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March 28, 2014

Via Express Mail

EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street, SW
Washington, DC 20554

Dear Mr. Pulley:

Transmitted on behalf of Fort Myers Broadcasting Company please find an original response to your letter of February 12, 2014 to Station WNPL, Golden Gate, Florida. If you have any questions concerning this response, please contact me.

Thank you.

Sincerely yours



Joseph A. Belisle
Counsel for
Fort Myers Broadcasting Company

March 28, 2014

EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street, SW
Washington, DC 20554

Dear Mr. Pulley:

This responds to your letter of February 12, 2014 to Station WNPL, Golden Gate, Florida, regarding EEO matters.

Stations WINK-TV and WINK-FM, Fort Myers, WNPL(AM), Golden Gate, WJUA(AM), Pine Island Center and WTLQ-FM, Punta Rassa, Florida are a single employment unit, employing five or more full time employees. Attached as Exhibits 1 and 2 are their 2012 and 2013 EEO Public File Reports.

The following stations have web sites:

WINK-TV	www.winknews.com
WINK-FM	www.969morefm.com
WNPL	www.juan1200.com
WJUA	www.juan1200.com
WTLQ-FM	www.latino977.com

The EEO Public File Reports are linked to the web pages.

The dates of each full time hire identified in the reports are:

**FMBC
2013**

**FCC
EEO
PUBLIC FILE**

EEO Public File Report

This EEO Public File Report is filed in Station WINK-TV, WINK-FM, WJUA-AM, WNPL-AM and WTLQ-FM's public inspection file pursuant to Section 73.2080c(6) of the Federal Communications Commission's ("FCC") rules.

During the period beginning on October 1, 2012 and ending on September 30, 2013, the stations filled the following full-time vacancies:

1. Executive Producer (2)	WINK-TV
2. Investigative Reporter	WINK-TV
3. TV Engineer	WINK-TV
4. Video Journalist	WINK-TV
5. Marketing Consultant (2)	WINK-TV
6. Photojournalist	WINK-TV
7. Video Journalist	WINK-TV
8. Video Journalist	WINK-TV
9. Production Director (2)	WINK-TV
10. News Producer	WINK-TV
11. News Producer	WINK-TV
12. Reporter / Anchor	WINK-TV
13. News Producer	WINK-TV
14. Photojournalist	WINK-TV
15. Master Control (3)	WINK-TV
16. Production Assistant (2)	WINK-TV
17. Director of Engineering & IT	WINK-TV
18. Associate Producer	WINK-TV
19. Receptionist	WINK-TV
20. Maintenance Supervisor	WINK-TV
21. Maintenance Technician	WINK-TV
22. Photojournalist (2)	WINK-TV
23. News Producer	WINK-TV
24. News Producer	WINK-TV
25. Broadcast Technician	WINK-TV
26. Production Assistant	WINK-TV
27. News Producer / AP	WINK-TV
28. News Producer / AP	WINK-TV
29. News Producer / AP	WINK-TV
30. TV Continuity	WINK-TV

The stations interviewed a total of seventy-three (73) applicants for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviews referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
1. Career Builders	2
2. Craig's List	3
3. Employee Referral	11
4. FMBC Job Posting	12
5. SW Florida Help Wanted.com	1
6. TVJobs.com	17
7. Unsolicited	13
8. WINKNEWS website	14
9. AllAccess	0
10. BCMB JobBank	0
11. Bethune-Cookman College	0
12. Collective Talent	0
13. Florida A & M University	0
14. Florida Gulf Coast University	0
15. Florida International University	0
16. Hispanic Chamber of Commerce	0
17. Marist College	0
18. Return to Work Inc.	0
19. Sunday Morning News	0
20. SW Florida College	0
21. University of Florida	0
22. University of South Florida	0

Attachment A contains specific information for each full-time vacancy.

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
EXECUTIVE PRODUCER (2)	EMPLOYEE REFERRAL	2

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)	
All AccessMusic Group	no
BCMB Job Bank	no
Bethune-Cookman College	yes
Career Builders	no
Collective Talent	yes
Craigs List	no
Employee Referral	yes
Florida A & M University	yes
Florida Gulf Coast University	yes
Florida International University	yes
FMBC Job Posting	yes
Hispanic Chamber of Commerce	yes
Marist College	yes
Return to Work Inc.	yes
Sunday Morning News	yes
SW Florida College	yes
SW Florida Help Wanted.com	no
TVJOBS.com	yes
University of Florida	yes
University of South Florida	yes
Unsolicited	yes
WINKNEWS.com	yes

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
INVESTIGATIVE REPORTER	TVJOBS.COM	2

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	2
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
TV ENGINEER	WINKNEWS.COM	4

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	yes	2
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	1
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
VIDEO JOURNALIST	EMPLOYEE REFERRAL	2
<u>Recruitment Sources Utilized*</u>		<u>Total number of</u>
* (please refer to the attached recruitment source list for complete address)		<u>interviewees referred</u>
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	2
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MARKETING CONSULTANT (2)	UNSOLICITED (2)	6
<u>Recruitment Sources Utilized*</u>		<u>Total number of</u>
* (please refer to the attached recruitment source list for complete address)		<u>interviewees referred</u>
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	4
WINKNEWS.com	yes	2

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PHOTOJOURNALIST	TVJOBS.COM	3

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	2
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	1
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
VIDEO JOURNALIST	TVJOBS.COM	2

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	2
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
VIDEO JOURNALIST	WINKNEWS.COM	1
<u>Recruitment Sources Utilized*</u>		<u>Total number of</u>
* (please refer to the attached recruitment source list for complete address)		<u>interviewees referred</u>
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	1

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PRODUCTION DIRECTOR (2)	FMBC JOB POSTING	2

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	2
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS PRODUCER	TVJOBS.COM	1
<u>Recruitment Sources Utilized*</u>		<u>Total number of</u>
* (please refer to the attached recruitment source list for complete address)		<u>interviewees referred</u>
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS PRODUCER	EMPLOYEE REFERRAL	1
<u>Recruitment Sources Utilized*</u>		<u>Total number of</u>
* (please refer to the attached recruitment source list for complete address)		<u>interviewees referred</u>
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	1
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
REPORTER/ANCHOR	TVJOBS.COM	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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*(please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS PRODUCER	TVJOBS.COM	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
*(please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PHOTOJOURNALIST	TVJOBS.COM	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MASTER CONTROL (3)	UNSOL, FMBC POSTING, WINKNEWS.COM	14
<u>Recruitment Sources Utilized*</u>		<u>Total number of</u>
* (please refer to the attached recruitment source list for complete address)		<u>interviewees referred</u>
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	2
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	2
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	6
WINKNEWS.com	yes	4

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PRODUCTION ASSISTANT (2)	FMBC JOB POSTING	2
<u>Recruitment Sources Utilized*</u>		<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)		
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	2
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
DIRECTOR OF ENG. & IT	FMBC JOB POSTING	1
<u>Recruitment Sources Utilized*</u>		<u>Total number of</u>
* (please refer to the attached recruitment source list for complete address)		<u>interviewees referred</u>
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
ASSOCIATE PRODUCER	TVJOBS.COM	2

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	2
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
RECEPTIONIST	WINKNEWS.COM	1
<u>Recruitment Sources Utilized*</u>		<u>Total number of</u>
* (please refer to the attached recruitment source list for complete address)		<u>interviewees referred</u>
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	1

