

WEAR / WFGX
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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
Broadcast Engineer	2-3, 9, 12, 29, 32, 48, 54	9
Account Executive	3-10, 12, 14, 16-20, 22-23, 26, 33-35, 39-40, 43, 45, 47-56, 58-62	18
Account Executive	3-10, 12, 14, 16-20, 22-23, 26, 33-35, 39-40, 43, 45, 47-56, 58-62	14
Photographer	3-7, 9-10, 12, 16-20, 22-23, 26, 28, 33- 35, 38-40, 43, 45-62	18
Photographer	3-7, 9-10, 12, 16-20, 22-23, 26, 28, 33- 35, 38-40, 43, 45-62	57
Digital Account Executive	3-7, 9-10, 12, 16-17, 19-20, 22-23, 26, 28, 33-36, 38-40, 43, 45-62	51
Creative Services Producer Director	3-7, 9-10, 12, 16-17, 19, 21-24, 26-30, 34-35, 38-40, 43, 45-50, 52-62	30
Multimedia Journalist	3-7, 9-10, 12, 16-17, 19, 22-23, 25-26, 28, 34-35, 39-40, 43, 45-62	25
Multimedia Journalist	3-7, 9-10, 12, 16-17, 19, 22-23, 25-26, 28, 34-35, 39-40, 43, 45-62	54
Reporter	3-7, 9-10, 12, 16-19, 22-23, 26, 28, 32, 34-35, 37, 39-40, 43, 45-50, 52-54, 56- 62	18
Newscast Producer – Full Time	3-7, 9-10, 12, 16-17, 19, 22-23, 26, 28, 31, 34-36, 39-40, 43, 45-50, 52-62	31
Master Control Operator	2-7, 9-10, 12, 16-17, 19, 22-23, 26, 28, 34-36, 39-40, 43, 45-62	2
Local Sales Manager	3-7, 9, 12, 16-19, 22-23, 26, 28, 34-36, 39-40, 43, 45-51, 53-62	51
Local Sales Assistant	3-7, 9-10, 12, 16-19, 22-23, 26, 28, 34- 36, 39-40, 43, 45-50, 52-62	18
Master Control Operator -- Full-Time	3-7, 9-10, 12, 16-19, 22-23, 26, 28, 34- 36, 39-41, 43, 45-50, 52-63	41
Master Control Operator -- Full-Time	3-7, 9-10, 12, 16-19, 22-23, 26, 28, 34- 36, 39-41, 43, 45-50, 52-63	18
News Producer	3-7, 9-10, 12, 16-17, 19, 22-23, 26, 28, 30, 34-36, 39-40, 43, 45-50, 52-63	30
Morning News Anchor	3-4, 6-7, 9-10, 12, 14, 16-19, 22-23, 26, 28, 34-36, 39-40, 43, 45-50, 52-63	14
Executive Producer	3-4, 6-7, 9-10, 12, 16-17, 19, 22-23, 26, 28, 30, 34-36, 39-40, 43, 45-50, 52-63	30

