
Annual EEO Public File Report Form
WRGT (LMA)/WKEF-DAYTON
Annual EEO Public File Report

The purpose of the EEO Public File 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: WRGB(LMA)/WKEF-DAYTON and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning **June 1, 2010 to and including May 31, 2011** (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 or on the phone.

Appendix 1 to
Annual EEO Public File Report Form
Covering the Period from June 1, 2010 to May 31, 2011

Station(s) Comprising Station Employment Unit:
WRGT (LMA)/WKEF-DAYTON

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	Reporter	TVJOBS.COM Referral Station Website	5
2	Account Executive	Referral	1
3	Assistant Director Audio Operator	Internal	1
4	News Producer	Station Website	1
5	Photographer	Internal	1
6	Broadcast Engineer	Other	18
7	Local Sales Account Executive	Career Builder Wright State University	14
8	Photographer/Editor	Referral	2

9	Anchor/Reporter	Station Website	2
10	Assignment Desk Manager	Referral	1
11	News Producer	SBG Website	1
12	Accounting Manager	Indeed.com	6
13	Local Sales Manager	Internal	3

Total Number of Persons Interviewed During Applicable Period: 56

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 6/1/09 to 05/31/10

Station(s) Comprising Station Employment Unit: WRGT (LMA)/WKEF

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.	American Women In Radio and TV 8405 Greensboro Drive Suite 800 McLean, VA 22102 703-506-3266 www.awrt.org	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
2.	Career Builder CareerBuilder.com 8401 Greensboro Dr, Ste 250 McLean, VA 22102 Brian Maggio 703-637-7912	0 0 0 0 3 2 0 0 0 0 4 0	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
3.	Cedarville University Career Services 251 N. Main Street Cedarville, Ohio 45314 937-766-7868	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer

	Kelli McCall		Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
4.	Central State University West Career Services 2013 West Third Street Suite 347 Dayton, Ohio 45417 937-376-6383 Lisa Taylor-DeVond	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
5.	Dayton Urban League 184 Salem Avenue Dayton, Ohio 45402 937-222-0737 Attn: Job Posting	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
6.	Dayton Volunteer Employment Service Team DAY-VEST 1133 S. Edwin C. Moses Blvd Suite 390 Dayton, Ohio 45405 Ph 937-225-4183 Fax # 937-224-8479 Bob Winfree	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
7.	Educational Opportunity Center 1100S. Edwin C Moses Blvd	0 ↓	Reporter Account Executive Asst Director/Audio Op

	Suite 380 Dayton, Ohio 45417 Ph 937-223-5074 Fax 937-223-7321 Hollye Fields		News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
8.	First Baptist Church P.O. Box 212 8870 East State Route 57 New Carlisle, Ohio 45344 Attn: Jeff Christmas 845-1211 543-8260 (Cell)	0 ↓	Anchor/Reporter Reporter Account Executive Master Control Operator News Producer Executive Producer
9.	Goodwill Industries (Local) 1133 S Edwin C Moses Blvd Dayton, Ohio 45408 937-461-4800 Attn: Job Posting	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
10.	Hispanic Link News Service 1420 North Street N.W. Washington, DC 20005 Ph 202-234-0280 Fax 202-234-4090 Attn: Carlos Ericksen www.carlose@hispaniclink.org	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
11.	Indeed.com	1	Accounting Manager

12.	Int'l College of Broadcasting 6 S. Smithville Road Dayton, Ohio 45431 Ph 937-258-8251 Fax 937-258-8714 Gary Doster	0 0 0 0 0 0 0 0 0 0 0 0 0	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
13.	Internal	0 0 1 0 1 3 0 0 1 0 0 0 3	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
14.	Leadership Institute 1101 North Highland Street Arlington, VA 22201 703-247-2001 Denise Chaykun	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
15.	Monster.com	2	Broadcast Maintenance Engineer
16.	NAACP 1528 West Third Street Dayton, Ohio 45402 937-222-2172 Attn: Job Posting	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer

			Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
17.	NAACP P.O. Box 25427 Raleigh, NC 27611 919-833-4873	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
18.	National Association of Broadcasters 1771 North Street NW Washington, DC 20036 202-429-5300 Attn: Karen Hunter www.nab.org	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
19.	National Organization for Women P.O. Box 25331 Raleigh, NC 27611	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
20.	Ohio Association of Broadcasters 88 East Broad Street	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer

	Suite 1180 Columbus, OH 43215 Phone: 614.228.4052 Fax 614.228.8133 E-Mail oab@oab.org		Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
21.	Ohio Department of Jobs and Family Services ODJFS P.O. Box 187 Xenia, Ohio 45385 937-562-6000 Attn: Job Posting	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
22.	Other	1	Broadcast Engineer
23.	Purdue University Rawls Hall, Room 3029 100 S. Grant Street West Lafayette, IN 47907 Attn: Sally Luzader	0 ↓	Anchor/Reporter Reporter Account Executive Master Control Operator News Producer Executive Producer
24.	Radio-Television News Directors Association 1600 K Street NW Suite 700 Washington, DC 20006 Ph 202-659-6510 Fax 202-223-4007 Nicole Newsome	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
25.	Referral	2 1 0 0 0 2 3	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive

