

**WEAR, WFGX**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
General Assignment Reporter	1-3, 5-7, 9, 11-13, 15, 17-19, 21-23, 27-42, 44-53, 55-56	23
General Assignment Reporter	1-3, 5-7, 9, 11-13, 15, 17-19, 21-23, 27-42, 44-53, 55-56	41
General Assignment Reporter	1-3, 5-7, 9, 11-13, 15, 17-19, 21-23, 27-42, 44-53, 55-56	13
Photographer	1-3, 5-7, 11-13, 15, 17-19, 21-22, 27-42, 44-53, 55-56	13
Weekend Meteorologist	1-3, 5-7, 11-13, 15, 17-19, 21-22, 27-42, 44-53, 55-56	22
Technical Director	1-3, 5-7, 11-12, 15, 17-19, 21-23, 27-42, 44-53, 55-56	23
Multimedia Journalist	1-3, 5-7, 11-13, 15, 17-19, 21-22, 27-42, 44-53, 55-56	41
Photojournalist	1-3, 5-7, 11-12, 15, 17-19, 21-23, 27-40, 42, 44-53, 55-56	23
Master Control Operator -- Full-Time	1-3, 5-7, 11-13, 15, 17-19, 21-22, 27-40, 42, 44-53, 55-56	29
Master Control Operator -- Full-Time	1-3, 5-7, 11-13, 15, 17-19, 21-22, 27-40, 42, 44-53, 55-56	13
News Producer	1-3, 5-7, 11-13, 15, 17-19, 21-23, 27-40, 42, 44-53, 55-56	23
Weekend Audio Operator	1-8, 11-12, 15-23, 26-52, 55-56	23
Morning Audio Operator	1-8, 11-13, 15-23, 26-40, 42-52, 55-56	23
Multimedia Journalist	1-9, 11-13, 15-22, 26-40, 42-52, 55-56	13
News Production Assistant	1-8, 11-12, 14-23, 26-40, 42-52, 55-56	23
Assistant Digital Sales Manager	1-8, 11-12, 15-23, 26-40, 42-52, 55-56	23
News Producer	1-8, 11-13, 15-22, 26-40, 42-52, 55-56	13
Sales Account Executive	1-8, 10-13, 15-22, 25-40, 42-56	13
News Producer	1-8, 11-13, 15-22, 26-52, 55-56	13
News Producer	1-3, 5-8, 11-13, 15, 17-19, 21-23, 27-32, 34-42, 44-52, 54-56	38
News Producer	1-3, 5-8, 11-13, 15, 17-19, 21-23, 27-32, 34-42, 44-52, 54-56	38
Creative Services Producer / Director	1-8, 11-12, 15-22, 26-32, 34-52, 54-56	22
Creative Services Producer / Director	1-8, 11-12, 15-22, 26-32, 34-52, 54-56	41

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Master Control Operator	1-8, 11-13, 15-22, 26-32, 34-52, 54-56	8
Local Sales Assistant	1-8, 11-12, 15-23, 26-32, 34-40, 42-52, 54-56	8
Sales Account Executive	1-8, 11-12, 15-22, 26-32, 34-40, 42-52, 54-56	8
Sales/Marketing Coordinator	1-8, 11-13, 15-22, 26-32, 34-52, 54-56	13
Assistant News Director	1-8, 11-12, 15-23, 26-32, 34-40, 42-52, 54-56	23
Digital Content Manager	1-8, 11-13, 15-23, 26-32, 34-52, 54-56	23
News Editor	1-8, 11-12, 15-23, 26-32, 34-40, 42-52, 54-56	23
Multimedia Journalist	1-12, 15-23, 25-40, 42-56	23
Digital Content Producer	1-8, 11-12, 15-22, 24, 26-56	24
News Producer	1-8, 11-12, 15-22, 26-40, 42-56	26
Weekend Meteorologist / Reporter	1-9, 11-12, 15-23, 26-40, 42-56	46
Morning Show Reporter	1-9, 11-12, 15-22, 26-40, 42-56	38
News Photographer	1-8, 10-12, 15-23, 25-40, 42-56	48
News Photographer	1-8, 10-12, 15-23, 25-40, 42-56	27
News Producer	1-8, 10-12, 15-23, 25-40, 42-56	23
News Production Assistant	1-8, 10-12, 15-23, 25-40, 42-56	23
Digital Content Producer / Assignments Editor	1-8, 10-12, 15-23, 25-56	41