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Sports Reporter	3-4, 6-7, 9-10, 12, 16-17, 19, 22-23, 26, 28, 34-36, 39-40, 43-50, 52-63	54
News Anchor	3-4, 6-7, 9, 12-13, 16-17, 19, 22-23, 26, 28, 30, 34-36, 39-40, 43, 45-50, 52-63	30
News Anchor	3-4, 6-7, 9, 12-13, 16-17, 19, 22-23, 26, 28, 30, 34-36, 39-40, 43, 45-50, 52-63	30
Reporter	3-4, 6-7, 9, 12-13, 16-17, 19, 22-23, 26, 28, 31, 34-37, 39-40, 43, 45-50, 52-54, 56-63	31
News Anchor Reporter	1, 3-4, 6-7, 9-10, 12-13, 17, 19, 22-23, 26, 28, 30, 35-36, 39-40, 43, 45-63	51
News Anchor Reporter	1, 3-4, 6-7, 9-10, 12-13, 17, 19, 22-23, 26, 28, 30, 35-36, 39-40, 43, 45-63	1
News Producer	3-4, 6-7, 9-10, 12, 17-19, 22-23, 26, 28, 35-36, 39-40, 43, 45-50, 52-63	18
News Producer	3-4, 6-7, 9-10, 12, 17-19, 22-23, 26, 28, 30, 35-36, 39-40, 43, 45-63	51
News Producer	3-4, 6-7, 9-10, 12, 17-19, 22-23, 26, 28, 30, 35-36, 39-40, 43, 45-63	18
Master Control Operator -- Full-Time	3-4, 6-7, 9-10, 12, 15, 17, 19, 22-23, 26, 28, 30, 32, 35-36, 39-40, 43, 45-63	15
Master Control Operator -- Full-Time	3-4, 6-7, 9-10, 12, 15, 17, 19, 22-23, 26, 28, 30, 32, 35-36, 39-40, 43, 45-63	32
Master Control Operator -- Full-Time	3-4, 6-7, 9-10, 12, 15, 17, 19, 22-23, 26, 28, 30, 32, 35-36, 39-40, 43, 45-63	51
Photographer	3-4, 6-7, 9-12, 16-17, 19, 22-23, 26, 28-29, 35-36, 39-40, 42-43, 45-50, 52-63	42
Master Control Supervisor	3-7, 9, 12, 16-17, 19, 22-23, 26, 28, 30, 35-36, 39-40, 43, 45-50, 52-63	30
News Editor	3-7, 9-10, 12, 14, 16-17, 19, 22-23, 26, 28, 35-36, 39-40, 43, 45-50, 52-63	14
News Producer	3-7, 9-10, 12, 15-19, 22-23, 26, 28, 35-36, 39-40, 43, 45-50, 52-63	18
Technical Director	3-7, 9-10, 12, 14-19, 22-23, 26, 28, 31, 35-36, 39-40, 43, 45-50, 52-63	14
Technical Director	3-7, 9-10, 12, 14-19, 22-23, 26, 28, 31, 35-36, 39-40, 43, 45-50, 52-63	14
Technical Director	3-7, 9-10, 12, 14-19, 22-23, 26, 28, 31, 35-36, 39-40, 43, 45-50, 52-63	18

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General Assignment Reporter	3-7, 9-10, 12, 16-17, 19, 22-23, 26, 28, 35, 39-40, 43, 45-63	51
Newscast Producer – Full Time	3-7, 9-10, 12, 16-17, 19, 22-23, 26, 28, 32, 35-36, 39-40, 43, 45-63	51
Morning Audio Operator	3-7, 9-10, 12, 14, 16-17, 19, 22-23, 26, 28, 35, 39-40, 42-43, 45-50, 52-63	14
Weekend Audio Operator	3-7, 9-10, 12, 14, 16-17, 19, 22-23, 26, 28, 35-36, 39-40, 43-50, 52-54, 56-63	14

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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	1
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 : Mobile@alcc.alabama.gov David White	N	0
6	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
7	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

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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	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
9	Bishop State Community College 351 North Broad Street Mobile, Alabama 36003 Phone : 251-405-7000 Email : jwomack@bishop.edu Juliette Womack	N	1
10	California Chicano News Media 3800 S. Figueroa Street Los Angeles, California 90037 Email : sylvia@ccnma.org Sylvia Wells	N	0
11	Career Fair	N	1
12	Careerbuilder 8401 Greensboro Dr Ste250 McLean, Virginia 22102 Phone : 410-998-9740 Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	9
13	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
14	Current Employee	N	12
15	Did not indicate (Source Unknown)	N	3
16	Digital Media Education P O Box 4212 Pensacola, Florida 32507 Email : info@digitalmediaeducation.com John Lovrien	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
17	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Email : brownjo@ecu.edu John Brown	N	0
18	Employee Referral Unknown	N	19
19	Escambia-Pensacola Human Relations Commission 29 South Spring Street Pensacola, Florida 32504 Phone : 850-434-2431 Email : randibroughton@yahoo.com Randi Broughton	N	0
20	Escarosa Career Center 3670-A North "L" Street Pensacola,, Florida 32505 Phone : 850-595-5200 Email : joborders@escarosa.org Career Services	N	0
21	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
22	Florida A & M University 1700 Lee Hall Dr. Tallahassee, Florida 32307 Phone : 850-599-3700 Email : careercenter@famuedu Melony Washington	N	0
23	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	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
25	Former Employee	N	1
26	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
27	Hero 2 Hired 2400 Army Pentagin Washington, District of Columbia 20310 Url : www.h2h.jobs Crystal Arcilla Manual Posting	N	0
28	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
29	Indeed.com	N	3
30	Internal Candidate	N	17
31	Internal Hire	N	3
32	Job posting on internet Talent Dynamics	N	5
33	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	La Costa Latina P O Box 284 Pensacola, Florida 32591 Email : news@latinomediainc.com Grace McCaffery	N	0
35	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com/company/sinclair-broadcast Danielle Anderson Manual Posting	N	0
36	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	N	0
37	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
38	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
39	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
40	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California Email : info@nhmc.org Alejandra Valenzuela	N	0

