

LEIBOWITZ & ASSOCIATES, P.A.

MATTHEW F. LEIBOWITZ  
JOSEPH A. BELISLE

SUITE 2100  
ONE BISCAYNE TOWER  
2500 BISCAYNE BLVD  
MIAMI, FL 33133

TELEPHONE (305) 363-9417  
TELECOPIER (305) 336-9417

March 28, 2014

Via Express Mail

EEO Staff  
Policy Division  
Media Bureau  
Federal Communications Commission  
445 12<sup>th</sup> 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	<a href="http://www.winknews.com">www.winknews.com</a>
WINK-FM	<a href="http://www.969morefm.com">www.969morefm.com</a>
WNPL	<a href="http://www.juan1200.com">www.juan1200.com</a>
WJUA	<a href="http://www.juan1200.com">www.juan1200.com</a>
WTLQ-FM	<a href="http://www.latino977.com">www.latino977.com</a>

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

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

<u>Position</u>	<u>Date Opened</u>	<u>Date Hired</u>
Meteorologist	9/27/2010	2/27/2012
Video Journalist	4/5/2011	1/9/2012
News Producer	8/2/2011	10/3/2011
Editing Supervisor	9/9/2011	9/25/2011
Traffic Assistant	9/23/2011	10/11/2011
Associate Producer	8/5/2011	10/20/2011
Production Manager	9/30/2011	10/12/2011
Video Journalist	10/7/2011	10/31/2011
Associate Producer	10/7/2011	11/3/2011
IT / Engineering Assistant	10/7/2011	5/28/2012
Traffic Assistant	11/15/2011	3/12/2012
Business Manager	11/15/2011	1/1/2012
Master Control	12/16/2011	1/24/2012
Afternoon Announcer	1/9/2012	3/26/2012
News Producer	1/13/2012	9/14/2012
Producer / Associate Producer	1/13/2012	2/6/2012
Assistant Business Manager	1/13/2012	2/16/2012
Associate Producer / Editor	2/10/2012	3/20/2012
Traffic Reporter	2/10/2012	4/16/2012
Video Journalist	2/10/2012	5/14/2012
Editor	3/9/2012	5/9/2012

Newscast Director	3/9/2012	6/25/2012
TV Continuity	3/9/2012	10/4/2012
Producer / Associate Producer	3/23/2012	7/6/2012
WE Morning Anchor / Reporter	3/23/2012	5/21/2012
Editor / Associate Producer	5/2/2012	5/21/2012
Photojournalist	5/31/2012	8/3/2012
Assignment Manager	6/8/2012	7/30/2012
Associate Producer / Producer	7/5/2012	8/13/2012
Marketing Consultant	7/2/2012	9/4/2012
Weekend Assignment Editor	8/3/2012	8/23/2012
Executive Producer (2)	10/7/2011	3/6/2013 9/2/2013
Investigative Reporter	4/23/2012	10/21/2012
TV Engineer	6/25/2012	10/8/2012
Video Journalist	6/29/2012	10/16/2012
Marketing Consultant (2)	7/6/2012	10/22/2012 11/6/2012
Photojournalist	8/3/2012	2/11/2013
Video Journalist	8/3/2012	10/29/2012
Video Journalist	9/26/2012	11/6/2012
Production Director (2)	9/26/2012	10/29/2012 12/24/2012
News Producer	9/26/2012	12/5/2012
News Producer	10/1/2012	1/14/2013

Reporter / Anchor	10/1/2012	5/6/2013
News Producer	11/5/2012	2/4/2013
Photojournalist	11/5/2012	12/27/2012
Master Control (3)	11/5/2012	12/1/2012 1/21/2013 1/27/2013
Production Assistant (2)	11/16/2012	12/3/2012 12/24/2012
Director of Engineering & IT	12/6/2012	12/24/2012
Associate Producer	1/2/2013	1/7/2013
Receptionist	1/15/2013	4/29/2013
Maintenance Supervisor	1/22/2013	1/28/2013
Maintenance Technician	1/22/2013	1/29/2013
Photojournalist (2)	3/1/2013	4/29/2013 4/29/2013
News Producer	4/9/2013	5/6/2013
News Producer	4/25/2013	6/12/2013
Broadcast Technician	6/10/2013	8/12/2013
Production Assistant	6/14/2013	6/24/2013
News Producer / AP	6/26/2013	8/5/2013
News Producer / AP	8/8/2013	9/9/2013
News Producer / AP	8/8/2013	9/9/2013
TV Continuity	8/8/2013	9/3/2013

Advertisements, bulletins, letters, faxes, emails and other communications (“Announcements”) announcing the various job positions are appended hereto as Exhibits 3 through 38. While the stations send Announcements to the numerous recruitment sources identified in these documents, no groups or agencies actually requested notification of job vacancies. Further, while the attached Announcements contain multiple postings for the full time vacancies filled in the employment unit, there are additional Announcements for these vacancies that we have not located. We believe the departure of managerial employees and the deletion of their emails has contributed to this loss of data.

