# 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, 2007, to and including September 30, 2008 (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, 2007 to September 30, 2008

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

## Section 1: Vacancy Information

	Full-time Positions	Recruitment Source of	Total Number of
	Filled By job Title	Hiree	Interviewees
	<b>3</b> 3		from All sources for This
			Position
1	Account Executive	WEAR Website	2
2	Commercial Producer	WEAR Website	6
3	News Reporter	Employee Referral	5
4	Business Office Clerical	WEAR Website	5
5	Newscast Director	WEAR Website	1
6	Newscast Producer (2)	TV Jobs (1) Internal (1)	9
7	Photojournalist	University of South	3
/	Photojournanst	Alabama	3
8	Productions Asst.	Internal	14
9	Mastercontrol	SBG Website	5
	Operator		
10	Account Executive (4)	Employee Referral (2)	17
		Careerbuilder (1)	
		WEAR Website (1)	
11	News Reporter	TV Jobs	4
12	Photojournalist	TV Jobs	4
13	News Reporter	Internal	4
14	Satellite Truck	Internal	6
	Operator		
15	Controller	Internal	4
16	Asst Business	Internal	7
	Manager		
17	Wknd Metorologist	Internal	1
18	Control Air Operator	Internal	1
19	Photojournalist	Employee Referral	6

20	Control Air Operator	Internal	1
21	Production Asst/ Audio (2)	Internal (2)	3
22	4pm Anchor/Reporter	Internal	3
23	3 itm Anchor/Reporter	Internal	3

Total Number of Persons Interviewed During Applicable Period: 114

## Appendix 2 to

## Annual EEO Public File Report Form

## Covering the Period from $\underline{10/01/07}$ to $\underline{09/30/08}$

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	
	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 0 0 0 0 0 0 0	Account Executive Commercial Producer News Reporter Business Office Clerical Newscast Director Newscast Producer Photojournalist Production Asst Mastercontrol Operator Account Executive News Reporter Photojournalist News Reporter Satellite Truck Operator Controller Asst Business Manager Wknd Meteorologist Control Air Operator Photojournalist Control Air Operator Production Asst./Audio Anchor/Reporter	
2	George Stone Vocational Tech Center Attn: J. Jerralds 2400 Longleaf Drive	0 0 0 0 0	Anchor/Reporter  Account Executive  Commercial Producer  News Reporter  Business Office Clerical	

	I	T	1.7	
	Pensacola, FL 32506	0	Newscast Director	
	Ph#850-941-6200	0	Newscast Producer	
	jjerralds@escambia.k12.fl.us	0	Photojournalist	
		0	Production Asst	
		0	Mastercontrol Operator	
		0	Account Executive	
		0	News Reporter	
		0	Photojournalist	
		0	News Reporter	
		0	Satellite Truck Operator	
		0	Controller	
		0	Asst Business Manager	
		0	Wknd Meteorologist	
		0	Control Air Operator	
		0	Photojournalist	
		0	Control Air Operator	
		0	Production Asst./Audio	
		0	Anchor/Reporter	
		0	Anchor/Reporter	
3	Howard University School of	0	Account Executive	
	Communications	0	Commercial Producer	
	Attn: Carol Dudley	0	News Reporter	
	Ph#202-806-7513	0	Business Office Clerical	
	Washington, DC 20059	0	Newscast Director	
	Careers.rhu@howard.edu	0	Newscast Producer	
		0	Photojournalist	
		0	Production Asst	
		0	Mastercontrol Operator	
		0	Account Executive	
		0	News Reporter	
		0	Photojournalist	
		0	News Reporter	
		0	Satellite Truck Operator	
		0	Controller	
		0	Asst Business Manager	
		0	Wknd Meteorologist	
		0	Control Air Operator	
		0	Photojournalist	
		0	Control Air Operator	
		0	Production Asst./Audio	
		0	Anchor/Reporter	
		0	Anchor/Reporter	
4	University of Mobile Career	0	Account Executive	
	Services Center	0	Commercial Producer	
	Attn: Tina Howard	0	News Reporter	
		11.5	The me Reporter	

