

**FMBC**

**2015**

**FCC EEO PUBLIC FILE**

## EEO Public File Report

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

During the period beginning on October 1, 2014 and ending on September 30, 2015, the stations filled the following full-time vacancies:

1. Marketing Consultant	WINK-FM
2. Anchor / Reporter	WINK-TV
3. Master Control (2)	WINK-TV
4. Production Assistant	WINK-TV
5. Anchor / Reporter	WINK-TV
6. TV News Producer	WINK-TV
7. TV News Producer	WINK-TV
8. Video Journalist (2)	WINK-TV
9. Photojournalist	WINK-TV
10. Director of Engineering	WINK-TV
11. Creative Service Photographer/Editor	WINK-TV
12. Production Assistant	WINK-TV
13. Video Journalist	WINK-TV
14. Producer / AP	WINK-TV
15. Associate Producer	WINK-TV
16. Traffic Coordinator (2)	WINK-TV
17. AP / Producer	WINK-TV
18. AP / Producer	WINK-TV
19. TV News Producer	WINK-TV
20. Digital Content Director	WINK-TV
21. Photojournalist	WINK-TV
22. Imaging Director	WINK-FM
23. AP / Editor	WINK-TV
24. Production Assistant (3)	WINK-TV
25. Receptionist	WINK-TV
26. Newscast Director	WINK-TV
27. TV News Producer	WINK-TV
28. Associate Producer (2)	WINK-TV
29. TV News Producer	WINK-TV
30. Marketing Consultant	WINK-TV

The stations interviewed a total of seventy (70) 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	1
2. CraigsList	2
3. Employee Referral	14
4. FMBC Job Posting	10
5. Graeme Newell	1
6. Indeed.com	7
7. Management Recruiters Intl.	4
8. Office Team	2
9. Talent Dynamics	1
10. TVjobs.com	7
11. Unsolicited	8
12. Winknews.com	13
13. BCFM Job Bank	0
14. Bethune Cookman	0
15. Career Builders	0
16. Collective Talent	0
17. Florida A & M University	0
18. Florida International University	0
19. Hispanic Chamber of Commerce	0
20. Marist College	0
21. Return to Work Inc.	0
22. Southern Technical Institute	0
23. Sunday Morning News	0
24. SW Florida Help Wanted.com	0
25. University of Florida	0
26. University of South Florida	0

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

## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MARKETING CONSULTANT	UNSOLICITED	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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	1
WINKNEWS.com	yes	

## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
ANCHOR / REPORTER	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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MASTER CONTROL (2)	EMP REFFERAL, WINKNEWS.COM	7

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	1
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	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

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>PRODUCTION ASSISTANT</b>	<b>FMBC JOB POSTING</b>	<b>1</b>

<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
BCFM Job Bank	no
Bethune-Cookman College	yes
Career Builders	no
Collective Talent	no
Craigs List	no
Employee Referral	yes
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Greame Newell	no
Hispanic Chamber of Commerce	yes
Indeed.com	no
Management Recruiters	no
Marist College	yes
Office Team	no
Return to Work Inc.	yes
Southern Technical Institute	yes
Sunday Morning News	yes
SW Florida Help Wanted.com	no
Talent Dynamics	no
TVJOBS.com	yes
University of Florida	yes
University of South Florida	yes
Unsolicited	yes
WINKNEWS.com	yes

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## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<u>ANCHOR / REPORTER</u>	<u>TALENT DYNAMICS</u>	<u>1</u>
<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	yes	1
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	



## FULL-TIME VACANCY EEO INFORMATION

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

Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

## FULL-TIME VACANCY EEO INFORMATION

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

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

All AccessMusic Group	no
BCFM Job Bank	no
Bethune-Cookman College	yes
Career Builders	no
Collective Talent	no
Craigs List	no
Employee Referral	yes
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Greame Newell	no
Hispanic Chamber of Commerce	yes
Indeed.com	no
Management Recruiters	no
Marist College	yes
Office Team	no
Return to Work Inc.	yes
Southern Technical Institute	yes
Sunday Morning News	yes
SW Florida Help Wanted.com	no
Talent Dynamics	no
TVJOBS.com	yes
University of Florida	yes
University of South Florida	yes
Unsolicited	yes
WINKNEWS.com	yes

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## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>VIDEO JOURNALIST (2)</b>	<b>EMPLOYEE REFERRAL (2)</b>	<b>2</b>

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	2
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

