

**WEAR, WFGX,
EEO PUBLIC FILE REPORT
October 1, 2012 - September 30, 2013**

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Manager	4, 8, 10, 12-13, 15-16, 22-23, 26-28, 30 -31, 33, 36, 44-45, 49-51, 55, 58, 60, 63, 65-66, 70, 72, 74, 76	72
Photojournalists	4, 8, 10-13, 15, 17, 20, 22-23, 26-28, 30 -31, 33, 37, 44-45, 49-52, 55, 58, 60, 63, 65-67, 70-71, 74, 76-77, 79, 81-84	20
Photojournalists	4, 8, 10-13, 15, 17, 20, 22-23, 26-28, 30 -31, 33, 37, 44-45, 49-52, 55, 58, 60, 63, 65-67, 70-71, 74, 76-77, 79, 81-84	11
Photojournalists	4, 8, 10-13, 15, 17, 20, 22-23, 26-28, 30 -31, 33, 37, 44-45, 49-52, 55, 58, 60, 63, 65-67, 70-71, 74, 76-77, 79, 81-84	67
Reporter	4, 8, 10, 12-13, 15-16, 22-23, 26-28, 30 -31, 33, 36, 41, 43-45, 49-51, 55, 58, 60, 63, 65-66, 70, 74, 76	43
Reporter	4, 8, 10, 12-13, 15-16, 22-23, 26-28, 30 -31, 33, 36, 41, 43-45, 49-51, 55, 58, 60, 63, 65-66, 70, 74, 76	41
Account Executive	4, 8, 10, 12-13, 18, 22-23, 25, 27-28, 30 -31, 33-34, 36, 44-45, 49, 55, 58, 60, 64 -66, 69, 74-77, 80-84	25
Reporter (full time)	1, 3, 5, 7, 10, 25, 54, 59, 62, 72, 75, 79- 80	25
Producer/ Web Content Specialist	3, 5, 7, 10, 40, 54, 57, 62, 67, 75, 79-80	57
Photographer	3, 5, 7, 10, 21, 39, 54, 62, 75, 79-80	39
General Manager	25	25
Master Control Operator -- Full-Time	4, 8, 10, 12-13, 15, 22-23, 26-28, 33, 44 -45, 49-51, 55, 58, 60-61, 63, 65-66, 70, 74, 79, 81-84	61
Photojournalist	4, 8, 10, 12-13, 15, 22-23, 25-28, 33, 35, 44-45, 49-51, 55, 58, 60, 63, 65-66, 70, 74, 79, 81-84	25
Sales Assistant	3, 5, 7, 10, 13, 39, 54, 62, 64, 75, 78, 80	13
Local Account Executive	3, 7, 10, 13, 25, 54, 62, 64, 75, 78, 80	64
Newscast Producer – Full Time	4, 8, 10, 12-13, 15, 22-24, 26-29, 31- 33, 36, 41, 44-45, 49-51, 55, 58, 60, 63, 65-66, 74, 76-77, 79, 81-84	24