	D.C. D. 10000	110		1
	P.O. Box 13220	0	Business Office Clerical	
	Mobile, AL 36663-0220	0	Newscast Director	
	Ph#251-442-2545	0	Newscast Producer	
	tinah@mail.umobile.edu	0	Photojournalist	
		0	Production Asst	
		0	Mastercontrol Operator	
		0	Account Executive	
		0	News Reporter	
		0	Photojournalist	
		0	News Reporter	
		0	Satellite Truck Operator	
		0	Control Air Operator	
		0	Production Asst./Audio	
		0	Anchor/Reporter	
		0	Anchor/Reporter	
5	University of West Florida	0	Account Executive	
	Instructional Media	0	Commercial Producer	
	Center/UWF-TV	0	News Reporter	
	Attn: Mark Lambert	0	Business Office Clerical	
	Bldg. 37, 11000 University	0	Newscast Director	
	Blvd.	0	Newscast Producer	
	Pensacola, FL 32514	0	Photojournalist	
	Ph#850-474-2513	1	Production Asst	
	mlambert@uwf.edu	0	Mastercontrol Operator	
		0	Account Executive	
		0	News Reporter	
		0	Photojournalist	
		0	News Reporter	
		0	Satellite Truck Operator	
		0	Controller	
		0	Asst Business Manager	
		0	Wknd Meteorologist	
		0	Control Air Operator	
		0	Photojournalist	
		0	Control Air Operator	
		0	Production Asst./Audio	
		0	Anchor/Reporter	
		0	Anchor/Reporter	
6	Tuskegee University Career	0	Account Executive	
	Development & Placement	0	Commercial Producer	
	Office	0	News Reporter	
	Attn: Sarah Stringer	0	Business Office Clerical	
	3 <sup>rd</sup> Floor, Carnegie Hall	0	Newscast Director	
	Tuskegee, AL 36088	0	Newscast Producer	
	Ph#334-727-8255	0	Photojournalist	
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sstringer@tuskegee.edu    O	
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News Reporter   O	
Photojournalist   O   News Reporter   O   Satellite Truck Operator   O   Controller   O   Asst Business Manager   O   Wknd Meteorologist   O   Control Air Operator   O   Photojournalist   O   Control Air Operator   O   Photojournalist   O   Control Air Operator   O   Production Asst./Audio   O   Anchor/Reporter   O   Anchor/Reporter   O   Anchor/Reporter   O   Anchor/Reporter   O   Anchor/Reporter   O   Commercial Producer   Attn: Randi Broughton   29 South Spring Street   Pensacola, FL 32504   Ph#850-434-2431   randibroughton@yahoo.com   Photojournalist   O   Production Asst   O   Mastercontrol Operator   O   Account Executive   O   Production Asst   O   Mastercontrol Operator   O   Account Executive   O   Mastercontrol Operator   O   Account Executive   O   Ac	
O News Reporter   O Satellite Truck Operator   O Controller   O Asst Business Manager   O Wknd Meteorologist   O Control Air Operator   O Photojournalist   O Control Air Operator   O Production Asst./Audio   O Anchor/Reporter   O Anchor/Reporter   O Anchor/Reporter   O Anchor/Reporter   O Commercial Producer   O News Reporter   O Newscast Director   O Newscast Director   O Newscast Producer   O Newscast Pro	
O Satellite Truck Operator	
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Control Air Operator   Production Asst./Audio   O	
Description   Production Asst./Audio   O	
Description   Production Asst./Audio   O	
7 Escambia-Pensacola Human Relations Commission Attn: Randi Broughton 29 South Spring Street Pensacola, FL 32504 Ph#850-434-2431 randibroughton@yahoo.com  Ph#850-day-2431 randibroughton production Asst  0 Account Executive Commercial Producer Business Office Clerical O Newscast Director O Newscast Producer O Photojournalist O Production Asst O Mastercontrol Operator O Account Executive	
7 Escambia-Pensacola Human Relations Commission Attn: Randi Broughton 29 South Spring Street Pensacola, FL 32504 Ph#850-434-2431 randibroughton@yahoo.com  Ph#850-day-2431 randibroughton producen  Account Executive  O Commercial Producer  O Business Office Clerical  O Newscast Director  O Newscast Producer  O Photojournalist  O Production Asst  O Mastercontrol Operator  O Account Executive	
7 Escambia-Pensacola Human Relations Commission Attn: Randi Broughton 29 South Spring Street Pensacola, FL 32504 Ph#850-434-2431 randibroughton@yahoo.com  O	<b>†</b>
Relations Commission Attn: Randi Broughton 29 South Spring Street Pensacola, FL 32504 Ph#850-434-2431 randibroughton@yahoo.com  O	<b>—</b>
Attn: Randi Broughton 29 South Spring Street Pensacola, FL 32504 Ph#850-434-2431 randibroughton@yahoo.com  O News Reporter  Business Office Clerical O Newscast Director O Photojournalist O Production Asst O Mastercontrol Operator O Account Executive	
29 South Spring Street Pensacola, FL 32504 Ph#850-434-2431 randibroughton@yahoo.com  0 Business Office Clerical 0 Newscast Director 0 Photojournalist 0 Production Asst 0 Mastercontrol Operator 0 Account Executive	
Pensacola, FL 32504 Ph#850-434-2431 randibroughton@yahoo.com  0 Newscast Director 0 Newscast Producer 0 Photojournalist 0 Production Asst 0 Mastercontrol Operator 0 Account Executive	
Ph#850-434-2431 randibroughton@yahoo.com  O  Photojournalist O  Production Asst O  Mastercontrol Operator O  Account Executive	
randibroughton@yahoo.com    O	<del>                                     </del>
0 Production Asst 0 Mastercontrol Operator 0 Account Executive	
0 Mastercontrol Operator 0 Account Executive	<del>                                     </del>
0 Account Executive	<del>                                     </del>
	<del>                                     </del>
Navva Damantan	-
0 News Reporter 0 Photojournalist	
0 News Reporter	-
0 Satellite Truck Operator	
O Controller	1
O Asst Business Manager	
0 Wknd Meteorologist	1
O Control Air Operator	
0 Photojournalist	
O Control Air Operator	
0 Production Asst./Audio	
0 Anchor/Reporter	
0 Anchor/Reporter	
8 Alabama State Employment 0 Account Executive	
Agency 0 Commercial Producer	
Attn: Faye Long 0 News Reporter	
P.O. Box 190399  0 Business Office Clerical	
Mobile, AL 36619  O Newscast Director	
Ph#251-660-6507	