There were 3 interviewees for the 9/27/2010 Meteorologist position and the sources of these interviewees were:

Talent Dynamics	2 interviewees
TVJOBS.com	<u>1 interviewee</u>
Total	3 interviewees

There was 1 interviewee for the 4/5/2011 Video Journalist position and the sources of the interviewees were:

TVJOBS.com	<u>1 interviewee</u>
Total	1 interviewee

There were 2 interviewees for the 8/2/2011 News Producer position and the sources of these interviewees were:

TVJOBS.com	<u>2 interviewees</u>
Total	2 interviewees

There were 3 interviewees for the 9/9/2011 Editing Supervisor position and the sources of these interviewees were:

FMBC Job Posting	<u>3 interviewees</u>
Total	3 interviewees

There were 16 interviewees for the 9/23/2011 Traffic Assistant position and the sources of the interviewees were:

Craigslist	8 interviewees
SWFHW.com	2 interviewees
Unsolicited	3 interviewees
Employee Referral	2 interviewees

WINK-TV website	<u>1 interviewee</u>
Total	16 interviewees

There were 6 interviewees for the 8/5/2011 Associate Producer position and the sources of these interviewees were:

TVJOBS.com	5 interviewees
WINK-TV website	<u>1 interviewee</u>
Total	6 interviewees

There were 3 interviewees for the 9/30/2011 Production Manager position and the sources of these interviewees were:

All Access	2 interviewees
FMBC Job Posting	<u>1 interviewee</u>
Total	3 interviewees

There were 2 interviewees for the 10/7/2011 Video Journalist position and the sources of the interviewees were:

TVJOBS.com	<u>2 interviewees</u>
Total	2 interviewees

There were 3 interviewees for the 10/7/2011 Associate Producer position and the sources of these interviewees were:

TVJOBS.com	1 interviewee
WINK-TV website	<u>1 interviewee</u>
Total	2 interviewees

There were 5 interviewees for the 10/7/2011 IT / Engineering Assistant position and the sources of these interviewees were:

Craigs List	4 interviewee
Employee Referral	<u>1 interviewee</u>
Total	5 interviewees

There were 3 interviewees for the 11/15/2011 Traffic Assistant position and the sources of the interviewees were:

Office Temps	1 interviewee
SWFHW.com	<u>2 interviewees</u>
Total	3 interviewees

There were 2 interviewees for the 11/15/2011 Business Manager position and the sources of these interviewees were:

Broadcasting Job Bank	1 interviewee
FMBC Job Posting	<u>1 interviewee</u>
Total	2 interviewees

There were 5 interviewees for the 12/16/2011 Master Control position and the sources of the interviewees were:

Unsolicited	3 interviewees
Employee Referral	<u>2 interviewees</u>
Total	5 interviewees

There were 6 interviewees for the 1/9/2012 Afternoon Announcer position and the sources of these interviewees were:

All Access	<u>6 interviewees</u>
Total	6 interviewees

There were 2 interviewees for the 1/13/2012 News Producer position and the sources of these interviewees were:

TVJOBS.com	<u>2 interviewees</u>
Total	2 interviewees

There were 2 interviewees for the 1/13/2012 Producer / AP position and the sources of the interviewees were:

WINK-TV website	1 interviewee
TVJOBS.com	<u>1 interviewee</u>
Total	2 interviewees

There were 3 interviewees for the 1/13/2012 Assistant Business Manager position and the sources of these interviewees were:

BCFM Job Bank	1 interviewee
FMBC Job Posting	1 interviewee



SWFHW.com	<u>1</u> interviewee
Total	3 interviewees

There were 2 interviewees for the 2/10/2012 Associate Producer / Editor position and the sources of the interviewees were:

WINK-TV website	1 interviewee
TVJOBS.com	<u>1</u> interviewee
Total	2 interviewees

There were 2 interviewees for the (2/10/2012 Traffic Reporter position and the sources of these interviewees were:

TVJOBS.com	<u>2</u> interviewees
Total	2 interviewees

There was 1 interviewee for the 2/10/2012 Video Journalist position and the sources of these interviewees were:

TVJOBS.com	<u>1</u> interviewee
Total	1 interviewee

There were 2 interviewees for the 3/9/2012 Editor position and the sources of the interviewees were:

WINK-TV website	1 interviewee
TVJOBS.com	<u>1</u> interviewee
Total	2 interviewees

There were 2 interviewees for the 3/9/2012 Newscast Director position and the sources of these interviewees were:

FMBC Job Posting	1 interviewee
WINK-TV website	<u>1</u> interviewee
Total	2 interviewees