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Newscast Producer – Full Time	4, 8, 10, 12-13, 15, 22-24, 26-29, 31-33, 36, 41, 44-45, 49-51, 55, 58, 60, 63, 65-66, 74, 76-77, 79, 81-84	41
Reporter	2-5, 7-10, 12-13, 22-23, 27-34, 36, 41, 44-45, 49-50, 54-55, 58, 60, 63-66, 69, 74-75, 77, 79-83	41
Multimedia Journalist	3-5, 7-10, 12-13, 22-23, 27-28, 31, 33, 36, 44-45, 49, 54-55, 58, 60, 63-67, 69, 74-77, 79-83	64
Master Control Operator -- Full-Time	2-5, 7-8, 10, 12-13, 22-23, 25, 27-28, 31, 33-34, 36, 44-45, 49-50, 54-55, 58, 60, 63-66, 69, 74-77, 79-83	25
Account Executive	2-5, 7-8, 10, 12-13, 22-23, 27-28, 30-31, 33-34, 36, 38, 42, 44-45, 48-50, 54-55, 57-58, 60, 63-67, 69, 74-77, 79-83, 85	67
Social Media Producer	2-5, 7-8, 10, 12-13, 22-23, 27-28, 30-31, 33-34, 36, 39, 44-45, 49-50, 54-55, 58, 60, 63-67, 69, 74-77, 79-83	67
IT Administrator	2-5, 7-8, 10, 12-13, 22-23, 27-28, 31, 33, 36, 44-45, 49, 54-55, 58, 60, 63-66, 69, 74-77, 79-83	13
Producer	3-5, 7-8, 10, 12-13, 20, 22-23, 25, 27-28, 31, 33, 36, 44-45, 49, 54-55, 58, 60, 62-67, 69, 74-77, 79-83	75
Producer	3-5, 7-8, 10, 12-13, 20, 22-23, 25, 27-28, 31, 33, 36, 44-45, 49, 54-55, 58, 60, 62-67, 69, 74-77, 79-83	20
Producer	3-5, 7-8, 10, 12-13, 20, 22-23, 25, 27-28, 31, 33, 36, 44-45, 49, 54-55, 58, 60, 62-67, 69, 74-77, 79-83	25
Producer	3-5, 7-8, 10, 12-13, 20, 22-23, 25, 27-28, 31, 33, 36, 44-45, 49, 54-55, 58, 60, 62-67, 69, 74-77, 79-83	67
Photojournalist	3-5, 7-8, 10, 12-13, 22-23, 27-28, 31, 33-34, 36, 38, 44-45, 49-50, 54-55, 58, 60, 62-66, 69, 74-77, 79-83	38
Newscast Producer – Full Time	3-5, 7-8, 10, 12-13, 19, 22-23, 27-28, 31, 33-34, 36, 41, 44-45, 49-50, 54-55, 58, 60, 62-67, 69, 74-77, 79-83	19

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Newscast Producer – Full Time	3-5, 7-8, 10, 12-13, 19, 22-23, 27-28, 31, 33-34, 36, 41, 44-45, 49-50, 54-55, 58, 60, 62-67, 69, 74-77, 79-83	41
Photographer	3-5, 7-8, 10, 12-13, 22-23, 25, 27-28, 30-31, 33, 36, 44-45, 49, 54-55, 58, 60, 62-66, 69, 74-77, 79-83	25
Anchor Morning Newscast	1	1
Morning Audio Operator	3-5, 7-8, 10, 12-13, 20, 22-23, 27, 30- 31, 33, 36, 44-45, 49, 54-55, 58, 60, 62- 66, 69, 74-83	20
Master Control Operator -- Full-Time	3-5, 7-8, 10, 12-13, 22-23, 25, 27, 30- 31, 33-34, 36, 44-45, 49, 54-55, 58, 60, 62-66, 74-83	25
Master Control Operator -- Full-Time	3-8, 10, 12-14, 22-23, 25, 27, 30-31, 33, 36, 45-47, 49, 53-56, 58-60, 62-69, 73-83, 86	25

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	2
2	Al.com Press-Register 401 N. Water Street Mobile, Alabama 36602 Phone : 251-219-5012 Url : http://www.al.com Lauren Hart Manual Posting	N	1
3	Alabama Broadcasters Association 2180 Parkway Lake Dr. Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://www.al-ba.com Email : lrice@al-ba.com Lesa Rice	N	0
4	Alabama State Employment Agency P O Box 190399 Mobile, Alabama 36619 Phone : 251-660-6507 Email : john.russell@alcc.alabama.gov John Russell	N	0
5	Alabama State Employment Agency P.O. Box 190399 Mobile, Alabama 36619 Phone : 251-660-6507 Url : http://www.es.dir.alabama.gov Email : joblink@alabama.gov David White	N	0
6	Alabama State University 915 South Jackson St. Montgomery, Alabama 36195 Phone : 334-229-4140 Email : etucker@asunet.alasu.edu Fax : 1-334-229-4985 Ella Tucker	N	0
7	Alabama State University P.O. Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : http://www.alasu.edu Email : etucker@alasu.edu Evelyn Tucker	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Alabama State University Department of Communications 915 South Jackson Street Montgomery, Alabama 36101 Phone : 334-229-4493 Email : dokeowo@alasu.edu David Okeowo, Ph.D.	N	0
9	Art Institute of Ft Lauderdale 1799 SE 17th St Ft Lauderdale, Florida 33316 Url : http://www.aii.edu Email : lsanchez@aii.edu LuWin Sanchez	N	0
10	Bishop State Community College 351 North Broad Street Mobile, Alabama 36003 Phone : 251-405-7000 Email : jwomack@bishop.edu Juliette Womack	N	0
11	Broadcast Employment Services/TV JOBS P O Box 4116 Oceanside, California 92052 Phone : 877-988-9808 Url : http://www.tvjobs.com Mark Holloway	N	1
12	California Chicano News Media 3800 S. Figueroa Street Los Angeles, California 90037 Email : sylvia@cnma.org Sylvia Wells	N	0
13	Careerbuilder 8401 Greensboro Dr Ste250 McLean, Virginia 22102 Phone : 410-998-9740 Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	7
14	Chattahoochee Valley Community College 2602 College Dr Phenix City, Alabama 36869 Phone : 334-291-4900 Email : darlene.thompson@cv.edu Darlene Thompson	N	0