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MAINTENANCE SUPERVISOR	FMBC JOB POSTING	1
<u>Recruitment Sources Utilized*</u>		<u>Total number of</u>
* (please refer to the attached recruitment source list for complete address)		<u>interviewees referred</u>
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MAINTENANCE TECHNICIAN	FMBC JOB POSTING	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
--------------------------------------	--

* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PHOTOJOURNALIST (2)	FMBC JOB POSTING, TVJOBS.COM	2

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	
All AccessMusic Group	no
BCMB Job Bank	no
Bethune-Cookman College	yes
Career Builders	no
Collective Talent	yes
Craigs List	no
Employee Referral	yes
Florida A & M University	yes
Florida Gulf Coast University	yes
Florida International University	yes
FMBC Job Posting	yes
Hispanic Chamber of Commerce	yes
Marist College	yes
Return to Work Inc.	yes
Sunday Morning News	yes
SW Florida College	yes
SW Florida Help Wanted.com	no
TVJOBS.com	yes
University of Florida	yes
University of South Florida	yes
Unsolicited	yes
WINKNEWS.com	yes

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS PRODUCER	EMPLOYEE REFERRAL	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
--------------------------------------	--

* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	1
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS PRODUCER	TVJOBS.COM	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
--------------------------------------	--

* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
BROADCAST TECHNICIAN	WINKNEWS.COM	1
<u>Recruitment Sources Utilized*</u>		<u>Total number of</u>
* (please refer to the attached recruitment source list for complete address)		<u>interviewees referred</u>
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	1

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PRODUCTION ASSISTANT	FMBC JOB POSTING	4

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	4
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS PRODUCER / AP	TVJOBS.COM	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
--------------------------------------	--

* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS PRODUCER / AP	FMBC JOB POSTING	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS PRODUCER / AP	EMPLOYEE REFERRAL	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	1
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
TV CONTINUITY	EMPLOYEE REFERRAL	13

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	yes	3
Employee Referral	yes	2
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	yes	1
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	2
WINKNEWS.com	yes	4

FMBC/ JOB POSTING MAILING LIST

ALL ACCESS MUSIC GROUP

28955 Pacific Coast Highway, Suite 210-5
Malibu, CA 90265

Telephone: 310/457-6616
Fax: 310/457-8058
Contact: Joel Denver
E-mail: allaccess.com

BCFM JOB BANK

550 Frontage Road - Suite 3600
Northfield, IL 60093

Telephone: 847/716-7000
Fax: 847/716-7004
E-mail: info@mediafinance.org

BETHUNE-COOKMAN COLLEGE

Director Student Services
640 Mary McLeod
Daytona Beach, FL 32114

Telephone: 386/255-1401
Fax: 386/481-2139
Contact: M. Horne
E-mail: hornem@cookman.edu

CAREER BUILDERS

200 LaSalle Street, Suite 1100
Chicago, IL 60601

Telephone: 877/345-5256
Fax: 773-353-2452
Contact: www.careerbuilder.com

COLLECTIVE TALENT

1721 Richardson Place
Tampa, FL 33606

Telephone: 813/254-9695
Cell: 813/494-4555
Contact: Michael Bille
E-mail: bille@michaelsmedia.com

CRAIGSLIST (SW Florida)

Contact: craigslist.org

FLORIDA A & M UNIVERSITY

Dept of Journalism / Communications
Post Office Box 14
Tallahassee, FL 32073

Telephone: 850/599-3700
Fax: 850/599-3086
Contact: Melony Washington
E-mail: melony.washington@famu.edu

FLORIDA GULF COAST UNIVERSITY

10501 FGCU Boulevard South
Ft. Myers, FL

Telephone: 239/590-7946
Fax: 239/590-7903
Contact: D. Farrell
E-mail: dfarrell@fgcu.edu

FLORIDA INTERNATIONAL UNIVERSITY

Career Services
University Park Campus, GC 230
North Miami, FL 33181

Telephone: 305/348-2423
Fax: 305/348-3829
Contact: Lesley Deehl
E-mail: spencek@fiu.edu

FMBC JOB POSTINGS

2824 Palm Beach Blvd.
Ft. Myers, FL 33916

Telephone: 239/338-4375
Fax: 239/479-5535
Contact: Karen Seiferth
E-mail: karen.seiferth@winktv.com

FMBC/ JOB POSTING MAILING LIST

HISPANIC CHAMBER OF COMMERCE

10051 McGregor Blvd.
Ft. Myers, FL 33901

Telephone: 239/418-1441
Fax: 239/418-1475
Contact: Leonardo Garcia
E-mail: hispanicchamber.lg@earthlink.net

MARIST COLLEGE

3399 North Road
Poughkeepsie, NY 12601

Telephone: 888/877-7900
Contact: Laura Zurowski
E-mail: laura.zurowski@marist.edu

RETURN TO WORK INC.

900 W. Marion Avenue
Punta Gorda, FL 33950

Contact: Carol Sarganis
E-mail: carol.sarganis@return2work.org

SUNDAY MORNING NEWS

LaBelle, FL

Contact: Don Browne
E-mail: donbrowne@gmail.com

SW FLORIDA COLLEGE

1685 Medical Lane
Fort Myers, FL 33907

Telephone: 239/939-4766
Contact: Jacquie Matthews Williams
E-mail: jwilliams@swfc.edu

SW FLORIDA HELP WANTED.COM

6465 Greenwood Plaza Blvd., Suite 400
Centennial, CO, 80111

Telephone: 800/365-8630
Fax: 800/595-2929
E-mail: www.southwestfloridahelpwanted.com

TVJOBS

Broadcast Employment Services
PO Box 4116
Oceanside, CA 92052

Telephone: 800/374-0119
Fax: 760/450-2115
Contact: Mark Holloway
E-mail: jobs@tvjobs.com

UNIVERSITY OF FLORIDA

Department of Broadcasting
J. Wayne Reitz Union
PO Box 118507
Gainesville, FL 32611

Telephone: 352/392-1601
Fax: 352/392-3810
Contact: Charles Harris
E-mail: charris@jou.ufl.edu

UNIVERSITY OF SOUTH FLORIDA

MASS COMMUNICATIONS
4202 East Fowler St., MP CIS-1040
Tampa, FL 33620

Telephone: 813/974-2591
Fax: 813/974-2592
Contact: Marsha Stein
E-mail: mstein@cas.usf.edu

WINKNEWS.COM

2824 Palm Beach Blvd.
Ft. Myers, FL 33916

Telephone: 239/810-9484
Fax: 239/479-5535
Contact: Justin Strauss
E-mail: justin.strauss@fmbcmail.com

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

Fort Myers Broadcasting Company engaged in the following Outreach Efforts during the period covered in the report:

