Manager/Human Resources

Host/Sponsor of Activity : North Carolina A&T State University

Brief Description of Activity and Station Participated: This Job Fair was held for students to allow them the opportunity to meet with area companies to discuss available full-time and part-time positions. Resumes were collected and we spoke with students about career opportunities

and internships, not only at our local stations, but within Sinclair Broadcast Group. We had Local Account Executive positions open, General Manager and I also directed them to the Sinclair Website for all open positions within our company.

II. Career Fair Co-Sponsorship

1. Activity: Career Fair Co-Sponsorship

Date of Station Participation: September 17, 2010

Participating Employees: Ron Inman, General Manager, Belinda Reid, Accounting Manager-Human Resources and Fran Mcrae, GSM

Host/Sponsor of Activity: Winston-Salem Urban League and WXLV/WMYV

Brief Description of Activity and Station Participated: As co-sponsor of the Urban League career Fair, the Station Employment Unit provided an on-air promotional schedule to encourage public attendance at this event. The Career Fair was open to the public to allow them to meet with area companies. Approximately 500 job seekers attended. We spoke to job seekers about career opportunities in the broadcast industry, specifically with the Station Employment Unit and Sinclair Broadcast Group. Our open positions were Account Executives, but directed them to the Sinclair Website for all open positions within our company.

III Educational Event

5. Activity: Recruitment

Ron Inman, General Manager sent a recruitment email on February 7, 2011 to Debbie Treise, Professor/Associate Dean of Graduate Studies in the College of Journalism and Communications at University of Florida. He is reaching out to graduating seniors for applicants for the Sinclair University class. Professor Treise sent it out to all of her graduating students.

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/WMYV as prospective employers.

- Create a symbiotic relationship between interns and WXLV/WMYV 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.

During this term period of 08/01/10 to 07/31/11, WXLV/WMYV had **11** interns; (3) interns came from North Carolina AT&T State University, (3) from University of North Carolina at Greensboro., (1) from Salem College, (4) from Winston Salem State University Applicants can contact the station to get information on how to apply for an internship.

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.

Activity: Training Session "Your Responsibility as a Manager Concerning HR Matters"

Date of Station Participation: January 19, 2011

Participating Employees: Ron Inman, General Manager; Jeanette Pruitt, Programming, Fran McRae, General Sales Manager; Jay Paul, Production Manager; Belinda Reid, Accounting/HR Manager, Diane Normandin, Credit Mgr, Holly May, Promotions Manager, Jim Hartline, Chief Engineer and Jonas Lawrence, Local SIs Mgr.

Brief Description of Activity and Station Participation: Mary Hager, Regional HR Manager discussed Employee relations, discipline and terminations. She also discussed recruitment and hiring, medical leave and absences and workplace injuries.

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.

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.

SBG, Inc and its station WXLV/WMYV 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.