## FULL-TIME VACANCY EEO INFORMATION

<u><b>JOB TITLE</b></u>	<u><b>RECRUITMENT SOURCE</b></u>	<u><b># of PERSONS INTERVIEWED</b></u>
<b>PHOTOJOURNALIST</b>	<b>EMPLOYEE REFERRAL</b>	<b>1</b>

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	1
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
DIRECTOR OF ENGINEERING	MANAGEMENT RECRUITERS INTL.	4

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	yes	4
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
Creative Svce Photog/Editor	FMBC JOB POSTING	7

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Greame Newell	yes	1
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	5

## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>PRODUCTION ASSISTANT</b>	<b>FMBC JOB POSTING</b>	<b>1</b>

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

## FULL-TIME VACANCY EEO INFORMATION

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

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	



## FULL-TIME VACANCY EEO INFORMATION

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

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
ASSOCIATE PRODUCER	WINKNEWS.com	1

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	1

## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
TRAFFIC COORDINATOR (2)	EMP REFERRAL, WINKNEWS.COM	10

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	yes	2
Employee Referral	yes	2
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	2
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	yes	1
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	3

## FULL-TIME VACANCY EEO INFORMATION

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

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	2
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Management Recruiters	no	
Indeed.com	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

## FULL-TIME VACANCY EEO INFORMATION

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

## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>TV NEWS PRODUCER</b>	<b>UNSOLICITED</b>	<b>1</b>

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	1
WINKNEWS.com	yes	

## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
DIGITAL CONTENT DIRECTOR	UNSOLICITED	6

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	yes	4
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	1
WINKNEWS.com	yes	1

## FULL-TIME VACANCY EEO INFORMATION

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

Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

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

All AccessMusic Group	no
BCFM Job Bank	no
Bethune-Cookman College	yes
Career Builders	no
Collective Talent	no
Craigs List	no
Employee Referral	yes
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Greame Newell	no
Hispanic Chamber of Commerce	yes
Indeed.com	no
Management Recruiters	no
Marist College	yes
Office Team	no
Return to Work Inc.	yes
Southern Technical Institute	yes
Sunday Morning News	yes
SW Florida Help Wanted.com	no
Talent Dynamics	no
TVJOBS.com	yes
University of Florida	yes
University of South Florida	yes
Unsolicited	yes
WINKNEWS.com	yes

1



## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>IMAGING DIRECTOR</b>	<b>ALLACCESSMUSIC GROUP</b>	<b>1</b>

<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	yes	1
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

## FULL-TIME VACANCY EEO INFORMATION

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

## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>PRODUCTION ASST (3)</b>	<b>FMBC POSTING (3)</b>	<b>3</b>

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	3
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
RECEPTIONIST	EMPLOYEE REFERRAL	2
<u>Recruitment Sources Utilized*</u>		<b>Total number of</b>
* (please refer to the attached recruitment source list for complete address)		<b>interviewees referred</b>
All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	1
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	yes	1
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>NEWSCAST DIRECTOR</b>	<b>FMBC JOB POSTING</b>	<b>1</b>

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>TV NEWS PRODUCER</b>	<b>UNSOLICITED</b>	<b>1</b>

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	1
WINKNEWS.com	yes	

## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
ASSOCIATE PRODUCER (2)	TVJOBS.COM, WINKNEWS.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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	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

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

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	



## FULL-TIME VACANCY EEO INFORMATION

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MARKETING CONSULTANT	INDEED.COM	6

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	no	
Craigs List	no	
Employee Referral	yes	3
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	yes	3
Management Recruiters	no	
Marist College	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
SW Florida Help Wanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	

# **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. Horne  
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 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**

## **GREAME NEWELL 602 COMMUNICATIONS**

1011 Lynsdhurst Falls Lane  
Knightdale, NC 27545

Telephone: 919/217-4438  
Fax: 239/479-5535  
E-mail: [gnewell@602communications.com](mailto:gnewell@602communications.com)

## **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.lq@earthlink.net](mailto:hispanicchamber.lq@earthlink.net)

## **INDEED, INC.**

7501 N. Capital of Texas Highway, Bldg. B  
Austin, TX 78731

Contact: [www.indeed.com](http://www.indeed.com)

## **MANAGEMENT RECRUITERS INTL.**

1600 Sarno Road Suite 212  
Melbourne, FL 32935

Telephone: 321/951-7644 x3101  
Fax: 321/690-2597  
Contact: David Vosburgh, CSAM / GM  
E-mail: [davey@mrirecruiter.com](mailto:davey@mrirecruiter.com)

