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GARVEY SCHUBERT BARER

Please reply to MELODIE A. VIRTUE
 mvirtue@gsblaw.com
 direct dial: (202) 298-2527

March 27, 2012

Our File No. 20662-00101-61

VIA HAND DELIVERY

EEO Staff
 Attention: Lewis C. Pulley, Assistant Chief
 Policy Division, Media Bureau
 Federal Communications Commission
 445 12th Street, S.W.
 Washington, DC 20554

STAMP & RETURN

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MAR 27 2012

Federal Communications Commission
 Bureau / Office

Re: WAWD, Fort Walton Beach, FL
 Facility ID # 54938
 Beach TV Properties, Inc.
 EEO Audit Response

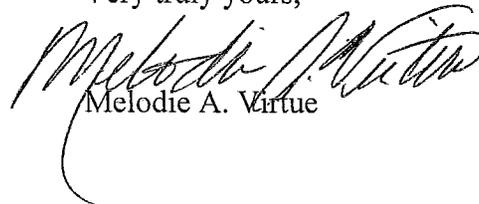
Dear Mr. Pulley:

On behalf of Beach TV Properties, Inc., licensee of television station WAWD, Fort Walton Beach, Florida, I transmit herewith its Response to the EEO Audit in connection with your letter of February 16, 2012, which requested information about WAWD's EEO Program. Please note that the attached Response provides information on behalf of the following stations within the same employment unit:

WAWD, Fort Walton Beach, FL, Facility ID # 54938
 WPCT, Panama City Beach, FL, Facility ID # 4354
 WPFN-CA, Panama City, FL, Facility ID # 4351
 WDES-CA, Miramar Beach, FL, Facility ID # 4353

Kindly communicate any questions directly with this office.

Very truly yours,



Melodie A. Virtue

Enclosure
 MAV:c11

Beach TV Properties, Inc.
P.O. Box 9556
Panama City Beach, FL 32417

March 27, 2012

EEO Staff, Policy Division
Media Bureau
Federal Communications Commission
445 12th Street, SW
Washington, DC 20554

Re: WAWD, Fort Walton Beach, FL
Facility ID # 54938
Beach TV Properties, Inc.
EEO Audit Response

Ladies and Gentlemen:

Beach TV Properties, Inc., licensee of television station WAWD, Fort Walton Beach, Florida, is responding to your letter of February 16, 2012, from Mr. Lewis C. Pulley, Assistant Chief, Policy Division, Media Bureau, of the Federal Communications Commission. This response provides information relating to the licensee's employment unit (the "Unit"). Although WAWD has a main studio staffed with fewer than five full-time employees physically located in Destin, we consider WAWD to be part of our Unit in Panama City Beach based on our marketing, promotions, and advertising practices and sharing of common employees. The following Northwest Florida stations are included as part of the Unit in Panama City Beach:

WAWD, Fort Walton Beach, FL, Facility ID # 54938
WPCT, Panama City Beach, FL, Facility ID # 4354
WPFN-CA, Panama City, FL, Facility ID # 4351
WDES-CA, Miramar Beach, FL, Facility ID # 4353

Here are our responses to the questions in part 3 of the audit letter.

(a) Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. § 2080(c)(6).

The report for 2011, attached as Exhibit 1, covers the period from September 21, 2010, through September 20, 2011. The 2010 Annual EEO Public File Report for the period starting September 21, 2009, through September 20, 2010, is attached as Exhibit 2.

The Unit hosts two corporate websites that link to the stations: www.destinationnetwork.com and www.tripsmarter.com. The two most recent EEO Public File Reports can be accessed through either site.¹

From www.destinationnetwork.com, scroll to the bottom of the page. Click on the link for FCC Public Files. When that page loads, click on WAWD-DT, then navigate to the EEO Annual Reports by clicking on the relevant link in the left frame.

From www.tripsmarter.com, in the left frame click on Watch Tourist TV Live! and select a market from the menu. On the next page, there is a link to the FCC public files below the streaming live video. To skip the home pages, go directly to <http://fcc.destinationnetwork.com>.

The Unit had seven full-time hires during the two years under review which are listed in the attached 2011 and 2010 Annual EEO Public File Reports. The dates of hire for the positions are:

Accounting Assistant	10/12/2009
Accounting Assistant	1/4/2010
Media Tech	10/22/2009
Account Executive	2/15/2011
Production Coordinator	4/18/2011
Traffic Manager	8/29/2011
Accounting Assistant	8/24/2011

(b) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). Include copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii).

No organization asked that we send it notices about job openings.

The listed documentation for recruitment of the full-time positions filled during the period under review is attached as follows:

Exhibit 3 Accounting Assistants 10/12/2009 & 1/4/2010²
News Herald, published 9/7/2009 – 10/12/2009
Florida State University, Panama City campus, letter dated 9/4/2009
Gulf Coast Community College, letter dated 9/4/2009

¹ The Unit has started to migrate its public files to make them available on line although the entire contents of the public files are not yet completely on line.

² The second person was hired from the same recruitment pool which was conducted three months earlier.

Northwest Florida Branch NAACP, letter dated 8/17/2011
 A.C.U.R.E., letter dated 8/17/2011
 Craigslist, posted 8/22/2011 – 8/24/2011
 Goodwill Career Development Center, letter dated 8/17/2011

(c) In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.

Position	Referring Source	No. Interviewed
Accounting Assistant – 10/12/2009	<i>News Herald</i> - 10 Craigslist – 5	15
Accounting Assistant – 1/4/2010	<i>News Herald</i> - 3 Referral from customer - 1	4
Media Tech – 10/22/2009	FSU – Tallahassee – 4 Gulf Coast Community College - 1	5
Account Executive – 2/15/2011	Craigslist – 1 MediaRecruiter.com – 2	3
Production Coordinator – 4/18/2011	Customer Referrals - 2	2
Traffic Manager – 8/29/2011	Craigslist - 1	1
Accounting Assistant – 8/24/2011	<i>News Herald</i> - 6 Craigslist – 2	8

(d) Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3).

Total full-time employees: 34

The population of the markets in which the Unit operates stations is, in each case, less than 250,000. WPCT, WPFN-CA and WDES-CA are licensed to communities located in the Panama

City – Lynn Haven Metropolitan Statistical Area (“MSA”), which has a population of 148,217.³ WAWD is licensed to a community in the Fort Walton Beach-Crestview-Destin MSA, which has a population of 170,498.⁴ As each market has a population of fewer than 250,000 persons, two initiatives over a two-year period are required to be performed.

During the two years under review, the stations were involved in the following initiatives:

Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment

The licensee hosted three interns during the period under review. Documentation relating to the internship program is provided at Exhibit 9.

Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination

The licensee’s FCC attorney visited the Unit on December 13-14, 2010, where she spent time reviewing FCC regulatory requirements, including implementation of the Unit’s EEO program, with the Traffic Manager, Director of Accounting/Human Resources Manager, and the co-owners of the stations. Documentation of counsel’s travel is provided in Exhibit 10.

On October 11, 2011, the licensee’s executive committee conducted training based on counsel’s reference memorandum regarding the FCC’s EEO requirements and conducted a self-analysis at that time. See Exhibit 11.

Although this event occurred later than the period under review, on January 4, 2012, the Unit’s Executive Committee, consisting of the Co-Founder/Executive Producer, Co-Founder/President, Vice President, General Sales Manager, Vice President of Information Technology, General Manger of Hotel and Cable Relations, and the Director of Accounting/Human Resources Manager, watched the webinar hosted by the FCC’s Office of Communications Business Opportunities on EEO Best Practices in the Broadcast Industry available on the FCC’s webpage.⁵ Notice of the webinar emailed from counsel to the Unit’s Co-Founder/President and Director of Accounting/Human Resources Manager is in Exhibit 12.

(e) Disclose any pending or resolved complaints involving the Station filed during the Station’s current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide:

³ See Ranking Tables for Population of Metropolitan Statistical Areas, Micropolitan Statistical Areas, Combined Statistical Areas, New England City and Town Areas, and Combined New England City and Town Areas: 1990 and 2000 (Areas defined by the Office of Management and Budget as of June 6, 2003). FCC Rule 73.2080(d) states that a “smaller market includes metropolitan areas as defined by the Office of Management and Budget with a population of fewer than 250,000 persons”

⁴ *Id.*

⁵ Go to: <http://www.fcc.gov/events/eo-best-practices-broadcast-industry>.

(1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.

No complaints have been filed against the stations during the current license term. No such complaints are pending.

(f) In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.

The Unit has an Executive Committee which meets semi-annually. The Unit conducts a self-assessment at that time. The most recent meeting occurred on October 11, 2011. See Exhibit 11. In addition, the Department Heads meet quarterly to make sure that we are being pro-active in our approach to hiring for all positions and that the Department Heads remain aware of the EEO rules. At the Executive Committee meetings, we discuss EEO policies, raises, bonus programs, and promotions to ensure each staff member is given fair and equal treatment. These meetings have taken place since 1988.

To disseminate information about the Unit's EEO policies, the Unit posts a notice on the bottom of each web page at www.destinationnetwork.com that states that it is an Equal Opportunity Employer. A screen shot of the home page is included in Exhibit 13.

In addition, the Unit posts employment posters and statements of employee rights in three areas: the Main Building break room, in the Production Building, and in the Human Resources Department. Illustrative photographs of the posters are attached in Exhibit 14.

The Unit's Personnel Policy Manual includes a statement describing its EEO and Non-Discrimination Policy. A copy of the section of the Manual that sets forth the EEO policy is attached as Exhibit 15.

(g) In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

The company co-founder/owners are aware of recruitment efforts that occur for openings at the Unit. The Director of Accounting/Human Resources Manager also reviews the effectiveness of the recruitment program in conjunction with recruiting for vacancies and undertaking outreach initiatives for all Departments. While posting job announcements, the Human Resources Manager updates any contact information that might be out of date and assesses when additional sources beyond the Unit's general recruitment source list should be targeted.

As discussed in (f) above, the Executive Committee meets every six months to assess various policies and programs of the Unit. The Department Heads meet quarterly. Employment practices are reviewed at those meetings.

During a self-assessment in May 2010, the Executive Committee felt it was important to add more committee members. The decision to appoint two women to the Committee who were also leaders in the company was made at that time, which was when the General Manager of Hotel and Cable Relations and the Director of Accounting joined the Executive Committee. In October 2011, the Unit added one more member to the Executive Committee, the Director of New Media, who had been with the company for ten years. The Committee now has 4 women and 4 men.

The Executive Committee evaluated the Department Heads and staffing at the October 2011 meeting. The diversity of the Unit's management was examined, and consisted of 5 white males, 3 non-white males, and 8 white females. The staff is 35% female and 15% non-white.

In December 2010, the licensee's FCC counsel visited the Unit and reviewed the licensee's EEO practices. Recommendations of counsel on ways to improve the effectiveness of the EEO recruitment and outreach program were implemented at that time.

As further discussed above, the members of the Executive Committee were required by the owners to view the FCC's webinar on January 4, 2012 on EEO Best Practices for the Broadcast Industry.

(h) In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

As described above, the Executive Committee and the Department Heads meet periodically to examine pay, benefits, promotions, seniority, and selection techniques to be sure they do not have a discriminatory effect. In addition, the Unit reviews its employment practices to ensure fair and equal treatment during the budgeting process when the owners, working with the Department Heads, develop the budget for the next year.

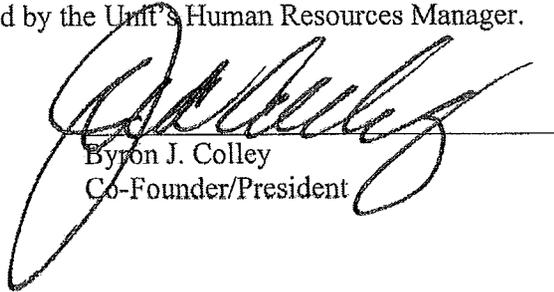
As part of each job opening, the Human Resources Manager researches salaries and benefits available at other media organizations in our region. We encourage promoting from within whenever we have a job opening. Each time we have an open position, the Human Resources Manager and the Department Head meet to discuss whether promotion from within is possible, the ads that need to be placed, and job description flyers to be sent out as part of our outreach to the community.

The Unit does not have a union agreement.

(i) If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source of the hiree must be provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under Section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

The licensee is not a religious broadcaster.

The undersigned declares under penalty of perjury under the laws of the United States of America that the foregoing is true and correct based on personal knowledge or based on documentation provided by the Unit's Human Resources Manager.



Byron J. Colley
Co-Founder/President

Attachments (15)

Exhibit 1

EEO Public File Report

Station: WAWD-DT, WPCT-DT, WPCT-TV, WPFN-CA, WDES-LP

Fort Walton, Destin, Panama City, Florida

Period Covered by Report: September 21, 2010 to September 20, 2011

Position Title	Sources Used to Announce Position	# Interviewed	Source for Hire
Account Executive 02/15/11	2, 4, 5, 6, 8, 9, 10, 11, 13	3	MediaRecruiter.com
Production Coordinator 04/18/11	2, 4, 5, 6, 8, 9, 10, 15	2	Referral from Customer
Accounting Assistant 08/24/11	1, 2, 4, 5, 6, 8, 9, 10, 13, 15	8	News Herald
Traffic Manager 08/29/11	2, 4, 5, 6, 8, 9, 10, 13	1	Craigslist

#	Recruitment Source	Contact	# Interviewed	Requested Notification?
1	News Herald 501 W. 11th St. PC, FL 32401	850-747-5020	38	N
2	Gulf Coast Community College 5230 W. Hwy 98, PC, FL 32401	Ms. Kim Hoyt, Co-op Coord. khoyt@gulfcoast.edu, 872-3874	2	N
3	FSU, Dept. of Communications 356 Dittenbaugh, Tall. FL 32306	Jeff Garis jgaris@admin.fsu.edu	0	N
4	FSU, Panama City Campus 4750 Collegiate Dr, PC, FL 32405	Angie Sexton asexton@pc.fsu.edu 850-522-2003	1	N
5	Workforce Center 625 Hwy. 231, PC, FL 32405	Deeyon Kalil kalild@workforcecenter.org	2	N
6	Goodwill Career Dev. Centers 3207 E. 4th Street, PC, FL 32401	Janet Joyner 850-522-3900/fax 522-3905	1	N
7	Arnold High School 550 N. Alf Coleman Rd. PC, FL 32407	Julie Hale 850-236-3700	0	N
8	Northwest FL Branch NAACP P. O. Box 1004, Defuniak, FL 32435		0	N
9	A.C.U.R.E. P. O. Box 30002, PC, FL 32401	Myron Hines 850-276-1097	0	N
10	Tripsmarter.com website	www.tripsmarter.com/join the gang	6	N
11	MediaRecruiter.com	www.mediarecruiter.com	3	N
12	TVJobs.com	www.tvjobs.com	2	N
13	Craigslist.com	www.craigslist.org	12	N
14	Walk-ins		1	N
15	Friends/Employees		2	N
TOTAL			70	

Supplemental Outreach Initiatives	Description		Personnel Involved
EEO training w/FCC Attorney Attorney visit on-site	Traffic Mgr & FCC Attorney-training for EEO	12/13/2010 - 12/14/2010	Traffic Manager & FCC Attorney
Internship (Annette)	Participated in internship through Gulf Coast Community College	01/15/2011 - 6/30/2011	Human Resources Dir. of Accounting
Internship (Allan)	Participated in internship through Gulf Coast Community College	09/05/2011 - 12/15/2011	Human Resources Dir. of Accounting
Internship (Dylan) Production Department	Participated in internship through Arnold High School-Media Tech	08/23/2011 - 5/31/2012	Production Manager Entire Prod. Dept.
EEO Analysis-Exec. Committee Meeting-Conference Call	Conference to discuss FCC EEO Compliance & Analyze # of responses	10/11/2011	All Members of Executive Committee

Exhibit 2

EEO Public File Report

Station: WAWD-DT, WPCT-DT, WPCT-TV, WPFN-CA, WDES-LP
 Fort Walton, Destin, Panama City, Florida
 Period Covered by Report: September 21, 2009 through September 20, 2010

Position Title	Recruitment Source	# Interviewed	Recruitment Source
Accounting Assistant 10/12/09	1, 2, 4, 5, 6, 8, 9, 10	15	News Herald
Media Tech 10/22/09	2, 3, 4, 5, 6, 8, 9, 10	5	FSU Tallahassee
Accounting Assistant 01/04/10	1, 2, 4, 5, 6, 8, 9, 10	3	Referral
IT Help Desk 03/9/10	Rehired from layoff		

#	Recruitment Source	Contact	# Interviewed	Requested Notification?
1	News Herald 501 W. 11th St. PC, FL 32401	850-747-5020	72	N
2	Gulf Coast Community College 5230 W. Hwy 98, PC, FL 32401	Ms. Kim Hoyt, Co-op Coord. khoyt@gulfcoast.edu, 872-3874	2	N
3	FSU, Dept. of Communications 356 Dikkenbaugh, Tall. FL 32306	Jeff Garis jgaris@admin.fsu.edu	0	N
4	FSU, Panama City Campus 4750 Collegiate Dr, PC, FL 32405	Angie Sexton asexton@pc.fsu.edu 850-522-2003	2	N
5	Workforce Center 625 Hwy. 231, PC, FL 32405	Deeyon Kalil kalild@workforcecenter.org	1	N
6	Goodwill Career Dev. Centers 3207 E. 4th Street, PC, FL 32401	Janet Joyner 850-522-3900/fax 522-3905	0	N
7	Arnold High School 550 N. Alf Coleman Rd. PC, FL 32407	Julie Hale 850-236-3700	0	N
8	Northwest FL Branch NAACP P. O. Box 1004, Defuniak, FL 32435		0	N
9	A.C.U.R.E. P. O. Box 30002, PC, FL 32401	Myron Hines 850-276-1097	0	N
10	Tripsmarter.com website	www.tripsmarter.com/join the gang	5	N
11	MediaRecruiter.com	www.mediarecruiter.com		N
12	TVJobs.com	www.tvjobs.com	1	N
13	Craigslist.com	www.craigslist.org	14	N
14	Walk-ins			N
15	Friends/Employees		1	N
TOTAL			98	

Supplemental Outreach Initiatives	Description		Personnel Involved
EEO Analysis-Exec. Committee Meeting-Conference Call	Conference to discuss FCC EEO Compliance & Analyze # of responses	5/10/2010	All Members of Executive Committee

Exhibit 3

Position: Accounting Assistant

Date: September 4, 2009

Resources:

News Herald

FSU PC Campus

Gulf Coast Community College

Workforce Center

NWFL Branch of NAACP

A.C.U.R.E.