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama Broadcasters Association 2180 Parkway Lake Dr. Hoover, Alabama 35244 Phone : 205-982-5001 Url : <a href="http://www.al-ba.com">http://www.al-ba.com</a> Email : <a href="mailto:lrice@al-ba.com">lrice@al-ba.com</a> Lesla Rice	N	0
2	Alabama Job Link - State Employment Agency P O Box 190399 Mobile, Alabama 36619 Phone : 251-660-6507 Email : <a href="mailto:john.russell@alcc.alabama.gov">john.russell@alcc.alabama.gov</a> John Russell	N	0
3	Alabama Job Link - State Employment Agency P.O. Box 190399 Mobile, Alabama 36619 Phone : 251-660-6507 Url : <a href="http://www.es.dir.alabama.gov">http://www.es.dir.alabama.gov</a> Email : <a href="mailto:Mobile@alcc.alabama.gov">Mobile@alcc.alabama.gov</a> David White	N	0
4	Alabama State University P.O. Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : <a href="http://www.alasu.edu">http://www.alasu.edu</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Evelyn Tucker	N	0
5	Alabama State University Department of Communications 915 South Jackson Street Montgomery, Alabama 36101 Phone : 334-229-4493 Email : <a href="mailto:dokeowo@alasu.edu">dokeowo@alasu.edu</a> David Okeowo, Ph.D.	N	0
6	Bishop State Community College 351 North Broad Street Mobile, Alabama 36003 Phone : 251-405-7000 Email : <a href="mailto:jwomack@bishop.edu">jwomack@bishop.edu</a> Juliette Womack	N	0

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7	California Chicano News Media 3800 S. Figueroa Street Los Angeles, California 90037 Email : sylvia@cnma.org Sylvia Wells	N	0
8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Email : sbgresumes@sbgstv.com Andrew Hamburger	N	6
9	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : bille@michaelsmedia.com Michael Bille	N	0
10	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-2980 Email : gb2219@columbia.edu Gina Boubion	Y	0
11	Digital Media Education P O Box 4212 Pensacola, Florida 32507 Email : info@digitalmediaeducation.com John Lovrien	N	0
12	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Email : brownjo@ecu.edu John Brown	N	0
13	Employee Referral	N	19
14	Employment Agency	N	1
15	Escambia-Pensacola Human Relations Commission 29 South Spring Street Pensacola, Florida 32504 Phone : 850-434-2431 Email : randibroughton@yahoo.com Randi Broughton	N	0

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16	Florida A & M University 1700 Lee Hall Dr. Tallahassee, Florida 32307 Phone : 850-599-3700 Email : sbgresumes@sbgstv.com Melony Washington	N	0
17	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
18	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
19	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
20	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : <a href="http://www.hireahero.org">http://www.hireahero.org</a> Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0
21	Howard University School of Communication 525 Bryant Street, NW Washington, District of Columbia 20059 Phone : 202/806-5806 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : careersrhu@howard.edu Fax : 1-202-986-2911 Carol Dudley	Y	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
22	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	10
23	Internal Candidate	N	27
24	Internship Program	N	1
25	Ithaca College 953 Danby Rd Ithaca, New York 14850 Phone : 607-274-3011 Email : <a href="mailto:Eloise@ithaca.edu">Eloise@ithaca.edu</a> Eloise Green	Y	0
26	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	4
27	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Danielle Anderson Manual Posting	N	3
28	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	N	0
29	My Jobs Direct 118 N Royal St. Ste 505 Mobile, Alabama Phone : 251-438-7717 Email : <a href="mailto:jc.smith@myjobsdirect.net">jc.smith@myjobsdirect.net</a> JC Smith	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	National Coalition of 100 Black Women, Inc. 1925 Adam C. Powell Jr Blvd New York, New York 10026 Phone : 212-222-5660 Url : <a href="http://www.ncbw.org">http://www.ncbw.org</a> Email : <a href="mailto:nc100bw@aol.com">nc100bw@aol.com</a> Shirley Poole	N	0
31	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Alejandra Valenzuela	N	0
32	Norfolk State University, Dept of Mass Comm & Journalism 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : <a href="mailto:pcbriggs@nsu.edu">pcbriggs@nsu.edu</a> Paula Briggs Ph.D.	N	0
33	Pensacola State College 1000 College Blvd Bldg 6 Pensacola, Florida 32504 Phone : 850.484.1630 Url : <a href="http://www.pensacolastate.edu/services/careerConn.asp">http://www.pensacolastate.edu/services/careerConn.asp</a> Email : <a href="mailto:jhamilton@pensacolastate.edu">jhamilton@pensacolastate.edu</a> Jesse Hamilton	N	0
34	Recruit.Net 2706, The Centrum 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
35	Remington College of Technology 828 Downtowner Blvd Loop W Mobile, Alabama 36609 Phone : 215-343-3307 Url : <a href="http://www.mobile.remingtoncollege.edu">http://www.mobile.remingtoncollege.edu</a> Email : <a href="mailto:Kristy.King@remingtoncollege.edu">Kristy.King@remingtoncollege.edu</a> Kristy King	N	0

