
Annual EEO Public File Report Form
WEAR/WFGX – PENSACOLA/FT WALTON BEACH
Annual EEO Public File Report

The purpose of the EEO Public File Report (396) is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WEAR Pensacola, FL/WFGX Ft Walton Beach, FL and is required to be placed in the public inspection files of these stations, and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning October 1, 2005, to and including September 30, 2006 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed "interviewed" when he or she was interviewed in person.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2005 to September 30, 2006

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

Section 1: Vacancy Information

| | Full-time Positions Filled By job Title | Recruitment Source of Hiree | Total Number of Interviewees from All sources for This Position |
|----|---|--|---|
| 1 | Newscast Producer (2) | Employee Referral (2) | 8 |
| 2 | News Bureau Reporter | TVJobs.com | 3 |
| 3 | Master Control Operator | Employee Referral | 3 |
| 4 | Account Executive | TVWeek | 4 |
| 5 | News Photographer | WEAR-TV Website | 4 |
| 6 | Newscast Director | TVJobs.com | 2 |
| 7 | News Director | SBG Website | 8 |
| 8 | Master Control Operator (2) | Employee Referral (1) WEAR-TV Website (1) | 5 |
| 9 | Office Clerical | Careerbuilder | 6 |
| 10 | Traffic Assistant | WEAR-TV Website | 3 |
| 11 | Production Asst | University of West Florida | 6 |
| 12 | Bureau Reporter Photographer | TVJobs.com | 3 |
| | | | |

Total Number of Persons Interviewed During Applicable Period: 55

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 10/01/05 to 09/30/06

Station(s) Comprising Station Employment Unit: WEAR/WFGX

Section 2: Recruitment Source Information

| | Recruitment Source (Name, Address, Telephone Number, Contact Person) | Total Number of Interviewees This Source Has Provided During This Period (If Any) | Full-time Positions for Which This Source Was Utilized |
|---|--|---|--|
| 1 | Florida A & M University Attn: Joan Sweet Tallahassee, FL 32307 Ph #850-599-3700 joan.sweet@famu.edu | 0 | Newscast Producer |
| | | 0 | News Bureau Reporter |
| | | 0 | Master Control Operator |
| | | 0 | Account Executive |
| | | 0 | News Photographer |
| | | 0 | Newscast Director |
| | | 0 | News Director |
| | | 0 | Master Control Operator |
| | | 0 | Office Clerical |
| | | 0 | Traffic Assistant |
| | | 0 | Production Assistant |
| | | 0 | Bureau Reporter Photographer |
| | | | |
| | | | |
| 2 | George Stone Vocational Tech Center Attn: Barbara Ray 2400 Longleaf Drive Pensacola, FL 32506 Ph#850-941-6200 bray@escambia.k12.fl.us | 0 | Newscast Producer |
| | | 0 | News Bureau Reporter |
| | | 0 | Master Control Operator |
| | | 0 | Account Executive |
| | | 0 | News Photographer |
| | | 0 | Newscast Director |
| | | 0 | News Director |
| | | 0 | Master Control Operator |
| | | 0 | Office Clerical |
| | | 0 | Traffic Assistant |
| | | 0 | Production Assistant |

| | | | |
|---|--|---|------------------------------|
| | | 0 | Bureau Reporter Photog |
| 3 | Howard University School of Communications Attn: Carol Dudley Ph#202-806-7513 Washington, DC 20059 Careers.rhu@howard.edu | 0 | News cast Producer |
| | | 0 | News Bureau Reporter |
| | | 0 | Master Control Operator |
| | | 0 | Account Executive |
| | | 0 | News Photographer |
| | | 0 | News cast Director |
| | | 0 | News Director |
| | | 0 | Master Control Operator |
| | | 0 | Office Clerical |
| | | 0 | Traffic Assistant |
| | | 0 | Production Assistant |
| | | 0 | Bureau Reporter Photographer |
| 4 | University of Mobile Career Services Center Attn: Tina Howard P.O. Box 13220 Mobile, AL 36663-0220 Ph#251-442-2545 tinah@mail.umobile.edu | 0 | News cast Producer |
| | | 0 | News Bureau Reporter |
| | | 0 | Master Control Operator |
| | | 0 | Account Executive |
| | | 0 | News Photographer |
| | | 0 | News cast Director |
| | | 0 | News Director |
| | | 0 | Master Control Operator |
| | | 0 | Office Clerical |
| | | 0 | Traffic Assistant |
| | | 0 | Production Assistant |
| | | 0 | Bureau Reporter Photographer |
| 5 | University of West Florida Instructional Media Center/UWF-TV Attn: Mark Lambert Bldg. 37, 11000 University Blvd. Pensacola, FL 32514 Ph#850-474-2513 mlambert@uwf.edu | 0 | News cast Producer |
| | | 0 | News Bureau Reporter |
| | | 0 | Master Control Operator |
| | | 0 | Account Executive |
| | | 0 | News Photographer |
| | | 0 | News cast Director |
| | | 0 | News Director |
| | | 0 | Master Control Operator |
| | | 0 | Office Clerical |
| | | 0 | Traffic Assistant |

