
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, 2009, to and including September 30, 2010** (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, 2009](#) to [September 30, 2010](#)

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	Morning Anchor Reporter	Referral	3
2	Anchor Reporter	Sinclair website	4
3	Master Control Operator	Station website	5
4	Advertising Coordinator	Referral	10
5	Asst. ASO Manager	Referral	1
6	Wknd Newscast Director	Sinclair website	2
7	Photojournalist	Station website	4
8	Account Executive (2)	Careerbuilder (2)	5
9	Photojournalist	TVJobs	1
10	Executive Producer	TVJobs	4
11	Newscast Producer	Sinclair Website	2
12	Account Executive	Referral	1
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			

Total Number of Persons Interviewed and Started in the position during Applicable Period: [42](#)

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from **October 1, 2009 to September 30, 2010**

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

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
A	Alabama State Employment Agency Attn: Faye Long P.O. Box 190399 Mobile, AL 36619 Ph#251-660-6507 mobile@dir.alabama.gov	0 0 0 1 0 0 0 0 1 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
B	Alabama State University Department of Communications Attn: A. David Okeowo, Ph.D. 915 South Jackson Street Montgomery, AL 36101 334-229-4493 dokeowo@alasu.edu	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Morning Anchor Reporter Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
C	Bishop State Community College Juliette Womack 351 North Broad Street Mobile, AL 36003 jwomack@bishop.edu	0 0 0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Morning Anchor Reporter Account Executive (2) Photojournalist Executive Producer

		0 0	Newscast Producer Account Executive
D	Broadcast Employment Services TV JOBS Attn: Mark Holloway PO Box 4116 Oceanside, CA 92052 Ph#877-988-9808 www.tvjobs.com	1 0 0 0 0 0 0 0 0 1 2 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
E	California Chicano News Media Association (CCNMA) Attn: Sylvia Wells 3800 S. Figueroa Street Los Angeles, CA 90037-1206 Sylvia@ccnma.org	0 0 0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Morning Anchor Reporter Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
F	CareerBuilder Attn: Brian Maggio 8401 Greensboro Dr. Ste 250 McLean, VA 22102 410-998-9740 www.careerbuilder.com	0 0 3 2 0 0 0 0 0 3 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Morning Anchor Reporter Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
G	Digital Media Education Attn: John Lovrien PO Box 4212 Pensacola, FL 32507 Added 4/12/07 info@digitalmediaeducation.com	0 0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer

		0 0	Newscast Producer Account Executive
H	Escambia-Pensacola Human Relations Commission Attn: Randi Broughton 29 South Spring Street Pensacola, FL 32504 Ph#850-434-2431 randibroughton@yahoo.com	0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
I	Escarosa Career Center Attn: Employer Services Team 3670-A North "L" Street Pensacola, FL 32505 Ph#850-595-5200 joborders@escarosa.org	0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
J	Florida A & M University Attn: Brandi Milton Tallahassee, FL 32307 Ph #850-599-3700 brandi.milton@famu.edu	0 0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
K	George Stone Vocational Tech Center Attn: Drew Sumrall 2400 Longleaf Drive Pensacola, FL 32506 Ph#850-941-6200 ext 2111 dsumrall@escambia.k12.fl.us	0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
L	Howard University School of	0	Morning Anchor Reporter

	<p>Communications Attn: Carol Dudley Ph#202-806-7513 Washington, DC 20059 Careers.rhu@howard.edu</p>	<p>0 0 0 0 0 0 0 0 0 0 0</p>	<p>Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive</p>
M	<p>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</p>	<p>0 0 0 0 0 0 0 0 0 0 0</p>	<p>Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive</p>
N	<p>La Costa Latina Attn: Grace McCaffery PO Box 284 Pensacola, FL 32591 news@latinomediainc.com</p>	<p>0 0 0 0 0 0 0 0 0 0 0</p>	<p>Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive</p>
O	<p>Medialine Attn: Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 Ph#800-237-8073 www.medialine.com</p>	<p>0 0 0 0 0 0 0 0 0 0 0</p>	<p>Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive</p>
P	<p>National Association of Minorities in Communication</p>	<p>0 0</p>	<p>Morning Anchor Reporter Anchor Reporter</p>

