
Annual EEO Public File Report Form
WEAR/WFGX – PENSACOLA/FT WALTON BEACH
Annual EEO Public File Report

The purpose of the EEO Public File Report (396) is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WEAR Pensacola, FL/WFGX Ft Walton Beach, FL and is required to be placed in the public inspection files of these stations, and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning October 1, 2006, to and including September 30, 2007 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed "interviewed" when he or she was interviewed in person or on the phone.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2006 to September 30, 2007

Station(s) Comprising Station Employment Unit: WEAR/WFGX-PENSACOLA

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	News Anchor	SBG Website	4
2	Graphic Artist	Careerbuilder	3
3	Bureau Reporter	TV Jobs	1
4	Newscast Producer	Employee Referral	5
5	Account Executive (2)	Employee Referral (2)	4
6	Mastercontrol Operator	Employee Referral	6
7	Photojournalist (2)	Careerbuilder (1) Station Website (1)	6
8	Bureau Reporter	Employee Referral	3
9	Mastercontrol Operator	Employee Referral	6
10	Weekend Reporter Anchor	TV Jobs	6
11	Newscast Producer	Employee Referral	3
12	Sales Marketing Director	Florida Public Relations Association	3
13	Executive Producer	Employee Referral	3
14	Production Assistant Character Generator	Employee Referral	4
15	Account Executive	Employee Referral	10
16	Traffic Assistant	Station Website	3
17	Staff Accountant	Careerbuilder	7

Total Number of Persons Interviewed During Applicable Period: 77

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 10/01/06 to 09/30/07

Station(s) Comprising Station Employment Unit: WEAR/WFGX

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized		
1	Florida A & M University Attn: Joan Sweet Tallahassee, FL 32307 Ph #850-599-3700 joan.sweet@famu.edu	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
2	George Stone Vocational Tech Center Attn: Kathy Gilmore 2400 Longleaf Drive Pensacola, FL 32506 Ph#850-941-6200 kgilmore@escambia.k12.fl.us	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		

		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
3	Howard University School of Communications Attn: Carol Dudley Ph#202-806-7513 Washington, DC 20059 Careers.rhu@howard.edu	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
4	University of Mobile Career Services Center Attn: Tina Howard P.O. Box 13220 Mobile, AL 36663-0220 Ph#251-442-2545 tinah@mail.umobile.edu	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
5	University of West Florida Instructional Media Center/UWF-TV Attn: Mark Lambert	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		

	Bldg. 37, 11000 University Blvd. Pensacola, FL 32514 Ph#850-474-2513 mlambert@uwf.edu	0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
6	Tuskegee University Career Development & Placement Office Attn: Sarah Stringer 3 rd Floor, Carnegie Hall Tuskegee, AL 36088 Ph#334-727-8255 sstringer@tuskegee.edu	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
7	Escambia-Pensacola Human Relations Commission Attn: Randi Broughton 29 South Spring Street Pensacola, FL 32504 Ph#850-434-2431 randibroughton@yahoo.com	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		

		0	Traffic Assistant		
		0	Staff Accountant		
8	Alabama State Employment Agency Attn: Faye Long P.O. Box 190399 Mobile, AL 36619 Ph#251-660-6507 mobile@dir.alabama.gov	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
9	The Leadership Institute Attn: Jim Cromwell Steven P J Wood Bldg 1101 N Highland Street Arlington, VA 22201 Ph#703-247-2000 jcromwell@limail.us	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
10	Pensacola Junior College Student Job Services Attn: Edith Knapp 1000 College Blvd, Bldg 6 Pensacola, FL 32504 Ph#830-484-1575 eknapp@pjc.edu	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		

		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
11	Jobs Plus Agency for Workforce Innovation/Employer Services Attn: Jerry McDaniel 409 NE Racetrack Road Ft. Walton Beach, FL 32547 Ph#850-833-9106 joborders@jobsplus02.com	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
12	University of West Florida Communications Arts Dept. Attn: Joyce Southard 11000 University Pkwy Pensacola, FL 32514 Ph#850-474-2829 jsouthard@uwf.edu	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		