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36	Sandy Lizik 1011 Lyndhurst Falls Ln Knightdale, North Carolina 27545 Phone : 919-217-4438 Email : slizik@602communications.com Career Services	N	0
37	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
38	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : <a href="http://www.sbgnet.com">http://www.sbgnet.com</a> Email : employment@sbgstv.com Sharon Pickeral	N	21
39	Southeastern Vocational Services One 11th Avenue Suite C-5 Shalimar, Florida 32579 Phone : 850-609-1046 Email : mcherry@bhcpns.org Marty Cherry	N	0
40	Southeastern Vocational Services 2001 N "E" Street Pensacola, Florida 32501 Phone : 850-595-1330 Email : lbloodworth@bhcpns.org Lisa Bloodworth	N	0
41	Station Website	N	16
42	Talent Dynamics 600 Las Colinas Blvd Irving, Texas 45039 Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a> Email : hedding@talentedynamics.com Christina Hedding	N	0



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43	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : <a href="http://www.thejobspider.com">http://www.thejobspider.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Broadbean Source	N	0
44	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : <a href="http://www.theladders.com">http://www.theladders.com</a> Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Sinclair SilkRoad Source	N	0
45	Tuskegee University Career Development & Placement Center 3rd Floor, Carnegie Hall Tuskegee, Alabama 36088 Phone : 334-727-8255 Email : <a href="mailto:sstringer@tuskegee.edu">sstringer@tuskegee.edu</a> Sarah Stringer	N	0
46	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Mark Holloway	N	4
47	University of Mobile Career Services Center 5735 College Pkwy Mobile, Alabama 36613 Phone : 251-442-2877 Email : <a href="mailto:success@umobile.edu">success@umobile.edu</a> Brenda Davis	N	0
48	University of South Alabama 307 University Blvd Mobile, Alabama 36688 Phone : 251-460-6188 Url : <a href="http://www.southalabama.edu/careerservices">http://www.southalabama.edu/careerservices</a> Email : <a href="mailto:dingram@southalabama.edu">dingram@southalabama.edu</a> Delia Ingram	N	2

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49	University of South Alabama Career Services Center 390 Alumni Circle, Meisler Hall, Room 21000 Mobile, Alabama 36608 Phone : 251-460-8188 Email : ldonalds@usouthal.edu Loretta Donalds	N	0
50	University of West Florida 11000 University Parkway Bldg. 3F Pensacola, Florida 32514 Phone : 850-474-2513 Url : <a href="http://www.uwf.edu">http://www.uwf.edu</a> Email : career@uwf.edu Mark Lambert	N	0
51	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
52	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
53	University of West Florida Director of Career Services 11000 University Pkwy Bldg 53, Rm 128 Pensacola, Florida 32514 Phone : 850 474-2254 Url : <a href="http://uwf.edu/offices/career-services/">http://uwf.edu/offices/career-services/</a> Email : lwalk@uwf.edu Stephanie Dwyer	N	0
54	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

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55	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
56	Walter Cronkit School of Joournalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Url : NEWS only Email : mike.wong@asu.edu Michael Wong	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>115</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/15/2015	Participation in events sponsored by community groups	Public Affairs Director and Anchor, Sue Straughn is the founder and president of First Book Pensacola. 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. This chapter was formed in 1998 has provided more than 136,000 books to children in Escambia and Santa Rosa counties. Through her work with First Book she has the opportunity to speak with children about her career in television.	1	Public Affairs Director and Anchor
2	10/21/2015	Provision of training to management	Sinclair Broadcast Group, INC conducted Leadership Human Resources Training for 2 days, October 21st and 22nd. HR Contacts from all over the country were flown into Corporate to learn about how to be the best HR contact for the station; the HR/ Business Managers for Mobile, AL / Pensacola, FL was in attendance for both days. We learned about FCC/EEO, Hiring, ADA, FLSA, EEOC and DOL Compliance, FMLA, supporting the Company's open door policy, performing our job well, sharing accountability and partnering with other station management to accomplish our goals. We all were able to share ideas during discussions and were able to take back ideas on things to implement at our station.	2	HR Manager HR Manager