	(NAMIC) Attn: Nicole Llido 600 Anton Blvd, Suite 1100 Costa Mesa, CA 92625 jobs@namic.com	0 0 0 0 0 0 0 0 0 0	Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
Q	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 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
R	Senior Job Bank Attn: Eric Summers 1383 Steel Bridge Road MacClenny, FL 32063 founder@seniorjobbank.org	0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
S	Sinclair Broadcast Group SBG Website Attn: Sharon Pickeral 10706 Beaver Dam Rd Cockeysville, MD 21030 Ph#410-568-1517 www.sbgi.net	1 1 0 0 0 1 0 0 0 0 1 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
T	Southeastern Vocational Services Marty Cherry One 11 th Avenue Suite C-5 Shalimar, FL 32579 850-609-1046	0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director

	mcherry@bhcpns.org	0 0 0 0 0 0	Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
U	Southeastern Vocational Services Attn: Lisa Bloodworth 2001 N "E" Street Pensacola, FL 32501 850-595-1330 lbloodworth@bhcpns.org	0 0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
V	Station Website WEARTV.com Attn: Meg Williamson 4990 Mobile Highway Pensacola, FL 32506 Ph#850-456-3333 www.weartv.com	0 0 2 0 0 1 2 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
W	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 Alabama	0 0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
X	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 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist

		0 0 0	Executive Producer Newscast Producer Account Executive
Y	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 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
Z	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 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
Aa	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 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
Bb	University of West Florida Academic Marketing Dept. Attn: Carol Rodgers 11000 University Pkwy Bldg 53, Room 128 Pensacola, FL 32514 Ph#850-474-3125 croddgers@uwf.edu	0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive

Cc	University of West Florida Communications Arts Dept. Attn: Joyce Southard 11000 University Pkwy Pensacola, FL 32514 Ph#850-474-2829 jsouthard@uwf.edu	0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
Dd	University of West Florida Director of Career Services Attn: Nathan Ford 11000 University Pkwy Bldg 53, Room 128 Pensacola, FL 32514 Ph#850-474-2254 nford@uwf.edu	0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
Ee	University of West Florida Instructional Media Center/UWF- TV Attn: Mark Lambert Bldg. 37, 11000 University Blvd. Pensacola, FL 32514 Ph#850-474-2513 mlambert@uwf.edu Bessemer	0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
Ff	Workforce Specialist, Inc. Attn: Cindy Boles 15 West Strong Street Ste13B Pensacola, FL 32506 Ph#850-434-1930 Jobcoach1@bellsouth.net	0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
Gg	Internal Applicants	0 0 0 4	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator

		0 0 2 0 0 2 1 0	Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
Hh	Referrals	1 3 0 2 1 0 0 0 0 0 0 1	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
Ii	Media Recruiter 22102 E. Canyon Place Centennial, CO 80016 Mediarecruiter.com	0 0 0 1 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
Jj	The Art Institute of Fort Lauderdale Career Services Advisor Attn: LuWin Sanchez 1799 SE 17 th St Fort Lauderdale, FL 33316 Phone (954) 308-2615 lsanchez@aii.edu	0 0 0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist Executive Producer Newscast Producer Account Executive
Kk	Florida Association of Broadcasters 201 South Monroe St Suite 201 Tallahassee, FL 32301 Phone (800) 825-5322 info@fab.org	0 0 0 0 0 0 0 0 0 0 0	Morning Anchor Reporter Anchor Reporter Master Control Operator Advertising Coordinator Asst. ASO Manager Wknd Newscast Director Photojournalist Account Executive (2) Photojournalist

		0 0 0	Executive Producer Newscast Producer Account Executive
LI	Pensacola News Journal	1 0	Account Executive (2) Newscast Producer
Mm	Mobile Press Register	0 0	Account Executive (2) Newscast Producer

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from [10-01-09](#) to [9-30-10](#)

Station(s) Comprising Station Employment Unit WEAR/WFGX

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

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 [2009-2010 fiscal year](#) was \$162,000.30.

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.

From [October 1, 2009 through Spring/Summer 2010](#), 82 scholarships were awarded.

JOB FAIR

Date of Station Participation: February 20, 2010

Participating Employees: Valerie Dunsford, Business Manager; Anna Stearns, Asst Business Manager

Host/Sponsor of Activity: Pensacola Junior College – 15th Annual Multicultural Job Fair; Sponsored by the Pensacola Junior College Black History/Multicultural Committee and the Pensacola Junior College Student Job Services.

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 Lou Ross Gym where approximately 40 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: March 17, 2010

Participating Employees: Valerie Dunsford, Business Manager; Anna Stearns, Asst Business Manager

Host/Sponsor of Activity: NWF State College Career and Job Fair 2010.