| | | | | |
|---|--|---|------------------------------|--|
| | | 1 | Production Assistant | |
| | | 0 | Bureau Reporter Photographer | |
| | | | | |
| | | | | |
| 6 | Florida Association of Broadcasters Job Bank Attn: Tiffany Hall 800 N Calhoun Street Tallahassee, FL 32303 Ph#850-681-6444 Removed 2/1/2006 | 0 | Newscast Producer | |
| | | 0 | News Bureau Reporter | |
| | | 0 | Master Control Operator | |
| | | 0 | Account Executive | |
| | | 0 | News Photographer | |
| | | 0 | Newscast Director | |
| | | 0 | News Director | |
| | | 0 | Master Control Operator | |
| | | 0 | Office Clerical | |
| | | 0 | Traffic Assistant | |
| | | 0 | Production Assistant | |
| | | 0 | Bureau Reporter Photographer | |
| | | | | |
| | | | | |
| 7 | Tuskegee University Career Development & Placement Office Attn: Sarah Stringer 3 rd Floor, Carnegie Hall Tuskegee, AL 36088 Ph#334-727-8255 sstringer@tuskegee.edu | 0 | Newscast Producer | |
| | | 0 | News Bureau Reporter | |
| | | 0 | Master Control Operator | |
| | | 0 | Account Executive | |
| | | 0 | News Photographer | |
| | | 0 | Newscast Director | |
| | | 0 | News Director | |
| | | 0 | Master Control Operator | |
| | | 0 | Office Clerical | |
| | | 0 | Traffic Assistant | |
| | | 0 | Production Assistant | |
| | | 0 | Bureau Reporter Photographer | |
| | | | | |
| | | | | |
| 8 | Escambia-Pensacola Human Relations Commission Attn: Randi Broughton 29 South Spring Street Pensacola, FL 32504 | 0 | Newscast Producer | |
| | | 0 | News Bureau Reporter | |
| | | 0 | Master Control Operator | |
| | | 0 | Account Executive | |
| | | 0 | News Photographer | |

| | | | | |
|-----------|--|--|--|--|
| | <p>Ph#850-434-2431 randibroughton@yahoo.com</p> | <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> | <p>Newscast Director</p> <p>News Director</p> <p>Master Control Operator</p> <p>Office Clerical</p> <p>Traffic Assistant</p> <p>Production Assistant</p> <p>Bureau Reporter Photographer</p> | |
| <p>9</p> | <p>Alabama State Employment Agency Attn: Faye Long P.O. Box 190399 Mobile, AL 36619 Ph#251-660-6507 mobile@dir.alabama.gov</p> | <p>0</p> <p>0</p> <p>1</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> | <p>Newscast Producer</p> <p>News Bureau Reporter</p> <p>Master Control Operator</p> <p>Account Executive</p> <p>News Photographer</p> <p>Newscast Director</p> <p>News Director</p> <p>Master Control Operator</p> <p>Office Clerical</p> <p>Traffic Assistant</p> <p>Production Assistant</p> <p>Bureau Reporter Photographer</p> | |
| <p>10</p> | <p>The Leadership Institute Attn: Jim Cromwell Steven P J Wood Bldg 1101 N Highland Street Arlington, VA 22201 Ph#703-247-2000 jcromwell@limail.us</p> | <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> | <p>Newscast Producer</p> <p>News Bureau Reporter</p> <p>Master Control Operator</p> <p>Account Executive</p> <p>News Photographer</p> <p>Newscast Director</p> <p>News Director</p> <p>Master Control Operator</p> <p>Office Clerical</p> <p>Traffic Assistant</p> <p>Production Assistant</p> <p>Bureau Reporter Photographer</p> | |