There were 4 interviewees for the 3/9/2012 TV Continuity position and the sources of the interviewees were:

Office Temp	1 interviewee
WINK-TV website	<u>3</u> interviewees

Total 4 interviewees

There were 2 interviewees for the 3/23/2012 Producer / AP position and the sources of these interviewees were:

TVJOBS.com	<u>2 interviewees</u>
Total	2 interviewees

There was 1 interviewee for the 3/23/2012 WE Morning Anchor / Reporter position and the sources of these interviewees were:

TVJOBS.com	<u>1 interviewee</u>
Total	1 interviewee

There was 1 interviewee for the 5/2/2012 Editor / Associate Producer position and the sources of the interviewees were:

TVJOBS.com	<u>1 interviewee</u>
Total	1 interviewee

There were 2 interviewees for the 5/31/2012 Photojournalist position and the sources of these interviewees were:

Employee Referral	1 interviewee
TVJOBS.com	<u>1 interviewee</u>
Total	2 interviewees

There was 1 interviewee for the 3/23/2012 Assignment Manager position and the sources of these interviewees were:

TVJOBS.com	<u>1 interviewee</u>
Total	1 interviewee

There were 2 interviewees for the 8/3/2012 Weekend Assignment Editor position and the sources of these interviewees were:

FMBC Job Postings	<u>2 interviewees</u>
Total	2 interviewees

There were 3 interviewees for the 7/2/2012 Marketing Consultant position and the sources of these interviewees were:

Employee Referral	2 interviewees
WINK-TV website	<u>1 interviewee</u>
Total	3 interviewees

There were 2 interviewees for the 7/5/2012 AP / Producer position and the sources of the interviewees were:

Employee Referral	1 interviewee
TVJOBS.com	<u>1 interviewee</u>
Total	2 interviewees

There were 2 interviewees for the 10/7/2011 Executive Producer position and the sources of these interviewees were:

Employee Referral	1 interviewee
WINKNEWS.com	<u>1 interviewee</u>
Total	2 interviewees

There were 2 interviewees for the 4/23/2012 Investigative Reporter position and the sources of the interviewees were:

TVJOBS.com	<u>2 interviewees</u>
Total	2 interviewees

There were 4 interviewees for the 6/25/2012 TV Engineer position and the sources of these interviewees were:

Career Builders	2 interviewees
Employee Referral	1 interviewee
TVJOBS.com	<u>1 interviewee</u>
Total	4 interviewees

There were 2 interviewees for the 6/29/2012 Video Journalist position and the sources of the interviewees were:

Employee Referral	<u>2 interviewees</u>
Total	2 interviewees

There were 6 interviewees for the 7/12/2012 Marketing Consultant position and the sources of these interviewees were:

Unsolicited	4 interviewees
WINKNEWS.com	<u>2 interviewees</u>
Total	6 interviewees

There were 3 interviewees for the 8/3/2012 Photojournalist position and the sources of the interviewees were:

TVJOBS.com	2 interviewees
Unsolicited	<u>1 interviewee</u>
Total	3 interviewees

There were 2 interviewees for the 8/3/2012 Video Journalist position and the sources of these interviewees were:

TVJOBS.com	<u>2 interviewees</u>
Total	2 interviewees

There was 1 interviewee for the 9/26/2012 Video Journalist position and the sources of the interviewees were:

WINKNEWS.com	<u>1 interviewee</u>
Total	1 interviewee

There were 2 interviewees for the 9/26/2012 Production Director positions and the sources of these interviewees were:

FMBC Job Posting	<u>2 interviewees</u>
Total	2 interviewees

There was 1 interviewee for the 9/26/2012 News Producer position and the sources of the interviewees were:

TVJOBS.com	<u>1 interviewee</u>
Total	1 interviewee

There was 1 interviewee for the 10/1/2012 News Producer position and the sources of these interviewees were:

Employee Referral	<u>1 interviewee</u>
Total	1 interviewee

There was 1 interviewee for the 10/1/2012 Reporter / Anchor position and the sources of the interviewees were:

TVJOBS.com	<u>1 interviewee</u>
Total	1 interviewee

There was 1 interviewee for the 11/5/2012 News Producer position and the sources of these interviewees were:

TVJOBS.com	<u>1 interviewee</u>
Total	1 interviewee

There was 1 interviewee for the 11/5/2012 Photojournalist position and the sources of the interviewees were:

TVJOBS.com	<u>1 interviewee</u>
Total	1 interviewee

There were 14 interviewees for the 11/5/2012 Master Control positions and the sources of these interviewees were:

Employee Referral	2 interviewees
FMBC Job Posting	2 interviewees
Unsolicited	6 interviewees
WINKNEWS.com	<u>4 interviewees</u>
Total	14 interviewees