	I	По	
	mobile@dir.alabama.gov	0	Newscast Producer
		0	Photojournalist
		0	Production Asst
		0	Mastercontrol Operator
		0	Account Executive
		0	News Reporter
		0	Photojournalist
		0	News Reporter
		0	Satellite Truck Operator
		0	Controller
		0	Asst Business Manager
		0	Wknd Meteorologist
		0	Control Air Operator
		0	Photojournalist
		0	Control Air Operator
		0	Production Asst./Audio
		0	Anchor/Reporter
		0	Anchor/Reporter
9	The Leadership Institute	0	Account Executive
	Attn: Jim Cromwell	0	Commercial Producer
	Steven P J Wood Bldg	0	News Reporter
	1101 N Highland Street	0	Business Office Clerical
	Arlington, VA 22201	0	Newscast Director
	Ph#703-247-2000	0	Newscast Producer
	jcromwell@limail.us	0	Photojournalist
		0	Production Asst
		0	Mastercontrol Operator
		0	Account Executive
		0	News Reporter
		0	Photojournalist
		0	News Reporter
		0	Satellite Truck Operator
		0	Controller
		0	Asst Business Manager
		0	Wknd Meteorologist
		0	Control Air Operator
		0	Photojournalist
		0	Control Air Operator
		0	Production Asst./Audio
		0	Anchor/Reporter
		0	Anchor/Reporter
10	Pensacola Junior College	0	Account Executive
	Student Job Services	0	Commercial Producer
	Attn: Edith Knapp	0	News Reporter
	1000 College Blvd, Bldg 6	0	Business Office Clerical
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	D 1 EL 22504		TIN D	—
ļ	Pensacola, FL 32504	0	Newscast Director	
ļ	Ph#830-484-1575	0	Newscast Producer	
ļ	eknapp@pjc.edu	0	Photojournalist	
ŀ	1	0	Production Asst	
ŀ	1	1	Mastercontrol Operator	
ļ	1	0	Account Executive	
ŀ	1	0	News Reporter	
ŀ	1	0	Photojournalist	
ļ	1	0	News Reporter	_
ļ	1	0	Satellite Truck Operator	_
ļ	1	0	Controller	_
ŀ	1	0	Asst Business Manager	_
ļ	1	0	Wknd Meteorologist	
ļ	1	0	Control Air Operator	
ļ	1	0	Photojournalist	
ļ	1	0	Control Air Operator	
ļ	1	0	Production Asst./Audio	
ļ	1	0	Anchor/Reporter	
ŀ	1	0	Anchor/Reporter	
11	Jobs Plus Agency for	0	Account Executive	_
- I	Workforce	0	Commercial Producer	_
ļ	Innovation/Employer Services	0	News Reporter	_
ļ	Attn: Jerry McDaniel	0	Business Office Clerical	_
ŀ	409 NE Racetrack Road	0	Newscast Director	_
ļ	Ft. Walton Beach, FL 32547	0	Newscast Producer	_
ŀ	Ph#850-833-9106	0	Photojournalist	_
ı	joborders@jobsplus02.com	0	Production Asst	_
ļ	1	0	Mastercontrol Operator	_
ŀ	1	0	Account Executive	_
ļ	1	0	News Reporter	
ļ	1	0	Photojournalist	
ļ	1	0	News Reporter	_
ŀ	1	0	Satellite Truck Operator	
ļ	1	0	Controller	_
ļ	1	0	Asst Business Manager	_
ļ	1	0	Wknd Meteorologist	_
ļ	1	0	Control Air Operator	
ļ	1	0	Photojournalist	_
ļ	1	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	3	
ļ	1		Control Air Operator	_
ļ	1	0	Production Asst./Audio	_
ļ	1	0	Anchor/Reporter	_
	<u> </u>	0	Anchor/Reporter	_
12	University of West Florida	0	Account Executive	_
ŀ	Communications Arts Dept.	0	Commercial Producer	
!	Attn: Joyce Southard	0	News Reporter	