Activity Classification	Type of Activity	Brief Description
10	<p>Anchors in our Schools 1st Presbyterian 12/18/12 Villas Elem. 3/1/13 Fort Myers Middle 4/9/13 FL Gulf Coast Univ. 5/1/13</p>	<p>Each year WINK NEWS anchors and reporters make nearly one hundred school visits to discuss all aspects of broadcasting. They educate classrooms of all ages on how TV works, what various jobs with a television station are available, and the educational steps required to work in TV as a career. Included are 4 specific examples.</p>
3	<p>FL Gulf Coast University Career and Internship Fair April 3, 2013 Hosted by FGCU Career Development Center</p>	<p>FMBC and over 60 other companies provided the students of FGCU with information regarding job opportunities. FMBC collected applications and resumes, then distributed them to managers throughout the company. Managers attending the Job Fair were from News, Sales and Marketing.</p>
3	<p>SWFL Hispanic Chamber of Commerce Job Fair April 18, 2013 Hodges University</p>	<p>FMBC and Sun Broadcasting co-sponsored and promoted on all TV and Radio properties this Job Fair. We recruited bilingual Hispanic and non-Hispanic applicants.</p>
10	<p>WINK-TV Station Tours 2012 - 2013</p>	<p>WINK-TV hosted 17 schools, home schools, youth groups, and adult organizations throughout the year visiting the station and learning about broadcasting. These tours address not only the technical workings of the station, these tours offer advice to students and/or adults on careers in TV news, operations, management and the educational steps required to fulfill those career paths. WINK-TV prides itself on these exhaustive tours and the hands-on experience for students of all ages; grade school through high school, college groups, leadership groups, clubs and organizations.</p>
10	<p>WINK-TV WeatherWise Mirror Lakes Elem 1/30/13 Poinciana Elem 2/6/13 Laurel Oak Elem 2/20/13 Gateway Elem 3/8/13</p>	<p>WINK-TV Meteorologists made 31 visits to school classrooms and community events to demonstrate the science of weather and educate the students and/or adults on the Meteorologist career. WINK Meteorologists visits impacted nearly 3000 students/adults in SWFL this year. Included are 4 specific examples.</p>
16	<p>SW Florida Reading Festival March 16, 2013</p>	<p>WINK-TV co-sponsored the Southwest Florida Reading Festival with the Lee County Education Foundation. WINK had a booth at the event for children to meet and ask questions of WINK Talent regarding their jobs in Broadcasting. There was also a mock-up of a news set with broadcast equipment allowing children to create a short anchor DVD.</p>

Fort Myers Broadcasting Company engaged in the following Outreach Efforts during the period covered in the report:

Activity Classification	Type of Activity	Brief Description
10	Gulf Coast High School Diamond Girls Conference 2/18/2013 Hodges University	WINK NEWS Anchor Lois Thome was organizer and speaker to 130 students regarding career development.
10	Gulf Coast High School Men's Entrepreneurship Conference 11/8/2012 Hodges University	WINK NEWS Anchor Lois Thome was organizer and speaker to 130 students regarding career development.
5	News Internship January 2013 - April 2013	WINK-TV provided University of Kansas student hands-on experience and exposure to all aspects of the TV newsroom, TV production and the media.
5	News Internship May thru July 2013	WINK-TV provided Florida Gulf Coast University student with hands-on experience and exposure to all aspects of the TV newsroom, TV production and the media.
5	News Internship August 2013 - Nov 2013	WINK-TV provided Florida Gulf Coast University student with hands-on experience and exposure to all aspects of the TV newsroom, TV production and the media.
10	PACE Center For Girls Love That Dress Fundraiser 8/28/2013	This event raised over \$100,000 for the PACE Center for Girls. The Center provides at-risk teen girls leadership skills, career advice and motivation, and life skills to prepare for adulthood.

Exhibit 3

Karen Seiferth

From: Karen Seiferth
Sent: Monday, September 27, 2010 10:56 AM
To: Abilities of Florida; Bethune-Cookman; Collective Talent; FL A&M University; FL Gulf Coast University; FL Intl University; Florida A & M University; Hispanic Chamber of Commerce; Justin Strauss; Marist College; Return to Work Inc.; Sunday Morning News (donbrowne@gmail.com); SW FL College; TV Jobs; University of Florida; University of South FL
Subject: JOB-LIST-FMBC.xls
Attachments: JOB-LIST-FMBC.xls

CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
ONGOING SEARCH	3804 MARKETING CONSULTANT (RADIO)	RADIO SALES	F/T	Seeking customer-focused sales professionals with passion, creativity, energy and a desire to be the best. Must have computer experience. If you're a self-starter with a strong work ethic, solid marketing skills & love selling, call now. Sales & media experience preferred. Must possess valid Florida driver's license with clean driving record.	SALES MANAGER
ONGOING SEARCH	2005 FM ANNOUNCER (WINK-FM)	RADIO PROGRAMMING	P/T	Weekend air personality needed for WINK 96.9. Minimum of 1 year AC, Hot AC or Top 40 experience is required.	PROGRAM DIRECTOR
ONGOING SEARCH	5305 STREET TEAM MEMBERS (WINK-FM)	RADIO PROGRAMMING	P/T	Seeking motivated street team members. Must have valid Florida drivers license with clean driving record.	PROGRAM DIRECTOR
ONGOING SEARCH	2208 PRODUCTION ASSISTANT	TV PRODUCTION	P/T	Responsibilities include operating character generator, camera, audio, master control automation and assisting with commercial/promotional production. Must be detail-oriented.	PRODUCTION MANAGER
18-Jun-10	0910 PHOTOJOURNALIST	TV NEWS	F/T	2 years news photography experience in a newsroom. Knowledge of non-linear editing. College degree a plus. Must have clean driving record.	ASST NEWS DIRECTOR
18-Jun-10	1110 NEWS PRODUCER	TV NEWS	F/T	At least 2 years of news producing experience. College degree required. Working knowledge of ENPS and non-linear editing.	NEWS DIRECTOR
30-Aug-10	1610 MORNING EXECUTIVE PRODUCER	TV NEWS	F/T	At least 4 years of producing experience in television newsroom. Must have college degree in journalism.	NEWS DIRECTOR
30-Aug-10	1710 ASSOCIATE PRODUCER	TV NEWS	F/T	Must be experienced in a television newsroom. Non-linear editing and ENPS experience a must. College degree necessary.	ASSISTANT NEWS DIRECTOR

FORT MYERS BROADCASTING IS AN EOE, A DRUG-FREE WORKPLACE AND OFFERS A SMOKE-FREE ENVIRONMENT.

CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916
 Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
30-Aug-10	1810 GRAPHIC ARTIST	TV PROMOTIONS	F/T	You will create and implement both still and animated news graphics; promotional announcements; other broadcast, web and print graphics as directed. Experience with VizRT REQUIRED. Must have excellent skills with Adobe Photoshop and Illustrator and After Effects; experience with Final Cut Pro and Cinema preferred with ability to produce both still and animated high quality graphics. Strong design sense accompanied by composition and layout skills; Must be detail-oriented with ability to meet deadlines. Must be efficient and able to work well under pressure; possess strong interpersonal skills; strong problem solving and organizational skills; high work ethics and standards. Minimum of 1 year exp. working in live television; 2 years exp. in computer graphics preferred; print graphics and web-site design experience preferred. Please email or mail cover letter, resume and demo of your work to Burt Spangler. burt.stangler@winknews.com.	MARKETING DIRECTOR
09-Sep-10	1910 NEWS PRODUCER	TV NEWS	F/T	At least 2 years of news producing experience. College degree required. Working knowledge of ENPS and non-linear editing.	NEWS DIRECTOR
27-Sep-10	2010 NEWS REPORTER	TV NEWS	F/T	At least 2 years of news reporting experience. Experienced in ENPS / Edius. College degree required.	NEWS DIRECTOR
27-Sep-10	2110 ASSIGNMENT/EDIT/ WEB (5-day posting)	TV NEWS	F/T	Fundamental knowledge of newsroom functions. College degree required.	ASST. NEWS DIRECTOR

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CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
27-Sep-10	2210 MORNING METEOROLOGIST	TV NEWS	F/T	3 years on-air experience. WSI experience. CBM eligible. Tropical weather experience a plus.	NEWS DIRECTOR
27-Sep-10	2310 VIDEOJOURNALIST	TV NEWS	F/T	At least 2 years on-air reporting experience. Experience shooting with P-2 cameras a plus. College degree required.	ASST. NEWS DIRECTOR
27-Sep-10	2410 MORNING TRAFFIC REPORTER	TV NEWS	F/T	At least 2 years on-air experience. Some traffic reporting experience a plus. College degree required.	NEWS DIRECTOR

FORT MYERS BROADCASTING IS AN EOE, A DRUG-FREE WORKPLACE
AND OFFERS A SMOKE-FREE ENVIRONMENT.