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3	10/27/2015	Provision of training to management	<p>SBG, Inc. and its stations are 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 are based on merit, qualifications, and abilities. We recruit, hire, train, promote, and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.</p> <p>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.</p> <p>Newly hired Managers and Supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know" and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL Employees are required to complete bi-annual online training which reviews these same policies and procedures; these courses are designed to increase and renew awareness as well as provide for manager and supervisor development, and FCC Compliance.</p>	25	General Manager General Manager HR/Business Manager HR/Business Manager

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4	10/29/2015	Participation in events or programs sponsored by educational institutions	4 Home schooled children plus 1 chaperone were given a tour of the station and studio. Included in the tour was an overview of station operations, a meet and greet with some employees and a discussion of career opportunities in the television industry. There was a Q&A session at the end of the tour as well.	1	Secretary
5	1/19/2016	Participation in events or programs sponsored by educational institutions	11 Students from Citronelle High School were given a tour of the station and studio. Included in the tour was an overview of station operations, a meet and greet with some employees, and a discussion of careers in the television industry. There was a Q&A session at the end of the tour as well.	1	Secretary
6	1/21/2016	Participation in events or programs sponsored by educational institutions	17 Students from Citronelle High School were given a tour of the station and studio. Included in the tour was an overview of station operations, a meet and greet with some employees, and a discussion of careers in the television industry. There was a Q&A session at the end of the tour as well.	1	Secretary
7	3/7/2016	Participation in events or programs sponsored by educational institutions	The University of West Florida Leisure Learning Society, a group of continuing education students enjoyed a tour of the Channel 3 Newsroom, control room and studio., along with viewing Channel 3 News Dayside live. Studio Manager, Jack Canavan and Chief Engineer David Brown were on hand to answer questions about television production, careers in the television industry and advancement in technology.	2	Studio Manager Chief Engineer
8	3/15/2016	Participation in events or programs sponsored by educational institutions	Gulf Breeze Middle School Media Class toured the Channel 3 Newsroom, control rooms and studio, along with viewing Channel 3 News Dayside live. Included was a discussion of careers in the television industry.	1	Studio Manager

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9	3/22/2016	Participation in events or programs sponsored by educational institutions	17 Students from Foley High School were given a tour of the station and studio. Included in the tour was an overview of station operations, a meet and greet with some employees, and a discussion of careers in the television industry. There was a Q&A session at the end of the tour as well.	1	Secretary
10	4/20/2016	Participation in events or programs sponsored by educational institutions	Avalon Middle School ITV class toured the Channel 3 Newsroom, control rooms and studio, along with viewing Channel 3 News Dayside live. Studio Manager, Jack Canavan, lead the tour and answered questions regarding tv production and careers in television.	1	Studio Manager
11	4/20/2016	Participation in Job Fairs	Allison Kiniry, Eunice Parrish, Sheila Holland, and Manny Fantis represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	4	Regional HR Manager Human Resources Business Manager Director of Digital Content & Solutions
12	8/3/2016	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training and Development represented all Sinclair News stations at the career expo for the NABJ/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	3	Corp. Employment Manager News Talent Manager Director of News Training & Development

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13	9/14/2016	Participation in events or programs sponsored by educational institutions	Washington High School TV Production II class toured the Channel 3 Newsroom, control rooms and studio, along with watching Channel 3 News Dayside live. Their guide was Studio Manager Jack Canavan and they were able to meet Weather reporter Meg McNamara and discuss what it like to work in the television industry.	2	Studio Manager Weather Reporter



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**III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	9/16/2016	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"> <li>• Develop links with universities and colleges to promote the Station Employment Unit as prospective employers.</li> <li>• Create a symbiotic relationship between interns and the Station Employment Unit's employees.</li> <li>• 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.</li> </ul> <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• The applicant must be at least 18 years of age.</li> <li>• The applicant must be in good academic standing, as defined by his or her academic institution.</li> <li>• 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.</li> <li>• In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.</li> </ul> <p>Any person interested in internship opportunities should contact the Station Employment Unit for more details.</p>	4	Business Manager Business Manager Assistant Business Manager Assistant Business Manager

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
			During the time period of 10/01/2015 - 09/30/2016 WPMI had 6 interns from the following colleges : The University of South Alabama, Spring Hill College, Troy University, and The University of Mobile. WEAR had 5 interns from the following colleges: The University of West Florida, Troy University and Sewanee The University of the South.		

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**III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	9/18/2016	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 2015 fiscal year was \$123,000.00.</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, 2015 through Spring/Summer 2016, 213 scholarships were awarded.</p>	1	Public Affairs Director and Anchor