		<del></del>	
	11000 University Pkwy	0	Business Office Clerical
	Pensacola, FL 32514	0	Newscast Director
	Ph#850-474-2829	0	Newscast Producer
	jsouthard@uwf.edu	0	Photojournalist
	1	0	Production Asst
	1	0	Mastercontrol Operator
	1	0	Account Executive
	1	0	News Reporter
	1	0	Photojournalist
	1	0	News Reporter
	1	0	Satellite Truck Operator
	1	0	Controller
	1	0	Asst Business Manager
	1	0	Wknd Meteorologist
	1	0	Control Air Operator
	1	0	Photojournalist
	1	0	Control Air Operator
	1	0	Production Asst./Audio
	1	0	Anchor/Reporter
	1	0	Anchor/Reporter
13	University of West Florida	0	Account Executive
	Academic Marketing Dept.	0	Commercial Producer
	Attn: Carol Rodgers	0	News Reporter
	11000 University Pkwy	0	Business Office Clerical
	Bldg 53, Room 128	0	Newscast Director
	Pensacola, FL 32514	0	Newscast Producer
	Ph#850-474-3125	0	Photojournalist
	crodgers@uwf.edu	0	Production Asst
	1	0	Mastercontrol Operator
	1	0	Account Executive
	1	0	News Reporter
	1	0	Photojournalist
	1	0	News Reporter
	1	0	Satellite Truck Operator
	1	0	Controller
	1	0	Asst Business Manager
	l	0	Wknd Meteorologist
	l	0	Control Air Operator
	l	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	Photojournalist
	l	0	Control Air Operator
	1	0	Production Asst./Audio
	1	0	Anchor/Reporter
	1	0	Anchor/Reporter  Anchor/Reporter
14	University of West Florida	0	Account Executive
14	Director of Career Services	0	Commercial Producer
	Director of Carcer Bervices		Collinercial Floudeei

	Attn: Nathan Ford	0	News Reporter	
	11000 University Pkwy	0	Business Office Clerical	
	Bldg 53, Room 128	0	Newscast Director	
	Pensacola, FL 32514	0	Newscast Producer	
	Ph#850-474-2254	0	Photojournalist	
	nford@uwf.edu	0	Production Asst	
		0	Mastercontrol Operator	
		0	Account Executive	
		0	News Reporter	
		0	Photojournalist	
		0	News Reporter	
		0	Satellite Truck Operator	
		0	Controller	
		0	Asst Business Manager	
		0	Wknd Meteorologist	
		0	Control Air Operator	
		0	Photojournalist	
		0	Control Air Operator	
		0	Production Asst./Audio	
		0	Anchor/Reporter	
		0	Anchor/Reporter	
15	Workforce Specialist, Inc.	0	Account Executive	
	Attn: Cindy Boles	0	Commercial Producer	
	15 West Strong Street Ste13B	0	News Reporter	
	Pensacola, FL 32506	0	Business Office Clerical	
	Ph#850-434-1930	0	Newscast Director	
	Jobcoach1@bellsouth.net	0	Newscast Producer	
		0	Photojournalist	
		0	Production Asst	
		0	Mastercontrol Operator	
		0	Account Executive	
		0	News Reporter	
		$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	Photojournalist	
		0	News Reporter	
		$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	Satellite Truck Operator	
		$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	Controller	
		$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	Asst Business Manager	
		$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	Wknd Meteorologist	
		$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$		
			Control Air Operator	-
		0	Photojournalist Control Air Operator	
			Control Air Operator	-
		0	Production Asst./Audio	
		0	Anchor/Reporter	
1.0	TT ' ', CTT , TI '1	0	Anchor/Reporter	
16	University of West Florida	0	Account Executive	
				1