Exhibit 4

Karen Seiferth

From: Karen Seiferth
Sent: FRIDAY, April 29, 2011 4:19 PM
To: Abilities of Florida; Bethune-Cookman; Collective Talent; FL A&M University; FL Gulf Coast University; FL Untl University; Florida A & M University; Hispanic Chamber of Commerce; Justin Strauss; Marist College; Return to Work Inc.; Sunday Morning News (donbrowne@gmail.com); SW FL College; TV Jobs; University of Florida; University of South FL
Subject: JOB-LIST-FMBC.xls
Attachments: JOB-LIST-FMBC.xls

CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
2510	MARKETING CONSULTANT (RADIO)	RADIO SALES	F/T	Seeking customer-focused sales professionals with passion, creativity, energy and a desire to be the best. Must have computer experience. If you're a self-starter with a strong work ethic, solid marketing skills & love selling, call now. Sales & media experience preferred. Must possess valid Florida driver's license with clean driving record.	SALES MANAGER
2005	FM ANNOUNCER (WINK-FM)	RADIO PROGRAMMING	P/T	Weekend air personality needed for WINK 96.9. Minimum of 1 year AC, Hot AC or Top 40 experience is required.	PROGRAM DIRECTOR
5305	STREET TEAM MEMBERS (WINK-FM)	RADIO PROGRAMMING	P/T	Seeking motivated street team members. Must have valid Florida drivers license with clean driving record.	PROGRAM DIRECTOR
2610	PRODUCTION ASSISTANT	TV PRODUCTION	P/T	Responsibilities include operating character generator, camera, audio, master control automation and assisting with commercial/promotional production. Must be detail-oriented.	PRODUCTION MANAGER
2710	ANNOUNCER (WINK-AM) 1200/1460 WINK NEWS RADIO	RADIO PROGRAMMING	P/T	If you have experience anchoring a news wheel then this could be a great opportunity for you. We'll provide you with the resources of the local CBS-TV station, field reporters from the two local newspapers, a TV campaign to support our brand and a work environment that's fun. This job isn't for the faint of heart; you'll have to write your own newscasts, prepare your own audio, and be able to re-write on the fly. If this sounds like fun to you, e-mail your package (under 4MB) to michael@winkfm.com today.	PROGRAM DIRECTOR

FORT MYERS BROADCASTING IS AN EOE, A DRUG-FREE WORKPLACE AND OFFERS A SMOKE-FREE ENVIRONMENT.

CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
30-Aug-10	MORNING EXECUTIVE PRODUCER	TV NEWS	F/T	At least 4 years of producing experience in television newsroom. Must have college degree in journalism.	NEWS DIRECTOR
27-Sep-10	NEWS REPORTER	TV NEWS	F/T	At least 2 yrs. of news reporting exp. Experienced in ENPS / Edius. College degree required.	NEWS DIRECTOR
27-Sep-10	MORNING METEOROLOGIST	TV NEWS	F/T	3 years on-air experience. WSI experience. CBM eligible. Tropical weather exp. a plus.	NEWS DIRECTOR
10-Dec-10	WEEKEND ASSIGNMENT EDITOR	TV NEWS	F/T	1 year TV newsroom experience preferred. College degree preferred.	ASST. NEWS DIRECTOR
25-Mar-11	TV NEWS PRODUCER	TV NEWS	F/T	At least 2 years producing experience required. Understanding of ENPS, Edius and Bit Central a plus. College degree required.	NEWS DIRECTOR
25-Mar-11	MASTER CONTROL OPERATOR / PRODUCTION ASSISTANT	TV NEWS	F/T	Successful applicant will be responsible for switching programming and commercial material on-air. Additional responsibilities include satellite program recordings, coordinating news live shots and assisting with news production. Applicants should be computer literate. Apply to Tim Briggs. 239/334-4350.	PRODUCTION MANAGER

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CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916
 Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
25-Mar-11	0911 RF ENGINEER	ENGINEERING	F/T	Seeking an experienced TV & Radio Transmitter Engineer. Engineering is in charge of maintaining ten transmitter sites involving two television stations, nine radio stations and TV and radio microwave relays. The successful candidate will have experience in maintaining UHF television transmitters, AM and FM radio transmitters, television and radio STL links, both microwave and IP, and remote control systems. A proactive approach to maintenance of the sites is a must. Work with vendors and contractors on projects involving the sites. Can be called upon to do some studio work from time to time. SBE Certification, FCC licenses and Factory Training in TV and radio transmissions equipment is a plus. Please e-mail resume with RF Engineer in the subject line to Keith Stuhlmann at keith.stuhlmann@winktv.com	DIRECTOR OF ENGINEERING
05-Apr-11	1011 VIDEOJOURNALIST	TV NEWS	F/T	2 years TV newsroom experience shooting and reporting. Non-linear editing and ENPS knowledge a plus. 4 year college degree.	ASSISTANT NEWS DIRECTOR
29-Apr-11	1111 VIDEOJOURNALIST	TV NEWS	F/T	2 years TV newsroom experience shooting and reporting. Non-linear editing and ENPS knowledge a plus. 4 year college degree.	ASSISTANT NEWS DIRECTOR
29-Apr-11	1211 ASSOCIATE PRODUCER	TV NEWS	F/T	4 year college degree in Journalism / Broadcasting. Non-linear editing skills and knowledge of ENPS. Some TV newsroom experience a plus.	ASSISTANT NEWS DIRECTOR
29-Apr-11	1311 CHIEF PHOTOGRAPHER	TV NEWS	F/T	At least 5 years shooting experience in television newsroom. NPPA style photography.	NEWS DIRECTOR

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Exhibit 5

Karen Seifert

From: Karen Seifert
Sent: Friday, August 19, 2011 3:26 PM
To: Abilites of Florida; Bethune-Cookman; Collective Talent; FL A&M University; FL Gulf Coast University; FL Int'l University; Florida A & M University; Hispanic Chamber of Commerce; Justin Strauss; Martst College; Return to Work Inc.; Sunday Morning News (donbrowne@gmail.com); SW FL College; TV Jobs; University of Florida; University of South FL
Subject: JOB-LIST-FMBC
Attachments: JOB-LIST-FMBC.xls

CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
ONGOING SEARCH	2510 MARKETING CONSULTANT (RADIO)	RADIO SALES	F/T	Seeking customer-focused sales professionals with passion, creativity, energy and a desire to be the best. Must have computer experience. If you're a self-starter with a strong work ethic, solid marketing skills & love selling, call now. Sales & media experience preferred. Must possess valid Florida driver's license with clean driving record.	SALES MANAGER
ONGOING SEARCH	2005 FM ANNOUNCER (WINK-FM)	RADIO PROGRAMMING	P/T	Weekend air personality needed for WINK 96.9. Minimum of 1 year AC, Hot AC or Top 40 experience is required.	PROGRAM DIRECTOR
ONGOING SEARCH	5305 STREET TEAM MEMBERS (WINK-FM)	RADIO PROGRAMMING	P/T	Seeking motivated street team members. Must have valid Florida drivers license with clean driving record.	PROGRAM DIRECTOR
ONGOING SEARCH	2610 PRODUCTION ASSISTANT	TV PRODUCTION	P/T	Responsibilities include operating character generator, camera, audio, master control automation and assisting with commercial/promotional production. Must be detail-oriented.	PRODUCTION MANAGER
ONGOING SEARCH	2710 ANNOUNCER (WINK-AM) 1200/1460 WINK NEWS RADIO	RADIO PROGRAMMING	P/T	If you have experience anchoring a news wheel then this could be a great opportunity for you. We'll provide you with the resources of the local CBS-TV station, field reporters from the two local newspapers, a TV campaign to support our brand and a work environment that's fun. This job isn't for the faint of heart; you'll have to write your own newscasts, prepare your own audio, and be able to re-write on the fly. If this sounds like fun to you, e-mail your package (under 4MB) to michael@winkfm.com today.	PROGRAM DIRECTOR

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CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
27-Sep-10	MORNING METEOROLOGIST	TV NEWS	F/T	3 years on-air experience. WSI experience. CBM eligible. Tropical weather exp. a plus. Apply to Russ Kilgore.	NEWS DIRECTOR
29-Apr-11	VIDEO JOURNALIST (2 positions)	TV NEWS	F/T	2 years TV newsroom experience shooting and reporting. Non-linear editing and ENPS knowledge a plus. 4 year college degree.	ASSISTANT NEWS DIRECTOR
20-May-11	MARKETING CONSULTANT	TV SALES	F/T	Broadcast sales experience. Computer and software skills required. 4 year college degree preferred. Must possess valid Florida drivers license with clean driving record.	LOCAL SALES MANAGER
01-Jul-11	ASSOCIATE PRODUCER (2 positions)	TV NEWS	F/T	1 year experience in a TV newsroom. College degree required. Applicant should have aspirations for TV news producer position. Apply to Rich Garcia.	ASSISTANT NEWS DIRECTOR
01-Jul-11	TV NEWS PRODUCER	TV NEWS	F/T	College degree, 1 year TV newsroom producing experience and associate producer experience required. Apply to Rich Garcia.	ASSISTANT NEWS DIRECTOR
20-Jul-11	RADIO RF ENGINEER	ENGINEERING	F/T	Seeking an experienced Radio Transmitter Engineer to maintain eight radio transmitter sites in the Fort Myers-Naples Radio Market. The site involves nine radio stations and radio microwave relays. Must have experience in maintaining AM and FM radio transmitters, radio STL links, both microwave and IP, and remote control systems. A proactive approach to maintenance of the sites is a must. Work with vendors and contractors on projects involving the sites. Can be called upon to do some studio work from time to time. SBE certification, FCC licenses and Factory Training in radio transmission equipment is a plus. Please e-mail resume with Radio RF Engineer in the subject line to Keith Stuhlmann at keith.stuhlmann@winktv.com	DIRECTOR OF ENGINEERING

FORT MYERS BROADCASTING IS AN EOE, A DRUG-FREE WORKPLACE AND OFFERS A SMOKE-FREE ENVIRONMENT.

Updated 8/18/2011

CAREER OPPORTUNITIES *for* FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
02-Aug-11	2311 TV NEWS PRODUCER	TV NEWS	F/T	College degree, 1 year TV newsroom producing experience and associate producer experience required. Apply to Rich Garcia.	ASSISTANT NEWS DIRECTOR
05-Aug-11	2411 ASSOCIATE PRODUCER (2 positions)	TV NEWS	F/T	1 year experience in a TV newsroom. College degree required. Applicant should have aspirations for TV news producer position. Apply to Rich Garcia.	ASSISTANT NEWS DIRECTOR

FORT MYERS BROADCASTING IS AN EOE, A DRUG-FREE WORKPLACE AND OFFERS A SMOKE-FREE ENVIRONMENT.

Exhibit 6

Karen Seifert

From: Karen Seifert
Sent: Friday, September 09, 2011 12:54 PM
To: Abilities of Florida; Bethune-Cookman; Collective Talent; FL A&M University; FL Gulf Coast University; FL Intl University; Florida A & M University; Hispanic Chamber of Commerce; Justin Strauss; Marist College; Return to Work Inc.; Sunday Morning News (donbrowne@gmail.com); SW FL College; TV Jobs; University of Florida; University of South FL
Subject: JOB-LIST-FMBC.xls
Attachments: JOB-LIST-FMBC.xls

CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
ONGOING SEARCH	2510 MARKETING CONSULTANT (RADIO)	RADIO SALES	F/T	Seeking customer-focused sales professionals with passion, creativity, energy and a desire to be the best. Must have computer experience. If you're a self-starter with a strong work ethic, solid marketing skills & love selling, call now. Sales & media experience preferred. Must possess valid Florida driver's license with clean driving record.	SALES MANAGER
ONGOING SEARCH	2005 FM ANNOUNCER (WINK-FM)	RADIO PROGRAMMING	P/T	Weekend air personality needed for WINK 96.9. Minimum of 1 year AC, Hot AC or Top 40 experience is required.	PROGRAM DIRECTOR
ONGOING SEARCH	5305 STREET TEAM MEMBERS (WINK-FM)	RADIO PROGRAMMING	P/T	Seeking motivated street team members. Must have valid Florida drivers license with clean driving record.	PROGRAM DIRECTOR
ONGOING SEARCH	2610 PRODUCTION ASSISTANT	TV PRODUCTION	P/T	Responsibilities include operating character generator, camera, audio, master control automation and assisting with commercial/promotional production. Must be detail-oriented.	PRODUCTION MANAGER
ONGOING SEARCH	2710 ANNOUNCER (WINK-AM) 1200/1460 WINK NEWS RADIO	RADIO PROGRAMMING	P/T	If you have experience anchoring a news wheel then this could be a great opportunity for you. We'll provide you with the resources of the local CBS-TV station, field reporters from the two local newspapers, a TV campaign to support our brand and a work environment that's fun. This job isn't for the faint of heart; you'll have to write your own newscasts, prepare your own audio, and be able to re-write on the fly. If this sounds like fun to you, e-mail your package (under 4MB) to michael@winkfm.com today.	PROGRAM DIRECTOR

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CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
27-Sep-10	MORNING METEOROLOGIST	TV NEWS	F/T	3 years on-air experience. WSI experience. CBM eligible. Tropical weather exp. a plus. Apply to Russ Kilgore.	NEWS DIRECTOR
01-Jul-11	TV NEWS PRODUCER	TV NEWS	F/T	College degree, 1 year TV newstrum producing experience and associate producer experience required. Apply to Rich Garcia.	ASSISTANT NEWS DIRECTOR
02-Aug-11	TV NEWS PRODUCER	TV NEWS	F/T	College degree, 1 year TV newstrum producing experience and associate producer experience required. Apply to Rich Garcia.	ASSISTANT NEWS DIRECTOR
05-Aug-11	ASSOCIATE PRODUCER (2 positions)	TV NEWS	F/T	1 year experience in a TV newstrum. College degree required. Applicant should have aspirations for TV news producer position. Apply to Rich Garcia.	ASSISTANT NEWS DIRECTOR
08-Sep-11	EDITING SUPERVISOR	TV NEWS	F/T	Seeking someone to oversee our non-linear news edition staff and system. Applicants should be able to demonstrate a high level of skill in non-linear editing and a strong computer competency. Experience with Edius and Precis would be a plus. Successful applicant will mentor and supervise nine other editors and be responsible for their schedules, work with our IT dept. on basic system maintenance and fulfill administrative duties with our system including but not limited to on-going staff training and evaluation, archival organization and daily operations. Please send examples of your work, cover letter, resume and references to Rich Garcia. Your resume should include details of your non-linear work plus information on the depth of your computer literacy.	ASSISTANT NEWS DIRECTOR