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|----|---|---|------------------------------|
| 11 | Pensacola Junior College Student Job Services Attn: Edith Knapp 1000 College Blvd, Bldg 6 Pensacola, FL 32504 Ph#830-484-1575 eknapp@pjc.edu | 0 | Newscast Producer |
| | | 0 | News Bureau Reporter |
| | | 0 | Master Control Operator |
| | | 0 | Account Executive |
| | | 0 | News Photographer |
| | | 0 | Newscast Director |
| | | 0 | News Director |
| | | 2 | Master Control Operator |
| | | 0 | Office Clerical |
| | | 0 | Traffic Assistant |
| | | 1 | Production Assistant |
| | | 0 | Bureau Reporter Photographer |
| | | | |
| | | | |
| 12 | Jobs Plus Agency for Workforce Innovation/Employer Services Attn: Jerry McDaniel 409 NE Racetrack Road Ft. Walton Beach, FL 32547 Ph#850-833-9106 joborders@jobsplus02.com | 0 | Newscast Producer |
| | | 0 | News Bureau Reporter |
| | | 0 | Master Control Operator |
| | | 0 | Account Executive |
| | | 0 | News Photographer |
| | | 0 | Newscast Director |
| | | 0 | News Director |
| | | 0 | Master Control Operator |
| | | 0 | Office Clerical |
| | | 0 | Traffic Assistant |
| | | 0 | Production Assistant |
| | | 0 | Bureau Reporter Photographer |
| | | | |
| | | | |
| 13 | University of West Florida Communications Arts Dept. Attn: Joyce Southard 11000 University Pkwy Pensacola, FL 32514 Ph#850-474-2829 jsouthard@uwf.edu | 0 | Newscast Producer |
| | | 0 | News Bureau Reporter |
| | | 0 | Master Control Operator |
| | | 0 | Account Executive |
| | | 0 | News Photographer |
| | | 0 | Newscast Director |
| | | 0 | News Director |
| | | 0 | Master Control Operator |

| | | | | |
|----|---|---|------------------------------|--|
| | | 0 | Office Clerical | |
| | | 0 | Traffic Assistant | |
| | | 0 | Production Assistant | |
| | | 0 | Bureau Reporter Photographer | |
| | | | | |
| 14 | University of West Florida Academic Marketing Dept. Attn: Carol Rodgers 11000 University Pkwy Bldg 53, Room 128 Pensacola, FL 32514 Ph#850-474-3125 crodgers@uwf.edu | 0 | Newscast Producer | |
| | | 0 | News Bureau Reporter | |
| | | 0 | Master Control Operator | |
| | | 0 | Account Executive | |
| | | 0 | News Photographer | |
| | | 0 | Newscast Director | |
| | | 0 | News Director | |
| | | 0 | Master Control Operator | |
| | | 0 | Office Clerical | |
| | | 0 | Traffic Assistant | |
| | | 0 | Production Assistant | |
| | | 0 | Bureau Reporter Photographer | |
| | | | | |
| 15 | University of West Florida Director of Career Services Attn: Dr. Marcia Phelps 11000 University Pkwy Bldg 19 Pensacola, FL 32514 Ph#850-474-2254 Mgross1@uwf.edu | 0 | Newscast Producer | |
| | | 0 | News Bureau Reporter | |
| | | 0 | Master Control Operator | |
| | | 0 | Account Executive | |
| | | 0 | News Photographer | |
| | | 0 | Newscast Director | |
| | | 0 | News Director | |
| | | 0 | Master Control Operator | |
| | | 0 | Office Clerical | |
| | | 0 | Traffic Assistant | |
| | | 0 | Production Assistant | |
| | | 0 | Bureau Reporter Photographer | |
| | | | | |