	College of Journalism &	0	Commercial Producer	
	Communications	0	News Reporter	
	Attn: Patricia Dunn	0	Business Office Clerical	
	Knight Division/PO Box	0	Newscast Director	
	118400	0	Newscast Producer	
	Gainesville, FL 32611	0	Photojournalist	
	Ph#352-846-2484	0	Production Asst	
	pdunn@jou.ufl.edu	0	Mastercontrol Operator	
		0	Account Executive	
		0	News Reporter	
		0	Photojournalist	
		0	News Reporter	
		0	Satellite Truck Operator	
		0	Controller	
		0	Asst Business Manager	
		0	Wknd Meteorologist	
		0	Control Air Operator	
		0	Photojournalist	
		0	Control Air Operator	
		0	Production Asst./Audio	
		0	Anchor/Reporter	
		0	Anchor/Reporter	
		0	1 menos/reporter	
17	Escarosa Career Center	0	Account Executive	
	Attn: Employer Services Team	0	Commercial Producer	
	3670-A North "L" Street	0	News Reporter	
	Pensacola, FL 32505	0	Business Office Clerical	
	Ph#850-595-5200	0	Newscast Director	
	joborders@escarosa.org	0	Newscast Producer	
		0	Photojournalist Photojournalist	
		0	Production Asst	
		1	Mastercontrol Operator	
		0	Account Executive	
		0	News Reporter	
		0	Photojournalist	
		0	News Reporter Satellite Truck Operator	
		0	Controller	
		0		
		0	Asst Business Manager	
		0	Wknd Meteorologist	
		0	Control Air Operator	
		0	Photojournalist	
		0	Control Air Operator	
	I	0	Production Asst./Audio	1
		0	Anchor/Reporter	

National Association of Minorities in Communication (NAMIC) Attn: Nicole Llido 600 Anton Blvd, Suite 1100 Costa Mesa, CA 92625 jobs@namic.com  News Reporter  Description of Minorities in Communication (NAMIC)  Attn: Nicole Llido 0 Business Office Clerical 0 Newscast Director 0 Newscast Producer 0 Photojournalist 0 Production Asst 0 Mastercontrol Operator 0 Account Executive 0 News Reporter 0 News Reporter 0 News Reporter 0 Satellite Truck Operator 0 Controller 0 Asst Business Manager 0 Wknd Meteorologist 0 Control Air Operator 0 Photojournalist 0 Control Air Operator 0 Production Asst Nation Operator 0 Production Asst./Audio 0 Anchor/Reporter	
Minorities in Communication (NAMIC) Attn: Nicole Llido 600 Anton Blvd, Suite 1100 Costa Mesa, CA 92625 jobs@namic.com  O	
(NAMIC) Attn: Nicole Llido 600 Anton Blvd, Suite 1100 Costa Mesa, CA 92625 jobs@namic.com  0 Newscast Director 0 Newscast Producer 0 Photojournalist 0 Production Asst 0 News Reporter 0 News Reporter 0 News Reporter 0 Account Executive 0 News Reporter 0 Photojournalist 0 News Reporter 0 Account Executive 0	
Attn: Nicole Llido 600 Anton Blvd, Suite 1100 Costa Mesa, CA 92625 jobs@namic.com  0 Newscast Director 0 Newscast Producer 0 Photojournalist 0 Mastercontrol Operator 0 News Reporter 0 News Reporter 0 News Reporter 0 Satellite Truck Operator 0 Asst Business Manager 0 Wknd Meteorologist 0 Control Air Operator 0 Photojournalist 0 Tontrol Air Operator 0 Production Asst./Audio	
600 Anton Blvd, Suite 1100 Costa Mesa, CA 92625 jobs@namic.com  O Newscast Director O Newscast Producer O Photojournalist O Mastercontrol Operator O Account Executive O News Reporter O Photojournalist O News Reporter O Satellite Truck Operator O Asst Business Manager O Wknd Meteorologist O Control Air Operator O Photojournalist O Tontrol Air Operator O Photojournalist O Tontrol Air Operator O Photojournalist O Tontrol Air Operator O Production Asst./Audio	
Costa Mesa, CA 92625 jobs@namic.com    O	
jobs@namic.com    O	
O Production Asst O Mastercontrol Operator O Account Executive O News Reporter O Photojournalist O News Reporter O Satellite Truck Operator O Controller O Asst Business Manager O Wknd Meteorologist O Control Air Operator O Photojournalist O Photojournalist O Photojournalist O Photojournalist O Photojournalist O Photojournalist O Production Asst./Audio	
0 Mastercontrol Operator 0 Account Executive 0 News Reporter 0 Photojournalist 0 News Reporter 0 Satellite Truck Operator 0 Controller 0 Asst Business Manager 0 Wknd Meteorologist 0 Control Air Operator 0 Photojournalist 0 Control Air Operator 0 Production Asst./Audio	
O Account Executive O News Reporter O Photojournalist O News Reporter O Satellite Truck Operator O Controller O Asst Business Manager O Wknd Meteorologist O Control Air Operator O Photojournalist O Control Air Operator O Production Asst./Audio	
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0 Control Air Operator 0 Production Asst./Audio	
0 Production Asst./Audio	
0 Anchor/Reporter	
19 Senior Job Bank 0 Account Executive	
Attn: Eric Summers  0 Commercial Producer	
1383 Steel Bridge Road 0 News Reporter	
MacClenny, FL 32063    Description of the Was Reported of the Was	
founder@seniorjobbank.org 0 Newscast Director	
0 Newscast Producer	
0 Photojournalist	
0 Production Asst	
0 Mastercontrol Operator	
0 Account Executive	
0 News Reporter 0 Photojournalist	
0 News Reporter	
0 Satellite Truck Operator	
0 Controller	
0 Asst Business Manager	
0 Wknd Meteorologist	<del>                                     </del>
0 Control Air Operator	
0 Production Asst./Audio	
0 Anchor/Reporter	<u> </u>
0 Anchor/Reporter	i I