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15	Civilianjobs.com 1825 Barrett Lakes Blvd Kennesaw, Georgia 30144 Url : http://www.civilianjobs.com Don Johnson Manual Posting	N	0
16	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
17	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Email : bille@michaelsmedia.com Michael Bille	N	0
18	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michalesmedia.com Michael Bille	N	0
19	Consultant Referral Stan Heist	N	2
20	Current Employee	N	5
21	Did not indicate where they found out about the position	N	2
22	Digital Media Education P O Box 4212 Pensacola, Florida 32507 Email : info@digitalmediaeducation.com John Lovrien	N	0
23	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Email : brownjo@ecu.edu John Brown	N	0
24	Employee Promotion	N	1
25	Employee Referral Kyle Brinkman	N	17

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26	Employerpartnership.org 2400 Army Pentagon Washington, District of Columbia 20310 Url : http://www.company.employerpartnership.org Crystal Arcilla Manual Posting	N	0
27	Escambia-Pensacola Human Relations Commission 29 South Spring Street Pensacola, Florida 32504 Phone : 850-434-2431 Email : randibroughton@yahoo.com Randi Broughton	N	0
28	Escarosa Career Center 3670-A North "L" Street Pensacola,, Florida 32505 Phone : 850-595-5200 Email : joborders@escarosa.org Career Services	N	0
29	FAMU-Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : (850) 599-3700 Email : deloresdean@famuedu Fax : 1-850-599-3353 Delores Dean	N	0
30	Florida A & M University 1700 Lee Hall Dr. Tallahassee, Florida 32307 Phone : 850-599-3700 Email : Melony.Washington@famuedu Melony Washington	N	0
31	Florida Association of Broadcasters 201 South Monroe St Suite 201 Tallahassee, Florida 32301 Phone : 800-825-5322 Email : intern@fab.org Career Services	N	0

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32	Florida State University University Center 4100 Career Center Tallahassee, Florida 32306 Phone : (850) 644-6431 Email : jflora@fsu.edu Fax : 1-850-644-3273 Ms. Jamie Flora	N	0
33	George Stone Vocational Tech Center 2400 Longleaf Dr Pensacola, Florida 32506 Phone : 850-941-6200 Email : sshockley@escambia.k12.fl.us Susan Shockley	N	0
34	Hero 2 Hired 2400 Army Pentagin Washington, District of Columbia 20310 Url : www.h2h.jobs Crystal Arcilla Manual Posting	N	0
35	Howard University School of Communication 525 Bryant Street, NW Washington, District of Columbia 20059 Phone : 202/806-5806 Url : http://www.howard.edu Email : Cdudley@Howard.edu Fax : 1-202-986-2911 Carol Dudley	N	0
36	Howard University School of Communication 525 Bryant Street, NW Washington, District of Columbia 20059 Phone : 202/806-5806 Url : http://www.howard.edu Email : careersrhu@howard.edu Fax : 1-202-986-2911 Carol Dudley	Y	0
37	Howard University School of Communications Washington, District of Columbia 20059 Phone : 202-806-7513 Email : careers.rhu@howard.edu Carol Dudley	N	0
38	Indeed.com	N	6
39	Internal Candidate	N	4