		2 0 1 0 1 0	Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
26.	SALESJOBS.COM	1	Local Sales Acct Executive
27.	SBE.ORG	1	Broadcast Engineer
28.	Spots N Dots	0	Account Executive
29.	SBG Website www.sbg.net Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, Md 21030 Attn: Sharon Pickeral Ph 410-568-1517	0 0 0 1 0 3 0 0 0 0 0 0 0 0	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
30.	Sinclair Community College 444 West Third Street Career Planning and Placement Center Dayton, Ohio 45402 Ph 937-512-2772 Fax 937-512-2226 Connie Marshall	0 0 0 0 0 1 0 0 0 0 0 0 0 0	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
31.	Society of Professional Journalists 3909 North Meridian Street Indianapolis, IN 46208-4045 Ph 317-927-8000 Fax 317-920-4789 Julie Grimes	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter

			Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
32.	The Job Center 1111 S. Edwin Moses Blvd Dayton, Ohio 45422 937-496-6720 Barbara Allen	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
33.	TVJobs.com	2 0 0 0 0 0 0 0 0 0 0 0 0	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
34.	University of Dayton Career Services Center 300 College Park Dayton, Ohio 45469 Ph 937-229-2045 Fax 937-512-2226 Arlene Camacho	0 0 0 0 0 0 1 0 0 0 0 0 0	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
35.	Wilberforce University P.O. Box 1001 Wilberforce, Ohio 45384 937-376-2911 Carolyn Carlisle Career Services	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive

			Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
36.	Women's Information Network Job Placement Office 2850 Connecticut Ave N W Suite 100 Washington, DC 20005 Ph 202-387-7200 Fax 202-387-4800 Jenni Davis www.winonline.org	0 ↓	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
37.	WRGT(LMA)/WKEF Station Website www.daytonnewsresource.com 45 Broadcast Plaza Dayton, Ohio 45408 Ph 937-263-4500 Amy Erickson	1 0 0 1 0 2 5 0 1 0 0 0	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager
38.	Wright State University 3640 Colonel Glenn Highway E-334 Student Union Fairborn, Ohio 45435 937-775-2556 Tonya Miller	0 0 0 0 0 0 0 2 0 0 0 0 0 0	Reporter Account Executive Asst Director/Audio Op News Producer Photographer Broadcast Engineer Local Sales Acct Executive Photographer/Editor Anchor/Reporter Assignment Desk Manager News Producer Accounting Manager Local Sales Manager

*The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us, however at this time the station has yet to receive such requests

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 6/1/2010 to 5/31/2011

Station(s) Comprising Station Employment Unit WRGT (LMA)/WKEF
Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
WRGT(LMA)/WKEF-DAYTON

Internship Program

The stations 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 universities and colleges to promote WRGT(LMA)/WKEF as prospective employers.
- Create a symbiotic relationship between interns and WRGT(LMA)/WKEF 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. Throughout the reporting year the stations had 3 interns. The News department had 2 interns from the following colleges: Ohio Center for Broadcasting and Ball State, the Sales Department had 1 intern from Central State University.

Educational Events

1. October 7, 2010 – Jeff Booth, Meteorologist was a guest speaker at the University of Dayton. Jeff spoke to a group of senior citizens taking a class called “Life Time Learning”. He spoke about different products used to make forecasts, some of the inner workings of the atmosphere, how he got into the field and answered any questions the students had regarding the field of television and meteorology.
2. October 14, 2010 – Andrew Michael, Meteorologist visited Arcanum Elementary School and spoke to the 4th grade students on weather patterns.
3. November 3, 2010 – Mike Terwilleger, Meteorologist went to Driscoll Elementary School in Centerville, Ohio and talked to a group of 3rd, 4th and 5th graders on weather safety.
4. January 11, 2011 – Andrew Michael, Meteorologist visited Arcanum Middle School and spoke to a group of 7th graders about weather during their “Weather Talk” event at the school.
5. March 2, 2011 – Rhonda Moore, Reporter visited Westwood Elementary School in Dayton for their “Read Across America” event. Rhonda read a book to the students and also answered questions from them about the TV news business.
6. March 11 and 17, 2011 – Mike Terwilleger, Meteorologist made a personal appearance on these days to Hopewell Elementary School in West Chester to talk to students about weather. Mike answered questions about different types of weather and also about his career as a Meteorologist.
7. March 25, 2011 – During “Weather Week” at John Hole Elementary School in Washington Township, Jeff Booth, Meteorologist was invited to speak with students about weather disasters.
8. On March 29, 30 and 31, 2011, Mike Terwilleger, Meteorologist spoke with students from Weisenborn Middle School located in Huber Heights about weather and his career in broadcasting. Mike also gave the students a tour of the studio.