	T	1		
20	California Chicano News	0	Account Executive	
	Media Association (CCNMA)	0	Commercial Producer	
	Attn: Sylvia Wells	0	News Reporter	
	3800 S. Figueroa Street	0	Business Office Clerical	
	Los Angeles, CA 90037-1206	0	Newscast Director	
	Sylvia@ccnma.org	0	Newscast Producer	
		0	Photojournalist	
		0	Production Asst	
		0	Mastercontrol Operator	
		0	Account Executive	
		0	News Reporter	
		0	Photojournalist	
		0	News Reporter	
		0	Satellite Truck Operator	
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		0	Asst Business Manager	
		0	Wknd Meteorologist	
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		0	Production Asst./Audio	
		0	Anchor/Reporter	
		0	Anchor/Reporter	
21	University of South Alabama	0	Account Executive	
	Career Services Center	0	Commercial Producer	
	Attn: Loretta Donalds	0	News Reporter	
	6420 Old Shell Road	0	Business Office Clerical	
	Mobile, AL 36608	0	Newscast Director	
	Ph#251-460-7930	0	Newscast Producer	
	ldonalds@usouthal.edu	0	Photojournalist	
		0	Production Asst	
		0	Mastercontrol Operator	
		0	Account Executive	
		0	News Reporter	
		1	Photojournalist	
		0	News Reporter	
		0	Satellite Truck Operator	
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		0	Production Asst./Audio	
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		0	Anchor/Reporter	
22	G. 1 . D. 1 . C		Anchor/Reporter	
22	Sinclair Broadcast Group	0	Account Executive	
	SBG Website	0	Commercial Producer	
	Attn: Sharon Pickeral	0	News Reporter	
	10706 Beaver Dam Rd	0	Business Office Clerical	
	Cockeysville, MD 21030 Ph#410-568-1517	0	Newscast Director	
		1	Newscast Producer	
	www.sbgi.net	0	Photojournalist	
		0	Production Asst	
		1	Mastercontrol Operator	
		1	Account Executive	
		0	News Reporter	
		0	Photojournalist	
		1	News Reporter	
		1	Satellite Truck Operator	
		0	Controller	
		1	Asst Business Manager	
		0	Wknd Meteorologist	
		0	Control Air Operator	
		0	Photojournalist	
		0	Control Air Operator	
		0	Production Asst./Audio	
		0	Anchor/Reporter	
		0	Anchor/Reporter	
23	Station Website	2	Account Executive	
	WEARTV.com	4	Commercial Producer	
	Attn: Charlie Swann	0	News Reporter	
	4990 Mobile Highway	3	Business Office Clerical	
	Pensacola, FL 32506	1	Newscast Director	
	Ph#850-456-3333	3	Newscast Producer	
	www.weartv.com	0	Photojournalist	
		5	Production Asst	
		$\frac{3}{2}$	Mastercontrol Operator	
		3	Account Executive	
		1	News Reporter	
		0	Photojournalist	
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		0	Control Air Operator	
		0	Production Asst./Audio	
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24	Medialine	0	News Reporter	
	Attn: Mark Shilstone	0	Newscast Director	
	PO Box 51909	0	Newscast Producer	
	Pacific Grove, CA 93950	0	Photojournalist	
	Ph#800-237-8073	0	Production Asst	
	www.medialine.com	0	Mastercontrol Operator	
		0	News Reporter	
		0	Photojournalist	
		0	News Reporter	
		0	Satellite Truck Operator	
		0	Wknd Meteorologist	
		0	Control Air Operator	
		0	Photojournalist	
		0	Control Air Operator	
		0	Production Asst./Audio	
		0	Anchor/Reporter	
		0	Anchor/Reporter	
25	Broadcast Employment	0	Account Executive	
	Services	0	Commercial Producer	
	TV JOBS	1	News Reporter	
	Attn: Mark Holloway	0	Business Office Clerical	
	PO Box 4116	0	Newscast Director	
	Oceanside, CA 92052	1	Newscast Producer	
	Ph#877-988-9808	0	Photojournalist	
	www.tvjobs.com	0	Production Asst	
		0	Mastercontrol Operator	
		0	Account Executive	
		1	News Reporter	
		1	Photojournalist	
		0	News Reporter	
		0	Satellite Truck Operator	
		0	Controller	
		0	Asst Business Manager	
		0	Wknd Meteorologist	
		0	Control Air Operator	
		0	Photojournalist	
		0	Control Air Operator	
		0	Production Asst./Audio	
		0	Anchor/Reporter	
		0	Anchor/Reporter	
26	Referrals	0	Account Executive	
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McLean, VA 22102         0         News Reporter           410-998-9740         3         Satellite Truck Operator           www.careerbuilder.com         3         Controller           **added 1/1/2008         5         Asst Business Manager           0         Wknd Meteorologist           0         Control Air Operator           0         Photojournalist				
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ļ		1	Control Air Operator	
ļ		3	Production Asst./Audio	
ļ		3	Anchor/Reporter	
		2	Anchor/Reporter	
29	Bishop State Community	0	Account Executive	
ļ	College	0	Commercial Producer	
ļ	Juliette Womack	0	News Reporter	
ļ	351 North Broad Street	0	Business Office Clerical	
ļ	Mobile, AL 36003	0	Newscast Director	
ļ	jwomack@bishop.edu	0	Newscast Producer	
ļ		0	Photojournalist	
ļ		0	Production Asst	
ļ		0	Mastercontrol Operator	
		0	Account Executive	
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	<del> </del>	0	Anchor/Reporter	
30	Southeastern Vocational	0	Account Executive	
	Services	0	Commercial Producer	
	Marty Cherry	0	News Reporter	
	One 11 <sup>th</sup> Avenue	0	Business Office Clerical	
	Suite C-5	0	Newscast Director	
	Shalimar, FL 32579	0	Newscast Producer	
ļ	850-609-1046	0	Photojournalist	
ļ	mcherry@bhcpns.org	0	Production Asst	
ļ		0	Mastercontrol Operator	
		2	Account Executive	
		0	News Reporter	