Brief Description of Activity and Station Employment Unit Participation: Invitation for area businesses to recruit job applicants. Event was held at the NWF campus with approximately 30 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.

EDUCATION EVENT – Reading Job Fair

Date of Station Employment Unit Participation: October 7, 2009

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

Host/Sponsor of Activity: University of West Florida Disabilities Council

Brief Description of Activity and Station Employment Unit Participation: I was keynote speaker for a conference attended by individuals with disabilities as well as job coaches and agency representatives. The focus was on careers in television.

EDUCATION EVENT – Children's Initiative Kickoff

Date of Station Employment Unit Participation: October 9, 2009

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

Host/Sponsor of Activity: Children's Services Center

Brief Description of Activity and Station Employment Unit Participation: I was keynote speaker for a kickoff for an initiative to make sure children get an early start in education. There was special emphasis on providing services for children with developmental delays.

EDUCATION EVENT – Engineering Competition and Career Fair

Date of Station Employment Unit Participation: October 17, 2009

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

Host/Sponsor of Activity: Florida Panhandle Chapter National Society of Engineers

Brief Description of Activity and Station Employment Unit Participation: Annual Regional Robotics Competition and Career Fair for middle and high school students. I served as emcee and speaker to address how engineering is critical to the broadcast industry.

EDUCATION EVENT – Women's Career Development

Date of Station Employment Unit Participation: November 6, 2009

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

Host/Sponsor of Activity: Pensacola Business Women's Association

Brief Description of Activity and Station Employment Unit Participation: I was the guest speaker on the topic of the roles of women in the media.

EDUCATION EVENT – Youth Motivation

Date of Station Employment Unit Participation: January 26, 2010

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

Host/Sponsor of Activity: Mary Esther Elementary School

Brief Description of Activity and Station Employment Unit Participation: I was the guest speaker for a motivational event. I stressed the importance of education, personal responsibility and respect. The children asked about careers in television.

EDUCATION EVENT – Engineering Conference

Date of Station Employment Unit Participation: February 4, 2010

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

Host/Sponsor of Activity: Florida Panhandle Chapter National Society of Engineers

Brief Description of Activity and Station Employment Unit Participation: I emceed the forum that provides engineering scholarships for high school students. The annual event also highlights the latest developments in all phases of engineering, including media and broadcast. This year, the main focus was on the newly built Science and Engineering School at the University of West Florida. The facility boasts world class, state of the art technology.

EDUCATION EVENT – Women’s Conference

Date of Station Employment Unit Participation: February 12, 2010

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

Host/Sponsor of Activity: National Council of Federally Employed Women

Brief Description of Activity and Station Employment Unit Participation: Guest speaker for a forum on women’s roles in television and career opportunities.

EDUCATION EVENT – Career Development

Date of Station Employment Unit Participation: February 19, 2010

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

Host/Sponsor of Activity: Pensacola Junior College

Brief Description of Activity and Station Employment Unit Participation: I was the keynote speaker for the college’s faculty and staff career development day. I talked about the role the college plays in developing today’s workforce and the careers available in television.

EDUCATION EVENT – Career Development

Date of Station Employment Unit Participation: February 25, 2010

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

Host/Sponsor of Activity: Eglin Air Force Base

Brief Description of Activity and Station Employment Unit Participation: I was the keynote speaker for Eglin's Black History Month Celebration. My focus was on the role of African Americans in the newsroom.

EDUCATION EVENT – Career Development

Date of Station Employment Unit Participation: March 29, 2010

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

Host/Sponsor of Activity: Whiting Field Naval Air Station

Brief Description of Activity and Station Employment Unit Participation: I was the keynote speaker for the base's national observance of Women's History Month. I talked about the changing roles of women and their career opportunities in television over the years.

EDUCATION EVENT – Career Development

Date of Station Employment Unit Participation: May 23, 2010

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

Host/Sponsor of Activity: Ft Walton Beach High School

Brief Description of Activity and Station Employment Unit Participation: I was the keynote speaker for an assembly of the honors graduates and spoke about careers in Broadcasting and Media.

EDUCATION EVENT – Career Development

Date of Station Employment Unit Participation: September 15, 2010

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: I hosted a workshop all of the journalism students.

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 [10/01/09](#) – [09/30/10](#) the Station Employment Unit had 9 interns. Five interns were from the University of West Florida. One intern was from Troy University, one intern from Georgia Southern University, one intern from University of Florida, and one intern from Keuka College.

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.

All new managers and new station employees participated in Recognizing and Preventing Sexual Harassment. This training was presented online through Corpedia.