Craigslist

Goodwill Career Dev. Center

Filled the position with: Betty Schroeder 10/12/09

Source: News Herald

Interviewed 15

Received 82 resumes/applications

Position: Accounting Assistant

Date: 12/29/09

USED SAME SOURCES FROM SEPT 2011 OUTREACH-same position, resumes on file.

Resources:

News Herald

FSU PC Campus

Gulf Coast Community College

Workforce Center

NWFL Branch of NAACP

A.C.U.R.E.

Craigslist

Goodwill Career Dev. Center

Filled the position with: Charlotte Purvis, 01/04/10

Source: Referral from customer who saw ad.

Interviewed 4

Received previous outreach resumes/applications
9-4-09 - 10/12/09

Accounting/Finance

Accounting Assistant

Local multi company office looking for an accounting assistant. Full time. Experience in AP/AR, basic book-keeping skills, & Excel in fast paced environment. Email resume accounting@tripsmart.com or fax 234-1179.

*P.C. News Herald
Run 9/7/09 -
10/12/09*

TOURIST NETWORK

September 4, 2009

ATLANTA
CHANNEL

Atlanta, GA
404.536.7139

BEACH
TV

Branches of South:
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
347.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

KEY

Key West, Marathon
and the Lower Keys, FL
305.294.9681

NOU
New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.0900

TripSmarter
.com

Panama City Beach, FL
350.235.4116

FSU, Panama City Campus
Attn: Angie Sexton
4750 Collegiate Drive
Panama City, FL 32405

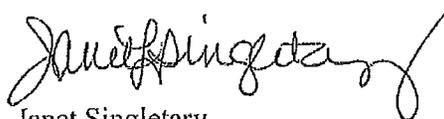
RE: Job Opening

Ms. Sexton:

We would like to make you aware of a position in which we have open in our accounting department for an Accounting Assistant. The position is full time, year round employment with benefits. It does require some previous bookkeeping skills. I have attached a flyer for the details on this position, if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Janet Singletary
Accounting Specialist
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 531 Beach Beach Road, Ste. 23 • Panama City Beach, FL 32417 • 850-234-2773 • Fax 850-234-1179
NATIONAL SALES OFFICE 4 • 5 • 7 • 9 • Atlanta, GA 30317 • 404-582-8890 • Fax 404-582-8891
EMAIL: TOURIST@NETNET.COM

Accounting Assistant Needed!!

Local Multi-company office is looking for an accounting assistant. This is a full time, year round job with benefits such as health, dental, vision insurance, 401k and paid vacation. Experience in basic bookkeeping skills, accounts payable, accounts receivable and Excel is preferred but will train the right person. Must have the ability to work in a fast paced environment. Email resume to accounting@tripsmarter.com or fax 850-234-1179 or mail to P. O. Box 9556, Panama City Beach, FL 32417.

For questions regarding this job posting please contact:

Beach TV Cable Co.

Janet Singletary

850-234-2773 x. 115

TOURIST NETWORK

September 4, 2009



Atlanta, GA
404.888.7138



Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Fawcett's Island, SC
843.449.6429

Panama City and
Panama City Beach, FL
850.234.2773



Key West, Marathon
and the Lower Keys, FL
305.294.9661



Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9906



Panama City Beach, FL
850.235.4176

Gulf Coast Community College
Attn: Carin Jones
4750 Collegiate Drive
Panama City, FL 32405

RE: Job Opening

Ms. Jones:

We would like to make you aware of a position in which we have open in our accounting department for an Accounting Assistant. The position is full time, year round employment with benefits. It does require some previous bookkeeping skills. I have attached a flyer for the details on this position, if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,

Janet Singletary
Accounting Specialist
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 4275 Grand Beach Blvd. Ste. 23 • Panama City Beach, FL 32417 • Fax 904 234-1179
NATIONAL SALES OFFICE 2019 W. 78th • Panama City, FL 32409 • Fax 904 234-1179 • Fax 904 582-8674
EMAIL: TOURIST@TNET.NET

Accounting Assistant Needed!!

Local Multi-company office is looking for an accounting assistant. This is a full time, year round job with benefits such as health, dental, vision insurance, 401k and paid vacation. Experience in basic bookkeeping skills, accounts payable, accounts receivable and Excel is preferred but will train the right person. Must have the ability to work in a fast paced environment. Email resume to accounting@tripsmarter.com or fax 850-234-1179 or mail to P. O. Box 9556, Panama City Beach, FL 32417.

For questions regarding this job posting please contact:

Beach TV Cable Co.

Janet Singletary

850-234-2773 x. 115

TOURIST NETWORK

September 4, 2009



Atlanta, GA
404.588.7138



Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.637.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773



Key West, Marathon
and the Lower Keys, FL
305.294.9661



Official Visitor Information TV
Station of the New Orleans
Metrociti: Convention
& Visitors Bureau
New Orleans, LA
504.524.9900



Panama City Beach, FL
850.235.4175

Workforce Center
Attn: Deeyon Kalil
625 Hwy. 231
Panama City, FL 32405

RE: Notification of Job Opening

Mr. Kalil:

We would like to make you aware of a position in which we have open in our accounting department for an Accounting Assistant. The position is full time, year round employment with benefits. It does require some previous bookkeeping skills. I have attached a flyer for the details on this position, if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,

Janet Singletary
Accounting Specialist
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 4217 East Beach Blvd. Ste. 23 • Panama City Beach, FL 32407 • 850-234-2773 • Fax: 850-234-1179
NATIONAL SALES OFFICE P.O. Box 7180 • Atlanta, GA 30357-0180 • 404-382-8690 • Fax: 404-382-9678
EMAIL: TOURISTNET.NET

Accounting Assistant Needed!!

Local Multi-company office is looking for an accounting assistant. This is a full time, year round job with benefits such as health, dental, vision insurance, 401k and paid vacation. Experience in basic bookkeeping skills, accounts payable, accounts receivable and Excel is preferred but will train the right person. Must have the ability to work in a fast paced environment. Email resume to accounting@tripsmarter.com or fax 850-234-1179 or mail to P. O. Box 9556, Panama City Beach, FL 32417.

For questions regarding this job posting please contact:

Beach TV Cable Co.

Janet Singletary

850-234-2773 x. 115

TOURIST NETWORK

September 4, 2009



Atlanta, GA
404.633.7138

Northwest Florida Branch NAACP
P. O. Box 1004
Defuniak Springs, FL 32435



Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

RE: Notification of Job Opening

To Whom It May Concern:

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Respectfully,


Janet Singletary
Accounting Specialist
Beach TV Cable Company, Inc.



Key West, Marathon
and the Lower Keys, FL
305.294.9661



Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900



Panama City Beach, FL
850.235.4176

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 4517 Panama Beach Blvd., Ste. 23 • Panama City Beach, FL 32407 • 850-234-2773 • Fax 850-234-1179
NATIONAL SALES OFFICE P.O. Box 7189 • Panama City, FL 32407-0780 • 850-882-8880 • Fax 850-882-8878
EMAIL: TOURIST@NETFL

Accounting Assistant Needed!!

Local Multi-company office is looking for an accounting assistant. This is a full time, year round job with benefits such as health, dental, vision insurance, 401k and paid vacation. Experience in basic bookkeeping skills, accounts payable, accounts receivable and Excel is preferred but will train the right person. Must have the ability to work in a fast paced environment. Email resume to accounting@tripsmarter.com or fax 850-234-1179 or mail to P. O. Box 9556, Panama City Beach, FL 32417.

For questions regarding this job posting please contact:

Beach TV Cable Co.

Janet Singletary

850-234-2773 x. 115

TOURIST NETWORK

September 4, 2009

ATLANTA
CHANNEL

Atlanta, GA
404.332.7158

BEACH
TV

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

KEY
TV

Key West, Marathon
and the Lower Keys, FL
305.294.9661

NOU
TV

New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

TripSmarter
.com

Panama City Beach, FL
850.235.4176

A.C.U.R.E.
Attn: Myron Hines
P. O. Box 30002
Panama city , FL 32401

RE: Notification of Job Opening

Mr. Hines:

We would like to make you aware of a position in which we have open in our accounting department for an Accounting Assistant. The position is full time, year round employment with benefits. It does require some previous bookkeeping skills. I have attached a flyer for the details on this position, if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Janet Singletary
Accounting Specialist
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 5117 E. 9th Beach Road, Suite 11 • Panama City Beach, FL 32417 • 850-234-2773 • Fax 850-234-1179
NATIONAL SALES OFFICE 7 • Box 7180 • Atlanta, GA 30357-0180 • 404-522-9993 • Fax 404-522-9874
EMAIL: TOURIST@TNET.NET

Accounting Assistant Needed!!

Local Multi-company office is looking for an accounting assistant. This is a full time, year round job with benefits such as health, dental, vision insurance, 401k and paid vacation. Experience in basic bookkeeping skills, accounts payable, accounts receivable and Excel is preferred but will train the right person. Must have the ability to work in a fast paced environment. Email resume to accounting@tripsmarter.com or fax 850-234-1179 or mail to P. O. Box 9556, Panama City Beach, FL 32417.

For questions regarding this job posting please contact:

Beach TV Cable Co.

Janet Singletary

850-234-2773 x. 115

TOURIST NETWORK

September 4, 2009

**ATLANTA
CHANNEL**

Atlanta, GA
404.688.7138

**BEACH
TV**

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.8420

Panama City and
Panama City Beach, FL
850.234.2773

**KEY
TV**

Key West, Marathon
and the Lower Keys, FL
305.294.9881

NOLOM
New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

TripSmarter.com

Panama City Beach, FL
850.235.4176

Goodwill Career Dev. Center
Attn: Janet Joyner
3207 E. 4th Street
Panama City, FL 32401

RE: Notification of Job Opening

Ms. Joyner:

We would like to make you aware of a position in which we have open in our accounting department for an Accounting Assistant. The position is full time, year round employment with benefits. It does require some previous bookkeeping skills. I have attached a flyer for the details on this position, if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Janet Singletary
Accounting Specialist
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 1117 First Beach Road, Ste. 23 • Panama City Beach, FL 32417 • 904-234-2773 • Fax 904-234-1179
NATIONAL SALES OFFICE P.O. Box 7180 • Atlanta, GA 30307-0180 • 404-582-8800 • Fax 404-582-8973
EMAIL: TOURISTNET.NET

Accounting Assistant Needed!!

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For questions regarding this job posting please contact:

Beach TV Cable Co.

Janet Singletary

850-234-2773 x. 115

Exhibit 4

Position: Media Tech

Date: August 15, 2009

Resources:

FSU PC Campus

FSU Tallahassee Campus

Gulf Coast Community College

Workforce Center

NWFL Branch of NAACP

A.C.U.R.E.

Goodwill Career Dev. Center

TVjobs.com

Filled the position with: Justin White 10/22/09
FSU-Tallahassee.

Interviewed 5

Received 16 resumes/applications

TOURIST NETWORK

August 15, 2009



Atlanta, GA
404.589.7133



Beaches of South
Walton, Destin, FL
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.448.8420

Panama City and
Panama City Beach, FL
850.234.2773



Key West, Marathon
and the Lower Keys, FL
305.294.9661



New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900



Panama City Beach, FL
850.235.4176

FSU, Panama City Campus
Attn: Angie Sexton
4750 Collegiate Drive
Panama City, FL 32405

RE: Job Opening

Ms. Sexton:

We would like to make you aware of a position in which we have open in our production department for a Media Tech. The position is full time, year round employment with benefits such as health, vision, dental insurance, 401k and vacation pay. It does require some computer and or technical skills or training. I have attached a flyer for the details on this position, if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

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Respectfully,

Janet Singletary
Accounting Specialist
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com



Media Tech Position Available!

Local broadcast company is looking for a Media Tech to assist in our Production Department. This position would work as an assistant to the Production Manager. Manage file maintenance, organize media library. Document work on daily job orders. Must be proficient with Microsoft Office as well as different media files. Experience with MAC products a plus. Must be well organized, self-sufficient and use time wisely. This position is full time, year round employment with health, dental and vision insurance, 401k and vacation pay. Submit your resume to:

Beach TV Cable Company
Human Resource Dept.
P. O. Box 9556
Panama City Beach, FL 32417

or

Email resume to accounting@tripsmarter.com
fax resume to 850-234-1179

TOURIST NETWORK

August 15, 2009

ATLANTA
CHANNEL

Atlanta, GA
404.588.7138

BEACH
TV

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Wright Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

KEY

Key West, Marathon
and the Lower Keys, FL
305.294.9661

NOU
New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

TripSmarter
.com

Panama City Beach, FL
850.235.4178

Florida State University
Dept. of Communications
356 Diffenbaugh
Tallahassee, FL 32306

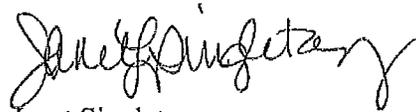
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Respectfully,



Janet Singletary
Accounting Specialist
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com



Media Tech Position Available!

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Beach TV Cable Company
Human Resource Dept.
P. O. Box 9556
Panama City Beach, FL 32417

or

Email resume to accounting@tripsmarter.com
fax resume to 850-234-1179

TOURIST NETWORK

August 15, 2009

ATLANTA
CHANNEL

Atlanta, GA
404.688.7136

Gulf Coast Community College
Attn: Carin Jones
4750 Collegiate Drive
Panama City, FL 32405

BEACH
TV

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.337.8333

RE: Job Opening

Ms. Jones:

We would like to make you aware of a position in which we have open in our production department for a Media Tech. The position is full time, year round employment with benefits such as health, vision, dental insurance, 401k and vacation pay. It does require some computer and or technical skills or training. I have attached a flyer for the details on this position, if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

Myrtle Beach, SC
Pawley's Island, SC
843.449.6430

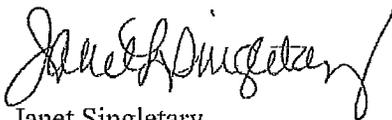
Panama City and
Panama City Beach, FL
850.234.2773

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

KEY

Key West, Marathon
and the Lower Keys, FL
305.294.3661

Respectfully,


Janet Singletary
Accounting Specialist
Beach TV Cable Company, Inc.

NOIM
New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

TripSmarter.com

Panama City Beach, FL
850.235.4176

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com



Media Tech Position Available!

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Beach TV Cable Company
Human Resource Dept.
P. O. Box 9556
Panama City Beach, FL 32417

or

Email resume to accounting@tripsmarter.com
fax resume to 850-234-1179

TOURIST NETWORK

August 15, 2009

**ATLANTA
CHANNEL**

Atlanta, GA
404.688.7138

**BEACH
TV**

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

KEY

Key West, Marathon
and the Lower Keys, FL
305.294.9861

NOU
New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9990

TripSmarter.com

Panama City Beach, FL
850.235.4175

Workforce Center
Attn: Deeyon Kalil
625 Hwy. 231
Panama City, FL 32405

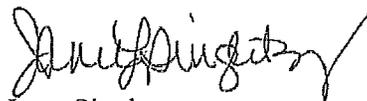
RE: Notification of Job Opening

Mr. Kalil:

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If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Janet Singletary
Accounting Specialist
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com



Media Tech Position Available!

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Beach TV Cable Company
Human Resource Dept.
P. O. Box 9556
Panama City Beach, FL 32417

or

Email resume to accounting@tripsmarter.com
fax resume to 850-234-1179

TOURIST NETWORK

August 15, 2009



Atlanta, GA
404.663.7134



Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.937.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.8420

Panama City and
Panama City Beach, FL
850.234.2773



Key West, Marathon
and the Lower Keys, FL
305.294.9684



Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900



Panama City Beach, FL
904.235.4176

Northwest Florida Branch NAACP
P. O. Box 1004
Defuniak Springs, FL 32435

RE: Notification of Job Opening

To Whom It May Concern:

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Respectfully,

Janet Singletary
Accounting Specialist
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com



Media Tech Position Available!