	l '	0	Photojournalist	
	l '	0	News Reporter	
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	l '	0	Production Asst./Audio	
	l '	0	Anchor/Reporter	
	1	0	Anchor/Reporter	
31	Monster.com	0	Account Executive	
	Attn: Judy Fonda	0	Commercial Producer	
	5 Clock Tower Place	0	News Reporter	
	Maynard, MA 01754	2	Business Office Clerical	
	Added 1/01/07	0	Newscast Director	
	Judy.fonda@monster.com	0	Newscast Producer	
	l '	2	Photojournalist	
	l '	0	Production Asst	
	*removed as source	0	Mastercontrol Operator	
	12/31/2008	0	Control Air Operator	
	l '	0	Production Asst./Audio	
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32	Digital Media Education	0	Account Executive	
32	Attn: John Lovrien	0	Commercial Producer	
	PO Box 4212	0	News Reporter	
	Pensacola, FL 32507	0	Business Office Clerical	
	Added 4/12/07	0	Newscast Director	
	info@digitalmediaeducation.c			
	om	0	Newscast Producer	
		0	Photojournalist  Production Acad	
	1	5	Production Asst	
	1	0	Mastercontrol Operator	
	' 	0	Account Executive	
	' 	0	News Reporter	

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		0	Control Air Operator	
		0	Production Asst./Audio	
		0	Anchor/Reporter	
		0	Anchor/Reporter	
33	La Costa Latina	0	Account Executive	
	Attn: Grace McCaffery	0	Commercial Producer	
	PO Box 284	0	News Reporter	
	Pensacola, FL 32591	0	Business Office Clerical	
	news@latinomediainc.com	0	Newscast Director	
		0	Newscast Producer	
		0	Photojournalist	
		0	Production Asst	
		0	Mastercontrol Operator	
		0	Account Executive	
		0	News Reporter	
		0	Photojournalist	
		0	News Reporter	
		0	Satellite Truck Operator	
		0	Controller	
		0	Asst Business Manager	
		0	Wknd Meteorologist	
		0	Control Air Operator	
		0	Photojournalist	
		0	Control Air Operator	
		0	Production Asst./Audio	
		0	Anchor/Reporter	
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		0	Anchor/Reporter	
35	Southeastern Vocational	0	Photojournalist	
	Services	0	Control Air Operator	
	Attn: Lisa Bloodworth			
	2001 N "E" Street			
	Pensacola, FL 32501			
	850-595-1330			
	lbloodworth@bhcpns.org			

36	Alabama State University	0	Production Asst
	Department of	0	Mastercontrol Operator
	Communications	0	Account Executive
	Attn: A. David Okeowo, Ph.D.	0	News Reporter
	915 South Jackson Street	0	Photojournalist
	Montgomery, AL 36101	0	News Reporter
	334-229-4493	0	Satellite Truck Operator
	dokeowo@alasu.edu	0	Controller
		0	Asst Business Manager
		0	Wknd Meteorologist
		0	Control Air Operator
		0	Photojournalist
		0	Control Air Operator
		0	Production Asst./Audio
		0	Anchor/Reporter
		0	Anchor/Reporter

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 10-01-07 to 9-30-08

#### 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 2006-2007 fiscal year was \$124,006.10.

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, 2007 through Spring/Summer 2008, 26 scholarships were awarded.