13	University of West Florida Academic Marketing Dept. Attn: Carol Rodgers 11000 University Pkwy Bldg 53, Room 128 Pensacola, FL 32514 Ph#850-474-3125 crodgers@uwf.edu	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
14	University of West Florida Director of Career Services Attn: Nathan Ford 11000 University Pkwy Bldg 19 Pensacola, FL 32514 Ph#850-474-2254 nford@uwf.edu	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
15	Workforce Specialist, Inc. Attn: Cindy Boles 15 West Strong Street Ste13B Pensacola, FL 32506 Ph#850-434-1930 Jobcoach1@bellsouth.net	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
0	Newscast Producer				

		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
16	University of West Florida College of Journalism & Communications Attn: Patricia Dunn Knight Division/PO Box 118400 Gainesville, FL 32611 Ph#352-846-2484 pdunn@jou.ufl.edu	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
17	Escarosa Career Center Attn: Employer Services Team 3670-A North "L" Street Pensacola, FL 32505 Ph#850-595-5200 joborders@escarosa.org	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
18	National Association of Minorities in Communication (NAMIC) Attn: Nicole Llido 600 Anton Blvd, Suite 1100	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		

	Costa Mesa, CA 92625 jobs@namic.com	0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
19	Senior Job Bank Attn: Eric Summers 1383 Steel Bridge Road MacClenny, FL 32063 founder@seniorjobbank.org	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
20	California Chicano News Media Association (CCNMA) Attn: Sylvia Wells 3800 S. Figueroa Street Los Angeles, CA 90037-1206 Sylvia@cnma.org	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		

		0	Staff Accountant		
21	University of South Alabama Career Services Center Attn: Loretta Donalds 6420 Old Shell Road Mobile, AL 36608 Ph#251-460-7930 ldonalds@usouthal.edu	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
0	Staff Accountant				
22	Sinclair Broadcast Group SBG Website Attn: Kasey Carico 10706 Beaver Dam Rd Cockeysville, MD 21030 Ph#410-568-1517 www.sbgi.net	2	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		1	Weekend Reporter Anchor		
		1	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		1	Production Asst Character Gene		
		4	Account Executive		
		0	Traffic Assistant		
0	Staff Accountant				
23	Station Website WEARTV.com Attn: Charlie Swann 4990 Mobile Highway Pensacola, FL 32506 Ph#850-456-3333 www.weartv.com	0	News Anchor		
		1	Graphic Artist		
		0	Bureau Reporter		
		1	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		2	Photojournalist		
		2	Bureau Reporter		
		0	Mastercontrol Operator		
		1	Weekend Reporter Anchor		

		0	Newscast Producer		
		0	Sales Marketing Director		
		2	Executive Producer		
		1	Production Asst Character Gene		
		0	Account Executive		
		1	Traffic Assistant		
		1	Staff Accountant		
24	Medialine Attn: Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 Ph#800-237-8073 www.medialine.com	0	Bureau Reporter		
		0	Executive Producer		
		1	Weekend Reporter Anchor		
25	Broadcast Employment Services TV JOBS Attn: Mark Holloway PO Box 4116 Oceanside, CA 92052 Ph#877-988-9808 www.tvjobs.com	2	News Anchor		
		0	Graphic Artist		
		1	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		1	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		1	Mastercontrol Operator		
		2	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
26	Referrals	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		2	Newscast Producer		
		4	Account Executive		
		5	Mastercontrol Operator		
		0	Photojournalist		
		1	Bureau Reporter		
		5	Mastercontrol Operator		
		1	Weekend Reporter Anchor		
		2	Newscast Producer		
		0	Sales Marketing Director		
		1	Executive Producer		
		1	Production Asst Character Gene		
		5	Account Executive		

		0	Traffic Assistant		
		0	Staff Accountant		
27	CareerBuilder Attn: Corey Epperly 1750 Tyson's Blvd; 4 th FL McLean, VA 22102 www.careerbuilder.com 410-998-9740	0	News Anchor		
		2	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		2	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		4	Staff Accountant		
28	Internal Applicants	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		1	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		2	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		2	Traffic Assistant		
		1	Staff Accountant		
29	Pensacola News Journal Attn: Alan Harbin 101 E Romano Street Pensacola, FL 32501 Ph#850-435-8585 www.pensacolanejournal.com	1	Newscast Producer		
		1	Staff Accountant		