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Human Resource Dept.
P. O. Box 9556
Panama City Beach, FL 32417

or

Email resume to accounting@tripsmarter.com
fax resume to 850-234-1179

TOURIST NETWORK

August 15, 2009

**ATLANTA
CHANNEL**

Atlanta, GA
404.638.7138

A.C.U.R.E.
Attn: Myron Hines
P. O. Box 30002
Panama City, FL 32401

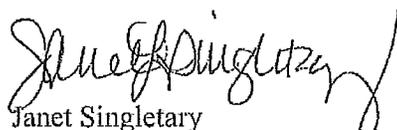
RE: Notification of Job Opening

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Respectfully,


Janet Singletary
Accounting Specialist
Beach TV Cable Company, Inc.

**BEACH
TV**

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

KEY

Key West, Marathon
and the Lower Keys, FL
305.294.9661

NOU
New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9306

TripSmarter
Team

Panama City Beach, FL
850.235.4175

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com



Media Tech Position Available!

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Beach TV Cable Company
Human Resource Dept.
P. O. Box 9556
Panama City Beach, FL 32417

or

Email resume to accounting@tripsmarter.com
fax resume to 850-234-1179

TOURIST NETWORK

August 15, 2009



Atlanta, GA
404.633.7133



Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.637.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773



Key West, Marathon
and the Lower Keys, FL
305.294.9661



Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900



Panama City Beach, FL
850.234.4176

Goodwill Career Dev. Center
Attn: Janet Joyner
3207 E. 4th Street
Panama City, FL 32401

RE: Notification of Job Opening

Ms. Joyner:

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Respectfully,

Janet Singletary
Accounting Specialist
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com



Media Tech Position Available!

Local broadcast company is looking for a Media Tech to assist in our Production Department. This position would work as an assistant to the Production Manager. Manage file maintenance, organize media library. Document work on daily job orders. Must be proficient with Microsoft Office as well as different media files. Experience with MAC products a plus. Must be well organized, self-sufficient and use time wisely. This position is full time, year round employment with health, dental and vision insurance, 401k and vacation pay. Submit your resume to:

Beach TV Cable Company
Human Resource Dept.
P. O. Box 9556
Panama City Beach, FL 32417

or

Email resume to accounting@tripsmarter.com
fax resume to 850-234-1179

Exhibit 5

Position: Account Executive

Date: January 5, 2011

Resources:

FSU PC Campus

Gulf Coast Community College

Workforce Center

NWFL Branch of NAACP

A.C.U.R.E.

Craigslist /

MediaRecruiter.com ³

Filled the position with: Linda Voorhees 02/15/11

Source: Media Recruiter.com

Interviewed 3

Received 4 resumes/applications

TOURIST NETWORK

January 5, 2011

**ATLANTA
CHANNEL**

Atlanta, GA
404.888.7138

**BEACH
TV**

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Fawcett's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

KEY

Key West, Marathon
and the Lower Keys, FL
305.294.9681

NOV

New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

TripSmarter.com

Panama City Beach, FL
850.235.4176

FSU, Panama City Campus
Attn: Angie Sexton
4750 Collegiate Drive
Panama City, FL 32405

RE: Job Opening

Ms. Sexton:

We would like to make you aware of a position in which we have open in our Sales Department for an Account Executive. If you would please place the following ad in the Student Center for any candidates that wish to apply we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

JOB DESCRIPTION

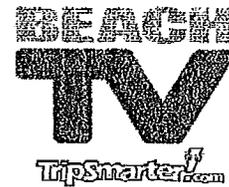
Company: Destination Network, America's #1 visitor information television station located in 7 cities in the Southeast.

Job Title: Account Executive

Department: Sales for Destin and Pensacola markets

Reports to: Director of Sales for Northwest Florida

Date: January 5, 2011



Job Summary:	Full time outside commission sales position selling television and internet advertising to local business owners and their advertising agencies. Servicing existing accounts and keeping their advertising fresh and effective.
Primary Responsibilities but are not limited to	<ul style="list-style-type: none"> • Spend quality time with customers to discover their needs, negotiate realistic buys and crafting effective solutions capable of meeting or exceeding expectations. • This is a performance-based position with well-defined measurable goals. • Regular reviews of prospects, sales strategy and accurate sales probability and current client maintenance. • Cold calls necessary with the ability to develop new advertising accounts. • Coordinate with production crew on creating spots and assist with production as necessary. • Ensuring accounts are current with payables. • Organizing and participating in programming events.
Education and Experience	<ul style="list-style-type: none"> • Bachelor's degree in marketing, communications, business or related field preferred. • Advertising sales experience preferred but not necessary.
Knowledge, Skills, Abilities	<ul style="list-style-type: none"> • High level of energy, professionalism and enthusiasm with effective communication both oral and written and presentation skills. • Demonstrated persuasion and negotiation skills. • Strong interpersonal skills to build rapport with prospective and existing customers. • Organizational skills and effective time management to succeed in a semi-autonomous, fast-paced environment. • Must be highly motivated and quota driven who wants the challenge of building a territory with local customers. • Capable of working independently and ability to multi-task with a positive approach and willingness to work in a team environment. • Comfortable in an extremely fast paced, dynamic, and structured environment, and capable of managing daily volume of work on a timely basis. • Ability to manage and prioritize calendar with ACT! is a plus. • Excellent computer and internet skills, and proficient in Windows, Word, Excel and Power Point. • Reliable automobile and valid driver's license required.
Working Conditions	<ul style="list-style-type: none"> • Work schedule must be flexible depending on seasonality of the market. Our hours are often those of our clients and must have the ability to work weekends and holidays. • Normal office environment. • Some travel required.

TO APPLY FOR THIS JOB PLEASE CONTACT:

Beach TV Cable Company
 Attn: Amy Mann
 P. O. Box 9556
 Panama City Beach, FL 32417
 850-234-2773 or 850-276-9541

TOURIST NETWORK

January 5, 2011



Atlanta, GA
404.888.7138



Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773



Key West, Marathon
and the Lower Keys, FL
305.294.9661



Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900



Panama City Beach, FL
850.234.4173

Gulf Coast Community College
Attn.: Carin Jones
5230 Collegiate Drive
Panama City Beach, FL 32401

RE: Job Opening

Ms. Jones:

We would like to make you aware of a position in which we have open in our Sales Department for an Account Executive. If you would please place the following ad in the student center for any candidates that wish to apply we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,

Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

JOB DESCRIPTION

Company: Destination Network, America's #1 visitor information television station located in 7 cities in the Southeast.
Job Title: Account Executive



Department: Sales for Destin and Pensacola markets
Reports to: Director of Sales for Northwest Florida
Date: January 5, 2011

Job Summary:	Full time outside commission sales position selling television and internet advertising to local business owners and their advertising agencies. Servicing existing accounts and keeping their advertising fresh and effective.
Primary Responsibilities but are not limited to	<ul style="list-style-type: none"> • Spend quality time with customers to discover their needs, negotiate realistic buys and crafting effective solutions capable of meeting or exceeding expectations. • This is a performance-based position with well-defined measurable goals. • Regular reviews of prospects, sales strategy and accurate sales probability and current client maintenance. • Cold calls necessary with the ability to develop new advertising accounts. • Coordinate with production crew on creating spots and assist with production as necessary. • Ensuring accounts are current with payables. • Organizing and participating in programming events.
Education and Experience	<ul style="list-style-type: none"> • Bachelor's degree in marketing, communications, business or related field preferred. • Advertising sales experience preferred but not necessary.
Knowledge, Skills, Abilities	<ul style="list-style-type: none"> • High level of energy, professionalism and enthusiasm with effective communication both oral and written and presentation skills. • Demonstrated persuasion and negotiation skills. • Strong interpersonal skills to build rapport with prospective and existing customers. • Organizational skills and effective time management to succeed in a semi-autonomous, fast-paced environment. • Must be highly motivated and quota driven who wants the challenge of building a territory with local customers. • Capable of working independently and ability to multi-task with a positive approach and willingness to work in a team environment. • Comfortable in an extremely fast paced, dynamic, and structured environment, and capable of managing daily volume of work on a timely basis. • Ability to manage and prioritize calendar with ACT! is a plus. • Excellent computer and internet skills, and proficient in Windows, Word, Excel and Power Point. • Reliable automobile and valid driver's license required.
Working Conditions	<ul style="list-style-type: none"> • Work schedule must be flexible depending on seasonality of the market. Our hours are often those of our clients and must have the ability to work weekends and holidays. • Normal office environment. • Some travel required.

TO APPLY FOR THIS JOB PLEASE CONTACT:

Beach TV Cable Company
 Attn: Amy Mann
 P. O. Box 9556
 Panama City Beach, FL 32417
 850-234-2773 or 850-276-9541

TOURIST NETWORK

January 5, 2011

**ATLANTA
CHANNEL**

Atlanta, GA
404.838.7130

**BEACH
TV**

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Fawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

KEY

Key West, Marathon
and the Lower Keys, FL
305.294.9661

NOU

New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

TripSmarter.com

Panama City Beach, FL
850.235.4176

Workforce Center
Attn: Deeyon Kalil
625 Hwy. 231
Panama City, FL 32405

RE: Notification of Job Opening

Mr. Kalil:

We would like to make you aware of a position in which we have open in our Sales Department for an Account Executive. The position is full time, year round employment with benefits. It would require travel to the Fort Walton/Destin area. If you would post this job opening on you website we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

JOB DESCRIPTION

Company: Destination Network, America's #1 visitor information television station located in 7 cities in the Southeast.
Job Title: Account Executive



Department: Sales for Destin and Pensacola markets
Reports to: Director of Sales for Northwest Florida
Date: January 5, 2011

Job Summary:	Full time outside commission sales position selling television and internet advertising to local business owners and their advertising agencies. Servicing existing accounts and keeping their advertising fresh and effective.
Primary Responsibilities but are not limited to	<ul style="list-style-type: none"> • Spend quality time with customers to discover their needs, negotiate realistic buys and crafting effective solutions capable of meeting or exceeding expectations. • This is a performance-based position with well-defined measurable goals. • Regular reviews of prospects, sales strategy and accurate sales probability and current client maintenance. • Cold calls necessary with the ability to develop new advertising accounts. • Coordinate with production crew on creating spots and assist with production as necessary. • Ensuring accounts are current with payables. • Organizing and participating in programming events.
Education and Experience	<ul style="list-style-type: none"> • Bachelor's degree in marketing, communications, business or related field preferred. • Advertising sales experience preferred but not necessary.
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Working Conditions	<ul style="list-style-type: none"> • Work schedule must be flexible depending on seasonality of the market. Our hours are often those of our clients and must have the ability to work weekends and holidays. • Normal office environment. • Some travel required.

TO APPLY FOR THIS JOB PLEASE CONTACT:

Beach TV Cable Company
 Attn: Amy Mann
 P. O. Box 9556
 Panama City Beach, FL 32417
 850-234-2773 or 850-276-9541

TOURIST NETWORK

January 5, 2011



Atlanta, GA
404.538.7198



Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.8420

Panama City and
Panama City Beach, FL
850.234.2773



Key West, Marathon
and the Lower Keys, FL
305.294.9661



New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900



Panama City Beach, FL
850.235.4176

Northwest Florida Branch NAACP
P. O. Box 1004
Defuniak Springs, FL 32435

RE: Notification of Job Opening

To Whom it May Concern:

We would like to make you aware of a position in which we have open in our Sales Department for an Account Executive. The position is full time, year round employment with benefits. It would require travel to the Fort Walton/Destin area. If you would post this job opening we we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,

Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.

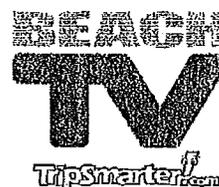
CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

JOB DESCRIPTION

Company: Destination Network, America's #1 visitor information television station located in 7 cities in the Southeast.
Job Title: Account Executive

Department: Sales for Destin and Pensacola markets
Reports to: Director of Sales for Northwest Florida
Date: January 5, 2011.



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Working Conditions	<ul style="list-style-type: none"> • Work schedule must be flexible depending on seasonality of the market. Our hours are often those of our clients and must have the ability to work weekends and holidays. • Normal office environment. • Some travel required.

TO APPLY FOR THIS JOB PLEASE CONTACT:

Beach TV Cable Company
 Attn: Amy Mann
 P. O. Box 9556
 Panama City Beach, FL 32417
 850-234-2773 or 850-276-9541

TOURIST NETWORK

January 5, 2011

**ATLANTA
CHANNEL**

Atlanta, GA
404.638.7133

**BEACH
TV**

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

**KEY
TV**

Key West, Marathon
and the Lower Keys, FL
305.294.9661

**NOLO
TV**
New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

TripSmarter.com

Panama City Beach, FL
850.234.4175

A.C.U.R.E.

Attn: Myron Hines
P. O. Box 30002
Panama city , FL 32401

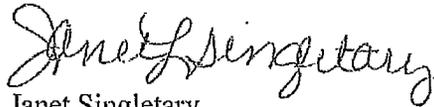
RE: Notification of Job Opening

Mr. Hines:

We would like to make you aware of a position in which we have open in our Sales Department for an Account Executive. The position is full time, year round employment with benefits. It would require travel to the Fort Walton/Destin area. If you would post this job opening we we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

JOB DESCRIPTION

Company: Destination Network, America's #1 visitor information television station located in 7 cities in the Southeast.
Job Title: Account Executive



Department: Sales for Destin and Pensacola markets
Reports to: Director of Sales for Northwest Florida
Date: January 5, 2011

Job Summary:	Full time outside commission sales position selling television and internet advertising to local business owners and their advertising agencies. Servicing existing accounts and keeping their advertising fresh and effective.
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TO APPLY FOR THIS JOB PLEASE CONTACT:

Beach TV Cable Company
 Attn: Amy Mann
 P. O. Box 9556
 Panama City Beach, FL 32417
 850-234-2773 or 850-276-9541



This posting has expired from crateslist.

You will have the opportunity to make changes before this message repeats the posting.

okaloosa crateslist > jobs > sales jobs

Account Executive, Beach IV (Destin, FL)

Date: 2010-10-24, 1:00PM EDT

Reply to: your_username@crateslist.net address will appear here

Company: Destination Network, America's #1 visitor information television station located in 7 cities in the Southeast.
Job Title: Account Executive
Department: Sales for Destin and Pensacola markets
Reports to: Director of Sales for Northwest Florida
Date: October 24, 2010

Job Summary: Full time outside commission sales position selling television and internet advertising to local business owners and their advertising agencies. Servicing existing accounts and keeping their advertising fresh and effective.

Primary Responsibilities but are not limited to:
Spend quality time with customers to discover their needs, negotiate realistic buys and crafting effective solutions capable of meeting or exceeding expectations.
This is a performance-based position with well-defined measurable goals.
Regular reviews of prospects, sales strategy and accurate sales probability and current client maintenance.
Cold calls necessary with the ability to develop new advertising accounts.
Coordinate with production crew on creating spots and assist with production as necessary.
Ensuring accounts are current with payables.
Organizing and participating in programming events.

Education and Experience:
Bachelor's degree in marketing, communications, business or related field preferred.
Advertising sales experience preferred but not necessary.

Knowledge, Skills, Abilities:
High level of energy, professionalism and enthusiasm with effective communication both oral and written and presentation skills.
Demonstrated persuasion and negotiation skills.
Strong interpersonal skills to build rapport with prospective and existing customers.
Organizational skills and effective time management to succeed in a semi-autonomous, fast-paced environment.
Must be highly motivated and quota driven who wants the challenge of building a territory with local customers.
Capable of working independently and ability to multi-task with a positive approach and willingness to work in a team environment.
Comfortable in an extremely fast paced, dynamic, and structured environment, and capable of managing daily volume of work on a timely basis.
Ability to manage and prioritize calendar with ACT! is a plus.
Excellent computer and internet skills, and proficient in Windows, Word, Excel and Power Point.
Reliable automobile and valid driver's license required.

Working Conditions:
Work schedule must be flexible depending on seasonality of the market.
Our hours are often those of our clients and must have the ability to work weekends and holidays.
Normal office environment.
Some travel required.

- Location: Destin, FL
- Compensation: Salary-based for 1st year, then 100% commission
- Principals only. Recruiters, please don't contact this job poster.
- Please, no phone calls about this job!
- Please do not contact job poster about other services, products or commercial interests.

PostingID: 2022997727

10-24-10 -
1/15/11

Birschbach Media Sales & Marketing

Birschbach Recruitment Network
 dba MediaRecruiter.com
 9457 So. University #303
 Highlands Ranch, CO 80126

Invoice

DATE	INVOICE #
11/15/2010	6261

BILL TO
Beach TV Amy Mann Dir. of Sales, Northwest FL 8317 Front Beach Rd, #23 Panama City Beach, FL 32407



TERMS
Due on receipt

ITEM	DESCRIPTION	QTY	RATE	AMOUNT
Recruitment	Account Executive - Destin, FL Job Posting on www.MediaRecruiter.com #107178T -- 30 days -- expires 12/15/2010		199.00	199.00

Company: Destination Network, America's #1 visitor information television station located in 7 cities in the Southeast.
 Job Title: Account Executive
 Department: Sales for Destin and Pensacola markets
 Reports to: Director of Sales for Northwest Florida
 Date: October 24, 2010

Job Summary: Full time outside commission sales position selling television and internet advertising to local business owners and their advertising agencies. Servicing existing accounts and keeping their advertising fresh and effective.