There were 2 interviewees for the 11/16/2012 Production Assistant positions and the sources of the interviewees were:

FMBC Job Posting	<u>2 interviewees</u>
Total	2 interviewees

There was 1 interviewee for the 12/6/2012 Director of Engineering & IT position and the sources of these interviewees were:

FMBC Job Posting	<u>1 interviewee</u>
Total	1 interviewee

There were 2 interviewees for the 1/2/2013 Associate Producer position and the sources of the interviewees were:

TVJOBS.com	<u>2 interviewees</u>
Total	2 interviewees

There was 1 interviewee for the 1/15/2013 Receptionist position and the sources of these interviewees were:

WINKNEWS.com	<u>1 interviewee</u>
Total	1 interviewee

There was 1 interviewee for the 1/22/2013 Maintenance Supervisor position and the sources of the interviewees were:

FMBC Job Posting	<u>1 interviewee</u>
Total	1 interviewee

There was 1 interviewee for the 1/22/2013 Maintenance Technician position and the sources of these interviewees were:

FMBC Job Posting	<u>1 interviewee</u>
Total	1 interviewee

There were 2 interviewees for the 3/1/2013 Photojournalist positions and the sources of the interviewees were:

FMBC Job Posting	1 interviewee
TVJOBS.com	<u>1 interviewee</u>
Total	2 interviewees

There was 1 interviewee for the 4/9/2013 News Producer position and the sources of these interviewees were:

Employee Referral	<u>1 interviewee</u>
Total	1 interviewee

There was 1 interviewee for the 4/25/2013 News Producer position and the sources of the interviewees were:

TVJOBS.com	<u>1 interviewee</u>
Total	1 interviewee

There was 1 interviewee for the 6/10/2013 Broadcasting Technician position and the sources of these interviewees were:

WINKNEWS.com	<u>1 interviewee</u>
Total	1 interviewee

There were 4 interviewees for the 6/14/2013 Production Assistant position and the sources of the interviewees were:

FMBC Job Posting	<u>4 interviewees</u>
Total	4 interviewees

There was 1 interviewee for the 6/26/2013 News Producer / AP position and the sources of these interviewees were:

TVJOBS.com	<u>1 interviewee</u>
Total	1 interviewee

There was 1 interviewee for the 8/8/2013 News Producer / AP position and the sources of the interviewees were:

FMBC Job Posting	<u>1 interviewee</u>
Total	1 interviewee

There was 1 interviewee for the 8/8/2013 News Producer / AP position and the sources of the interviewees were:

Employee Referral	<u>1</u> interviewee
Total	1 interviewee

There were 13 interviewees for the 8/8/2013 TV Continuity position and the sources of the interviewees were:

Craig's List SW Florida	3 interviewees
Employee Referral	2 interviewees
SW Florida Help Wanted.com	1 interviewee
TVJOBS.com	1 interviewee
Unsolicited	2 interviewees
WINKNEWS.com	<u>4</u> interviewees
Total	13 interviewees

Documentation with respect to the performance of unit recruitment measures is appended hereto as Exhibits 39 and 40. The documentation for the employment unit's internship program consists chiefly of employment applications, resumes and reviews of intern performance. These documents are personal and confidential and are not included in Exhibits 39 and 40. They will be supplied, along with an appropriate request for confidential treatment, if necessary.

There are 150 full-time employees in the WINK-TV, WINK-FM, WNPL, WJUA, WTLQ-FM employment unit. There are roughly 865,000 people in the Fort Myers-Naples-Marco Island, Florida Arbitron Metro Market and this would lead to the conclusion that four initiatives are required each two-year period.

There are no pending or resolved EEO complaints filed against Station WNPL during the current license term (the period beginning January 27, 2012).

The stations' General Manager and Department Heads are responsible for implementing the stations' employment unit's EEO policies. To that end, all full-time vacancies are posted with several sources.

The stations' employment unit has developed a diverse emailing list that is used to insure that job notices are widely disseminated to diverse recruitment sources. It has been the experience of station management during the current license period that this has resulted in referrals of prospective employees from numerous sources.

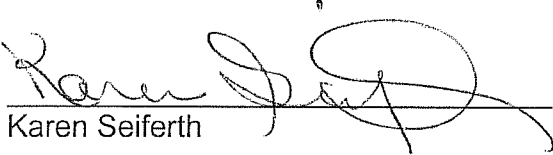
The employment unit's pay, employment, benefits and seniority practices apply companywide to all station employees. During the current license term, Station WNPL's



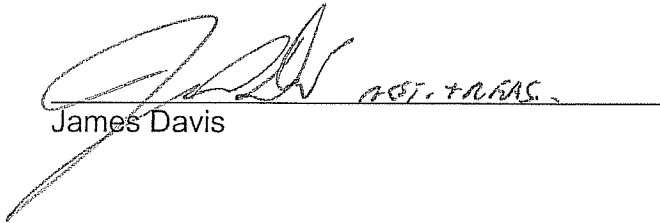
employment unit has not experienced any issues concerning discriminatory pay or benefits or seniority policies. The station has no union employees.