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41	Non-Employee Referral Michael Smith	N	1
42	None indicated (Source Unknown)	N	3
43	Norfolk State University, Dept of Mass Comm & Journalism 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbiggs@nsu.edu Paula Briggs Ph.D.	N	0
44	Other Source	N	2
45	Pensacola State College 1000 College Blvd Bldg 6 Pensacola, Florida 32504 Phone : 850-484-1575 Email : gbixel@pensacolastate.edu Sherri Duffey	N	0
46	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
47	Sandy Lizik 1011 Lyndhurst Falls Ln Knightdale, North Carolina 27545 Phone : 919-217-4438 Email : slizik@602communications.com Career Services	N	0
48	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	16
49	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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50	Southeastern Vocational Services 2001 N "E" Street Pensacola, Florida 32501 Phone : 850-595-1330 Email : lbloodworth@bhcpns.org Lisa Bloodworth	N	0
51	Station Website	N	14
52	Talent Dynamics 600 Las Colinas Blvd Irving, Texas 45039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
53	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
54	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Mark Holloway	N	6
55	University of Florida College of Journalism & Communications P O Box 118400 Knight Division Gainesville, Florida 32611 Phone : 352-392-0289 Email : dcafaust@jou.ufl.edu Fax : 1-352-846-2484 Katrice Graham	N	0
56	University of Mobile Career Services Center 5735 College Pkwy Mobile, Alabama 36613 Phone : 251-442-2877 Email : success@umobile.edu Brenda Davis	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
57	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	1
58	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
59	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
60	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
61	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
62	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
63	US Army Wounded Warrior 200 Stovall St, Rm 7N53 Alexandria, Virginia 22332 Phone : (877) 393-9058 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			119

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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	10/7/2013	Participation in scholarship programs	<p>The Sue Straughn Endowed Scholarship at Pensacola State College</p> <p>In the Fall, 2003, WEAR TV and the Pensacola State College Foundation (formerly 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 2013 fiscal year was \$115,080.16.</p> <p>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.</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, 2013 through Spring/Summer 2014, 180 scholarships were awarded.</p>	1	Anchor/Public Affairs Director	1.00