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40	Internal Posting	N	1
41	Internal Transfer/Promotion	N	4
42	Internet Ad Careerbuilder	N	2
43	Job posting on internet tv jobs	N	1
44	Jobs Plus Agency for Workforce 409 NE Racetrack Road Fort Walton Beach, Florida 32547 Phone : 850-833-9106 Email : joborders@jobsplus02.com Jerry McDaniel	N	0
45	La Costa Latina P O Box 284 Pensacola, Florida 32591 Email : news@latinomediainc.com Grace McCaffery	N	0
46	Lakeland College 5001 Lake Land Blvd. Mattoon Mattoon, Alabama 61938 Phone : 217-234-5271 Email : kbeno@lakeland.cc.il.us Fax : 217-234-5506 Ken Beno	N	0
47	Lakeland College PO Box 359 Sheboygan Sheboygan, Alabama Phone : 920-565-1255 Email : lindsaylm@lakeland.edu Lisa Lindsay	N	0
48	Linked In	N	1
49	Linkedin Corporate Solutions 2029 Stierlin Ct Mountian View, California 94043 Url : http://www.linkedin.com/company/sinclair-broadcast Danielle Anderson Manual Posting	N	1

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50	Media Recruiter 9457 South University Blvd. #303 Hylands Ranch, Colorado 80126 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Art Scott Manual Posting	N	0
51	Medialine P O Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
52	National Association of Minorities 600 Anton Blvd Suite 1100 Costa Mesa, California 92625 Email : jobs@namic.com Nicole Llido	N	0
53	National Association of Religious Broadcasters 9510 Technology Drive Manassas Manassas, Alabama 20110 Phone : 703-330-7000 Url : www.nrb.org Email : info@nrb.org Fax : 703-330-7100 Placement Office	N	0
54	National Coalition of 100 Black Women, Inc. 1925 Adam C. Powell Jr Blvd New York, New York 10026 Phone : 212-222-5660 Url : http://www.ncbw.org Email : nc100bw@aol.com Shirley Poole	N	0
55	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California Email : info@nhmc.org Alejandra Valenzuela	N	0
56	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	N	0

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57	Non-Employee Referral	N	2
58	Norfolk State University, Dept of Mass Comm & Journalism 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pbriggs@nsu.edu Paula Briggs Ph.D.	N	0
59	Other Source Scott Lauer - Agent	N	2
60	Pensacola State College 1000 College Blvd Bldg 6 Pensacola, Florida 32504 Phone : 830-484-1575 Email : gbixel@pensacolastate.edu Gil Bixel	N	0
61	Re-hire	N	1
62	Remington College of Technology 828 Downtowner Blvd Loop W Mobile, Alabama 36609 Phone : 215-343-3307 Url : http://www.mobile.remingtoncollege.edu Email : Kristy.King@remingtoncollege.edu Kristy King	N	0
63	Sandy Lizik 1011 Lyndhurst Falls Ln Knightdale, North Carolina 27545 Phone : 919-217-4438 Email : slizik@602communications.com Career Services	N	0
64	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Sharon Pickeral Manual Posting	N	7
65	Southeastern Vocational Services One 11th Avenue Suite C-5 Shalimar, Florida 32579 Phone : 850-609-1046 Email : mcherry@bhcpns.org Marty Cherry	N	0

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66	Southeastern Vocational Services 2001 N "E" Street Pensacola, Florida 32501 Phone : 850-595-1330 Email : lbloodworth@bhcpns.org Lisa Bloodworth	N	0
67	Station Website	N	18
68	Steven P.J. Wood Building 1101 North Highland St Arlington, Alabama 22201 Phone : 703-247-2000 Fax : 703-247-2001 Jim Cromwell	N	0
69	Talent Dynamics 600 Las Colinas Blvd Irving, Texas 45039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
70	The Art Institute of Fort Lauderdale 1799 SE 17th Street Fort Lauderdale, Florida 33316 Phone : 954-308-2615 Email : lsanchez@aif.edu LuWin Sanchez	N	0
71	The Leadership Institute 1101 N Highland Street Arlington, Virginia 22201 Phone : 703-247-2000 Email : jcromwell@limail.us Jim Cromwell	N	0
72	Trade Website Careerbuilder	N	2
73	Troy State 2605 University Place Department of Business Phenix City, Alabama 36869 Phone : 334-448-5113 Fax : 1-334-448-5205 Kenny Marcum	N	0