The licensee is not a religious broadcaster. The stations are not brokered and the licensee does not broker any other station.

I, Karen Seiferth am the employee of Fort Myers Broadcasting Company who prepared the foregoing response with the assistance of counsel, and I declare under penalty of perjury that it is true and correct to the best of my knowledge, information and belief.

  
Karen Seiferth

I, James Davis, am an officer of Fort Myers Broadcasting Company and I declare under penalty of perjury that I have reviewed the foregoing response and it is true and correct to the best of my knowledge, information and belief.

  
James Davis

# **Exhibit 1**

## **2012 EEO PUBLIC FILE REPORT**

## EEO Public File Report

This EEO Public File Report is filed in Station **WINK-TV, WINK-FM, WTLQ-FM, WINK-AM, WNPL-AM** and **WINKNEWS24-7'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, 2011 and ending on September 30, 2012, the stations filled the following full-time vacancies:

1. Meteorologist	WINK-TV
2. Video Journalist	WINK-TV
3. News Producer	WINK-TV
4. Editing Supervisor	WINK-TV
5. Traffic Assistant	WINK-TV
6. Associate Producer	WINK-TV
7. Production Manager	WINK-FM/AM
8. Video Journalist	WINK-TV
9. Associate Producer	WINK-TV
10. IT / Engineering Assistant	WINK-TV
11. Traffic Assistant	WINK-TV
12. Business Manager	WINK-TV
13. Master Control	WINK-TV
14. Afternoon Announcer	WINK-FM
15. Producer / Associate Producer	WINK-TV
16. Assistant Business Manager	WINK-TV
17. Associate Producer/Editor	WINK-TV
18. Traffic Reporter	WINK-TV
19. Video Journalist	WINK-TV
20. Editor	WINK-TV
21. News Director	WINK-TV
22. TV Continuity	WINK-TV
23. Producer / Associate Producer	WINK-TV
24. WE Morning Anchor / Reporter	WINK-TV
25. Editor / Associate Producer	WINK-TV
26. Photojournalist	WINK-TV
27. Assignment Manager	WINK-TV
28. Weekend Assignment Editor	WINK-TV
29. Associate Producer / Producer	WINK-TV
30. Marketing Consultant	WINK-TV
31. News Producer	WINK-TV

The stations interviewed a total of ninety-three (93) 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. AllAccess	8
2. BCMB Job Bank	2
3. Craig's List	12
4. Employee Referral	9
5. FMBC Job Posting	9
6. Office Temps	2
7. SW Florida Help Wanted.com	5
8. Talent Dynamics	2
9. TVJobs.com	27
10. Unsolicited	6
11. WINKNEWS website	11
12. Abilities of Florida	0
13. Bethune-Cookman College	0
14. Florida A & M University	0
15. Florida Gulf Coast University	0
16. Florida International University	0
17. Graeme Newell Market Ideanet	0
18. Hispanic Chamber of Commerce	0
19. Return to Work Inc.	0
20. SBE Jobs Online Website	0
21. Sunday Morning News	0
22. SW Florida College	0
23. TV Broadcasting Ad	0
24. University of Florida	0
25. University of South Florida	0

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

## FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
METEOROLOGIST	TALENT DYNAMICS	3
<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>
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	2
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
VIDEO JOURNALIST	TV JOBS	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>
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS PRODUCER	TV JOBS	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)

Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
EDITING SUPERVISOR	FMBC JOB POSTING	3

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Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

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

Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	3
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
TRAFFIC ASSISTANT	CRAIGSLIST	16
<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>
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	yes	8
Employee Referral	yes	2
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	yes	2
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	3
WINKNEWS.com	yes	1

## FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
ASSOCIATE PRODUCER	TVJOBS	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>
Ablities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	no	
TVJOBS.com	yes	5
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	1

## FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PRODUCTION MANAGER	ALL ACCESS	3

### Recruitment Sources Utilized\*

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

**Total number of  
interviewees referred**

Abilities of Florida	yes	
All AccessMusic Group	yes	2
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	1
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
VIDEO JOURNALIST	TVJOBS	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>
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
ASSOCIATE PRODUCER	TV JOBS	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>
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	1

## FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
IT / ENGINEERING ASST	CRAIGS LIST	5
<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>
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	yes	4
Employee Referral	yes	1
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
TRAFFIC ASSISTANT	OFFICE TEMPS	3