9. April 9, 2011 – Rhonda Moore, Reporter spoke to a group of high school students who were participating in the annual Greater Dayton Area Black Journalists Journalism Boot Camp. Rhonda talked to the students about how to write and report news stories. This event was held at WHIO-TV in Dayton.
10. May 6, 2011 – Andrew Michael, Meteorologist was invited to visit Five Points Elementary School in Springboro and speak to a group of 2nd graders about weather.
11. May 12, 2011 – Chris Roberts, Photographer visited Beaver Creek Christian Learning Center for “Vehicle Day” with one of our live trucks. This is an annual event bringing a variety of vehicles from the community to educate children on how many people and the types of jobs it takes to keep our community running smoothly.
12. May 13, 2011 – Mike Terwilleger, Meteorologist visited Miami View Elementary School in Clark County. Mike spoke to 3rd and 4th grade science classes on different weather conditions.

Community Events

1. June 6, 2011 – Don Hammond, Anchor was the MC for the “Healing Field of Honor 2010” event in Springfield, Ohio. This event was a tribute to all veterans and proceeds went to the Honor Flight Network. Information was taken on how to check our website for opportunities within Sinclair Broadcast Group.
2. June 26, 2010 – Malcolm Maddox, Anchor/Reporter was asked to MC the 60th Anniversary Ceremony of the Korean War. This event was from 5-6:30P and was held at the Korean Veterans Memorial located at 130 Riverside Drive in Dayton, Ohio. Information was taken on how to check our website for opportunities within Sinclair Broadcast Group.
3. January 17, 2011 – Rhonda Moore, Reporter was the MC for the Martin Luther King Memorial Banquet. This annual event was held at the Dayton Convention Center. Information was taken on how to check our website for opportunities within Sinclair Broadcast Group.
4. February 24, 2011 – Malcolm Maddox, Anchor/Reporter was the MC for the Top 10 African American Male Luncheon which took place at Sinclair Community College in Dayton. This event honored African American volunteers who mentor Dayton area children. Information was taken on how to check our website for opportunities within Sinclair Broadcast Group.

5. March 2, 2011 – Andrew Michael, Meteorologist was asked by the Greene County Safety Council to speak to a group of 50 people on weather safety. This meeting took place at the Schindler Banquet Center. He also answered questions about his job and other broadcasting jobs.
6. May 7, 2011 – Rhonda Moore, Reporter was a celebrity model for the Red Cross “Putting on the Glitz” fashion show at the Hope Hotel in Fairborn. This is an annual event and fundraiser for the Greene County branch of the Red Cross. Information was taken on how to check our website for opportunities within Sinclair Broadcast Group.
7. May 16, 2011 – Nathan Baker, Sports Director, Chris Cerenelli, Reporter and Luke Notestine, Photographer/Reporter participated in the 2nd annual “Hole in One Fore Homefull” golfing event held at the Country Club of the North. This event was to help raise money and awareness and to help achieve a vision of “a community where there is no homelessness”. Information was taken on how to check our website for opportunities within Sinclair Broadcast Group.
8. May 30, 2011 – Malcom Maddox, Reporter/Anchor will MC a Memorial Day Ceremony which will be held at the Dayton National Cemetery. Information was taken on how to check our website for opportunities within Sinclair Broadcast Group.

9. March 22, 2011 – May 17, 2011 – **Station Tours**

Mike Thomas, News Production Manager conducted 4 station tours, 2 to local area schools, Mills Lawn Elementary and Northmont Middle School, Wright-Patterson’s Child Development Center and TAC Enterprise which is a non-profit corporation providing employment opportunities for eligible disabled individuals, to develop marketable and life skills. During each tour, Mike goes to the Control Room and explains how everyone at the station works together to bring the newscast to this room and puts the final product on the air. Explaining what each person does in the room and what they do during the day to get the news on the air. Mike also shows each tour the Studio and Newsroom and explains the function of each area. He talks about the education needed and answers any questions. Tours last about an hour.

On March 29, 30 and 31, 2011, Mike Terwilleger, Meteorologist spoke with students from Weisenborn Middle School in Huber Heights about weather and his career in broadcasting. Mike also gave the students a tour of the studio.

Job Fairs

1. February 16, 2011 – Chad Kemper, Director of Sales and Amy Erickson, HR Coordinator attended the Wright State University Career Services Recruiting Day. There were 50 employers present at this event and approximately 200 students and alumni attended. We spoke to at least 20 individuals about careers in broadcasting, our internship program and how to check our internet site for more opportunities within Sinclair Broadcast Group. As a result of this career fair, we interviewed 2 people for an Account Executive position with the stations and one was hired.
2. February 21, 2011 – Mike Thomas, News Production Manager was invited and attended a “Career Nite” hosted by The International College of Broadcasting from 5:30P to 8:30P - Mike spoke with 8 students about opportunities in broadcasting, our internship program and how to check our internet site for more opportunities within Sinclair Broadcast Group. There were 6 guest speakers present and about 20 people attended. Each speaker talked about their business and answered questions about the broadcast industry.

Management Training

Sinclair Broadcast Group, Inc. and its station, WRGT (LMA)/WKEF 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, and 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 hiring practices to its management.