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| | | | | |
| | | | | |
| 16 | <p>Workforce Specialist, Inc. Attn: Cindy Boles 15 West Strong Street Ste13B Pensacola, FL 32506 Ph#850-434-1930 Jobcoach1@bellsouth.net</p> | 0 | Newscast Producer | |
| | | 0 | News Bureau Reporter | |
| | | 0 | Master Control Operator | |
| | | 0 | Account Executive | |
| | | 0 | News Photographer | |
| | | 0 | Newscast Director | |
| | | 0 | News Director | |
| | | 0 | Master Control Operator | |
| | | 0 | Office Clerical | |
| | | 0 | Traffic Assistant | |
| | | 0 | Production Assistant | |
| | | 0 | Bureau Reporter Photographer | |
| | | | | |
| | | | | |
| 17 | <p>University of West Florida College of Journalism & Communications Attn: Patricia Dunn Knight Division/PO Box 118400 Gainesville, FL 32611 Ph#352-846-2484 pdunn@jou.ufl.edu</p> | 0 | Newscast Producer | |
| | | 0 | News Bureau Reporter | |
| | | 0 | Master Control Operator | |
| | | 0 | Account Executive | |
| | | 0 | News Photographer | |
| | | 0 | Newscast Director | |
| | | 0 | News Director | |
| | | 0 | Master Control Operator | |
| | | 0 | Office Clerical | |
| | | 0 | Traffic Assistant | |
| | | 0 | Production Assistant | |
| | | 0 | Bureau Reporter Photographer | |
| | | | | |
| | | | | |
| 18 | <p>Escarosa Career Center Attn: Employer Services Team 3670-A North "L" Street Pensacola, FL 32505 Ph#850-595-5200</p> | 0 | Newscast Producer | |
| | | 0 | News Bureau Reporter | |
| | | 0 | Master Control Operator | |
| | | 0 | Account Executive | |

| | | | | | |
|-----------|--|--|--|--|--|
| | <p>joborders@escarosa.org</p> | | <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> | <p>News Photographer</p> <p>Newscast Director</p> <p>News Director</p> <p>Master Control Operator</p> <p>Office Clerical</p> <p>Traffic Assistant</p> <p>Production Assistant</p> <p>Bureau Reporter Photographer</p> | |
| <p>19</p> | <p>National Association of Minorities in Communication (NAMIC) Attn: Nicole Llido 600 Anton Blvd, Suite 1100 Costa Mesa, CA 92625 jobs@namic.com</p> | | <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> | <p>Newscast Producer</p> <p>News Bureau Reporter</p> <p>Master Control Operator</p> <p>Account Executive</p> <p>News Photographer</p> <p>Newscast Director</p> <p>News Director</p> <p>Master Control Operator</p> <p>Office Clerical</p> <p>Traffic Assistant</p> <p>Production Assistant</p> <p>Bureau Reporter Photographer</p> | |
| <p>20</p> | <p>Senior Job Bank Attn: Eric Summers 1383 Steel Bridge Road MacClenny, FL 32063 founder@seniorjobbank.org</p> | | <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> <p>0</p> | <p>Newscast Producer</p> <p>News Bureau Reporter</p> <p>Master Control Operator</p> <p>Account Executive</p> <p>News Photographer</p> <p>Newscast Director</p> <p>News Director</p> <p>Master Control Operator</p> <p>Office Clerical</p> <p>Traffic Assistant</p> <p>Production Assistant</p> <p>Bureau Reporter Photographer</p> | |

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|----|---|---|------------------------------|
| 21 | California Chicano News Media Association (CCNMA) Attn: Sylvia Wells 3800 S. Figueroa Street Los Angeles, CA 90037-1206 Sylvia@ccnma.org | 0 | Newscast Producer |
| | | 0 | News Bureau Reporter |
| | | 0 | Master Control Operator |
| | | 0 | Account Executive |
| | | 0 | News Photographer |
| | | 0 | Newscast Director |
| | | 0 | News Director |
| | | 0 | Master Control Operator |
| | | 0 | Office Clerical |
| | | 0 | Traffic Assistant |
| | | 0 | Production Assistant |
| | | 0 | Bureau Reporter Photographer |
| | | | |
| | | | |
| 22 | University of South Alabama Career Services Center Attn: Loretta Donalds 6420 Old Shell Road Mobile, AL 36608 Ph#251-460-7930 ldonalds@usouthal.edu | 0 | Newscast Producer |
| | | 0 | News Bureau Reporter |
| | | 0 | Master Control Operator |
| | | 0 | Account Executive |
| | | 0 | News Photographer |
| | | 0 | Newscast Director |
| | | 0 | News Director |
| | | 0 | Master Control Operator |
| | | 0 | Office Clerical |
| | | 0 | Traffic Assistant |
| | | 0 | Production Assistant |
| | | 0 | Bureau Reporter Photographer |
| | | | |
| | | | |
| 23 | Sinclair Broadcast Group SBG Website Attn: Sharon Pickeral 10706 Beaver Dam Rd Cockeysville, MD 21030 Ph#410-568-1517 www.sbgi.net | 1 | Newscast Producer |
| | | 0 | News Bureau Reporter |
| | | 0 | Master Control Operator |
| | | 0 | Account Executive |
| | | 2 | News Photographer |
| | | 0 | Newscast Director |
| | | 1 | News Director |
| | | 0 | Master Control Operator |
| | | 0 | Office Clerical |
| | | 0 | Traffic Assistant |
| | | 0 | Production Assistant |
| | | 2 | Bureau Reporter Photographer |