Primary Responsibilities but are not limited to:
 Spend quality time with customers to discover their needs, negotiate realistic buys and crafting effective solutions capable of meeting or exceeding expectations.
 This is a performance-based position with well-defined measurable goals.
 Regular reviews of prospects, sales strategy and accurate sales probability and current client maintenance.
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 Organizing and participating in programming events.

Education and Experience:
 Bachelor's degree in marketing, communications, business or related field preferred.
 Advertising sales experience preferred but not necessary.

Knowledge, Skills, Abilities:
 High level of energy, professionalism and enthusiasm with effective communication both oral and written and presentation skills.
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 Organizational skills and effective time management to succeed in a semi-autonomous, fast-paced environment.
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 Comfortable in an extremely fast paced, dynamic, and structured environment, and capable of managing daily volume of work on a timely basis.
 Ability to manage and prioritize calendar with ACT! is a plus.
 Excellent computer and internet skills, and proficient in Windows, Word, Excel and Power Point.
 Reliable automobile and valid driver's license required.

Working Conditions:
 Work schedule must be flexible depending on seasonality of the market.
 Our hours are often those of our clients and must have the ability to work weekends and holidays.
 Normal office environment.
 Some travel required.

Exhibit 6

Position: Production Coordinator

Date: March 4, 2011

Resources:

FSU PC Campus

Gulf Coast Community College

Workforce Center

NWFL Branch of NAACP

A.C.U.R.E.

Goodwill Career Dev. Center

Referral-Friend, Client Employee

Filled the position with: J.P. Watson 04/18/11

Source: Referral - Amy Harris - Boardwalk Beach
Resort

Interviewed 2

Received 2 resumes/applications

TOURIST NETWORK

March 4, 2011

**ATLANTA
CHANNEL**

Atlanta, GA
404.693.7133

**BEACH
TV**

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Fawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

KEY

Key West, Marathon
and the Lower Keys, FL
305.294.9651

NOU
New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

TripSmarter.com

Panama City Beach, FL
850.235.4176

FSU, Panama City Campus
Attn: Angie Sexton
4750 Collegiate Drive
Panama City, FL 32405

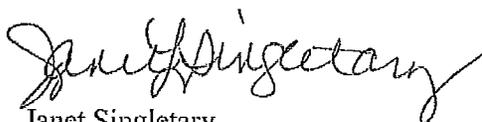
RE: Job Opening

Ms. Sexton:

We would like to make you aware of a position in which we have open for a Production Coordinator. The position is full time, year round employment with benefits such as health, vision, dental insurance, 401k and vacation pay. It does require some computer and or technical skills or training. It is the ideal job for a detail oriented multi-tasker! I have attached a flyer for the details on the position; if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 3117 Peachtree Road, Suite 200 Atlanta, GA 30341 • 850-342-1173 • Fax 850-342-1174
NATIONAL SALES OFFICE P.O. Box 7266 Panama City, FL 32407 • 850-932-3867 • Fax 850-932-8878
EMAIL: HR@TRIPSMARTER.COM

Production Coordinator Position

Functions as primary liaison between the Sales and Programming Departments and the Production Department to ensure streamlined, effective communications necessary for timely and efficient completion of deadline driven media production.

- Manage Client Production according to established SOP. When the Sales Department contracts with a client to produce new media, the Production Coordinator becomes the client's primary production contact with Destination Network.
- Manage Programming and Local News production according to established SOP. When the Programming Department identifies programming and/or news new media requirement, the Production Coordinator becomes the Production Department's primary contact.

Maintains Production Calendar, scheduling all shoot and edits for all Production and Sales Staff.

Monitors Production staffing, handling basic Human Resources issues involving sick leave, vacation, etc.

Participates in Weekly Sales Management meetings to provide updates on production status of all outstanding new media Job Orders.

Participates in Weekly Production Management meetings to gather and communicate production issues relevant to other departments.

Acts as in-house Travel Agent for all production related travel.

At the request of individual Sales staff or Programming staff members, perform basic functions on their behalf.

Beach TV Cable Company
P. O. Box 9556
Panama City Beach, FL 32417
850-234-2773 x.121 or fax 850-234-1179
Email resume to: accounting@tripsmarter.com

TOURIST NETWORK

March 4, 2011



Atlanta, GA
404.888.7138

Gulf Coast Community College
Attn: Carin Jones
4750 Collegiate Drive
Panama City, FL 32405

RE: Job Opening

Ms. Jones:

We would like to make you aware of a position in which we have open for a Production Coordinator. The position is full time, year round employment with benefits such as health, vision, dental insurance, 401k and vacation pay. It does require some computer and or technical skills or training. It is the ideal job for a detail oriented multi-tasker! I have attached a flyer for the details on the position; if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,

Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.



Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773



Key West, Marathon
and the Lower Keys, FL
305.294.9661



Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900



Panama City Beach, FL
850.235.4173

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 9317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 3557 Ponce Beach Road, Suite 23 • Panama City Beach, FL 32417 • 850-234-2773 • Fax: 850-234-1179
NATIONAL SALES OFFICE P. O. Box 189 • Atlantic City, NJ 08401 • 856-842-9990 • Fax: 856-842-9878
EMAIL: TOURIST@TNC.COM

Production Coordinator Position

Functions as primary liaison between the Sales and Programming Departments and the Production Department to ensure streamlined, effective communications necessary for timely and efficient completion of deadline driven media production.

- Manage Client Production according to established SOP. When the Sales Department contracts with a client to produce new media, the Production Coordinator becomes the client's primary production contact with Destination Network.
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Monitors Production staffing, handling basic Human Resources issues involving sick leave, vacation, etc.

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Acts as in-house Travel Agent for all production related travel.

At the request of individual Sales staff or Programming staff members, perform basic functions on their behalf.

Beach TV Cable Company
P. O. Box 9556
Panama City Beach, FL 32417
850-234-2773 x.121 or fax 850-234-1179
Email resume to: accounting@tripsmarter.com

TOURIST NETWORK

March 4, 2011



Atlanta, GA
404.839.7118



Beaches of South
Walton, Destin, FL
Walton, Pensacola, FL
850.937.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773



Key West, Marathon
and the Lower Keys, FL
305.294.9661



New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900



Panama City Beach, FL
850.235.4176

Workforce Center
Attn: Deeyon Kalil
625 Hwy. 231
Panama City, FL 32405

RE: Notification of Job Opening

Mr. Kalil:

We would like to make you aware of a position in which we have open for a Production Coordinator. The position is full time, year round employment with benefits such as health, vision, dental insurance, 401k and vacation pay. It does require some computer and or technical skills or training. It is the ideal job for a detail oriented multi-tasker! I have attached a flyer for the details on the position; if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,

Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.4179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 501 East Bay Street • Panama City Beach, FL 32417 • 850-234-2773 • Fax: 850-234-2777
NATIONAL SALES OFFICE 501 East Bay Street • Panama City Beach, FL 32417 • 850-234-2773 • Fax: 850-234-2777
PANA CITY BEACH, FL 32417

Production Coordinator Position

Functions as primary liaison between the Sales and Programming Departments and the Production Department to ensure streamlined, effective communications necessary for timely and efficient completion of deadline driven media production.

- Manage Client Production according to established SOP. When the Sales Department contracts with a client to produce new media, the Production Coordinator becomes the client's primary production contact with Destination Network.
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Maintains Production Calendar, scheduling all shoot and edits for all Production and Sales Staff.

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Acts as in-house Travel Agent for all production related travel.

At the request of individual Sales staff or Programming staff members, perform basic functions on their behalf.

Beach TV Cable Company
P. O. Box 9556
Panama City Beach, FL 32417
850-234-2773 x.121 or fax 850-234-1179
Email resume to: accounting@tripsmarter.com

TOURIST NETWORK

March 4, 2011

**ATLANTA
CHANNEL**

Atlanta, GA
404.538.7138

Northwest Florida Branch NAACP
P. O. Box 1004
Defuniak Springs, FL 32435

**BEACH
TV**

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

RE: Notification of Job Opening

To Whom It May Concern:

We would like to make you aware of a position in which we have open for a Production Coordinator. The position is full time, year round employment with benefits such as health, vision, dental insurance, 401k and vacation pay. It does require some computer and or technical skills or training. It is the ideal job for a detail oriented multi-tasker! I have attached a flyer for the details on the position; if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,

Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.

KEY

Key West, Marathon
and the Lower Keys, FL
305.234.9661

NOU

New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

TripSmarter.com

Panama City Beach, FL
850.235.4176

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 1077 Florida Highway 21 • Panama City Beach, FL 32417 • Ph: 850-234-2773 • Fax: 850-234-1179
NATIONAL SALES OFFICE P.O. Box 9556 • Panama City Beach, FL 32417 • Ph: 850-234-2773 • Fax: 850-234-1179
BEACH TV NETWORK INC.

Production Coordinator Position

Functions as primary liaison between the Sales and Programming Departments and the Production Department to ensure streamlined, effective communications necessary for timely and efficient completion of deadline driven media production.

- Manage Client Production according to established SOP. When the Sales Department contracts with a client to produce new media, the Production Coordinator becomes the client's primary production contact with Destination Network.
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Beach TV Cable Company
P. O. Box 9556
Panama City Beach, FL 32417
850-234-2773 x.121 or fax 850-234-1179
Email resume to: accounting@tripsmarter.com

TOURIST NETWORK

March 4, 2011



A.C.U.R.E.
Attn: Myron Hines
P. O. Box 30002
Panama City, FL 32401



RE: Notification of Job Opening

Mr. Hines:

Beaches of South
Wakon, Destin, Ft.
Wakon, Pensacola, FL
850.937.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.8420

Panama City and
Panama City Beach, FL
850.234.2773

We would like to make you aware of a position in which we have open for a Production Coordinator. The position is full time, year round employment with benefits such as health, vision, dental insurance, 401k and vacation pay. It does require some computer and or technical skills or training. It is the ideal job for a detail oriented multi-tasker! I have attached a flyer for the details on the position; if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.



Key West, Marathon
and the Lower Keys, FL
305.794.9661

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.



Panama City Beach, FL
850.335.4176

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 551 Beach Blvd., Suite 210 Panama City Beach, FL 32417 • Phone 850-234-1179
NATIONAL SALES OFFICE 200 Beach Blvd., Suite 210 Panama City Beach, FL 32417 • Phone 850-234-1179
SALES REPRESENTATIVES

Production Coordinator Position

Functions as primary liaison between the Sales and Programming Departments and the Production Department to ensure streamlined, effective communications necessary for timely and efficient completion of deadline driven media production.

- Manage Client Production according to established SOP. When the Sales Department contracts with a client to produce new media, the Production Coordinator becomes the client's primary production contact with Destination Network.
- Manage Programming and Local News production according to established SOP. When the Programming Department identifies programming and/or news new media requirement, the Production Coordinator becomes the Production Department's primary contact.

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Acts as in-house Travel Agent for all production related travel.

At the request of individual Sales staff or Programming staff members, perform basic functions on their behalf.

Beach TV Cable Company
P. O. Box 9556
Panama City Beach, FL 32417
850-234-2773 x.121 or fax 850-234-1179
Email resume to: accounting@tripsmarter.com

TOURIST NETWORK

March 4, 2011



Goodwill Career Dev. Center
Attn: Janet Joyner
3207 E. 4th Street
Panama City, FL 32401

RE: Notification of Job Opening



Beaches of South
Walton, Destin, FL
Walton, Pensacola, FL
850.837.9313

Myrtle Beach, SC
Fawley's Island, SC
843.449.6429

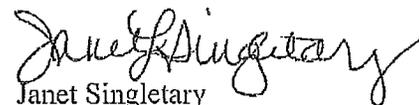
Panama City and
Panama City Beach, FL
850.234.2773

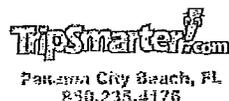
Ms. Joyner:

We would like to make you aware of a position in which we have open for a Production Coordinator. The position is full time, year round employment with benefits such as health, vision, dental insurance, 401k and vacation pay. It does require some computer and or technical skills or training. It is the ideal job for a detail oriented multi-tasker! I have attached a flyer for the details on the position; if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,


Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.



CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 8571 W. Beach Blvd., Panama City Beach, FL 32417 • 850-234-1179 • Fax 850-234-1179
NATIONAL SALES OFFICE 11111 E. Beach Blvd., Panama City Beach, FL 32409 • 850-234-1179 • Fax 850-234-1179
EAST COAST REGIONAL OFFICE

Production Coordinator Position

Functions as primary liaison between the Sales and Programming Departments and the Production Department to ensure streamlined, effective communications necessary for timely and efficient completion of deadline driven media production.

- Manage Client Production according to established SOP. When the Sales Department contracts with a client to produce new media, the Production Coordinator becomes the client's primary production contact with Destination Network.
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Acts as in-house Travel Agent for all production related travel.

At the request of individual Sales staff or Programming staff members, perform basic functions on their behalf.

Beach TV Cable Company
P. O. Box 9556
Panama City Beach, FL 32417
850-234-2773 x.121 or fax 850-234-1179
Email resume to: accounting@tripsmarter.com

Exhibit 7

Position: Traffic Manager

Date: 07/15/11

Resources:

FSU PC Campus

Gulf Coast Community College

Workforce Center

NWFL Branch of NAACP

A.C.U.R.E.

Craigslist 4

Goodwill Career Dev. Center

Destination Network Website -tripsmanager.com 4

Filled the position with: Steven Sosa 08/29/11

Source: Craigslist

Interviewed 1

Received 8 resumes/applications

TOURIST NETWORK

July 15, 2011

**ATLANTA
CHANNEL**

Atlanta, GA
404.838.7138

**BEACH
TV**

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

**KEY
TV**

Key West, Marathon
and the Lower Keys, FL
305.254.9881

NOLOM

New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

TripSmarter.com

Panama City Beach, FL
850.235.4176

FSU, Panama City Campus
Attn: Angie Sexton
4750 Collegiate Drive
Panama City, FL 32405

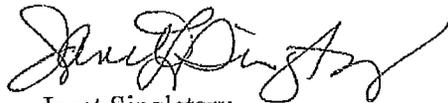
RE: Job Opening

Ms. Sexton:

We would like to make you aware of a position in which we have open in our traffic department for a Traffic Manager. The position is full time, year round employment with benefits. I have attached a flyer for the details on this position, if you would post this job opening we we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 9317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

Position Title: Traffic Manager

Job Description: The Traffic Manager is responsible for ensuring that all media airs in a timely and accurate manner in accordance with all client advertising contracts and in-house programming contracts by managing inventory and spot placement. This is accomplished through close contact with Production, Sales and IT. Additionally, the Traffic Manager communicates any exception situations to appropriate management for quick resolution.

Principle Duties and Responsibilities:

- Create and QC broadcast schedules for traditional stations and live streams.
- Work with Sales and Programming to understand the production needs of each sponsor and stay updated on how sponsorships are progressing through the sales process.
- Maintain a clear understanding of the production process and changes in programming, and know the trafficking guidelines for all programming.
- Compile spot airing data for monthly billing statements.
- Accept requests to alter broadcast traffic and QC the results of those requests.
- Handle Account Executive phone calls and requests as appropriate.
- Serve as the gatekeeper for all incoming commercial media.
- Communication with station-monitoring department to determine make good status
- Monitors station compliance and maintain FCC Public file.
- Ensures that priority and agency clients receive appropriate treatment.
- Perform additional related duties as assigned.

Job Components

- **Management:** Manage traffic, inventory, and related logistics.
- **Confidentiality:** Agree not to disseminate any proprietary information.
- **Decision Making:** Determine the priorities of the work and decide the best course of action for the Destination Network, its clients and its affiliates.
- **Contacts:** Work with Sales, Production and IT to maintain the accurate airing of broadcast product
- **Equipment/Machines:** Work with Mac and PC-based computers in addition to the FTP transfer protocol.

Specifications

- **Education/Experience:** Bachelor's degree or equivalent experience and at least three years of successful project management in media and/or television traffic. (This specification could take a while to meet; I suggest lowering it to an AA.)
- **Skills/Abilities:** Exceptional time management and communication skills and ability to work under deadlines and understand technical issues.