30	Bishop State Community College Juliette Womack 351 North Broad Street Mobile, AL 36003 jwomack@bishop.edu	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
0	Staff Accountant				
31	Southeastern Vocational Services Banu Pugh One 11 th Avenue Suite C-5 Shalimar, FL 32579 Added 1/23/06 Banushufyan.pugh@bhcpns.org	0	News Anchor		
		0	Graphic Artist		
		0	Bureau Reporter		
		0	Newscast Producer		
		0	Account Executive		
		0	Mastercontrol Operator		
		0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		0	Sales Marketing Director		
		0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
0	Staff Accountant				
32	Monster.com Attn: Judy Fonda 5 Clock Tower Place Maynard, MA 01754 Added 1/01/07 Judy.fonda@monster.com	0	Photojournalist		
		0	Bureau Reporter		
		0	Mastercontrol Operator		
		0	Weekend Reporter Anchor		
		0	Newscast Producer		
		2	Sales Marketing Director		
		0	Executive Producer		
		1	Production Asst Character Gene		
		1	Account Executive		

		0	Traffic Assistant		
		0	Staff Accountant		
33	Digital Media Education Attn: John Lovrien PO Box 4212 Pensacola, FL 32507 Added 4/12/07 info@digitalmediaeducation.com	0	Executive Producer		
		0	Production Asst Character Gene		
		0	Account Executive		
		0	Traffic Assistant		
		0	Staff Accountant		
34	La Costa Latina Attn: Grace McCaffery PO Box 284 Pensacola, FL 32591 Added 6/1/07 news@latinomediainc.com	0	Traffic Assistant		
		0	Staff Accountant		

35	Florida Public Relations Association (FRPA) Attn: Jeff Nall Pensacola, FL 32507 jnall@coawfla.org	1	Sales Marketing Director
36	Sales Jobs 1624 Franklin Street Penthouse Oakland, CA 94612 Added 7/27/07 www.salesjobs.com	0	Account Executive

The station employment unit includes notices to the contact list asking organizations that want to be notified of job vacancies to contact us. During this time from October 1, 2006 to September 30, 2007, two organizations requested to be added, La Costa Latina, and Digital Media Education. These organizations were added so as to receive notifications of all vacancies.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 10-01-06 to 9-30-07

Station(s) Comprising Station Employment Unit WEAR/WFGX

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by the employment unit.

Type of Activity Under New EEO Rule:

SCHOLARSHIP PROGRAM:

THE SUE STRAUGHN ENDOWED SCHOLARSHIP AT THE PENSACOLA JUNIOR COLLEGE:

In the Fall, 2003, WEAR TV and the Pensacola Junior 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 2004-2005 fiscal year was \$90,220.08.

The Friends of Sue Straughn having established a named endowment with Pensacola Junior College Foundation, Inc., designates that the income will provide scholarships for eligible students at Pensacola Junior College. The endowment and any subsequent contributions are to be held and invested by Pensacola Junior College Foundation, Inc. and administered according to specific guidelines.

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.

As of September 30, 2007, for the spring and summer of 2007, 18 scholarships were awarded.

Type of Activity Under New EEO Rule:

JOB FAIR

Date of Station Participation: February 3, 2007

Participating Employees: Sharee Rich, Business Manager; Valerie Dunsford, Asst Business Manager

Host/Sponsor of Activity: Pensacola Junior College – 12th Annual Multicultural Job Fair; Sponsored by the Pensacola Junior College Black History Committee and the Pensacola Junior College Student Job Services, WSRE-TV, and WEAR-TV.

Brief Description of Activity and Station Employment Unit Participation: Invitation for area businesses to recruit job applicants. Event was held at the Pensacola Junior College Student Center where approximately 43 Businesses/Organizations set up informational and recruitment booths including the Station's Employment Unit. Many prominent employers participated in this event and the actual representation of potential job applicants was greater than anticipated.