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	
Abilities of Florida	yes
All AccessMusic Group	no
BCMB Job Bank	no
Bethune-Cookman College	yes
Craigs List	no
Employee Referral	yes
FMBC Job Posting	yes
Florida A & M University	yes
Florida Gulf Coast University	yes
Florida International University	yes
Graeme Newell Marketing Ideanet	no
Hispanic Chamber of Commerce	yes
Office Temps	yes
Return to Work Inc.	yes
SBE Jobs Online website	no
SW Florida College	yes
SW Florida Help Wanted.com	yes
Sunday Morning News	yes
Talent Dynamics	yes
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
BUSINESS MANAGER	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)		
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	yes	1
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	1
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MASTER CONTROL	EMPLOYEE REFERRAL	5

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	
Abilities of Florida	yes
All AccessMusic Group	no
BCMB Job Bank	no
Bethune-Cookman College	yes
Craigs List	no
Employee Referral	yes
FMBC Job Posting	yes
Florida A & M University	yes
Florida Gulf Coast University	yes
Florida International University	yes
Graeme Newell Marketing Ideanet	no
Hispanic Chamber of Commerce	yes
Office Temps	no
Return to Work Inc.	yes
SBE Jobs Online website	no
SW Florida College	yes
SW Florida Help Wanted.com	no
Sunday Morning News	yes
Talent Dynamics	yes
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
AFTERNOON ANNOUNCER	ALL ACCESS	6

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

Abilities of Florida	yes	
All AccessMusic Group	yes	6
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PRODUCER/ASSOC PROD	TV JOBS	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>
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	1

## FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
ASST BUSINESS MANAGER	BCFM - JOBBANK	3
<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>
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	yes	1
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	1
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	yes	1
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
ASSOC PROD / EDITOR	TV JOBS	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>
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	1

## FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
TRAFFIC REPORTER	TV JOBS	2

Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

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

Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
VIDEO JOURNALIST	TV JOBS	1

### Recruitment Sources Utilized\*

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

**Total number of  
interviewees referred**

Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
EDITOR	WINKNEWS WEBSITE	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>
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	1



**FULL-TIME VACANCY EEO INFORMATION**  
**OCTOBER 1, 2011 through SEPTEMBER 30, 2012**

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS DIRECTOR	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)		
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	1
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
TV CONTINUITY	OFFICE TEMPS	4
<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>
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	yes	1
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	3

## FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PRODUCER/ASSOC PROD	TV JOBS	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>
Abilities of Florida	yes
All AccessMusic Group	no
BCMB Job Bank	no
Bethune-Cookman College	yes
Craigs List	no
Employee Referral	yes
FMBC Job Posting	yes
Florida A & M University	yes
Florida Gulf Coast University	yes
Florida International University	yes
Graeme Newell Marketing Ideanet	no
Hispanic Chamber of Commerce	yes
Office Temps	no
Return to Work Inc.	yes
SBE Jobs Online website	no
SW Florida College	yes
SW Florida Help Wanted.com	no
Sunday Morning News	yes
Talent Dynamics	yes
TV Broadcasting Ad	no
TVJOBS.com	yes
University of Florida	yes
University of South Florida	yes
Unsolicited	yes
WINKNEWS.com	yes

2

## FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
WE MORNING ANCHOR	TV JOBS	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>
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
EDITOR / ASSOC PROD	TV JOBS	1
<u>Recruitment Sources Utilized*</u>		<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)		
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PHOTOJOURNALIST	EMPLOYEE REFERRAL	2

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	
Abilities of Florida	yes
All AccessMusic Group	no
BCMB Job Bank	no
Bethune-Cookman College	yes
Craigs List	no
Employee Referral	yes
FMBC Job Posting	yes
Florida A & M University	yes
Florida Gulf Coast University	yes
Florida International University	yes
Graeme Newell Marketing Ideanet	no
Hispanic Chamber of Commerce	yes
Office Temps	no
Return to Work Inc.	yes
SBE Jobs Online website	no
SW Florida College	yes
SW Florida Help Wanted.com	no
Sunday Morning News	yes
Talent Dynamics	yes
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
ASSIGNMENT MANAGER	TV JOBS	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>
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
W/E ASSIGNMENT EDITOR	FMBC JOB POSTING	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>
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	2
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

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

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	
Abilities of Florida	yes
All AccessMusic Group	no
BCMB Job Bank	no
Bethune-Cookman College	yes
Craigs List	no
Employee Referral	yes
FMBC Job Posting	yes
Florida A & M University	yes
Florida Gulf Coast University	yes
Florida International University	yes
Graeme Newell Marketing Ideanet	no
Hispanic Chamber of Commerce	yes
Office Temps	no
Return to Work Inc.	yes
SBE Jobs Online website	no
SW Florida College	yes
SW Florida Help Wanted.com	no
Sunday Morning News	yes
Talent Dynamics	yes
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MARKETING CONSULTANT	EMPLOYEE REFERRAL	3