****Email resume to accounting@tripsmarter.com or fax resume to 850-234-1179 or contact 850-234-2773 x.115

TOURIST NETWORK

July 15, 2011

**ATLANTA
CHANNEL**

Atlanta, GA
404.688.7138

**BEACH
TV**

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6426

Panama City and
Panama City Beach, FL
850.234.2773

KEY

Key West, Marathon
and the Lower Keys, FL
305.294.9681

NOLE
New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

TripSmarter.com

Panama City Beach, FL
850.235.4176

Gulf Coast Community College
Attn: Carin Jones
4750 Collegiate Drive
Panama City, FL 32405

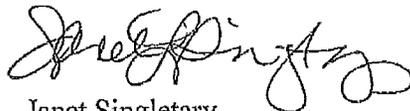
RE: Job Opening

Ms. Jones:

We would like to make you aware of a position in which we have open in our traffic department for a Traffic Manager. The position is full time, year round employment with benefits. I have attached a flyer for the details on this position, if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.4179 • Email: info@TripSmarter.com

TOURIST NETWORK

Position Title: Traffic Manager

Job Description: The Traffic Manager is responsible for ensuring that all media airs in a timely and accurate manner in accordance with all client advertising contracts and in-house programming contracts by managing inventory and spot placement. This is accomplished through close contact with Production, Sales and IT. Additionally, the Traffic Manager communicates any exception situations to appropriate management for quick resolution.

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Specifications

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- Skills/Abilities: Exceptional time management and communication skills and ability to work under deadlines and understand technical issues.

***Email resume to accounting@tripsmarter.com or fax resume to 850-234-1179 or contact 850-234-2773 x.115

TOURIST NETWORK

July 15, 2011

**ATLANTA
CHANNEL**

Atlanta, GA
404.688.7133

Workforce Center
Attn: Deeyon Kalil
625 Hwy. 231
Panama City, FL 32405

**BEACH
TV**

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

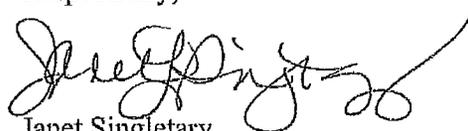
RE: Notification of Job Opening

Mr. Kalil:

We would like to make you aware of a position in which we have open in our traffic department for a Traffic Manager. The position is full time, year round employment with benefits. I have attached a flyer for the details on this position, if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.

KEY

Key West, Marathon
and the Lower Keys, FL
305.294.9661

NOU
New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

TripSmarter.com

Panama City Beach, FL
850.235.4178

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.4179 • Email: info@TripSmarter.com

TOURIST NETWORK

Position Title: Traffic Manager

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- Maintain a clear understanding of the production process and changes in programming, and know the trafficking guidelines for all programming.
- Compile spot airing data for monthly billing statements.
- Accept requests to alter broadcast traffic and QC the results of those requests.
- Handle Account Executive phone calls and requests as appropriate.
- Serve as the gatekeeper for all incoming commercial media.
- Communication with station-monitoring department to determine make good status
- Monitors station compliance and maintain FCC Public file.
- Ensures that priority and agency clients receive appropriate treatment.
- Perform additional related duties as assigned.

Job Components

- Management: Manage traffic, inventory, and related logistics.
- Confidentiality: Agree not to disseminate any proprietary information.
- Decision Making: Determine the priorities of the work and decide the best course of action for the Destination Network, its clients and its affiliates.
- Contacts: Work with Sales, Production and IT to maintain the accurate airing of broadcast product
- Equipment/Machines: Work with Mac and PC-based computers in addition to the FTP transfer protocol.

Specifications

- Education/Experience: Bachelor's degree or equivalent experience and at least three years of successful project management in media and/or television traffic. (This specification could take a while to meet; I suggest lowering it to an AA.)
- Skills/Abilities: Exceptional time management and communication skills and ability to work under deadlines and understand technical issues.

***Email resume to accounting@tripsmarter.com or fax resume to 850-234-1179 or contact 850-234-2773 x.115

TOURIST NETWORK

July 15, 2011



Atlanta, GA
404.539.7138

Northwest Florida Branch NAACP
P. O. Box 1004
Defuniak Springs, FL 32435



Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.937.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

RE: Notification of Job Opening

To Whom It May Concern:

We would like to make you aware of a position in which we have open in our traffic department for a Traffic Manager. The position is full time, year round employment with benefits. I have attached a flyer for the details on this position, if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,

Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.



Key West, Marathon
and the Lower Keys, FL
305.294.9661



Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900



Panama City Beach, FL
850.235.4176

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

Position Title: Traffic Manager

Job Description: The Traffic Manager is responsible for ensuring that all media airs in a timely and accurate manner in accordance with all client advertising contracts and in-house programming contracts by managing inventory and spot placement. This is accomplished through close contact with Production, Sales and IT. Additionally, the Traffic Manager communicates any exception situations to appropriate management for quick resolution.

Principle Duties and Responsibilities:

- Create and QC broadcast schedules for traditional stations and live streams.
- Work with Sales and Programming to understand the production needs of each sponsor and stay updated on how sponsorships are progressing through the sales process.
- Maintain a clear understanding of the production process and changes in programming, and know the trafficking guidelines for all programming.
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- Perform additional related duties as assigned.

Job Components

- **Management:** Manage traffic, inventory, and related logistics.
- **Confidentiality:** Agree not to disseminate any proprietary information.
- **Decision Making:** Determine the priorities of the work and decide the best course of action for the Destination Network, its clients and its affiliates.
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Specifications

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****Email resume to accounting@tripsmarter.com or fax resume to 850-234-1179 or contact 850-234-2773 x.115

TOURIST NETWORK

July 15, 2011

**ATLANTA
CHANNEL**

Atlanta, GA
404.688.7138

**BEACH
TV**

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Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

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843.449.6420

Panama City and
Panama City Beach, FL
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**KEY
TV**

Key West, Marathon
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305.294.9661

**NOU
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New Orleans Television

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Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

**TripSmarter
.com**

Panama City Beach, FL
850.235.4176

A.C.U.R.E.
Attn: Myron Hines
P. O. Box 30002
Panama city , FL 32401

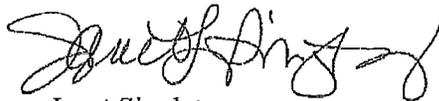
RE: Notification of Job Opening

Mr. Hines:

We would like to make you aware of a position in which we have open in our traffic department for a Traffic Manager. The position is full time, year round employment with benefits. I have attached a flyer for the details on this position, if you would post this job opening we we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

Position Title: Traffic Manager

Job Description: The Traffic Manager is responsible for ensuring that all media airs in a timely and accurate manner in accordance with all client advertising contracts and in-house programming contracts by managing inventory and spot placement. This is accomplished through close contact with Production, Sales and IT. Additionally, the Traffic Manager communicates any exception situations to appropriate management for quick resolution.

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****Email resume to accounting@tripsmarter.com or fax resume to 850-234-1179 or contact 850-234-2773 x.115

[craigslist](#) > manage posting[logged in as [janetsingletary88@gmail.com](#) | [logout](#)]

This posting has been deleted from craigslist. [?]

You will have the opportunity to make changes before it is made live.

panama city, FL craigslist > jobs > tv/film/video/radio jobs

Traffic Manager for Local Television Network (PCB)

Date: 2011-08-09, 11:22AM EDT

Reply to: *your anonymous craigslist address will appear here*

Traffic Manager needed for local television station. We are looking for a full time Traffic Manager to steer our traffic/control department. Must be experienced, detail oriented, dedicated team member to join our staff.

Job Description: The Traffic Manager is responsible for ensuring that all media airs in a timely and accurate manner in accordance with all client advertising contracts and in-house programming contracts by managing inventory and spot placement. This is accomplished through close contact with Production, Sales and IT. Additionally, the Traffic Manager communicates any exception situations to appropriate management for quick resolution.

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TOURIST NETWORK

July 15, 2011

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CHANNEL**

Atlanta, GA
404.688.7138

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843.443.6429

Panama City and
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**KEY
TV**

Key West, Marathon
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305.294.9661

NOLOM
New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

TripSmarter!
.com

Panama City Beach, FL
850.235.4176

Goodwill Career Dev. Center
Attn: Janet Joyner
3207 E. 4th Street
Panama City, FL 32401

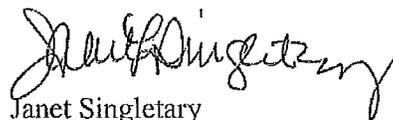
RE: Notification of Job Opening

Ms. Joyner:

We would like to make you aware of a position in which we have open in our traffic department for a Traffic Manager. The position is full time, year round employment with benefits such as health, vision, dental insurance, 401k and vacation pay. I have attached a flyer for the details on this position, if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

Position Title: Traffic Manager

Job Description: The Traffic Manager is responsible for ensuring that all media airs in a timely and accurate manner in accordance with all client advertising contracts and in-house programming contracts by managing inventory and spot placement. This is accomplished through close contact with Production, Sales and IT. Additionally, the Traffic Manager communicates any exception situations to appropriate management for quick resolution.

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****Email resume to accounting@tripsmarter.com or fax resume to 850-234-1179 or contact 850-234-2773 x.115

Janet Singletary

From: "Brandon Traffanstedt" <brandon.traffanstedt@tripsmarter.com>
Date: Friday, July 15, 2011 3:32 PM
To: "Steve Nichols" <steve@tripsmarter.com>; "Ken Davis" <ken.davis@tripsmarter.com>; "Janet Singletary" <Janet.singletary@tripsmarter.com>
Cc: "Toni Davis" <toni.davis@tripsmarter.com>
Subject: Re: Traffic Manager position
Thanks Steve!

From: Steve Nichols
Sent: Friday, July 15, 2011 15:52
To: Ken Davis ; Janet Singletary ; Brandon Traffanstedt
Cc: Toni Davis
Subject: Re: Traffic Manager position

Guys, here is the new Jobs page on the DNET website:
<http://www.destinationnetwork.com/jobs>

Pls let me know when that position should be removed. Or if any modifications are needed.

Thanks!
Steve

From: Ken Davis
Sent: Monday, July 11, 2011 11:41 AM
To: Steve Nichols ; Janet Singletary ; Brandon Traffanstedt
Cc: Toni Davis
Subject: Traffic Manager position

Lef's get this posted ASAP.

Who knows how to post on Craig's List? Is it expensive? Jeff Dumais indicated he has had good luck posting there.

Toni, what about our local TV station contacts?

Duties for ad
from Ken

Position Title: Traffic Manager

Reports to: Ken Davis, Administration

Job Description: The Traffic Manager is responsible for ensuring that all media airs in a timely and accurate manner in accordance with all client advertising contracts and in-house programming contracts by managing inventory and spot placement. This is accomplished through close contact with Production, Sales and IT. Additionally, the Traffic Manager communicates any exception situations to appropriate management for quick resolution.

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Specifications

- **Education/Experience:** Associate's degree or equivalent experience and at least three years of successful project management in media and/or television traffic.
- **Skills/Abilities:** Exceptional time management and communication skills and ability to work under deadlines and understand technical issues.

Salary

- Commensurate with qualifications and experience.

Exhibit 8

Position: Accounting Assistant

Date: 08/17/11

Resources:

News Herald 43

FSU PC Campus

Gulf Coast Community College

Workforce Center 3

NWFL Branch of NAACP

A.C.U.R.E.

Craigslist 1

Goodwill Career Dev. Center 2

Filled the position with: Tammy Patton, 08/24/11

Source: News Herald

Interviewed 1

Received 56 resumes/applications

Accounting/Finance

Accounting Assistant

Local multi company office looking for an accounting assistant. Full time. Experience in AP/AR, basic book-keeping skills, & Excel in fast paced environment. Email resume accounting@tripsmart.com or fax 234-1179.

Ran
8/19/11-
8/25/11

TOURIST NETWORK

August 17, 2011

**ATLANTA
CHANNEL**

Atlanta, GA
404.688.7138

**BEACH
TV**

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

**KEY
TV**

Key West, Marathon
and the Lower Keys, FL
305.294.9861

**NOU
TV**
New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

TripSmarter.com

Panama City Beach, FL
850.235.4176

FSU, Panama City Campus
Attn: Angie Sexton
4750 Collegiate Drive
Panama City, FL 32405

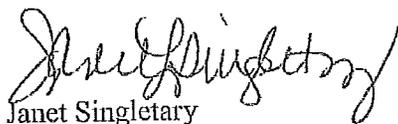
RE: Job Opening

Ms. Sexton:

We would like to make you aware of a position in which we have open in our Accounting Department for an Accounting Assistant. The position is full time, year round employment with benefits. It would require some prior bookkeeping skills. I have attached a copy of the ad that will run in the News Herald; if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 4177 Crown Beach Road, Suite 23 • Panama City beach, FL 32407 • 850-234-2773 • Fax 850-234-1179
NATIONAL SALES OFFICE P.O. Box 7749 • Atlanta, GA 30357-0749 • 404-582-3880 • Fax 404-582-8878
EMAIL: T@TRIPNET.NET

Accounting Assistant Needed!!

Local Multi-company office is looking for an accounting assistant. This is a full time, year round job with benefits such as health, dental, vision insurance, 401k and paid vacation. Experience in basic bookkeeping skills, accounts payable, accounts receivable and Excel is preferred but will train the right person. Must have the ability to work in a fast paced environment. Email resume to accounting@tripsmarter.com or fax 850-234-1179 or mail to P. O. Box 9556, Panama City Beach, FL 32417.

For questions regarding this job posting please contact:

Beach TV Cable Co.

Janet Singletary

850-234-2773 x. 115

TOURIST NETWORK

August 17, 2011

**ATLANTA
CHANNEL**

Atlanta, GA
404.868.7138

**BEACH
TV**

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
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Frawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

**KEY
TV**

Key West, Marathon
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305.294.9661

**NOUVEAU
New Orleans Television**

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Station of the New Orleans
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& Visitors Bureau
New Orleans, LA
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**TripSmarter!
com**

Panama City Beach, FL
850.234.4176

Gulf Coast Community College
Attn: Carin Jones
4750 Collegiate Drive
Panama City, FL 32405

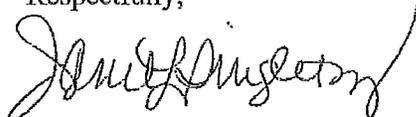
RE: Job Opening

Ms. Jones:

We would like to make you aware of a position in which we have open in our Accounting Department for an Accounting Assistant. The position is full time, year round employment with benefits. It would require some prior bookkeeping skills. I have attached a copy of the ad that will run in the News Herald; if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

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Respectfully,



Janet Singletary
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Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 3317 Front Beach Road, Ste. 23 • Panama City Beach, FL 32417 • 850-234-2773 • Fax: 850-234-1179
NATIONAL SALES OFFICE P.O. Box 7789 • Atlanta, GA 30317-0789 • 404-582-6500 • Fax: 404-582-8678
EMAIL: EMP@TOURISTREX.NET

Accounting Assistant Needed!!

Local Multi-company office is looking for an accounting assistant. This is a full time, year round job with benefits such as health, dental, vision insurance, 401k and paid vacation. Experience in basic bookkeeping skills, accounts payable, accounts receivable and Excel is preferred but will train the right person. Must have the ability to work in a fast paced environment. Email resume to accounting@tripsmarter.com or fax 850-234-1179 or mail to P. O. Box 9556, Panama City Beach, FL 32417.

For questions regarding this job posting please contact:

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TripSmarter.com

Panama City Beach, FL
850.235.4176

Workforce Center
Attn: Deeyon Kalil
625 Hwy. 231
Panama City, FL 32405

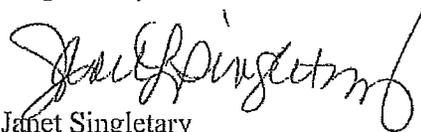
RE: Notification of Job Opening

Mr. Kalil:

We would like to make you aware of a position in which we have open in our Accounting Department for an Accounting Assistant. The position is full time, year round employment with benefits. It would require some prior bookkeeping skills. I have attached a copy of the ad that will run in the News Herald; if you would post this job opening we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

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Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

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NATIONAL SALES OFFICE P.O. Box 7789 • Atlanta, GA 30317-0789 • 404-382-6663 • Fax 404-382-8878
EMAIL: TOURISTNET@NET

Accounting Assistant Needed!!

Local Multi-company office is looking for an accounting assistant. This is a full time, year round job with benefits such as health, dental, vision insurance, 401k and paid vacation. Experience in basic bookkeeping skills, accounts payable, accounts receivable and Excel is preferred but will train the right person. Must have the ability to work in a fast paced environment. Email resume to accounting@tripsmarter.com or fax 850-234-1179 or mail to P. O. Box 9556, Panama City Beach, FL 32417.

For questions regarding this job posting please contact:

Beach TV Cable Co.

Janet Singletary

850-234-2773 x. 115

TOURIST NETWORK

August 17, 2011



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404.668.7138



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Panama City Beach, FL
850.235.4175

Northwest Florida Branch NAACP
P. O. Box 1004
Defuniak Springs, FL 32435

RE: Notification of Job Opening

To Whom It May Concern:

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Director of Accounting
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 9317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 4317 1/2nd Beach Road, Ste. 21 • Panama City Beach, FL 32407 • 850-234-2773 • Fax 850-234-1179
NATIONAL SALES OFFICE 203 Box 7149 • Atlanta, GA 30377-0149 • 404-562-8860 • Fax 404-562-8878
E-MAIL: TOURISTNET@C

Accounting Assistant Needed!!