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74	Tuskegee University Career Development & Placement Center 3rd Floor, Carnegie Hall Tuskegee, Alabama 36088 Phone : 334-727-8255 Email : sstringer@tuskegee.edu Sarah Stringer	N	0
75	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Mark Holloway	N	7
76	University of Florida College of Journalism & Communications P O Box 118400 Knight Division Gainesville, Florida 32611 Phone : 352-392-0289 Email : dcfaust@jou.ufl.edu Fax : 1-352-846-2484 Dori Faust	N	0
77	University of Mobile Career Services Center 5735 College Pkwy Mobile, Alabama 36613 Phone : 251-442-2877 Email : bdavis@umobile.edu Brenda Davis	N	0
78	University of South Alabama 307 University Blvd Mobile, Alabama 36688 Phone : 251-460-6188 Url : http://www.southalabama.edu/careerservices Email : dingram@southalabama.edu Delia Ingram	N	0
79	University of South Alabama Career Services Center 6420 Old Shell Road Mobile, Alabama 36608 Phone : 251-460-7930 Email : ldonalds@usouthal.edu Loretta Donalds	N	0

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80	University of West Florida 11000 University Parkway Bldg. 3F Pensacola, Florida 32514 Phone : 850-474-2513 Url : http://www.uwf.edu Email : mlambert@uwf.edu Mark Lambert	N	0
81	University of West Florida Academic Marketing Dept 11000 University Pkwy Bldg 53, Rm 128 Pensacola, Florida 32514 Phone : 850-474-3125 Email : crodgers@uwf.edu Carol Rodgers	N	0
82	University of West Florida Communications Arts Dept 11000 University Pkwy Pensacola, Florida 32514 Phone : 850-474-2829 Email : jsouthard@uwf.edu Joyce Southard	N	0
83	University of West Florida Director of Career Services 11000 University Pkwy Bldg 53, Rm 128 Pensacola, Florida 32514 Phone : 850-474-2254 Email : nford@uwf.edu Nathan Ford	N	0
84	University of West Florida Instructional Media Center/UWF TV 11000 University Pkwy Bldg 37 Pensacola, Florida 32514 Phone : 850-474-2513 Email : mlambert@uwf.edu Mark Lambert	N	0
85	Unknown Referral Source	N	1
86	UW-Eau Claire Eau Claire Eau Claire, Alabama Phone : 715-836-6039 Email : pelzcl@uwec.edu Carla Pelzl	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			98

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/1/2012	Participation in scholarship programs	<p>In the Fall, 2003, WEAR TV and the Pensacola State College Foundation announced the establishment of the Sue Straughn Endowed Scholarship in the celebration and appreciation of her 30 years of service. Established with a lead gift from WEAR, and supported by community partners, the Sue Straughn Endowed Scholarship's balance at the close of the 2012-2013 fiscal year was \$115,080.16.</p> <p>The Friends of Sue Straughn having established a named endowment with Pensacola State College Foundation, Inc., designates that the income will provide scholarships for eligible students at Pensacola State College. The endowment and any subsequent contributions are to be held and invested by Pensacola State College Foundation, Inc., and administered according to specific guidelines.</p> <p>Criteria: Student must demonstrate a financial need for supplemental funding. Student must have a minimum grade point average of 2.0. Student must be a United States citizen or resident alien. Student may be enrolled on a full-time or half-time basis. Scholarship will cover tuition, fees and/or books. Scholarship will be for two years, first right of renewal for second year. Preference given to African American students.</p> <p>From October 1, 2012 to September 30, 2013, 213 scholarships were awarded.</p>	1	News Anchor/Public Service Director	1.00