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	
Abilities of Florida	yes
All AccessMusic Group	no
BCMB Job Bank	no
Bethune-Cookman College	yes
Craigs List	no
Employee Referral	yes
FMBC Job Posting	yes
Florida A & M University	yes
Florida Gulf Coast University	yes
Florida International University	yes
Graeme Newell Marketing Ideanet	no
Hispanic Chamber of Commerce	yes
Office Temps	no
Return to Work Inc.	yes
SBE Jobs Online website	no
SW Florida College	yes
SW Florida Help Wanted.com	no
Sunday Morning News	yes
Talent Dynamics	yes
TV Broadcasting Ad	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, 2011 through SEPTEMBER 30, 2012

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS PRODUCER	TV JOBS	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>
Abilities of Florida	yes	
All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Craigs List	no	
Employee Referral	yes	
FMBC Job Posting	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
Graeme Newell Marketing Ideanet	no	
Hispanic Chamber of Commerce	yes	
Office Temps	no	
Return to Work Inc.	yes	
SBE Jobs Online website	no	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
Sunday Morning News	yes	
Talent Dynamics	yes	
TV Broadcasting Ad	no	
TVJOBS.com	yes	2
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

## FMBC/ JOB POSTING MAILING LIST

### ABILITIES of FLORIDA

4150 Ford Street Extension, #355  
Ft. Myers, FL 33916

Telephone: 239/936-2158  
Fax: 239/936-6686  
Contact: Dottie Fournier  
E-mail: [dfournier.abilities@sfwdb.org](mailto:dfournier.abilities@sfwdb.org)

### 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](mailto:allaccess.com)

### BCFM - JOB BANK

550 W. Frontage Road - Suite 3600  
Northfield, IL 60093

Telephone: 847/716-7000  
Fax: 847/716/7004  
E-mail: [info@mediafinance.org](mailto: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](mailto:hornem@cookman.edu)

### FLORIDA A & M UNIVERSITY

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

Telephone: 850/599-3700  
Fax: 850/599-3086  
Contact: Brandi Milton  
E-mail: [brandi.milton@famu.edu](mailto:brandi.milton@famu.edu)

### FLORIDA GULF COAST UNIVERSITY

10501 FGCU Boulevard South  
Ft. Myers, FL

Telephone: 239/590-7946  
Fax: 239/590-7903  
Contact: Kristen Peot  
E-mail: [kpeot@fgcu.edu](mailto:kpeot@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](mailto: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](mailto:karen.seiferth@winktv.com)

### GRAEME NEWELL-602 COMMUNICATIONS

4349 East Colter Street  
Phoenix, AZ 85018

Telephone: 919/217-4438  
Contact: Graeme Newell  
E-mail: [gnewell@602 Communications.com](mailto:gnewell@602 Communications.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](mailto:hispanicchamber.lg@earthlink.net)

### **KELLY SERVICES**

4415 Metro Parkway Suite 116  
Fort Myers, FL 33916

Telephone: 239/936-0086  
Fax: 239-936-0927  
Contact: Shelly

### **OFFICE TEAM**

9530 Marketplace Road - Suite 208  
Fort Myers, FL 33912

Contact: Stephanie Peters  
Telephone: 800/804-8367  
E-mail: [stephanie.peters@rhi.com](mailto:stephanie.peters@rhi.com)

### **RETURN TO WORK INC.**

900 W. Marion Avenue  
Punta Gorda, FL 33950

Contact: Carol Sarganis  
E-mail: [carol.sarganis@return2work.org](mailto:carol.sarganis@return2work.org)

### **SOCIETY OF BROADCASTING ENGINEERS**

9102 N. Meridian Street, Suite 150  
Indianapolis, IN 46260

Telephone: 317-846-9000  
E-mail: [help@sbe.org](mailto:help@sbe.org)

### **SWFLORIDAHELPWANTED.COM**

One Civic Center Plaza, Suite 506  
Poughkeepsie, NY 12601

Telephone: 800/365-8630, Ext. 404  
Contact: Karen Morales

### **SUNDAY MORNING NEWS**

LaBelle, FL

E-mail: [kg4ym@ix.netcom.com](mailto:kg4ym@ix.netcom.com)

### **SW FLORIDA COLLEGE**

1685 Medical Lane  
Fort Myers, FL 33907

Telephone: 239/939-4766  
Contact: Margaret Pace  
E-mail: [mpace@swfc.edu](mailto:mpace@swfc.edu)

### **TVB**

3 East 54th Street, 10th Floor  
New York, NY 10022-3108

Telephone: 212/486-1111  
Fax: 212/935-5631  
Contact: [www.tvb.org](http://www.tvb.org)