JOB FAIR

Date of Station Participation: August 2, 2007

Participating Employees: Sharee Rich, Business Manager; Valerie Dunsford, Asst Business Manager

Host/Sponsor of Activity: Workforce ESCAROSA CENTERS.

Brief Description of Activity and Station Employment Unit Participation: Invitation for area businesses to recruit job applicants. Event was held at the the Workforce Escarosa Centers with approximately 50 Businesses/Organizations set up informational and recruitment booths including the Station's Employment Unit. Many prominent employers participated in this event and the actual representation of potential job applicants was greater than anticipated.

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Black History Month High School Project

Date of Station Employment Unit Participation: February 1, 2007

Participating Employees: Sue Straughn, News Anchor/Public Affairs Director

Host/Sponsor of Activity: Woodham High School

Description of Activity and Station Participation: Per the request of the principal, I worked with the broadcasting students and taped a segment to be aired over the school television station. I discussed career opportunities in television as well as the opportunities and challenges for minorities in the business. This was part of a Black History Month project.

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Career Workshop

Date of Station Employment Unit Participation: February 7, 2007

Participating Employees: Sue Straughn, News Anchor/Public Affairs Director

Host/Sponsor of Activity: Christian Women's Job Corps

Description of Activity and Station Participation: This was a presentation for women who are receiving education and training to enter or re-enter the workplace. I shared insight into the variety of careers in television.

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Reading Job Fair

Date of Station Employment Unit Participation: February 13, 2007

Participating Employees: Sue Straughn, News Anchor/Public Affairs Director

Host/Sponsor of Activity: Florida Department of Education & Escambia School District

Brief Description of Activity and Station Employment Unit Participation: I participated in a reading job fair at Spencer Bibbs Elementary School. The purpose of the event was to discuss careers and stress the importance of reading to that profession. I helped the students understand that reading is important in every job at the television station.

Type of Activity Under New EEO Rule:

EDUCATION EVENT – School Community Panel

Date of Station Employment Unit Participation: January 29, 2007

Participating Employees: Sue Straughn, News Anchor/Public Affairs Director

Host/Sponsor of Activity: Escambia School District

Brief Description of Activity and Station Employment Unit Participation: Community representative on panel assembled for re-accreditation of Escambia District Schools. My focus was the working relationship between the district and the station for career opportunities and information.

Type of Activity Under New EEO Rule:

EDUCATION EVENT – School Career Day

Date of Station Employment Unit Participation: November 8, 2006

Participating Employees: Sue Straughn, News Anchor/Public Affairs Director

Host/Sponsor of Activity: West Florida Technical High School

Brief Description of Activity and Station Employment Unit Participation: I spoke with students in the Journalism and Broadcasting classes about careers in television.

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Florida Scholastic Press Association District One Workshop

Date of Station Employment Unit Participation: October 17, 2006

Participating Employees: Mollye Barrows, Anchor Reporter

Host/Sponsor of Activity: Florida Press Association

Brief Description of Activity and Station Employment Unit Participation: I was the keynote speaker of the event. Afterwards, I spoke to the students about the specifics of my job as a broadcast journalist....everything from story development, working with photographers, to the technical aspect of getting it on the air.

EDUCATION EVENT – Career Day

Date of Station Employment Unit Participation: March 14, 2007

Participating Employees: Sue Straughn, News Anchor/Public Affairs Director

Host/Sponsor of Activity: Pine Forest High School

Brief Description of Activity and Station Employment Unit Participation: Presentation to journalism students and yearbook staff on careers in broadcasting.

Internship Program

The Station Employment Unit has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.

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.

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 applicant must be at least 18 years 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.

Any person interested in internship opportunities should contact the Station Employment Unit for more details.

During the time period 10/01/06 – 09/30/07 the Station Employment Unit had 7 interns. Four interns were from the University of West Florida. One intern was from the University of Florida. One intern was from Pensacola Christian College. One intern was from the University of Oregon.

Training

SBG, Inc and its stations WEAR/WFGX 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), veteran status 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.