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2	10/1/2012	Participation in scholarship programs	WEAR TV and Fisher Brown designed a scholarship program for hard-working High School Heroes. The purpose was to reward students who had demonstrated outstanding community service in Escambia, Santa Rosa and Okaloosa counties. During our second year we awarded (12) \$1000 scholarships to students graduating in the spring of 2013. Four students were chosen from each participating county. Criteria: Student must provide documentation of a minimum of 50 recorded volunteer hours. They must provide 2 references and transcripts with a minimum of a 2.6 GPA. They must write an essay describing their volunteer work, reason for volunteering, other involvement and/or special interests, goals and aspirations and leadership ability.	3	Promotions Manager General Sales Manager News Director	1.00

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3	10/1/2012	Establishment of an intern program designed to assist members of the community	<p>The Station Employment Unit has an internship program as defined below: Program Goal: The goal of our internship program is to recruit candidates, primarily junior and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives: * Develop links with universities and colleges to promote the Station Employment Unit as prospective employers. *Create a symbiotic relationship between interns and the Station Employment Unit's employees. *Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.</p> <p>Eligibility Requirements: *The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered. *The applicants must be at least 18 year of age. *The applicant must be in good academic standing, as defined by his or her academic institution. *The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid. *In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.</p> <p>Any person interested in internship opportunities should contact the Station Employment Unit for more details. During the time period 10/01/12-</p>	4	Accounting Manager Managing Editor Creative Services Manager Studio Manager	1.00

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			09/30/12 WEAR had 14 interns. Seven interns from the University of West Florida. Two interns from Troy University. One each from the following colleges: NY Institute of Technology, University of Alabama-Huntsville, University of Miami, Pensacola Christian College and Duquesne University.			
4	10/1/2012	Provision of training to management	SBG, Inc and its stations WEAR/WFGX/WPMI/WJTC is an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications and abilities. We will recruit, hire, train, promote and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), or any other category protected by law. Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment to all new employees and managers. All new managers and new station employees participated in Recognizing and Preventing Sexual Harrassment. This training was presented online through Corpedia.	110	General Manager General Sales Manager News Director Chief Engineer	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
5	10/1/2012	Participation in events sponsored by community groups	<p>Host/Sponsor of Activity: First Book Pensacola</p> <p>Brief Description of Activity and Station Employment Unit Participation: I am the founder and president of First Book Pensacola. I host meetings the second Thursday of each month and coordinate fundraising and book distributions. First Book Pensacola is an affiliate of the national First Book organization whose mission is to provide a library of six free books to indigent children who otherwise do not have books of their own. Our chapter was organized in 1998 and has provided more than 110,000 books to children in Escambia and Santa Rosa counties.</p>	2	Anchor/Public Service Director Promotions Manager	0.25
6	10/12/2012	Participation in events sponsored by community groups	<p>Host/Sponsor of Activity: United Way of Escambia County</p> <p>Brief Description of Activity and Station Employment Unit Participation: I was emcee for annual motivational send-off for more than 1400 volunteers. They committed to 300-plus projects in the community; from making seniors' homes more livable to construction projects at non-profit facilities and schools to providing fishing and bowling outings for people with disabilities.</p>	1	Anchor/Public Service Director	0.25
7	10/13/2012	Participation in events sponsored by community groups	<p>Host/Sponsor of Activity: Girl Scout Council of the Panhandle</p> <p>Brief Description of Activity and Station Employment Unit Participation: I was the emcee and facilitator for the Girl Scouts 100th Anniversary Celebration. More than 500 current and former Girl Scouts in attendance. There were many history lessons for the girls.</p>	1	Anchor/Public Service Director	0.25