### **TVJOBS**

Broadcast Employment Services  
Oceanside, CA 92052

Telephone: 760/754-2115  
Contact: Mark Hollaway  
E-mail: [jobs@tvjobs.com](mailto:jobs@tvjobs.com)

## FMBC/ JOB POSTING MAILING LIST

### 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](mailto: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: [adefonzo@cas.usf.edu](mailto:adefonzo@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](mailto: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
16	SW Florida Reading Festival March 17, 2012	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.
16	FGCU Girls Going Places May 9, 2012	WINK Anchor Lois Thome participates in an event where 200 middle and high school age girls are mentored on career potentials, educational opportunities, and financial security.
10	Marco Island/Naples Daily News Adult Leadership Council - August 22, 2012	Day long station tour for 20 business/community leaders from the City of Marco Island Chamber of Commerce and the Naples Daily News. This group was provided insight into news gathering, instruction for how to secure possible new coverage, tips on writing press releases, understanding on how local stations work collectively on news/content decisions. Also participated in question and answer sessions with News and Station management and News Staff. Also they were provided an overview of programming and local programming decision making.
10	Host to Florida Public Relations Association - August 22, 2012	Day long station tour for 19 Florida Public Relations Association members. This group was provided insight into news gathering, instruction for how to secure possible new coverage, tips on writing press releases, understanding on how local stations work collectively on news/content decisions. Also participated in question and answer sessions with News and Station management and News Staff. Also they were provided an overview of programming and local programming decision making.
10	Southwest Florida Hispanic Chamber Job Fair October 13, 2011 March 15, 2012 September 27, 2012	Twice a year FMBC sponsors and participates in the Southwest Florida Hispanic Job Fair in our outreach effort to the minority population of broadcasting opportunities in Southwest Florida.
5	News Internship May thru July 2012	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 2012	WINK-TV provided University of Florida student with hands-on experience and exposure to all aspects of the TV newsroom, TV production and the media.



## 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><b>Anchors in our Schools</b>            Allen Park Elem. 11/5/11            Trafalgar Elem. 2/24/12            1st Presbyterian            Preschool 12/16/11            Nocatee Elem. 3/21/11</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 5 specific examples.</p>
10	<p><b>WINK-TV Station Tours</b></p>	<p>WINK-TV hosted 20 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><b>WINK-TV WeatherWise Evangelical Christian School 7/18/12</b>  <b>North Fort Myers HS</b>            3/27/12            Cape Coral Elem.            11/30/11</p>	<p>WINK-TV Meteorologists made 30 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 3 specific examples.</p>
16	<p><b>2011 Education Summit -</b>            October 5, 2011</p>	<p>Anchor Lois Thome emceed/participates in higher education panel discussion attended by an estimated 500-700 people.</p>
12	<p><b>BCFM - JOB BANK</b>            November, 2011</p>	<p>FMBC posted a job opening seeking qualified applicants for the position of a Business Manager.</p>
10	<p><b>Jobs in Broadcasting</b>            November 3, 2011</p>	<p>WINK-TV Production manager spoke to a group of North Fort Myers High School students about jobs in broadcasting. This was through the local Goodwill/High Tech program.</p>
16	<p><b>2011 Diamond Girls Self Esteem Conference -</b>            November 29, 2011</p>	<p>WINK participates in an event to help teen girls raise themselves to a higher standard among high school students. The esteem training is intended to focus the students' attention on their uniqueness and what makes them special. This is to prepare them to excel at high school and beyond.</p>

# **Exhibit 2**

## **2013 EEO PUBLIC FILE REPORT**

## 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>
* (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	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>
INVESTIGATIVE REPORTER	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>
TV ENGINEER	WINKNEWS.COM	4
<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	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</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	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 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	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</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	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>
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NEWS PRODUCER	EMPLOYEE REFERRAL	1
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<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	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>
* (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</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>
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 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>
ASSOCIATE PRODUCER	TVJOBS.COM	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	
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	
SWFlorida College	yes	
SWFlorida 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>
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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	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 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	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 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	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</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	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
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>
* (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>
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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	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>
* (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](mailto: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](mailto: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. Home  
E-mail: [hornem@cookman.edu](mailto: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](http://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](mailto:bille@michaelsmedia.com)

### **CRAIGSLIST (SW Florida)**

Contact: [craigslist.org](http://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@famuedu](mailto:melony.washington@famuedu)

### **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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto:carol.sarganis@return2work.org)

### **SUNDAY MORNING NEWS**

LaBelle, FL

Contact: Don Browne  
E-mail: [donbrowne@gmail.com](mailto: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](mailto: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](http://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](mailto: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](mailto: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](mailto: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](mailto: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 style="text-align: center;">Anchors in our Schools</p> <p>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 advise and motivation, and life skills to prepare for adulthood.