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CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB/TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
ONGOING SEARCH	2510 MARKETING CONSULTANT (RADIO)	RADIO SALES	F/T	Seeking customer-focused sales professionals with passion, creativity, energy and a desire to be the best. Must have computer experience. If you're a self-starter with a strong work ethic, solid marketing skills & love selling, call now. Sales & media experience preferred. Must possess valid Florida driver's license with clean driving record.	SALES MANAGER
ONGOING SEARCH	2005 FM ANNOUNCER (WINK-FM)	RADIO PROGRAMMING	P/T	Weekend air personality needed for WINK 96.9. Minimum of 1 year AC, Hot AC or Top 40 experience is required.	PROGRAM DIRECTOR
ONGOING SEARCH	5305 STREET TEAM MEMBERS (WINK-FM)	RADIO PROGRAMMING	P/T	Seeking motivated street team members. Must have valid Florida drivers license with clean driving record.	PROGRAM DIRECTOR
ONGOING SEARCH	2610 PRODUCTION ASSISTANT	TV PRODUCTION	P/T	Responsibilities include operating character generator, camera, audio, master control automation and assisting with commercial/promotional production. Must be detail-oriented.	PRODUCTION MANAGER
ONGOING SEARCH	2710 ANNOUNCER (WINK-AM) 1200/1460 WINK NEWS RADIO	RADIO PROGRAMMING	P/T	If you have experience anchoring a news wheel then this could be a great opportunity for you. We'll provide you with the resources of the local CBS-TV station, field reporters from the two local newspapers, a TV campaign to support our brand and a work environment that's fun. This job isn't for the faint of heart; you'll have to write your own newscasts, prepare your own audio, and be able to re-write on the fly. If this sounds like fun to you, e-mail your package (under 4MB) to michael@winkfm.com today.	PROGRAM DIRECTOR

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CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
27-Sep-10	MORNING METEOROLOGIST	TV NEWS	F/T	3 years on-air experience. WSI experience. CBM eligible. Tropical weather exp. a plus. Apply to Russ Kilgore.	NEWS DIRECTOR
01-Jul-11	TV NEWS PRODUCER	TV NEWS	F/T	College degree, 1 year TV newsroom producing experience and associate producer experience required. Apply to Rich Garcia.	ASSISTANT NEWS DIRECTOR
02-Aug-11	TV NEWS PRODUCER	TV NEWS	F/T	College degree, 1 year TV newsroom producing experience and associate producer experience required. Apply to Rich Garcia.	ASSISTANT NEWS DIRECTOR
05-Aug-11	ASSOCIATE PRODUCER (2 positions)	TV NEWS	F/T	1 year experience in a TV newsroom. College degree required. Applicant should have aspirations for TV news producer position. Apply to Rich Garcia.	ASSISTANT NEWS DIRECTOR
08-Sep-11	EDITING SUPERVISOR	TV NEWS	F/T	Seeking someone to oversee our non-linear news edition staff and system. Applicants should be able to demonstrate a high level of skill in non-linear editing and a strong computer competency. Experience with Edius and Precis would be a plus. Successful applicant will mentor and supervise nine other editors and be responsible for their schedules, work with our IT dept. on basic system maintenance and fulfill administrative duties with our system including but not limited to on-going staff training and evaluation, archival organization and daily operations. Please send examples of your work, cover letter, resume and references to Rich Garcia. Your resume should include details of your non-linear work plus information on the depth of your computer literacy.	ASSISTANT NEWS DIRECTOR

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Updated 9/9/2011

Exhibit 7

Karen Seiferth

From: Karen Seiferth
Sent: Monday, October 10, 2011 5:17 PM
To: Abilities of Florida; 'Bethune-Cookman'; 'Collective Talent'; 'FL A&M University'; 'FL Gulf Coast University'; 'FL Intl University'; 'Florida A & M University'; 'Hispanic Chamber of Commerce'; 'Justin Strauss'; 'Marist College'; 'Return to Work Inc.'; 'Sunday Morning News (donbrowne@gmail.com)'; 'SW FL College'; 'TV Jobs'; 'University of Florida'; 'University of South FL'
Subject: JOB-LIST-FMBC
Attachments: JOB-LIST-FMBC.xls

CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
ONGOING SEARCH	MARKETING CONSULTANT (RADIO)	RADIO SALES	F/T	Seeking customer-focused sales professionals with passion, creativity, energy and a desire to be the best. Must have computer experience. If you're a self-starter with a strong work ethic, solid marketing skills & love selling, call now. Sales & media experience preferred. Must possess valid Florida driver's license with clean driving record.	SALES MANAGER
ONGOING SEARCH	FM ANNOUNCER (WINK-FM)	RADIO PROGRAMMING	P/T	Weekend air personality needed for WINK 96.9. Minimum of 1 year AC, Hot AC or Top 40 experience is required.	PROGRAM DIRECTOR
ONGOING SEARCH	STREET TEAM MEMBERS (WINK-FM)	RADIO PROGRAMMING	P/T	Seeking motivated street team members. Must have valid Florida drivers license with clean driving record.	PROGRAM DIRECTOR
ONGOING SEARCH	PRODUCTION ASSISTANT	TV PRODUCTION	P/T	Responsibilities include operating character generator, camera, audio, master control automation and assisting with commercial/promotional production. Must be detail-oriented.	PRODUCTION MANAGER
ONGOING SEARCH	ANNOUNCER (WINK-AM) 1200/1460 WINK NEWS RADIO	RADIO PROGRAMMING	P/T	If you have experience anchoring a news wheel then this could be a great opportunity for you. We'll provide you with the resources of the local CBS-TV station, field reporters from the two local newspapers, a TV campaign to support our brand and a work environment that's fun. This job isn't for the faint of heart; you'll have to write your own newscasts, prepare your own audio, and be able to re-write on the fly. If this sounds like fun to you, e-mail your package (under 4MB) to michael@winkfm.com today.	PROGRAM DIRECTOR

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CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
05-Aug-11	ASSOCIATE PRODUCER (2 positions)	TV NEWS	F/T	1 year experience in a TV newsroom. College degree required. Applicant should have aspirations for TV news producer position. Apply to Rich Garcia.	ASSISTANT NEWS DIRECTOR

23-Sep-11	TRAFFIC ASSISTANT	TRAFFIC	F/T	Immediate opening for TV and radio properties. Responsibilities include log preparation and reconciliation, maintaining media and entering copy instructions and submitting weekly affidavits. Experience with Wide Orbit Traffic software an asset. Individual should have excellent organizational, communications and interpersonal skills, ability to meet deadlines with great attention to detail. Must be able to work independently and enjoy working in a team environment.	TRAFFIC MANAGER
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30-Sep-11	PRODUCTION MANAGER	RADIO PRODUCTION	F/T	Immediate opening for someone with excellent people and organizational skills. Responsibilities include writing, designing, editing and executing a high volume of daily in-house production which includes voicing, writing, dubbing and archiving of commercials for 6 radio stations. Responsible for commercial/traffic logs for all stations, insuring traffic is merged and no spots are missing for next day/weekend. Will assign and direct staff in production of commercials. Will organize and archive audio and oversee the quality, quick turnaround and overall sound of all commercials. Must possess excellent time management skills. Experience with Adobe Audition 3.0 Expert needed. Knowledge of NexGen Automation System. Apply to Michael Hayes at michael@winkfm.com	PROGRAMMING DIRECTOR
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Updated 10/10/2011

CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

	JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
30-Sep-11	2811	RF ENGINEER	ENGINEERING / IT	F/T	RF Engineer to assist with AM, FM, TV and STL TX and TX equipment. Should also be able to assist with satellite downlink equipment. Apply to Jon.Nagel@winktv.com	ENGINEERING / IT DIRECTOR
07-Oct-11	2911	VIDEO JOURNALIST	TV NEWS	F/T	College degree required. At least 2 years experience reporting in a television newsroom. Apply to Rich Garcia at rich.garcia@winktv.com	ASSISTANT NEWS DIRECTOR
07-Oct-11	3011	ASSOCIATE PRODUCER	TV NEWS	F/T	1 year experience in a TV newsroom. College degree required. Applicant should have aspirations for TV news producer position. Apply to Rich Garcia.	ASSISTANT NEWS DIRECTOR
07-Oct-11	3111	EXECUTIVE PRODUCER	TV NEWS	F/T	At least 4 years television newsroom producing experience. Some management experience in a newsroom a plus. College degree and references necessary. Apply to Rich Garcia.	ASSISTANT NEWS DIRECTOR
07-Oct-11	3211	IT / ENGINEERING ASSISTANT	ENGINEERING / IT	P/T	Applicant should be handy and have a basic knowledge of vehicle maintenance (oil, coolant, tires). Duties will include basic building maintenance. Must have valid Florida drivers license with clean MVR. E-mail resumel@winktv.com with basic info.	ENGINEERING / IT DIRECTOR

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Updated 10/10/2011

Exhibit 8

Karen Salfuth

From: Karen Salfuth
Sent: Thursday, August 13, 2009 11:48 AM
To: 'Karen Salfuth' <ksalfuth@comcast.net>
Subject: Karen Salfuth
Attachments: Karen Salfuth

CAREER OPPORTUNITIES FOR FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5579

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPORT TO
ONGOING SEARCH	MARKETING CONSULTANT (RADIO)	MARKETING	PT	Responsible for the development and execution of marketing programs for radio stations. Must have a minimum of 3 years experience in radio marketing. Must have a college degree in marketing or related field. Must have excellent communication skills and be able to work independently.	SALES MANAGER
ONGOING SEARCH	FM ANNOUNCER (MUSIC)	PROGRAMS	PT	Responsible for announcing music on the radio. Must have a minimum of 3 years experience in radio announcing. Must have a college degree in broadcasting or related field. Must have excellent communication skills and be able to work independently.	PROGRAM DIRECTOR
ONGOING SEARCH	STREET TEAM MEMBERS (MUSIC)	PROGRAMS	PT	Responsible for promoting music on the radio. Must have a minimum of 1 year experience in street team work. Must have a college degree in marketing or related field. Must have excellent communication skills and be able to work independently.	PROGRAM DIRECTOR
ONGOING SEARCH	PRODUCTION ASSISTANT	PROGRAMS	PT	Responsible for assisting in the production of radio programs. Must have a minimum of 1 year experience in radio production. Must have a college degree in broadcasting or related field. Must have excellent communication skills and be able to work independently.	PROGRAM MANAGER
ONGOING SEARCH	ANNOUNCER (MUSIC)	PROGRAMS	PT	Responsible for announcing music on the radio. Must have a minimum of 3 years experience in radio announcing. Must have a college degree in broadcasting or related field. Must have excellent communication skills and be able to work independently.	PROGRAM DIRECTOR

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CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33906

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT	FL/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
05-Aug-11	ASSOCIATE PRODUCER (2 Positions)	Production	F/T	1 year of broadcast experience in a radio or television production environment. Bachelor's degree in Broadcast Journalism or related field. Ability to work under pressure and meet deadlines.	ASSISTANT DIRECTOR OF STATION

23-Sep-11	TRAFFIC ASSISTANT	Production	F/T	Minimum 1 year of broadcast experience in a radio or television production environment. Bachelor's degree in Broadcast Journalism or related field. Ability to work under pressure and meet deadlines. Knowledge of radio and television advertising sales and scheduling. Ability to communicate effectively with sales and production staff.	TRAFFIC MANAGER
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30-Sep-11	PRODUCTION MANAGER	Production	F/T	Minimum 3 years of broadcast experience in a radio or television production environment. Bachelor's degree in Broadcast Journalism or related field. Ability to work under pressure and meet deadlines. Knowledge of radio and television advertising sales and scheduling. Ability to communicate effectively with sales and production staff. Strong organizational and leadership skills.	PROGRAMMATIC DIRECTOR
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Application # 11-0011

CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916
 Phone: 239/334-1111 Fax: 239/779-9206

JOB #	JOB TITLE	DEPT.	FL/PT	DESCRIPTION / REQUIREMENTS	REPLY TO:
30-SEP-11	PT FISH/IFF	ENGINEERING	F/T	<p>Job # 30-SEP-11: Assistant Director of Engineering / IT Director</p> <p>TV and TV equipment, studio production, video, with other equipment and related applications.</p> <p>20 hrs/week/40 hrs/week</p>	ENGINEERING / IT DIRECTOR
07-OCT-11	2911 VIDEO JOURNALIST	NEWS	F/T	<p>Job # 07-OCT-11: Videographer, 20 hrs/week</p> <p>experience required in video production, video production for news programs.</p> <p>Apply to Fort My. Fla.</p>	ASSISTANT NEWS DIRECTOR
07-OCT-11	2911 ASSOCIATE PRODUCER	NEWS	F/T	<p>Job # 07-OCT-11: Associate Producer, 20 hrs/week</p> <p>experience required in video production, video production for news programs.</p> <p>Apply to Fort My. Fla.</p>	ASSISTANT NEWS DIRECTOR
07-OCT-11	2911 EXECUTIVE PRODUCER	NEWS	F/T	<p>Job # 07-OCT-11: Executive Producer, 20 hrs/week</p> <p>experience required in video production, video production for news programs.</p> <p>Apply to Fort My. Fla.</p>	ASSISTANT NEWS DIRECTOR
07-OCT-11	3011 IT / ENGINEERING ASSISTANT	ENGINEERING	F/T	<p>Job # 07-OCT-11: IT / Engineering Assistant, 20 hrs/week</p> <p>experience required in video production, video production for news programs.</p> <p>Apply to Fort My. Fla.</p>	ENGINEERING / IT DIRECTOR

FORT MYERS BROADCASTING IS AN EOE, A DRUG-FREE WORKPLACE AND OFFERS A SMOKE-FREE ENVIRONMENT.