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8	10/20/2012	Participation in events sponsored by community groups	Host/Sponsor of Activity: Society of Professional Engineers Brief Description of Activity and Station Employment Unit Participation: I emceed the annual robotics competition that tests the skills of middle and high school students from across the Florida gulf coast in constructing and maneuvering robots.	1	Anchor/Public Service Director	0.25
9	11/1/2012	Participation in events sponsored by community groups	Host/Sponsor of Activity: WEAR-TV Brief Description of Activity and Station Employment Unit Participation: Since 1979, I am founder and organizer of annual Christmas campaign to provide new toys and clothing to children in the four county Northwest Florida area.	10	Anchor/Public Service Director	0.25
10	11/13/2012	Participation in events sponsored by community groups	Fourteen youth and two adults with Webelos Pack, Cantonment, FL toured the station and studio. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Studio Manager	0.25
11	11/13/2012	Participation in events sponsored by community groups	Thirteen youth and four adults with Girl Scout Troop 717, Pensacola, FL, toured the station and studio. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Studio Manager	0.25
12	11/14/2012	Participation in events or programs sponsored by educational institutions	Thirty two high school students participating in a Career Ops class toured the station and studio. Included in the tour was an overview of station operations and a discussion of careers in the television industry.	1	Studio Manager	0.25
13	11/19/2012	Participation in events sponsored by community groups	Host/Sponsor of Activity: Manna Food Pantries Brief Description of Activity and Station Employment Unit Participation: I was on-air talent for a 14-hour food drive for Manna Food Pantries. The food is provided to families in Escambia and Santa Rosa counties who are in need.	1	Anchor/Public Service Director	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
14	11/21/2012	Participation in events or programs sponsored by educational institutions	Host/Sponsor of Activity: Escambia County School District Brief Description of Activity and Station Employment Unit Participation: I gave a one-hour presentation on television news broadcasting to a class of junior and senior journalism students at Pine Forest High School.	1	Anchor/Public Service Director	0.25
15	12/5/2012	Participation in events or programs sponsored by educational institutions	Deitra Tate participated as a Guest Reader to 3rd and 5th graders at Whitley Elementary.	1	Meteorologist	0.25
16	12/11/2012	Participation in events or programs sponsored by educational institutions	Deitra Tate served as the MC for the Just 4 Developmental School Christmas Play.	1	Meteorologist	0.25
17	12/11/2012	Participation in events or programs sponsored by educational institutions	Deitra Tate participated as a Guest Reader to 3rd graders at Nan Gray Davis Elementary.	1	Meteorologist	0.25
18	1/11/2013	Participation in events sponsored by community groups	Host/Sponsor of Activity: Covenant Hospice Brief Description of Activity and Station Employment Unit Participation: I served as host for a gala to raise funds to help provide hospice services for indigent patients. Former FSU head coach Bobby Bowden was the guest speaker.	1	Anchor/Public Service Director	0.25
19	1/21/2013	Participation in events sponsored by community groups	Fourteen youth and two adults with Webelos Pack, Cantonment, FL toured the station and studio. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Studio Manager	0.25
20	1/25/2013	Participation in events sponsored by community groups	Deitra Tate participated in Robbins/Whitley Elementary Career Day.	1	Meteorologist	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
21	2/1/2013	Participation in events or programs sponsored by educational institutions	Host/Sponsor of Activity: WEAR-TV/Various Commercial Clients Brief Description of Activity and Station Employment Unit Participation: I produced 20 :30 ads highlighting people and events in local Black history.	1	Anchor/Public Service Director	0.25
22	2/4/2013	Participation in events sponsored by community groups	Twelve youth and ten adults with Cub Scout Pack 425 St. Paul's toured the station and studio. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Studio Manager	0.25
23	2/15/2013	Participation in events or programs sponsored by educational institutions	Deitra Tate spoke as a Guest Speaker at Maryvale Elementary about weather and education.	1	Meteorologist	0.25
24	2/21/2013	Participation in events sponsored by community groups	Host/Sponsor of Activity: Pensacola Area Chamber of Commerce Brief Description of Activity and Station Employment Unit Participation: I emceed the annual business leadership awards dinner. PACE awards recognizes business leaders in the community. We have previously had winners from our station.	1	Anchor/Public Service Director	0.25
25	2/26/2013	Participation in events or programs sponsored by educational institutions	Deitra Tate spoke to the "Pack of Cub Scouts" as a Guest Speaker about weather.	1	Meteorologist	0.25