## **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)

## **OFFICE TEAM**

9530 Marketplace Road, Suite 208  
Ft. Myers, FL 33912

Telephone: 239/985-2240  
Contact: Gretel  
E-mail: [roberthalf.com/officeteam](http://roberthalf.com/officeteam)

## **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)

## **SOUTHERN TECHNICAL INSTITUTE**

1685 Medical Lane  
Fort Myers, FL 33907

Telephone: 239/939-4766  
Fax: 239/936-4040  
Contact: Rolnecia Albert  
E-mail: [ralbert@swfc.edu](mailto:ralbert@swfc.edu)

## **SUNDAY MORNING NEWS**

LaBelle, FL

Contact: [Don Browne](mailto:Don Browne)  
E-mail: [donbrowne@gmail.com](mailto:donbrowne@gmail.com)

## **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)

## **FMBC/ JOB POSTING MAILING LIST**

### **TALENT DYNAMICS**

600 Las Colinas Blvd., Suite 100  
Irving, TX 75039

Telephone: 214/640-3139  
Fax: 214/951-9610  
E-mail: [www.connell@talentdynamics.com](mailto:www.connell@talentdynamics.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@fmbcm.com](mailto:justin.strauss@fmbcm.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	SWFL Hispanic Chamber of Commerce Job Fair Hodges University 4/16/2015	FMBC and SUN Broadcasting co-sponsored and promoted this job fair for the Fort Myers Hispanic Chamber. We recruited bilingual Hispanic and non-Hispanic applicants for Fort Myers Broadcasting and Sun Broadcasting.
10	Job Jamboree Fort Myers Middle Academy 12/1/14	FMBC and SUN Broadcasting provided a hands-on demonstration of jobs/careers available in TV and radio, including education, salary expectations and challenges.
10	Goodwill-Job Link Center Job Fair Lehigh Acres Goodwill Center 9/24/15	FMBC and SUN Broadcasting participated in this job fair and provided open positions, job descriptions and recruitment information provided to attendees.
10	Anchors in our Schools: Allen Park Elem. 11/20/14 1st Presbyterian School 12/16/14 Villas Elem. 1/30/15 Fort Myers High 6/2/15	Each year FMBC and Sun Broadcasting 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. Listed are 4 specific examples.
10	Palmetto Elem. 10/28/14 Heights Elem. 4/23/15 Manatee Middle 9/17/15	FMBC and Sun Broadcasting Meteorologists make 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 thousands of students/adults in SWFL this year. Listed are 3 specific examples.

# 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	WINK-TV Station Tours	<p>FMBC and Sun Broadcasting hosts 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>
16	<p><b>SW Florida Reading Festival</b>  <b>March 21, 2015</b></p>	<p>FMBC and Sun Broadcasting co-sponsored the Southwest Florida Reading Festival with the Lee County Library System. WINK had a booth at the event for children to meet and ask questions of News Talent regarding their jobs in Broadcasting.</p>
10	<p><b>Girls Going Places</b>  <b>5/7/15</b>  <b>Florida Gulf Coast University</b></p>	<p>WINK NEWS Anchor Lois Thome participated in this pre-teen and teen girls mentoring event with 150 girls attending.</p>
5	<p><b>News Internship</b>  <b>October 2014</b></p>	<p>FMBC and Sun Broadcasting provided a Florida Gulf Coast University student hands-on experience and exposure to all aspects of the TV newsroom, TV production and the media. This was a three month program.</p>
5	<p><b>TV Production Internship</b>  <b>June 2015</b></p>	<p>FMBC and Sun Broadcasting partnered with the SW Florida Workforce Development Board to provide hands-on experience to a high school student for a six-week summer program. The company mentored and guided the trainee by providing job and workplace skills needed for the television industry.</p>
10	<p><b>UF College of Journalism and Communications</b>  <b>Career Day</b>  <b>October 30, 2014</b></p>	<p>FMBC and Sun Broadcasting participated in CJC's Career day. The News Director spoke with students regarding our organization and the opportunities available here at the station and interviewed several applicants for possible employment.</p>
10	<p><b>Excellence in Journalism Expo and Career Fair</b>  <b>Orlando, FL</b>  <b>September 18-20, 2015</b></p>	<p>FMBC and Sun Broadcasting News Director attended, speaking with students representing 7 leading journalism schools regarding our organization and the opportunities at FMBC/SUN. The News Director interviewed several applicants for possible employment.</p>