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2	10/26/2013	Participation in events sponsored by community groups	Making Strides Against Breast Cancer Walk. Sue Straughn was the emcee for the annual fundraiser for the American Cancer Society. More than 15,000 walkers participated. Our station actively supports and participates in this annual event.	10	Anchor/Public Affairs Director Business Manager Promotions Manager Account Executive	0.25
3	11/2/2013	Participation in events or programs sponsored by educational institutions	Calvary Christian Academy 5th grade toured our station, watched a newscast and spent time with our Studio Manager, Meteorologist and our Chief Engineer learning about newsgathering and broadcasting. They were introduced to the many careers available in Television production.	3	Studio Manager Meteorologist Chief Engineer	0.25
4	11/6/2013	Participation in events or programs sponsored by educational institutions	Station Tour Groups- UWF Leisure Learning Society. Leisure learning group from local college spent time learning about newsgathering and broadcasting. They interacted with our talent from Dayside, Sue Straughn, Jared Willets and Christian Garman during the commercial breaks.	4	Studio Manager Anchor/Public Affairs Director Anchor Meteorologist	0.25
5	11/13/2013	Participation in events or programs sponsored by educational institutions	Station Tour Group - Okaloosa Academy Journalism Class. The group spent over an hour learning about newsgathering and broadcasting with Studio Director Jack Canavan. They also interacted with the talent from Channel 3 News Dayside, Sue Straughn, Jared Willets and Christian Garman.	4	Studio Manager Anchor/Public Affairs Director Anchor Meteorologist	0.25
6	1/13/2014	Participation in events or programs sponsored by educational institutions	Celebrate Literacy Week / Lena DeFlores, News Anchor, was a guest speaker at C.A.Weiss Elementary and participated in their Celebrate Literacy Week campaign. She talked about careers in Broadcasting and reading/stay in school	1	Anchor	0.25

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7	1/22/2014	Participation in events or programs sponsored by educational institutions	Station Tour - West Florida HS Multimedia Academy. This group of HS Seniors were very interested to learn about broadcasting and jobs in the television industry. They asked indepth questions about the technical aspects of the master control department and kept our Chief Engineer busy answering questions.	2	Studio Manager Chief Engineer	0.25
8	1/31/2014	Participation in events or programs sponsored by educational institutions	12 people from Theodore High School visited our Station for a tour given by our Secretary. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Secretary	0.25
9	1/31/2014	Participation in events sponsored by community groups	Deitra Tate spoke with students at Robbins Elementary for their Career Day. She lectured them about careers in Meteorology, the importance of school and having goals/plans.	1	Meteorologist	0.25
10	2/12/2014	Participation in events or programs sponsored by educational institutions	17 people from Dunbar Middle Magnet School visited our Station for a tour given by our Secretary. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Secretary	0.25
11	2/25/2014	Participation in events or programs sponsored by educational institutions	Deitra spoke to first graders about the "World of Weather", cold fronts and warm fronts, thunderstorms, etc..	1	Meteorologist	0.25
12	2/26/2014	Participation in events or programs sponsored by educational institutions	Deitra sat on a career panel and spoke on the importance of internships, along with her personal journey towards getting her first job in TV. Hosted by The University of South Alabama.	1	Meteorologist	0.25
13	3/6/2014	Participation in events or programs sponsored by educational institutions	Kelly Jones was a guest reader at Mary B. Austin Elementary School in honor of Dr. Suess and his birthday. Community leaders were asked to visit local schools to encourage young readers in their quest for literacy. Q and A about careers in Broadcasting.	1	Anchor	0.25
14	3/22/2014	Participation in events or programs sponsored by educational institutions	Deitra spoke with the girls of Florence Howard Elementary about the field of Meteorology. Hosted by the Delta Sigma Theta Sorority.	1	Meteorologist	0.25

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15	3/29/2014	Participation in events sponsored by community groups	Educate, Enlighten, Empower Women's Conference sponsored by Sacred Heart Health Systems and Mainstay Financial Group. Sue Straughn served as the emcee for the Educate, Enlighten, Empower Women's Conference. The conference provided the female audience with information on physical and mental health, finances, legal matters, volunteerism, careers...	1	Anchor/Public Affairs Director	0.25
16	4/11/2014	Participation in events sponsored by community groups	13 people from the Corpus Christi Cub Scouts visited our Station for a tour given by our Secretary. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Secretary	0.25
17	4/22/2014	Participation in events or programs sponsored by educational institutions	Station Tour Group - Tate HS Media Students. The group spent time Studio Manager and Chief Engineer learning about newsgathering and broadcasting. They watched the midday newscast from both the production control room and the studio.	2	Studio Manager Chief Engineer	0.25
18	5/15/2014	Participation in events or programs sponsored by educational institutions	Station Tour Group - Gulf Breeze School Media Students. Students watched newscast from both the studio and the production control room. They learned about newsgathering and broadcasting.	2	Studio Manager Chief Engineer	0.25
19	5/16/2014	Participation in events sponsored by community groups	Favor House of NW Florida - White Rose Luncheon Sue Straughn was the emcee for the annual fundraiser and recognition luncheon for the local domestic violence shelter and prevention program.	1	Anchor/Public Affairs Director	0.25
20	5/20/2014	Participation in events sponsored by community groups	Deitra presented a Hurrican Presentation to the clients and residents of Daphne Memory Care.	1	Meteorologist	0.25
21	5/24/2014	Participation in events sponsored by community groups	Deitra spoke about the upcoming Hurricane Season projections and how to get prepared. Hosted by Gulf Coast Child Care Awareness Alliance.	1	Meteorologist	0.25