Local Multi-company office is looking for an accounting assistant. This is a full time, year round job with benefits such as health, dental, vision insurance, 401k and paid vacation. Experience in basic bookkeeping skills, accounts payable, accounts receivable and Excel is preferred but will train the right person. Must have the ability to work in a fast paced environment. Email resume to accounting@tripsmarter.com or fax 850-234-1179 or mail to P. O. Box 9556, Panama City Beach, FL 32417.

For questions regarding this job posting please contact:

Beach TV Cable Co.

Janet Singletary

850-234-2773 x. 115

TOURIST NETWORK

August 17, 2011

**ATLANTA
CHANNEL**

Atlanta, GA
404.688.7138

**BEACH
TV**

Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773

KEY

Key West, Marathon
and the Lower Keys, FL
305.294.9661

NOU

New Orleans Television

Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900

TripSmarter.com

Panama City Beach, FL
850.235.4176

A.C.U.R.E.
Attn: Myron Hines
P. O. Box 30002
Panama city , FL 32401

RE: Notification of Job Opening

Mr. Hines:

We would like to make you aware of a position in which we have open in our Accounting Department for an Accounting Assistant. The position is full time, year round employment with benefits. It would require some prior bookkeeping skills. I have attached a copy of the ad that will run in the paper, if you would post this job opening we we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,



Janet Singletary
Director of Accounting
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 8317 Front Beach Road, Ste. 23 • Panama City Beach, FL 32407 • 850.234.2773 • Fax:850.234.1179
NATIONAL SALES OFFICE P.O. Box 7189 • Atlanta, GA 30337-0189 • 404.582.8880 • Fax:404.582.8878
EMAIL: TOURISTNET.NET

Accounting Assistant Needed!!

Local Multi-company office is looking for an accounting assistant. This is a full time, year round job with benefits such as health, dental, vision insurance, 401k and paid vacation. Experience in basic bookkeeping skills, accounts payable, accounts receivable and Excel is preferred but will train the right person. Must have the ability to work in a fast paced environment. Email resume to accounting@tripsmarter.com or fax 850-234-1179 or mail to P. O. Box 9556, Panama City Beach, FL 32417.

For questions regarding this job posting please contact:

Beach TV Cable Co.

Janet Singletary

850-234-2773 x. 115

[craigslist](#) > manage posting

logged in as [janetsingletary88@gmail.com](#) | [logout](#)

This posting has been deleted from craigslist. [?]

You will have the opportunity to make changes before it is made live.

panama city, FL [craigslist](#) > jobs > accounting/finance jobs

Accounting Assistant (PCB)

Date: 2011-08-22, 12:24PM EDT

Reply to: *your anonymous craigslist address will appear here*

Local multi company office is looking for an Accounting Assistant. This is a full time, salaried position. Monday - Friday. We are looking for someone who has experience in Accounts Payable, Accounts Receivable and basic bookkeeping skills. Must be proficient in Excel, able to work in a fast paced stressful environment with a pleasant attitude and the ability to multi-task. We offer full benefits after 90 days, health, dental, vision and 401k. Email your resume in response to this add or fax your resume to 850-234-1179. EEOC Employer

- Location: PCB
- Compensation: Dep. on experience
- Principals only. Recruiters, please don't contact this job poster.
- Please, no phone calls about this job!
- Please do not contact job poster about other services, products or commercial interests.

Ran 8/22/11 --
8/24/11

PostingID: 2551597842

TOURIST NETWORK

August 17, 2011



Atlanta, GA
404.638.7138



Beaches of South
Walton, Destin, Ft.
Walton, Pensacola, FL
850.837.9333

Myrtle Beach, SC
Pawley's Island, SC
843.449.6420

Panama City and
Panama City Beach, FL
850.234.2773



Key West, Marathon
and the Lower Keys, FL
305.294.9661



Official Visitor Information TV
Station of the New Orleans
Metropolitan Convention
& Visitors Bureau
New Orleans, LA
504.524.9900



Panama City Beach, FL
850.235.4176

Goodwill Career Dev. Center
Attn: Janet Joyner
3207 E. 4th Street
Panama City, FL 32401

RE: Notification of Job Opening

Ms. Joyner:

We would like to make you aware of a position in which we have open in our accounting department for an Accounting Assistant. The position is full time, year round employment with benefits. It does require some previous bookkeeping skills. I have attached a flyer for the details on this position, if you would post this job opening, we would greatly appreciate it or if you know of a candidate that you could recommend for the position please let us know.

If you should have any questions regarding the above information, please contact me as soon as possible at 850-234-2773 x. 115.

Respectfully,

Janet Singletary
Dir. of Accounting
Beach TV Cable Company, Inc.

CORPORATE HEADQUARTERS:

Mailing: P.O. Box 9556 Panama City Beach, FL 32417 • Shipping: 8317 Front Beach Rd. Ste. 23 Panama City Beach, FL 32407
Phone: 850.234.2773 • Fax: 850.234.1179 • Email: info@TripSmarter.com

TOURIST NETWORK

CORPORATE HEADQUARTERS 517 Front Beach Road, Ste. 23 • Panama City Beach, FL 32407 • 850 234-2773 • Fax 850 234-1179
NATIONAL SALES OFFICE P.O. Box 7139 • Atlanta, GA 30311-0139 • 404 832-9620 • Fax 404 832-9478
EMAIL: TOURISTNET@TNT

Accounting Assistant Needed!!

Local Multi-company office is looking for an accounting assistant. This is a full time, year round job with benefits such as health, dental, vision insurance, 401k and paid vacation. Experience in basic bookkeeping skills, accounts payable, accounts receivable and Excel is preferred but will train the right person. Must have the ability to work in a fast paced environment. Email resume to accounting@tripsmarter.com or fax 850-234-1179 or mail to P. O. Box 9556, Panama City Beach, FL 32417.

For questions regarding this job posting please contact:

Beach TV Cable Co.

Janet Singletary

850-234-2773 x. 115

Exhibit 9

UNIVERSITY INTERNSHIP AGREEMENT
(Non-Paying Internship)

Student Name: Annette

Student L#: _____

Introduction

- A. The University offers an internship program as part of its undergraduate program. The program is designed to give students majoring in Pre - Accounting practical educational experiences in their chosen field of study. Student wants to take advantage of the education experience offered by the program. Employer desires to further serve the community and enhance the educational experience of the Student by establishing an internship position for the Student for the Spring semester lasting from Jan to May of the 2011 academic year. This is referred to as the "Internship Period."
- B. This Agreement sets forth the terms and conditions which relate to this Internship Period.
- C. In consideration of these statements, the opportunities extended by The University and the Employer to the Student to participate in the internship program and other mutual covenants, and obligations set out in this Agreement, the sufficiency of which is acknowledged by all parties, The University, Employer and Student agree as follows.

Agreement

- A. The University agrees to appoint a liaison to consult with Sponsor concerning the structure of the internship experience and to provide assistance in resolving any problems arising between Employer and Student.
- B. Employer agrees to:
1. Appoint a person(s) on its staff to serve as liaison with The University's internship program and as supervisor for Student.
 2. Provide Student with exposure to a diversity of practical experiences which are representative of the day-to-day functions of the Employer's business. A sample description of the functions in which the Student will be involved is attached to this Agreement.
 3. Provide the Student an opportunity to work a minimum of 10 hours per week or a total of _____ hours.
 4. Provide The University with periodic evaluations of the Student's performance.
 5. Excuse the Student from any internship duties during all semester breaks scheduled on The University's academic calendar with the exception of students engaged in full-time employment.
 6. Assume responsibility for compliance with all applicable federal, state and local laws regarding wages and income tax withholding.
 7. Maintain a reasonably safe working environment by observing all applicable workplace safety regulations under the Occupational Safety and Health Act.
 8. Comply with the Family Educational Rights and Privacy Act by keeping confidential all records concerning Student's internship experience.
 9. Not hold The University responsible for any injury to person, property, or business enterprise arising out of Student's actions during the Internship Period.

Student agrees to:

1. Use his or her best efforts in performing all tasks assigned by Employer.
2. Abide by the Employer's rules and regulations.
3. Conform his or her conduct to The University's Statement of Values found in the Student Code of Conduct.
4. Diligently pursue the academic course work for which Student is registered during the Internship Period.
5. Provide The University and Employer with a written request for reasonable auxiliary aids or services that may be necessary to accommodate a disability the Student may have no later than 30 days prior to the start of the Internship Period.
6. Fully inform him/herself of the contents of this Agreement by reading it before signing it.

C. The University, Employer and Student agree:

1. That Student is participating in the Internship Program as an educational endeavor and will be an employee of Employer during the Internship Period.
2. That the release and indemnity provisions of this Agreement are intended to be as broad and inclusive as permitted by the laws of the State of Tennessee.
3. That no party will unlawfully discriminate against any individual on the basis of race, color, national origin, sex, age, disability or military service.

D. Notwithstanding any provisions of The University's student handbook or university bulletin, the Internship Period and the terms of the Agreement may be terminated by any party upon 14 (days, weeks, etc.) written notice.

Executed this 21 day of February, 2001.

By: Annette

Employer By: _____

Student: Annette _____

Supervisor, please fill out the following information completely:

Student: _____ Company: _____

Supervisor Name _____ Email: _____

Address: _____
Street City State Zip

Phone: _____ Fax: _____

Consortium Internship Program Forms Checklist

Please send all forms to the Internship Program Coordinator.

- **Contact Form**
Due at the completion of the intern selection process.
- **Project Form**
Due within 2 weeks of starting the internship.
- **Final Report & Evaluation**
Due at the completion of the internship.

A Word document version of these forms are available upon request from the Coordinator.

Consortium Internship Program Contact Form

Please email a completed Contact Form to the Internship Program Coordinator at the completion of the intern selection process.

Intern Contact Information:

Name: Annette _____

Email: _____

Phone: _____

Institution of Study Information:

Campus Name: Gulf Coast Community College _____

City: Panama City _____ State: FL

Graduate Program Name: Pre - Accounting _____

Graduate Program Advisor Name: _____

Graduate Program Advisor Phone: _____

Graduate Program Advisor Email: _____

Internship Site:

Campus Name: Gulf Coast Community College _____

City: Panama City _____ State: FL

Center/Office Name: _____

Site Supervisor Name: _____

Site Supervisor Phone: _____

Site Supervisor Email: _____

Consortium Internship Program Project Form

Please email a completed Project Form to the Internship Program Coordinator within 2 weeks of starting the internship.

Contact Information:

Intern Name: Annette _____

Intern Email: _____

Intern Phone: _____

Internship Site Campus Name: Gulf Coast Community College

Site Supervisor Name: _____

Site Supervisor Email: _____

Site Supervisor Phone: _____

Proposed Project

Describe the project you intend to complete as an intern. Include objectives and relevance to your career goals in the field of LGBT resources in higher education. Describe how the project will benefit the hosting institution and how it will benefit the Consortium.

I would like to obtain knowledge of basic accounting functions done within the company. Also, become familiar with office functions.

Consortium Internship Program Final Report & Evaluation

Please email a completed Final Report & Evaluation to the Internship Program Coordinator at the completion of the internship.

Contact Information:

Intern Name: Annette _____

Intern Email: _____

Intern Phone: _____

Internship Site Campus Name: Gulf Coast Community College

Site Supervisor Name: _____

Site Supervisor Email: _____

Site Supervisor Phone: _____

1. Describe your Project. The Consortium will share this information in our Newsletter, and provide an opportunity for interns to present at the LGBT Campus Administrators Institute at the NGLTF Creating Change Conference.
2. Describe the activities you participated in during your internship.
3. Share skills and knowledge you gained from the internship experience.
4. Suggest improvements to the internship experience.
5. Share the best aspects of the Consortium Internship Program.

Annette

OBJECTIVE

To become familiar with accounting and office services to graduate with a Masters degree in Accounting.

SKILLS PROFILE

- Cashier experience
- Telephone etiquette
- Customer service experience
- Organizing and filing paperwork
- Computer experience
 - Microsoft Office Suite 2007
 - Web browsing
 - 48 wpm 80% accuracy

EMPLOYMENT HISTORY

- | | |
|---|--------------------------------------|
| Sales Associate | 08/2009- 04/2010 |
| <i>Old Navy</i> | <i>Panama City Beach, FL</i> |
| <ul style="list-style-type: none">• Customer Service and Cashier/Cash handler• Maintain and organize sales floor | |
| Copy & Print Associate/Cashier | 02/2009- 07/2009 |
| <i>Staples</i> | <i>Orlando, FL</i> |
| <ul style="list-style-type: none">• Customer Service and Cash register• Process customer orders into production log• Print and finish customer orders | 08/2008-12/2008
<i>Auburn, IN</i> |
| Office Assistant | 10/2007- 08/2008 |
| <i>American Traders Inc.</i> | <i>Ft. Wayne, IN</i> |
| <ul style="list-style-type: none">• Wrote proposals for construction bids• Managed sales calls for new job bids• Organized and filed paperwork for completed jobs | |
| Lead Teacher | 03/2005-10/2007 |
| <i>Early Foundations Learning Center</i> | <i>Ft. Wayne, IN</i> |
| <ul style="list-style-type: none">• Leadership role in maintaining two year old room• Designed curriculum for two year old classroom• Maintained daily records of children and activities | |

EDUCATION

- | | |
|---|------------------|
| <ul style="list-style-type: none">• Core 40 Diploma | 2000-2004 |
| Norwell High School | Ossian, IN |
| <ul style="list-style-type: none">• General Requirements | 2004-2008 |
| Indiana University, Purdue University Ft. Wayne | Ft. Wayne, IN |
| <ul style="list-style-type: none">• Associates degree in Pre Accounting | 2009-In progress |
| Gulf Coast Community College | Panama City, FL |

REFERENCES

- | | | |
|---------|-----------------|----------------|
| • Maria | Panama City, FL | Friend |
| • Elyse | Panama City, FL | Former Manager |
| • Lisa | Panama City, FL | Current Boss |

Allen

Internship

8/27 - 12/15/11

Beach TV Internship Agreement

Accounting

This Internship agreement (the "Agreement") will confirm the terms and conditions of your Internship with Beach TV Cable Company, located at 8317 Front Beach Road, Suite 23, Panama City Beach, FL 32407 and Allan

1) I accept the internship, which has been awarded to me by Beach TV Cable Company and understand the following:

(a) The internship period will be 6 months and can be terminated with notice to Janet Singletary.

(b) Beach TV Cable Company will not pay for services and commitment of 8 hours per week. In exchange for an 8 hour per week commitment, payment will be made via knowledge and experience and a letter of recommendation.

(c) Beach TV Cable Company accepts no responsibility for costs arising from accidents and/or illness incurred during my internship.

(d) Beach TV Cable Company is not seeking any engagement with you after the completion of this internship and the company is in no way guaranteeing employment. However, during your internship, if a position should arise, consideration for placement could be made.

2) I undertake the following obligations with respect to the Beach TV Cable Company Internship Program:

(a) To observe all applicable rules, regulations, instructions, procedures and directives of the Organization as laid down in the Employee Handbook

(b) To refrain from any conduct that would adversely reflect on the Beach TV Cable Company or on the receiving department/office and will not engage in any activity which is incompatible with the aims and objectives of Beach TV Cable Company and its affiliates;

(c) To keep confidential any and all unpublished information made known to me by the accepting office or department during the course of my internship that I know or ought to have known has not been made public, and except with the explicit authorization of the Beach TV Cable Company and its affiliates, not to publish any reports or papers on the basis of information obtained during the internship, both during and after the completion of my internship;

(d) To provide the organization with a copy of all materials prepared during my internship;

(e) To provide immediate written notice in case of illness or other circumstances which might prevent me from completing the internship.

Internee Signature: Allen

Date: 8/30/11

VOLUNTEER WORK

Recently getting involved in Autism charities. I have a 3 yr old daughter with Autism.

REFERENCES

Patricia

Vera

Jean

1

Beach TV Internship Agreement

This Internship agreement (the "Agreement") will confirm the terms and conditions of your Internship with Beach TV Cable Company, located at 8317 Front Beach Road, Suite 23, Panama City Beach, FL 32407 and Dylan

1) I accept the internship, which has been awarded to me by Beach TV Cable Company and understand the following:

- (a) The internship period will be for 9 months and can be terminated with notice to Marvin Holdman.
- (b) Beach TV Cable Company commitment of 20 - 30 hours per week. In exchange for an 20 - 30 hours per week commitment, payment will be made via knowledge and experience and a letter of recommendation and \$/hr.
- (c) Beach TV Cable Company accepts no responsibility for costs arising from accidents and/or illness incurred during my internship.
- (d) Beach TV Cable Company is not seeking any engagement with you after the completion of this internship and the company is in no way guaranteeing employment. However, during your internship, if a position should arise, consideration for placement could be made.