AN EQUAL OPPORTUNITY

Exhibit 9

Karen Seifarth

From: Karen Seifarth
Sent: Friday, November 04, 2011 3:12 PM
To: Abilities of Florida; 'Bethune-Cookman'; 'Collective Talent'; 'FL A&M University'; 'FL Gulf Coast University'; 'FL Untl University'; 'Florida A & M University'; 'Hispanic Chamber of Commerce'; 'Justin Strauss'; 'Marist College'; 'Return to Work Inc.'; 'Sunday Morning News (donbrowne@gmail.com)'; 'SW FL College'; 'TV Jobs'; 'University of Florida'; 'University of South FL'
Subject: JOB-LIST-FMBC
Attachments: JOB-LIST-FMBC.xls

CAREER OPPORTUNITIES for FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
ONGOING SEARCH	MARKETING CONSULTANT (RADIO)	RADIO SALES	F/T	Seeking customer-focused sales professionals with passion, creativity, energy and a desire to be the best. Must have computer experience. If you're a self-starter with a strong work ethic, solid marketing skills & love selling, call now. Sales & media experience preferred. Must possess valid Florida driver's license with clean driving record.	SALES MANAGER
ONGOING SEARCH	FM ANNOUNCER (WINK-FM)	RADIO PROGRAMMING	P/T	Weekend air personality needed for WINK 96.9. Minimum of 1 year AC, Hot AC or Top 40 experience is required.	PROGRAM DIRECTOR
ONGOING SEARCH	STREET TEAM MEMBERS (WINK-FM)	RADIO PROGRAMMING	P/T	Seeking motivated street team members. Must have valid Florida drivers license with clean driving record.	PROGRAM DIRECTOR
ONGOING SEARCH	PRODUCTION ASSISTANT	TV PRODUCTION	P/T	Responsibilities include operating character generator, camera, audio, master control automation and assisting with commercial/promotional production. Must be detail-oriented.	PRODUCTION MANAGER
ONGOING SEARCH	ANNOUNCER (WINK-AM) 1200/1460 WINK NEWS RADIO	RADIO PROGRAMMING	P/T	If you have experience anchoring a news wheel then this could be a great opportunity for you. We'll provide you with the resources of the local CBS-TV station, field reporters from the two local newspapers, a TV campaign to support our brand and a work environment that's fun. This job isn't for the faint of heart; you'll have to write your own newscasts, prepare your own audio, and be able to re-write on the fly. If this sounds like fun to you, e-mail your package (under 4MB) to michael@winkfm.com today.	PROGRAM DIRECTOR

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Updated 11/4/2011

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2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
05-Apr-11	1111 VIDEO JOURNALIST	TV NEWS	F/T	College degree required. At least 2 years experience reporting in a television newsroom. Apply to Rich Garcia at rich.garcia@winktv.com	ASSISTANT NEWS DIRECTOR
30-Sep-11	2811 RF ENGINEER	ENGINEERING / IT	F/T	RF Engineer to assist with AM, FM, TV and STL TX and TX equipment. Should also be able to assist with satellite downlink equipment. Apply to Jon.Nagel@winktv.com	ENGINEERING / IT DIRECTOR
07-Oct-11	3111 EXECUTIVE PRODUCER	TV NEWS	F/T	At least 4 years television newsroom producing experience. Some management experience in a newsroom a plus. College degree and references necessary. Apply to Rich Garcia.	ASSISTANT NEWS DIRECTOR

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Updated 11/4/2011

EXHIBIT 10

Karen Seifert

From: Karen Seifert
Sent: Wednesday, November 16, 2011 10:56 AM
To: Abilities of Florida; Bethune-Cookman; Collective Talent; FL A&M University; FL Gulf Coast University; FL Intl University; Florida A & M University; Hispanic Chamber of Commerce; Justin Strauss; Marist College; Return to Work Inc.; Sunday Morning News (donbrowne@gmail.com); SW FL College; TV Jobs; University of Florida; University of South FL
Subject: JOB-LIST-FMBC.xls
Attachments: JOB-LIST-FMBC.xls

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2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
ONGOING SEARCH	MARKETING CONSULTANT (RADIO)	RADIO SALES	F/T	Seeking customer-focused sales professionals with passion, creativity, energy and a desire to be the best. Must have computer experience. If you're a self-starter with a strong work ethic, solid marketing skills & love selling, call now. Sales & media experience preferred. Must possess valid Florida driver's license with clean driving record.	SALES MANAGER
ONGOING SEARCH	FM ANNOUNCER (WINK-FM)	RADIO PROGRAMMING	P/T	Weekend air personality needed for WINK 96.9. Minimum of 1 year AC, Hot AC or Top 40 experience is required.	PROGRAM DIRECTOR
ONGOING SEARCH	STREET TEAM MEMBERS (WINK-FM)	RADIO PROGRAMMING	P/T	Seeking motivated street team members. Must have valid Florida drivers license with clean driving record.	PROGRAM DIRECTOR
ONGOING SEARCH	PRODUCTION ASSISTANT	TV PRODUCTION	P/T	Responsibilities include operating character generator, camera, audio, master control automation and assisting with commercial/promotional production. Must be detail-oriented.	PRODUCTION MANAGER
ONGOING SEARCH	ANNOUNCER (WINK-AM) 1200/1460 WINK NEWS RADIO	RADIO PROGRAMMING	P/T	If you have experience anchoring a news wheel then this could be a great opportunity for you. We'll provide you with the resources of the local CBS-TV station, field reporters from the two local newspapers, a TV campaign to support our brand and a work environment that's fun. This job isn't for the faint of heart; you'll have to write your own newscasts, prepare your own audio, and be able to re-write on the fly. If this sounds like fun to you, e-mail your package (under 4MB) to michael@winkfm.com today.	PROGRAM DIRECTOR

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Phone: 239/334-1111 Fax: 239/479-5535

	JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
05-Apr-11	1111	VIDEO JOURNALIST	TV NEWS	F/T	College degree required. At least 2 years experience reporting in a television newsroom. Apply to Rich Garcia at rich.garcia@winktv.com	ASSISTANT NEWS DIRECTOR
30-Sep-11	2811	RF ENGINEER	ENGINEERING / IT	F/T	RF Engineer to assist with AM, FM, TV and STL TX and TX equipment. Should also be able to assist with satellite downlink equipment. Apply to Jon.Nagel@winktv.com	ENGINEERING / IT DIRECTOR
07-Oct-11	3111	EXECUTIVE PRODUCER	TV NEWS	F/T	At least 4 years television newsroom producing experience. Some management experience in a newsroom a plus. College degree and references necessary. Apply to Rich Garcia.	ASSISTANT NEWS DIRECTOR
14-Nov-11	3311	TRAFFIC ASSISTANT	TRAFFIC	F/T	Immediate opening. Responsibilities include log preparation and reconciliation, maintaining media and entering copy instructions and submitting weekly affidavits. Experience with Wide Orbit Traffic software an asset. Individual should have excellent organization, communication and interpersonal skills, ability to meet deadlines with great attention to detail. Must be able to work independently and enjoy working in a team environment.	TRAFFIC MANAGER

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Updated 11/16/2011

CAREER OPPORTUNITIES *for* FORT MYERS BROADCASTING COMPANY

2824 Palm Beach Boulevard Fort Myers, FL 33916

Phone: 239/334-1111 Fax: 239/479-5535

16-Nov-11	JOB #	JOB TITLE	DEPT.	FT/PT	JOB DESCRIPTION / REQUIREMENTS	REPLY TO:
	3411	BUSINESS MANAGER	ADMINISTRATION	F/T	Seeking experienced Business Manager to oversee and manage our business and financial operations. Ideal candidate would have their CPA or Masters degree in Accounting/Finance and a minimum of five (5) years experience in the Television-Radio industry. Must have good people management skills and be able to work closely with other department heads. Knowledge of Great Plains financial software with Wide Orbit traffic software a plus. Salary is competitive based on experience and skill sets. Company benefits include vacation, sick leave, health insurance and 401(k) plan. Fort Myers Broadcasting Company is an EEO employer and a drug-free, smoke-free work place. Please send resume and references to: wayne.simons@fmbcmail.com	VP / GENERAL MANAGER

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Updated 11/16/2011