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22	5/30/2014	Participation in events sponsored by community groups	Deitra served as a guest speaker and gave "words of encouragement" to fifth graders for their Honors Day Program. Staying in school, careers and being on TV. Hosted by E.R. Dickson Elementary.	1	Meteorologist	0.25
23	7/29/2014	Participation in events or programs sponsored by educational institutions	10 people from the La Petite Academy visited our Station for a tour given by our Secretary. Included with the tour was an overview of station operations and a discussion of careers in the television industry.	1	Secretary	0.25
24	8/2/2014	Participation in Job Fairs	Sinclair Broadcast Group participated in the career expo at the National Association of Black Journalist convention in Boston, MA. They met with 200+ potential candidates, reviewed resumes, tapes, and candidates were given a list of all locations and open positions.	3	Corporate Employment Manager News Talent Manager News Director WOAI	0.25
25	8/8/2014	Participation in Job Fairs	Sinclair Broadcast Group participated in the career expo at the National Association of Hispanic Journalists convention in San Antonio, TX; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	2	Corporate Employment Manager News Talent Manager	0.25
26	8/15/2014	Participation in Job Fairs	Sinclair Broadcast Group participated in the career expo at the Asian American Journalist Association convention in Washington, DC; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	2	Corporate Employment Manager News Talent Manager	0.25

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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
27	8/18/2014	Provision of training to management	Equal Opportunity Training for Business and HR Managers. Attended training sessions to ensure equal employment opportunity and preventing discrimination. Hosted by Allison Kiniry.	4	Business Manager Business Manager Asst. Business Manager Asst. Business Manager	1.00
28	8/27/2014	Participation in events or programs sponsored by educational institutions	Deitra spoke to three different groups of 2nd Graders about the basics of Weather and careers in Meteorology. Hosted by Old Shell Magnet School	1	Meteorologist	0.25
29	9/24/2014	Participation in job banks, internet programs and other programs designed to promote outreach	<p>A project of the Southwest Alabama Workforce Development Council (SAWDC), the SAWDC Worlds of Opportunity is a hands-on career expo for 8th grade students in the eight counties of Southwest Alabama. The 4th annual event held in September 2013 hosted 10,600 students, over 1,000 teachers, counselors and parent. The 2014 event will be held on September 24-25, 2014 at the Mobile Civic Center.</p> <p>The purpose of the event is to expose students to careers available locally and to demonstrate what each career involves through an interactive, engaging series of activities. The decision to target 8th grade students was a strategic one; eighth grade is a critical year for students as they are deciding on coursework pathways for the remainder of their high school years and beyond.</p>	11	Reporter Anchor Anchor Meteorologist	1.00

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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
30	9/30/2014	Establishment of an intern program designed to assist members of the community	<p>WPMI and WEAR have 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.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> • 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>Eligibility Requirements:</p> <ul style="list-style-type: none"> • 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. <p>Any person interested in internship opportunities should contact the Station Employment Unit for more details.</p>	4	Business Manager Business Manager Asst. Business Manager Asst. Business Manager	1.00

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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
			<p>During the time period 10/01/2013 - 09/30/2014 WPMI had 3 interns, all of which from The University of South Alabama.</p> <p>During the time period 10/01/2013 - 09/30/2014 WEAR had 4 interns. Two from Florida State, one from Mississippi State, and one from University of West Florida.</p>			
TOTAL POINTS OVER REPORTING PERIOD:						10.50