2) I undertake the following obligations with respect to the Beach TV Cable Company Internship Program:

- (a) To observe all applicable rules, regulations, instructions, procedures and directives of the Organization as laid down in the Employee Handbook
- (b) To refrain from any conduct that would adversely reflect on the Beach TV Cable Company or on the receiving department/office and will not engage in any activity which is incompatible with the aims and objectives of Beach TV Cable Company and it's affiliates;
- (c) To keep confidential any and all unpublished information made known to me by the accepting office or department during the course of my internship that I know or ought to have known has not been made public, and except with the explicit authorization of the Beach TV Cable Company and its affiliates, not to publish any reports or papers on the basis of information obtained during the internship, both during and after the completion of my internship;
- (d) To provide the organization with a copy of all materials prepared during my internship;
- (e) To provide immediate written notice in case of illness or other circumstances which might prevent me from completing the internship.

Internee Signature: Dylan

Date: 8-15-2011



J.R. ARNOLD HIGH SCHOOL

550 Alf Coleman Drive
Panama City Beach, FL 32407
Athletic Department
Julie Hale, Athletic Director
Phone: (850) 236-3070 (ext. 3207)
Fax: (850) 236-3201

March 7, 2012

Ms. Charlotte Purvis
Beach TV Cable Company
8317 Front Beach Road, Suite 23
Panama City Beach, FL 32407

Dear Ms. Purvis:

Attached is a training agreement between Beach TV and Arnold High School's Co-op Program. has been a trainee with Beach TV since August 2011.

If you should need any further information, please feel free to contact me.

Sincerely,

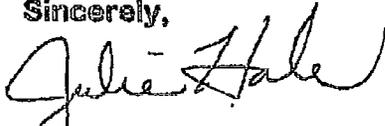

Julie Hale

Exhibit 10

Melodie Virtue

From: Melodie Virtue
Sent: Thursday, October 28, 2010 12:45 PM
To: 'Jud Colley (jud@touristnet.net)'
Subject: Flights booked for Panama City
Attachments: Panama City flights.pdf

Hi Jud:

I've booked my flights for my visit on December 13-14. My flight itinerary is attached.

Should I rent a car?

I'm looking forward to seeing you, your staff and the station facilities.

Best regards, Melodie

Unless expressly stated otherwise, any federal tax advice contained in this communication (including attachments) is not intended to be used, and cannot be used, for the purpose of avoiding federal tax penalties.

This e-mail is for the sole use of the intended recipient(s). It contains information that is confidential and/or legally privileged. If you believe that it has been sent to you in error, please notify the sender by reply e-mail and delete the message. Any disclosure, copying, distribution or use of this information by someone other than the intended recipient is prohibited.

MELODIE A. VIRTUE

Owner | 202.298.2527 Tel | 202.965.1729 Fax | 703.328.4652 Mobile | 703.264.1114 Home | mvirtue@gsblaw.com

GARVEY SCHUBERT BARER | 5th Floor | 1000 Potomac Street NW | Washington, DC 20007 | GSBLaw.com

CARRIAGE TRADE TRAVEL SERVICES
 THANK YOU FOR TRAVELING WITH CARRIAGE TRADE TRAVEL
 Phone: 703-827-0850/800-524-5704
 LAUREL@CARRIAGETRAVEL.NET

PREPARED FOR
MELODIE A VIRTUE
 RESERVATION CODE
BAGTVS

TRIP TO
PANAMA CITY NW FL, FL
 TRAVEL DATES
Dec 13 - Dec 14

eTicket Receipt(s)
 0067876001908 - VIRTU/M

Travel Arranger Priority Comments
 THE AIRLINES NOW CHARGE FEES FOR CHECKING BAGS.....
 YOU CAN SAVE THE AIRPORT CHECKIN SURCHARGES BY CHECKING IN
 ONLINE WITHIN 24 HOURS OF FLIGHT TIME AT WWW.DELTA.COM
 ELECTRONIC TICKET FOR DELTA RES GYDQ9I - PHOTO ID REQUIRED

Monday Dec 13	DCA WASHINGTON REAGAN, DC	ATL ATLANTA, GA
DELTA AIR LINES INC DL 2739	Departing At 07:59am	Arriving At 10:06am
Passenger Name » MELODIE A VIRTUE	Terminal TERMINAL B	Terminal SOUTH TERMINAL
	Seats 17D / Confirmed	Frequent Flyer Number 6629911616 / DELTA AIR LINES INC
Airline Reservation Code	GYDQ9I	Duration 02hr(s) :07min(s)
Status	Confirmed	Class Economy
Aircraft	MCDONNELL DOUGLAS MD-88 JET	Gate Check for Latest Information
	Stop(s) 0	
Smoking	No	Distance (in Miles) 0541

Please verify flight times prior to departure

Monday Dec 13	ATL ATLANTA, GA	ECP PANAMA CITY NW FL, FL
DELTA AIR LINES INC DL 2065	Departing At 11:00am	Arriving At 11:15am
Passenger Name » MELODIE A VIRTUE	Terminal SOUTH TERMINAL	Terminal Not Available
	Seats 17D / Confirmed	Frequent Flyer Number 6629911616 / DELTA AIR LINES INC
Airline Reservation Code	GYDQ9I	Duration 01hr(s) :15min(s)
Status	Confirmed	Class Economy
Aircraft	MCDONNELL DOUGLAS MD-88 JET	Gate Check for Latest Information
	Stop(s) 0	
Smoking	No	Distance (in Miles) 0240

Please verify flight times prior to departure

Tuesday Dec 14	ECP PANAMA CITY NW FL, FL	ATL ATLANTA, GA
DELTA AIR LINES INC	Departing At	Arriving At

DL 2206

05:22pm

07:40pm

Terminal
Not Available

Terminal
SOUTH TERMINAL

Passenger Name
» **MELODIE A VIRTUE**

Seats
17D / Confirmed

Frequent Flyer Number
**6629911616 / DELTA AIR LINES
INC**

Airline Reservation Code	GYDQ9I	Duration	01hr(s) :18min(s)
Status	Confirmed	Class	Economy
Aircraft	MCDONNELL DOUGLAS MD-88 JET	Gate	Check for Latest Information
		Stop(s)	0
Smoking	No	Distance (in Miles)	0240

Please verify flight times prior to departure

Tuesday Dec 14

**DELTA AIR LINES INC
DL 1538**

ATL
ATLANTA, GA
Departing At
08:20pm
Terminal
SOUTH TERMINAL

DCA
WASHINGTON REAGAN, DC
Arriving At
09:59pm
Terminal
TERMINAL B

Passenger Name
» **MELODIE A VIRTUE**

Seats
17D / Confirmed

Frequent Flyer Number
**6629911616 / DELTA AIR LINES
INC**

Airline Reservation Code	GYDQ9I	Duration	01hr(s) :39min(s)
Status	Confirmed	Class	Economy
Aircraft	MCDONNELL DOUGLAS MD-88 JET	Gate	Check for Latest Information
		Stop(s)	0
Smoking	No	Distance (in Miles)	0541

Please verify flight times prior to departure

Other

WASHINGTON REAGAN, DC | **December 13**
(DCA) | **Monday**

Status **Confirmed**

Information

25.00 TICKET PROCESSING FEE

Notes

THANK YOU FOR TRAVELING WITH CARRIAGE TRADE TRAVEL
20TH ANNIVERSARY 1989-2009
YOUR TRAVEL COUNSELOR IS LAUREL

TICKET NONREFUNDABLE/CHANGE PRIOR TO TICKETED FLIGHT DATE SUBJECT
TO 150.00 FEE AND RESTRICTIONS
HAVE A GOOD TRIP

Exhibit 11

10/11/11

EEO Analysis-Executive Committee

Self-Analysis

Founder/CEO

President

Vice-President

VP of IT

Dir. of Accounting/HR Mgr.

General Sales Manager

GM of Hotels & Cable

Oct 11, 2011

Last Name	Sex
B	Male
B	Female
F	Male
B	Male
B	Male
D	Female
C	Male
C	Male
F	Male
C	Male
D	Female
D	Male
D	Male
F	Female
E	Male
F	Female
M	Male
H	Male
D	Male
H	Female
D	Female
M	Male
D	Male
E	Female
N	Male
P	Female
P	Male
R	Male
R	Male
S	Male
S	Female
D	Female
S	Male
D	Male
T	Male
V	Female
D	Male
W	Male
W	Male
P	Female

Executive Committee Mtg.
 Self Evaluation
 10/11/11 Mtg

WM WF 16 Dept Heads
 non-caucasian

35 total

Exec. Committee

4M
 4F
 8

23 Male	35% Female
12 Female	
5 non-caucasian	15% non caucasian
30 caucasian	

Youngest is 17 oldest 65

Janet Singletary

Exec. Committee add

1 Male to Committee

From: "Toni Davis" <toni@tripsmarter.com>
Date: Tuesday, October 11, 2011 11:40 AM
To: "myron" <myron@touristnet.net>; "Steve Nichols" <steve@tripsmarter.com>
Cc: "Jud Colley" <Jud.Colley@Tripsmarter.com>; "Myron Hines" <myron@tripsmarter.com>; "Richard Blalock" <richard@tripsmarter.com>; "Janet Singletary" <janet.singletary@tripsmarter.com>; "Michelle Kish" <michelle.kish@tripsmarter.com>; "Janis Gallo" <janis@tripsmarter.com>
Subject: RE: Executive Committee
Hooray!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!
This is just great!
2012 is going to be a GREAT year!

-----Original Message-----

From: myron [mailto:myron@touristnet.net]
Sent: Tuesday, October 11, 2011 11:44 AM
To: Steve Nichols
Cc: Toni Davis; Jud Colley; Myron Hines; Richard Blalock; Janet Singletary; Michelle Kish; Janis Gallo
Subject: Re: Executive Committee

Great. We'll be better with you on board.

myron

On Oct 11, 2011, at 11:32 AM, Steve Nichols wrote:

> Myron,
>
> It is with great pleasure that I accept the invitation to join the Destination Network Executive Committee.
>
> I look forward to working with the other committee members and am eager to make positive contributions to the committee and Destination Network.
>
> Thank you for the opportunity to represent Webteam.
>
> Sincerely,
> Steve WWW Nichols
>
>
>

> -----Original Message-----
> **From:** myron
> **Sent:** Tuesday, October 11, 2011 11:01 AM
> **To:** Steve Nichols
> **Cc:** Toni Davis ; Jud Colley ; Myron Hines ; Richard Blalock ; Janet Singletary ; Michelle Kish ; Janis Gallo
> **Subject:** Executive Committee
>
> Steve,

>

> The executive board of Destination Network met last week, and we all noticed we were missing a huge part of our organization by not having the presence of the Web Team. Of course when we think of the WWW we think of STEVE NICHOLS...who else?

>

> So we all voted to ask you to join our committee and become an official member of our executive committee.

>

> Please accept our invitation to become our newest and a very important member of the Destination Network Executive Committee.

>

> thanks

> myron et al

Janet Singletary

Oct 11, 2011

From: "Toni Davis" <toni@tripsmarter.com>
Date: Wednesday, September 28, 2011 3:44 PM
To: "myron" <myron@touristnet.net>; "Jud Colley" <Jud.Colley@Tripsmarter.com>; "Richard Blalock" <richard@tripsmarter.com>; "Janis Gallo" <janis@tripsmarter.com>; "Janet Singletary" <janet.singletary@tripsmarter.com>; "Myron Hines" <myron.hines@tripsmarter.com>; "Michelle Kish" <michelle.kish@tripsmarter.com>
Subject: RE: exec meet
We have a 9am programming meeting that day - how about 10:30?

-----Original Message-----

From: myron [mailto:myron@touristnet.net]
Sent: Wednesday, September 28, 2011 4:36 PM
To: Toni Davis; Jud Colley; Richard Blalock; Janis Gallo; Janet Singletary; Myron Hines; Michelle Kish
Subject: exec meet

All:

I hope I didn't forget anyone...

There is great need to have a "state of Destination Network" meeting of the executive committee. There are lots of things we need to discuss going forward.

Please let me know if Wednesday of next (Oct. 5) will be a good day for you to call in for a conference meeting. I will let those of you whose schedules are driven by clients and meetings dictate the best time for us all. Please give me feedback regarding a possible 9am central meeting and please provide me with any item you would like to have on the agenda for this meeting.

thank you

myron=

Janet Singletary

From: "Destination Network" <messenger@webex.com>
Date: Tuesday, October 11, 2011 2:21 PM
To: <janet.singletary@tripsmarter.com>
Subject: Please join now, meeting in progress: FCC and Public Files

Exec. Committee
Conference Call

Hello Janet Singletary (janet.singletary@tripsmarter.com),

Please join my meeting that is currently in progress.

Compliance - EEO
Policy - Public File

Topic: FCC and Public Files
Date: Tuesday, October 11, 2011
Time: 4:21 pm, Eastern Daylight Time (New York, GMT-04:00)
Meeting Number: 730 583 800
Meeting Password: dnet8317

To join the online meeting (Now from mobile devices!)

1. Go to <https://destinationnetwork.webex.com/destinationnetwork/e.php?AT=MI&EventID=155729697&UID=997535692&PW=NOTBmYzkwNjdk&RT=MIMxMQ%3D%3D>
2. If requested, enter your name and email address.
3. If a password is required, enter the meeting password: dnet8317
4. Click "Join".
5. Follow the instructions that appear on your screen.

To view in other time zones or languages, please click the link:
<https://destinationnetwork.webex.com/destinationnetwork/e.php?AT=MI&EventID=155729697&UID=997535692&PW=NOTBmYzkwNjdk&ORT=MIMxMQ%3D%3D>

To join the audio conference only

Call-in toll number (US/Canada): +1-408-600-3600

Access code: 730 583 800

For assistance

1. Go to <https://destinationnetwork.webex.com/destinationnetwork/mc>
2. On the left navigation bar, click "Support".

You can contact me at:
webex.hosts@tripsmarter.com
1-850-275-4176

Sign up for a free trial of WebEx
<http://www.webex.com/go/mcemfreetrial>

<http://www.webex.com>

CCP:+14086003600x730583800#

IMPORTANT NOTICE: This WebEx service includes a feature that allows audio and any documents and other materials exchanged or viewed during the session to be recorded. By joining this session, you automatically consent to such recordings. If you do not consent to the recording, discuss your concerns with the meeting host prior to the start of the recording or do not join the session. Please note that any such recordings may be subject to discovery in the event of litigation.



Reference Memo

February 2003

New EEO Requirements Effective March 10, 2003

Overview

The FCC has adopted outreach requirements intended to promote equal opportunity in employment in the regulated mass media. The requirements are the product of a multi-year effort to redesign EEO regulation in a manner that satisfies constitutional considerations and the FCC's regulatory mandate.

For now, the requirements apply only to full-time employees. The FCC continues to study whether and to what extent part-time positions should be covered by the rules.

"Option A" Is The Program

Under its EEO program adopted in 2000, the FCC offered broadcasters and multichannel video programming distributors (MVPDs) a choice between two outreach programs, labeled Option A and Option B. The U.S. Circuit Court of Appeals for the District of Columbia Circuit subsequently ruled Option B unconstitutional. After a further round of comments, the Commission adopted what essentially was Option A as its outreach program. The new rules are effective March 10, 2003.

Small Employment Unit Exemption

The scope of the small employment unit exemption has been expanded with the adoption of "small market" criteria and recognition of owner-employees.

As before, broadcast station employment units with fewer than five full-time employees are exempt from the outreach and recordkeeping requirements. Every station must, however, file an EEO Program Report (Form 396) with its license renewal application.

Broadcast station employment units with five to ten employees and units comprised of stations in "small markets" – licensed to a community located in a county that is outside of all metropolitan areas, or located in a metropolitan area that has a population of fewer than 250,000 persons – need complete only two, rather than four, recruitment initiatives in a two-year period.

Radio station employment units with ten or fewer employees are exempt from filing a mid-term EEO report.

Owners holding a 20 percent or greater voting interest in a licensee will not be regarded as station "employees" for EEO purposes (unless a single owner has more than 50 percent voting control, in which case he or she will be the only one not regarded as an "employee").

MVPD employment units with fewer than six full-time employees are exempt from outreach and recordkeeping. All MVPDs must, however, file

Reference Memo is published by Garvey Schubert Barer. It contains information necessarily of a general nature that cannot be regarded as legal advice. The firm will be pleased to provide additional details and to discuss matters contained in *Reference Memo* as they may apply in specific situations.



Public File and Reporting Requirements

an EEO Program Report (Form 396-C) annually on September 30.

MVPD employment units with six to ten employees and units located in whole or in part in "small markets" – metropolitan areas with a population of fewer than 250,000 persons and areas outside of all metropolitan areas – need complete only one recruitment initiative annually, instead of the two required of larger units.

Employment units must annually document their recruitment efforts, place them in the public file, and post them on their web sites.

Television station employment units with five or more full-time employees, and radio station employment units with more than ten employees, must file the two most recent public file reports with the Commission midway through the license term, using Form 397.

The FCC will investigate every MVPD employment unit with six or more full-time employees once every five years, in connection with which, the most recent public file report must be filed with Form 396-C.

Outreach Requirements

The fundamental outreach obligation of every employment unit is to widely disseminate information concerning each full-time job vacancy.

Employment units must provide notice of openings to qualifying organizations that request such notice. Employment units must regularly engage in longer-term recruitment initiatives. The Commission provides a menu of sixteen choices from which to select such initiatives.