26	2/26/2013	Participation in events or programs sponsored by educational institutions	Deitra Tate served as the MC for Indian Springs Elementary's Trivia Bowl concerning Black History Month.	1	Meteorologist	0.25
27	2/28/2013	Participation in events or programs sponsored by educational institutions	Deitra Tate served as the Presenter for Beritling Elementary's Black History Assembly.	1	Meteorologist	0.25
28	3/8/2013	Participation in events or programs sponsored by educational institutions	Deitra Tate participated as a Guest Jude for the Morningside Elementary Science Fair.	1	Meteorologist	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
29	3/13/2013	Participation in events sponsored by community groups	Thirteen adults from First Baptist Church of Cantonment, FL toured the station and studio. Included in the tour was an overview of station operations and a discussion of careers in the television industry.	1	Studio Manager	0.25
30	3/14/2013	Participation in events or programs sponsored by educational institutions	Sixteen students and ten parents with the Okaloosa County Home School Group toured the station and studio. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Studio Manager	0.25
31	4/5/2013	Participation in events or programs sponsored by educational institutions	Host/Sponsor of Activity: Be The Match National Bone Marrow Registry Brief Description of Activity and Station Employment Unit Participation: Co-organizer and on-air talent for the area's first bone marrow donor registry campaign. We registered more than 300 potential donors; a record number according to the regional office. We also raised more than \$8000 in cash donations.	10	Anchor/Public Service Director Promotions Manager Creative Services Manager News Director	0.25
32	4/12/2013	Participation in events sponsored by community groups	Deitra Tate participated in the Wilmer Elementary School Career Day.	1	Meteorologist	0.25
33	4/23/2013	Participation in events or programs sponsored by educational institutions	Six students and one instructor from the University of West Florida TV Production Class toured the station and studio. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Studio Manager	0.25
34	4/25/2013	Participation in events sponsored by community groups	14 students from Foley High School were given a tour of the station and studio. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Secretary	0.25
35	5/3/2013	Participation in events sponsored by community groups	Deitra Tate participated in the Craighead Elementary School Career Day	1	Meteorologist	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
36	5/7/2013	Participation in events sponsored by community groups	3 Cub Scouts and 3 Cub Scout Leaders of the Mobile Christian Cub Scout Pack 256 were given a tour of the station and studio. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Secretary	0.25
37	6/13/2013	Participation in events sponsored by community groups	5 participants in the Goodwill Easter Seals Career Program were given a tour of the station and studio. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Secretary	0.25
38	6/20/2013	Participation in events or programs sponsored by educational institutions	News Director, Kyle Brinkman, was invited to speak at Teen Convention 2013 held at the Chain Reaction Center in Pensacola, FL. He addressed a large group of area teens and spoke about career opportunities in television broadcasting.	1	News Director	0.25
39	6/20/2013	Participation in events or programs sponsored by educational institutions	Twenty seven adults with Leadership Santa Rosa toured the station and studio. Included in the tour was an overview of station operations and a discussion of careers in the television industry.	1	Studio Manager	0.25
40	7/16/2013	Participation in events or programs sponsored by educational institutions	Deitra Tate served as the Mistress of the Ceremony. She was the MC for the Literacy Coalition of South Alabama at Springhill Bryant Hall.	1	Meteorologist	0.25
41	7/31/2013	Participation in Job Fairs	Sharon Pickeral, Corporate Employment Manager; Carl Puliese, WPEC Operations Manager and David Seals, Assistant News Director from WZTV attended NABJ Career expo in Orlando, Florida. They saw over 200 potential applicants in all areas of News including: anchors, reporters, producers and photographers. Sharon and David reviewed and critiqued tapes and talked about Company wide openings in our newsrooms. Tapes and resumes were forwarded to stations at the close of the job fair. Several reporters and station personnel helped at the booth as well.	3	Corporate Employment Manager WPEC Operations Manager Assistant News Director	0.25

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42	8/1/2013	Participation in events or programs sponsored by educational institutions	Deitra Tate was a Guest Speaker at the Boys & Girls Club. She presented an educational Power Point weather presentation to the students.	1	Meteorologist	0.25
43	9/13/2013	Participation in events sponsored by community groups	13 students and 1 teacher from Theodore High School were given a tour of the station and studio. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Secretary	0.25
TOTAL POINTS OVER REPORTING PERIOD:						13.75