#### JOB FAIR

Date of Station Participation: February 9, 2008

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

Business Manager

Host/Sponsor of Activity: Pensacola Junior College – 13th Annual Multicultural Job Fair; Sponsored by the Pensacola Junior College Black History 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 Student Center 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: April 16, 2008

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

**Business Manager** 

Host/Sponsor of Activity: Okaloosa Walton College Career Fair.

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

<u>EDUCATION EVENT – Annual Scholarship Banquet</u>

Date of Station Employment Unit Participation: October 13, 2007

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

Host/Sponsor of Activity: Okaloosa County Chapter NAACP

Description of Activity and Station Participation: I was the emcee and motivational speaker for the annual event featuring keynote speaker, U.S. Congressman John Lewis of Georgia. This is a fund raiser for the scholarship program and I shared with the youth the various career opportunities in broadcasting.

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Women's Career Forum

Date of Station Employment Unit Participation: February 29, 2008

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

Host/Sponsor of Activity: Florida Department of Children and Families

Description of Activity and Station Participation: Women's forum highlighting female community leaders. I discussed career opportunities for women in broadcasting.

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Reading Job Fair

Date of Station Employment Unit Participation: December 6, 2007

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

Host/Sponsor of Activity: First Book Pensacola and O. J. Semmes Elementary School

Brief Description of Activity and Station Employment Unit Participation: As founder and chair of the local non-profit First Book Pensacola, I presented a personal library of six books to each student at the school. We talked about careers in television and how reading is critical to each of the jobs.

#### EDUCATION EVENT – Reading Job Fair

Date of Station Employment Unit Participation: November 15, 2007

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

Host/Sponsor of Activity: First Book Pensacola and Montclair Elementary School

Brief Description of Activity and Station Employment Unit Participation: As founder and chair of the local non-profit First Book Pensacola, I presented a personal library of six books to each student at the school. We talked about careers in television and how reading is critical to each of the jobs.

Type of Activity Under New EEO Rule:

#### EDUCATION EVENT – Career Workshop

Date of Station Employment Unit Participation: October 30, 2007

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

Host/Sponsor of Activity: Center for Independent Living Resource Center

Brief Description of Activity and Station Employment Unit Participation: Annual meeting saluting individuals and businesses that support employment for the handicapped. I discussed the various careers in broadcasting and answered questions about adaptive equipment and how it might be used in the workplace.

#### EDUCATION EVENT – Regional Robot Competition

Date of Station Employment Unit Participation: October 27, 2007

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

Host/Sponsor of Activity: Institute for Human and Machine Cognition and University of West Florida

Brief Description of Activity and Station Employment Unit Participation: Middle and high school students from across the region compete in a day long competition putting their team-built robots through various paces. I was a guest speaker who talked about career opportunities in broadcasting for those who have science and engineering interests.

Type of Activity Under New EEO Rule:

#### EDUCATION EVENT – North Escambia Youth Forum

Date of Station Employment Unit Participation: October 20, 2007

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

Host/Sponsor of Activity: Walnut Hill Community Center and Walnut Hill Church of God in Christ

Brief Description of Activity and Station Employment Unit Participation: I was the guest speaker for a forum for at-risk youth in the north end of the county. The focus was education and career planning. My emphasis was on preparing for careers in media.

EDUCATION EVENT – Honors Middle School Graduation

Date of Station Employment Unit Participation: May 29, 2008

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

Host/Sponsor of Activity: Brown Barge Middle School

Brief Description of Activity and Station Employment Unit Participation: As graduation speaker, I challenged the students to continue to excel and to consider careers in broadcasting and regardless of career choice, to commit to community service.

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Lecture Series for Black History Month

Date of Station Employment Unit Participation: February 13, 2008

Participating Employees: James Harris, News Producer

Host/Sponsor of Activity: Washington High School

Brief Description of Activity and Station Employment Unit Participation: I participated in a Black History Month open forum event held at Washington High School. Students gathered with local professionals to discuss teen and cultural issues that effect education and career choices.

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Career Day

Date of Station Employment Unit Participation: April 17, 2008

Participating Employees: James Harris, News Producer

Host/Sponsor of Activity: Bellview Middle School

Brief Description of Activity and Station Employment Unit Participation: I was invited by Theresa Simmons with Workforce Education to address eighth grade students at Bellview Middle Schools Career Day. I gave thirty minutes presentations about career choices in television and insight into the daily operations of a television news room.

#### 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 10/01/07 - 09/30/08 the Station Employment Unit had 4 interns. Three interns were from the University of West Florida. One intern was from the University of South Alabama.

#### **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.