
Annual EEO Public File Report Form
WTTA-TAMPA
Annual EEO Public File Report

The purpose of the EEO Public File Report (396) 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: WTTA- TAMPA and is required to be placed in the public inspection file of this station, and posted on it's web site, if it has a web site.

The information contained in this Report covers the time period beginning October 1, 2007 to and including September 30, 2008 (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. 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 October 1, 2007 to September 30, 2008

Station Comprising Station Employment Unit: WTTA-TAMPA

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 (2)	SBG-Website	8
2	Master Control Operator	SBG-Website	5
3	Senior Account Executive	Referral	4
4	Mid-Level Account Executive	Careerbuilder	2
5	Senior Account Executive	Referral	2
6	Research & Marketing Director	Referral	1
7	Local Sales Manager	Referral	5
8	General Sales Manager	Internal	1
9	Credit Manager	Internal	1
10	Senior Account Executive	Referral	10
11	Production Assistant	Internal	15
12	Entry Level Account Executive (2)	Jobfair	11

Total Number of Persons Interviewed During Applicable Period: 65

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 10.01.2007 to 09.30.2008

Station(s) Comprising Station Employment Unit: WTTA-TAMPA

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	Remington College 8556 Ulmerton Road Unit 100 Largo, Fl 33771 Phone 727.532.1999 Fax: 727.530.7710 Attention: Debbie Hoffman	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
2	Florida Metropolitan University- Tampa 3319 W. Hillsborough Ave. Tampa, Fl 33614 Phone: 813.879.6000 Ext. 123 Fax: 813.870.6617 Attention: Bruce McCain	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
3	Florida Metropolitan University- Brandon 3924 Coconut Palm Drive Tampa, Fl 33919 Phone: 813.621.0041 Ext. 104	0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive

	Fax: 813.62313183 Attention: Millie Reed	0 0 0 0 0 0 0	Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
4	Hillsborough County Branch NAACP 380 E. MLK Blvd. Suite F Tampa, Fl 33603 Phone: 813.234.8683 Fax: 813.236.2248 Attention: Sam Horton	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
5	International Academy of Design & Technology 5104 Eisenhower Blvd. Tampa, Fl 33634 813.889.3404 813.889.3420 Attention: Dave Walker	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
6	USF Career Center 4202 E. Fowler Ave. Tampa, Fl 33612 Phone: 813.974.2171 Fax: 813.974.0998	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive

7	<p>Workforce Tampa 9215 N. Florida Ave. Tampa, FL 33612 Phone: 813.930.7476 Fax: 813.930.7486 Attention: Dalouny Phommachakr</p>	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
8	<p>Tampa Urban League Inc. 2306 N. Howard Ave. Tampa, FL 33607 813.229.8117 813.221.3947</p>	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
9	<p>Tampa Association of Black Comm. P.O Box 172092 Tampa, FL 33672 Phone: 813.259.7630 Fax: 813.259.7676 Ken Knight</p>	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
10	<p>University of Tampa Career Center 401 W. Kennedy Blvd. Tampa, FL 33606 Phone : 813.258.6236 Fax: 813.258.7271 Donna Napoli</p>	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive

11	Schiller International University 453 Edgewater Drive Dunedin, FL 34698 Phone: 727.736.5082 Fax: 727.738.8405 Attention: Fred Liebold	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
12	Hispanic Alliance for Career Enhancement 25 E. Washington Street #1500 Chicago, IL 60602 Phone: 312.435.0498 Fax: 312.435.1494 Attention: Rocio Mendez	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
13	Senior Job Bank 1383 Steel Bridge Road MacClenny, FL 32063 Eric Summers Email: founder@senirjobbank.org Removed 03.17.2008 Moved no forwarding info.	0 0 0	Production Assistant Master Control Operator Senior Account Executive
14	Connecticut School of Broadcasting Tampa LLC. 3800 S. Figueroa Street Los Angeles, CA 99037-1206 Sylvia Wells	0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive

15	Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, MD 21030 Sharon Pickeral www.sbgj.net 410.568.1517	2 1 0 0 0 0 0 0 0 0 1 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
16	Station Website www.wtta38.com 7622 Bald Cypress Place Tampa, FL 33614 813.886.9882 Madeline Hernandez	0 2 1 0 0 0 2 0 0 3 2 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
17	Referral	6 0 1 0 1 1 3 0 0 7 0 2	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
18	Internal Applicants WTTA-TV 7622 Bald Cypress Tampa, FL 33614 813.886.9882	0 0 0 0 0 0 0 1 1 0 1	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant

		0	Entry Level Account Executive
19	Careerbuilder Allison Weitzman 8401 Greensboro Dr Ste 250 McLean, VA 22102 Effective 01.01.2008	0 1 1 0 0 2 0	Account Executive Senior Account Executive Mid-Level Account Executive Senior Account Executive Senior Account Executive Production Assistant Entry Level Account Executive
20	WTTA-TV Commercial	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
21	Bishop State Community College 351 N. Broad Street Mobile, AL 36603-5898 251.662.5371 www.bishop.edu jwomack@bishop.edu	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
22	Unlimited Work Opportunities P.O. Box 2785 Pinellas Park, FL 33780 740.707.3832 Telephone Attn: Hillary Morris	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive

23	<p>Hope Services Incorporated P.O. Box 7388 Wesley Chapel, FL 33544 813.994.2855 Attn: Cindy Bray</p> <p>Removed 03.17.2008 No forwarding info.</p>	<p>0 0 0</p>	<p>Production Assistant Master Control Operator Senior Account Executive</p>
24	<p>Department of Education Division of Vocational Rehabilitation 1313 N. Tampa St. Suite 801 Tampa, FL 33602-3330 813.233.3640 Attn: Anita Golding</p>	<p>0 0 0 0 0 0 0 0 0 0 0 0</p>	<p>Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive</p>
25	<p>Florida Southern College Attention: Career Center 111 Lake Hollingsworth Drive Lakeland, FL 33801 Phone: 863.680.4111 Fax: 863.680.4390</p>	<p>0 0 0 0 0 0 0 0 0 0 0 0</p>	<p>Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive</p>
26	<p>Work Net Pinellas 2312 Gulf to Bay Blvd. Clearwater, FL 33765 Tel: 727.791.5828 Fax: 727.791.5891 Attention: Antoinette Washington</p>	<p>0 0 0 0 0 0 0 0 0 0 0 0</p>	<p>Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive</p>
27	<p>Corporation to Develop Communities of Tampa Inc. 2631 East Lake Ave.</p>	<p>0 0 0</p>	<p>Account Executive Master Control Operator Senior Account Executive</p>

	Tampa Fl. 33610-7750	0 0 0 0 0 0 0 0 0	Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
28	Jobfair Jobing.Com October 30, 2007	0 0 0	Master Control Operator Senior Account Executive Mid-Level Account Executive
29	Jobfair Careerbuilder January 23, 2008	1 1	Mid-Level Account Executive Senior Account Executive
30	Jobfair SalesTrax January 31, 2008	9	Entry Level Account Executive
31	Jobfair Careerbuilder April 22, 2008	0 0	Senior Account Executive Mid-Level Account Executive
32	Jobfair Diversity Job Fair May 21, 2008	0 0	Senior Account Executive Mid-Level Account Executive
33	Monster.com Judy Fonda 5511 Capital Center Dr Ste 206 Raleigh, NC 27606 Removed 12.31.2008	7 1 1	Production Assistant Master Control Operator Senior Account Executive
34	Broadcasting and Cable Jonathon Kemp 225 Wyman St Waltham, MA 02451	1	Master Control Operator Account Executive Senior Account Executive Mid-Level Account Executive Senior Account Executive Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Production Assistant Entry Level Account Executive
35	TV Jobs.Com Mark Hollaway PQ Box 4116 Oceanside, CA 92052	1	Production Assistant Account Executive Master Control Operator Senior Account Executive Mid-Level Account Executive Senior Account Executive

			Research & Marketing Director Local Sales Manager General Sales Manager Credit Manager Senior Account Executive Entry Level Account Executive
36	B-Roll.NET	1	Production Assistant

*The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us. The following have requested to be added as of:

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 10.01.2006 to 09.30.2007
 Station(s) Comprising Station Employment Unit WTTA-TAMPA

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities
 Undertaken by WTTA-TAMPA

Internship Program

The station has 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 universities and colleges to promote WTTA as a prospective employer.
- Create a symbiotic relationship between interns and WTTA 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 10/2007-9/30/2008 WTTA had 1 student(s) participated in our internship program. Participating students attended the following:

1 University of South Florida

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

Training

1. SBG, Inc. and WTTA are equal opportunity employers. 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 and every new employee.

In 2008 WTTA provided the following training:

Broadcast Sales & Business Development
Recognizing and Preventing Sexual Harassment: Essentials - 3.0

Job Fair

Date of Station Participation: 10/30/2007

Participating: Madeline Hernandez Asst. Business Manager

Sponsor of Activity: Jobing.Com and WTTA

WTTA-TV participated and talked to applicants about available opportunities with WTTA-TV and Sinclair Broadcast Group. Fair was open to the public. We received 0 resumes.

Job Fair

Date of Station Participation: January 23, 2008

Participating: Madeline Hernandez –Asst. Business Manager

Sponsor of Activity: Careerbuilder and WTTA

WTTA-TV participated and talked to applicants about available opportunities with WTTA-TV and Sinclair Broadcast Group. Fair was open to the public. We received 10 resumes.

Job Fair

Date of Station Participation: January 31, 2008

Participating: Jeanne McGuinness – General Sales Manager and Sharon Pickeral, Corporate Employment Manager

Sponsor of Activity: Salestrax

WTTA-TV participated and talked to applicants about available opportunities with WTTA-TV and Sinclair Broadcast Group. Fair was open to the public. We received 50 resumes.

Job Fair

Date of Station Participation: April 22, 2008

Participating: Madeline Hernandez

Sponsor of Activity: Careerbuilder and WTTA

WTTA-TV participated and talked to applicants about available opportunities with WTTA-TV and Sinclair Broadcast Group. Fair was open to the public. We received 0 resumes.

Job Fair

Date of Station Participation: April 22, 2008

Participating: Andrew Giskin

Sponsor of Activity: Diversity Job Fair and WTTA

WTTA-TV participated and talked to applicants about available opportunities with WTTA-TV and Sinclair Broadcast Group. Fair was open to the public. We received 0 resumes.

WTTA was nominated by Tampa Bay Workforce for the “Employer of the Year” Award. Supporting and acknowledging our dedication to hiring and training our employees.

WTTA is dedicated to supporting Education. In 2008 WTTA donated 15 Computer Monitors and Supplies to:

Tampa Bay Christian Academy
Tampa FL

Honored the 2008 Tampa Bay Workforce Scholarship Recipients but airing a commercial honoring their accomplishments.

November 17, 2007 Kent Welch-Promotions Manager and Carol Davis-Traffic Manager talked students about careers in Broadcasting at two Hillsborough County Schools.