Specific Requirements

Outreach

The FCC's new EEO program for broadcast station employment units contains six elements, which require an employment unit to:

(1) Recruit for every job vacancy in its operation. A job filled by an internal promotion is not considered a vacancy for which recruitment is necessary. A station employment unit must use recruitment sources for each vacancy sufficient in its reasonable, good faith judgment to widely disseminate information concerning the vacancy. An employment unit must provide notification of each vacancy to any organization that distributes information about employment opportunities to job seekers or refers job seekers to employers, upon request by such organization. To be entitled to notice of vacancies, the requesting organization must provide the employment unit with its name, mailing address, e-mail address (if applicable), telephone number, and contact person, and identify the category or categories of vacancies of which it requests notice. (An organization may request notice of all vacancies).

Initiatives

(2) Engage in at least four of the following initiatives in a two-year period coinciding with the license renewal filing date, if the employment unit has more than ten full-time employees; or engage in two initiatives if it has five to ten full-time employees or is in a smaller market:

(i) participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions;

(ii) hosting of at least one job fair;

(iii) co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes

substantial participation of women and minorities;

(iv) participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities;

(v) establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;

(vi) participation in job banks, Internet programs, and other programs designed to promote outreach generally (not primarily directed to providing notification of specific job vacancies);

(vii) participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;

(viii) establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;

(ix) establishment of a mentoring program for station personnel;

(x) participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;

(xi) sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting;

(xii) listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities;

(xiii) provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;

(xiv) provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;

(xv) provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;

(xvi) participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Outreach Analysis

(3) Analyze its recruitment program on an ongoing basis to ensure that it is effective in achieving broad outreach to potential applicants, and address any problems found as a result of its analysis.

Employment Analysis

(4) Periodically analyze measures taken to:

(i) Disseminate the station's equal employment opportunity

program to job applicants and employees;

(ii) Review seniority practices to ensure that such practices are nondiscriminatory;

(iii) Examine rates of pay and fringe benefits for employees having the same duties, and eliminate any inequities based upon race, national origin, color, religion, or sex discrimination;

(iv) Utilize media for recruitment purposes in a manner that will contain no indication, either explicit or implicit, of a preference for one race, national origin, color, religion or sex over another;

(v) Ensure that promotions to positions of greater responsibility are made in a nondiscriminatory manner;

(vi) Where union agreements exist, cooperate with the union or unions in the development of programs to assure all persons equal opportunity for employment, irrespective of race, national origin, color, religion, or sex, and include an effective nondiscrimination clause in new or renegotiated union agreements; and

(vii) Avoid the use of selection techniques or tests that have the effect of discriminating against any person based on race, national origin, color, religion, or sex.

Recordkeeping

(5) Retain records to document that it has satisfied the requirements of paragraphs (1) and (2) above. Such records, which may be maintained in an electronic format, must be retained until after grant of the renewal application for the term during which the vacancy was filled or the initiative occurred. The following records must be maintained:

(i) listings of all full-time job vacancies filled by the station employment unit, identified by job title;

(ii) for each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Item (1), which should be separately identified), identified by name, address, contact person and telephone number;

(iii) dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing vacancies;

(iv) documentation necessary to demonstrate performance of the initiatives required by Item (2), if applicable, including sufficient information to fully disclose the nature of the initiative and the scope of the station's participation, including the station personnel involved;

(v) the total number of interviewees for each vacancy and the referral source for each interviewee; and

(vi) the date each vacancy was filled and the recruitment source that referred the hiree.

Public File Report

(6) Annually, on the anniversary of the date a station is due to file its renewal application, the station shall place in its public file and on its web site, if it has one, an EEO public file report containing the following information:

(i) a list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title;

(ii) for each such vacancy, the recruitment source(s)



utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Item (1), which should be separately identified), identified by name, address, contact person and telephone number;

(iii) the recruitment source that referred the hiree for each full-time vacancy during the preceding year;

(iv) data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and

(v) a list and brief description of initiatives undertaken pursuant to Item (2) during the preceding year.

***FCC Filing
Requirements***

Local recordkeeping is compiled and filed with the FCC in two stages:

(1) Broadcast EEO Program Report (Form 396). Every broadcast station, including those with fewer than five full-time employees, must file a Broadcast Equal Employment Opportunity Program Report (Form 396) with its license renewal application, covering the period of the licensee's ownership during the preceding license term. Form 396 must be placed in the station's local public file.

(2) Broadcast Mid-Term Report. On the fourth anniversary of the filing of the most recent license renewal application, all television stations, and radio stations with ten or more full-time employees, must submit Form 397, and include the public file reports for the two preceding years. The Commission excused the two groups of broadcasters who would have mid-term reports due in 2003—television stations in New Jersey and New York (February 1st) and in Delaware and Pennsylvania (April 1st). The next mid-term reports will be due from radio stations in D.C., Maryland, Virginia, and West Virginia, in June 2007.

The annual employment report form (Form 395-B) is under further study. The Commission said it expects a new form to be adopted in time to meet the September 30 annual filing deadline. The report will gather statistics only to report trends, not to evaluate any reporting entity.

Brokering Situations

If a station is subject to a time brokerage agreement, the licensee must file Forms 396 and 397 and EEO public file reports concerning only its own recruitment activity.

If a licensee is a broker of another station or stations, the licensee-broker must include its recruitment activity for the brokered station(s) in determining the bases of the Forms 396 and 397 and EEO public file reports for its own station.

If a licensee-broker owns more than one station, it must include its recruitment activity for the brokered station in the Forms 396 and 397 and EEO public file reports for its own station that is most closely affiliated with, and in the same market as, the brokered station.

If a licensee-broker does not own a station in the same market as the brokered station, then it must include its recruitment activity for the brokered station in the Forms 396 and 397 and EEO public file reports for its own station that is geographically closest to the brokered station.

How To Get Started

The first step toward compliance with the FCC's program for broad outreach is to identify and compile a permanent record of sources of recruitment and referrals. With respect to whether sources specifically targeted to minorities or women may or must be used, the Commission has said the EEO rule "neither requires nor precludes the use of any specific sources a broadcaster deems appropriate to achieving broad outreach." The Commission elaborated upon the licensee's good faith discretion in achieving broad outreach.

We do not require that broadcasters demonstrate that any particular segment of the community actually was aware of any vacancy. Nor do we require that recruitment be targeted to a specific segment or that broadcasters prove that they obtained a response from a particular segment.

Use of the Internet to post recruitment announcements is permissible, but a licensee may not rely solely on Internet job postings as a basis for achieving broad outreach. Regional and national recruitment sources such as state broadcasters association postings and trade press classifieds are permissible.

Second, identify those sources of recruitment that specifically request to receive information about each job opening. They must be separately "asterisked" in recordkeeping.

Third, review the FCC's menu of recruitment initiatives and select one or two, as appropriate, in which to participate in the coming year. With an eye toward your filing date for the EEO public file report, plan ahead to achieve compliance with the requirement to engage in two or four initiatives, as appropriate, in a two-year period. The filing date is the anniversary of the deadline for filing the station's license renewal application, which is four months prior to the expiration date of the license.

Fourth, mark your calendar for placement of the annual EEO public file report in the local public file (and posting on your web site), on the aforementioned filing date.

Fifth, set up the necessary recordkeeping files:

For the local public file, you will need:

1. Summary of recruitment initiatives.
2. List of positions filled, by date of hire, job title, and recruitment source for hiree.
3. Recruiting sources used for each job search, by name of source, address, contact person, telephone, and indication whether the source requested notification of all openings.
4. Interviewee referral source summary, by recruitment sources used in the preceding year and number of persons interviewed who were referred by each source.

In order to compile the interviewee referral source summary, you will need to maintain an interview list for each opening, identifying the job title for the interviews and the referral source of each interviewee. The interview list, however, is not required to be made publicly available, and should not be placed in the local public file.

Conclusion

Finally, implement: be geared up to put recruitment outreach into action when an opening occurs, and follow up with the records of activity necessary to demonstrate broad outreach.

The FCC is committed to an active role in fostering diversity on the airwaves. The new, revised EEO program reflects an aggressive effort to further that objective, while maintaining consistency with limitations on the exercise of governmental power imposed by the federal courts.

Although the Commission acknowledges that the question whether broad outreach is achieved in any case is a subjective one, it is fair to assume that enforcement activity, including substantial fines, will focus on recordkeeping violations.

Contact Garvey Schubert Barer with any questions or for assistance in implementing your outreach program.

Exhibit 12

Melodie Virtue

From: Melodie Virtue
Sent: Tuesday, January 03, 2012 1:27 PM
To: DC Communications Group
Cc: Selma Melkich; Barbara Kernus
Subject: FW: FCC EEO Best Practices Summit - tomorrow January 4th
Attachments: EEO Best Practices Summit.pdf

I sent the email below to the following

'Jud Colley';

'Janet Singletary';

From: Melodie Virtue
Sent: Tuesday, January 03, 2012 1:26 PM
To: Melodie Virtue
Subject: FCC EEO Best Practices Summit - tomorrow January 4th

As I mentioned before the holidays, I'll be on a panel with the FCC's EEO Policy Branch Staff and 2 other broadcast attorneys at the FCC to talk about EEO policy and best practices on January 4th from 9 – 10:30 a.m. Eastern. A second panel with station representatives will follow from 10:30 a.m. - 1 p.m. sharing their tips for compliance. The FCC will stream it. See attached Public Notice for further information about registration.

If you have or are planning to have 5 or more full-time employees, this should be a good session to view.

The link to the page to participate on line is here:

<http://www.fcc.gov/events/eo-best-practices-broadcast-industry>

I'm told, but I can't guarantee, that the stream will be available for download for later viewing a day or so after the event.

Best regards, Melodie

Unless expressly stated otherwise, any federal tax advice contained in this communication (including attachments) is not intended to be used, and cannot be used, for the purpose of avoiding federal tax penalties.

This e-mail is for the sole use of the intended recipient(s). It contains information that is confidential and/or legally privileged. If you believe that it has been sent to you in error, please notify the sender by reply e-mail and delete the message. Any disclosure, copying, distribution or use of this information by someone other than the intended recipient is prohibited.

MELODIE A. VIRTUE

Owner | 202.298.2527 Tel | 202.965.1729 Fax | 703.328.4652 Mobile | 703.264.1114 Home | mvirtue@gsblaw.com

GARVEY SCHUBERT BARER | 5th Floor | 1000 Potomac Street NW | Washington, DC 20007 | ► GSBLaw.com

Exhibit 13

EXHIBIT 13

Local Advertising - Video Production - Television - Internet - Windows Internet Explorer

File Edit View Favorites Tools Help

http://www.destinationnetwork.com

Local Advertising... CDBS Public Access CDBS Account Login

Find: Previous Next Options

Destination Network (formerly Tourist Network) was founded over 20 years ago in Panama City Beach and today, informs and influences the most sought-after consumers in the world.

Production capabilities and a reputation for quality work are the reasons Destination Network has been chosen to produce the advertisements and marketing tools for many notable clients.

Destination Network takes traditional and new media and turns them on their heads with innovative campaigns including video, television, web, digital, HD, print and much more!

LEARN MORE > LEARN MORE > LEARN MORE >

DESTINATION NETWORK

Atlanta | Destin/Pensacola | Key West & the Florida Keys | Myrtle Beach | New Orleans | Panama City Beach | Pawleys Island

Home | About | Shows | TV Stations | Websites | Production | Advertising | Contact | Search

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FCC Public Files
Equal Opportunity Employer

Destination Network
8317 Front Beach Rd, Suite 23
Panama City Beach, Florida 32407
Phone: (850) 234-2773
Fax: (850) 235-1179
info@destinationnetwork.com

Internet | Protected Mode: Off 125%

Exhibit 14

MINIMUM WAGE IN FLORIDA

As of July 1, 2009, the minimum wage in Florida is \$7.25 per hour.

1-800-4-USAIDGAGE

FLORIDA DEPARTMENT OF REVENUE

FLORIDA WORKERS' COMPENSATION REFORM ACT

Effective January 1, 2009, the Florida Workers' Compensation Reform Act has been implemented.

FLORIDA DEPARTMENT OF REVENUE

NOTICE TO EMPLOYERS

Employers are required to provide workers' compensation insurance for their employees.

FLORIDA DEPARTMENT OF REVENUE

NOTICE TO EMPLOYERS

Employers are required to provide workers' compensation insurance for their employees.

FLORIDA DEPARTMENT OF REVENUE

Job Safety and Health

It's the law!

OSHA

Occupational Safety and Health Administration
U.S. Department of Labor

EMPLOYERS

- You have the right to work in a safe and healthful environment.
- You have the right to request an OSHA inspection if you believe that there are serious and imminent dangers at your workplace.
- You have the right to file a complaint with OSHA without fear of retaliation.
- You have the right to file a complaint with OSHA if you believe that your employer is not following the safety and health requirements of the law.
- You have the right to file a complaint with OSHA if you believe that your employer is not providing you with the necessary training and information to work safely.
- You have the right to file a complaint with OSHA if you believe that your employer is not providing you with the necessary safety and health equipment.
- You have the right to file a complaint with OSHA if you believe that your employer is not providing you with the necessary safety and health information.
- You have the right to file a complaint with OSHA if you believe that your employer is not providing you with the necessary safety and health training.
- You have the right to file a complaint with OSHA if you believe that your employer is not providing you with the necessary safety and health information.

EMPLOYEES

- You must comply with the occupational safety and health standards issued under the OSHA Act.

For more information, visit www.osha-slc.gov.

1-800-333-OSHA

NOTICE

EMPLOYEE POLYGRAPH PROTECTION ACT

Employers are prohibited from using lie detector tests on their employees.

FLORIDA DEPARTMENT OF REVENUE

FLORIDA EMPLOYMENT LAW

THE LAW

Employers are required to provide a safe and healthful workplace for their employees.

FLORIDA DEPARTMENT OF REVENUE

Equal Opportunity in the Law

Employers are prohibited from discriminating against their employees based on race, sex, or religion.

FLORIDA DEPARTMENT OF REVENUE

To Employees

Employees are required to follow the safety and health rules of their employer.

FLORIDA DEPARTMENT OF REVENUE

NO SMOKING

FLORIDA LAW PROHIBITS DISCRIMINATION

FLORIDA DEPARTMENT OF REVENUE

Workers' Comp Works For You

Workers' Comp Works For You

If you are injured on the job:

1. Notify your employer immediately to get the name of an approved physician. Workers' comp insurance may not pay the medical bills if you don't report your injury promptly to your employer.
2. Notify the doctor and medical staff that you were injured on the job so that bills may be properly filed.
3. If you have any problems with your claim or suffer excessive delays in treatment, contact the State of Florida's Division of Workers' Compensation at 1-800-342-1741.

\$25,000 Reward

For reporting a workplace safety violation.

1-800-378-4415

\$25,000 Reward

For reporting a workplace safety violation.

1-800-378-4415

1. Notify your employer immediately to get the name of an approved physician. Workers' comp insurance may not pay the medical bills if you don't report your injury promptly to your employer.

2. Notify the doctor and medical staff that you were injured on the job so that bills may be properly filed.

3. If you have any problems with your claim or suffer excessive delays in treatment, contact the State of Florida's Division of Workers' Compensation at 1-800-342-1741.

Exhibit 15

I. OPERATING

I. 1. EQUAL EMPLOYMENT OPPORTUNITY

The Company is an equal opportunity employer and is committed to equal opportunity without regard to race, religion, color, sex, age, national origin, citizenship, disability or any other basis of discrimination prohibited by applicable local, state or federal law.

In addition to compliance with federal EEO statutes, the Company complies with applicable state and local laws governing nondiscrimination. This policy applies to all terms and conditions of employment, including but not limited to the following:

- Recruitment, hiring, placement, transfer, promotion, and demotion;
- Training, development, and educational assistance;
- Compensation and benefits;
- Educational, social, and recreational programs;
- Discipline;
- Termination of employment.

Employment decisions, subject to the legitimate business requirements of the Company, are based solely on the individual's qualifications, merit, behavior and performance.

I. 2. NONDISCRIMINATION/ANTI-HARASSMENT

The Company is committed to maintaining a work environment free of intimidation and discriminatory practices or procedures. Accordingly, The Company considers it improper and against policy for any employee, regardless of employment status, to harass another employee. Harassment is conduct focused on a person or group of persons including, but not limited to, physical or verbal abuse, unwelcome activity of a sexual nature, retaliation, as well as any behavior or action which interferes with an individual's ability to perform assignments or which creates a hostile or intimidating work environment.

The following, though not all-inclusive, is a list of various types of harassment.

1. Verbal Abuse - any language that degrades or berates others, including, but not limited to, racial, religious, or sexual comments, jokes, sexual innuendoes, or threats of any kind.
2. Physical Abuse - includes touching, hitting, slamming, throwing, kicking or threatening another person, including restraining by force or blocking the path of another.
3. Interference or Hostile Environment - any behavior or action which interferes with an employee's ability to perform work assignments or which results in or creates a hostile or intimidating work environment.
4. Sexual Harassment Policy. Harassment on the basis of sex is a form of discrimination and is a violation of Section 703 of Title VII of the 1964 Civil Rights Act. The Equal Employment