

**FMBC
2013**

**FCC
EEO
PUBLIC FILE**

EEO Public File Report

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

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

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

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

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

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

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

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

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

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	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>
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* (please refer to the attached recruitment source list for complete address)

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

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

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

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

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

Recruitment Sources Utilized*

Total number of
interviewees referred

* (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	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 interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

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

Recruitment Sources Utilized*

**Total number of
interviewees referred**

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

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

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

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

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

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

Recruitment Sources Utilized*

Total number of

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

interviewees referred

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

Recruitment Sources Utilized*

**Total number of
interviewees referred**

* (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

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

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

Recruitment Sources Utilized*

**Total number of
interviewees referred**

* (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

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
REPORTER/ANCHOR	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	
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>
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* (please refer to the attached recruitment source list for complete address)

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

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

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

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MASTER CONTROL (3)	UNSOL, FMBC POSTING, WINKNEWS.COM	14

<u>Recruitment Sources Utilized*</u>	<u>Total number of 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	2
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	2
Hispanic Chamber of Commerce	yes	
Marist College	yes	
Return to Work Inc.	yes	
Sunday Morning News	yes	
SW Florida College	yes	
SW Florida Help Wanted.com	no	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	6
WINKNEWS.com	yes	4

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

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

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

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
DIRECTOR OF ENG. & IT	FMBC JOB POSTING	1

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

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

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

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

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
RECEPTIONIST	WINKNEWS.COM	1

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

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

Recruitment Sources Utilized*

**Total number of
interviewees referred**

* (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

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

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

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

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

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

All AccessMusic Group	no	
BCMB Job Bank	no	
Bethune-Cookman College	yes	
Career Builders	no	
Collective Talent	yes	
Craigs List	no	
Employee Referral	yes	
Florida A & M University	yes	
Florida Gulf Coast University	yes	
Florida International University	yes	
FMBC Job Posting	yes	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>
--------------------------------------	--

* (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

Recruitment Sources Utilized*

**Total number of
interviewees referred**

* (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

Recruitment Sources Utilized*

**Total number of
interviewees referred**

* (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 interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

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

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

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

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

Recruitment Sources Utilized*

**Total number of
interviewees referred**

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

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

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

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

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

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

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2012 through SEPTEMBER 30, 2013

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

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

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

FMBC/ JOB POSTING MAILING LIST

ALL ACCESS MUSIC GROUP

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

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

BCFM JOB BANK

550 Frontage Road - Suite 3600
Northfield, IL 60093

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

BETHUNE-COOKMAN COLLEGE

Director Student Services
640 Mary McLeod
Daytona Beach, FL 32114

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

CAREER BUILDERS

200 LaSalle Street, Suite 1100
Chicago, IL 60601

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

COLLECTIVE TALENT

1721 Richardson Place
Tampa, FL 33606

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

CRAIGSLIST (SW Florida)

Contact: craigslist.org

FLORIDA A & M UNIVERSITY

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

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

FLORIDA INTERNATIONAL UNIVERSITY

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

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

FMBC JOB POSTINGS

2824 Palm Beach Blvd.
Ft. Myers, FL 33916

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

FMBC/ JOB POSTING MAILING LIST

HISPANIC CHAMBER OF COMMERCE

10051 McGregor Blvd.
Ft. Myers, FL 33901

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

MARIST COLLEGE

3399 North Road
Poughkeepsie, NY 12601

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

RETURN TO WORK INC.

900 W. Marion Avenue
Punta Gorda, FL 33950

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

SUNDAY MORNING NEWS

LaBelle, FL

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

SW FLORIDA COLLEGE

1685 Medical Lane
Fort Myers, FL 33907

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

SW FLORIDA HELP WANTED.COM

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

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

TVJOBS

Broadcast Employment Services
PO Box 4116
Oceanside, CA 92052

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

UNIVERSITY OF FLORIDA

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

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

UNIVERSITY OF SOUTH FLORIDA

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

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

WINKNEWS.COM

2824 Palm Beach Blvd.
Ft. Myers, FL 33916

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

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

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

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

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

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