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|----|---|--|--|---|-------------------|---|----------------------|---|-------------------------|---|-------------------|---|-------------------|---|-------------------|---|---------------|---|-------------------------|---|-----------------|---|-------------------|---|----------------------|---|------------------------------|--|
| 24 | <p>Station Website WEARTV.com Attn: Charlie Swann 4990 Mobile Highway Pensacola, FL 32506 Ph#850-456-3333 www.weartv.com</p> | | <table border="1"> <tr><td>0</td><td>Newscast Producer</td></tr> <tr><td>1</td><td>News Bureau Reporter</td></tr> <tr><td>0</td><td>Master Control Operator</td></tr> <tr><td>1</td><td>Account Executive</td></tr> <tr><td>1</td><td>News Photographer</td></tr> <tr><td>1</td><td>Newscast Director</td></tr> <tr><td>4</td><td>News Director</td></tr> <tr><td>1</td><td>Master Control Operator</td></tr> <tr><td>1</td><td>Office Clerical</td></tr> <tr><td>1</td><td>Traffic Assistant</td></tr> <tr><td>3</td><td>Production Assistant</td></tr> <tr><td>0</td><td>Bureau Reporter Photographer</td></tr> </table> | 0 | Newscast Producer | 1 | News Bureau Reporter | 0 | Master Control Operator | 1 | Account Executive | 1 | News Photographer | 1 | Newscast Director | 4 | News Director | 1 | Master Control Operator | 1 | Office Clerical | 1 | Traffic Assistant | 3 | Production Assistant | 0 | Bureau Reporter Photographer | |
| 0 | Newscast Producer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | News Bureau Reporter | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Master Control Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Account Executive | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | News Photographer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Newscast Director | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | News Director | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Master Control Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Office Clerical | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Traffic Assistant | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Production Assistant | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Bureau Reporter Photographer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 25 | <p>Medialine Attn: Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 Ph#800-237-8073 www.medialine.com</p> | | <table border="1"> <tr><td>0</td><td>Newscast Producer</td></tr> <tr><td>0</td><td>News Bureau Reporter</td></tr> <tr><td>0</td><td>Master Control Operator</td></tr> <tr><td>0</td><td>Account Executive</td></tr> <tr><td>0</td><td>News Photographer</td></tr> <tr><td>0</td><td>Newscast Director</td></tr> <tr><td>0</td><td>News Director</td></tr> <tr><td>0</td><td>Master Control Operator</td></tr> <tr><td>0</td><td>Office Clerical</td></tr> <tr><td>0</td><td>Traffic Assistant</td></tr> <tr><td>0</td><td>Production Assistant</td></tr> <tr><td>0</td><td>Bureau Reporter Photographer</td></tr> </table> | 0 | Newscast Producer | 0 | News Bureau Reporter | 0 | Master Control Operator | 0 | Account Executive | 0 | News Photographer | 0 | Newscast Director | 0 | News Director | 0 | Master Control Operator | 0 | Office Clerical | 0 | Traffic Assistant | 0 | Production Assistant | 0 | Bureau Reporter Photographer | |
| 0 | Newscast Producer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | News Bureau Reporter | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Master Control Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Account Executive | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | News Photographer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Newscast Director | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | News Director | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Master Control Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Office Clerical | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Traffic Assistant | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Production Assistant | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Bureau Reporter Photographer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 26 | <p>Broadcast Employment Services TV JOBS Attn: Mark Holloway PO Box 4116 Oceanside, CA 92052 Ph#877-988-9808 www.tvjobs.com</p> | | <table border="1"> <tr><td>0</td><td>Newscast Producer</td></tr> <tr><td>1</td><td>News Bureau Reporter</td></tr> <tr><td>0</td><td>Master Control Operator</td></tr> <tr><td>0</td><td>Account Executive</td></tr> <tr><td>0</td><td>News Photographer</td></tr> <tr><td>1</td><td>Newscast Director</td></tr> <tr><td>0</td><td>News Director</td></tr> <tr><td>0</td><td>Master Control Operator</td></tr> <tr><td>0</td><td>Office Clerical</td></tr> <tr><td>0</td><td>Traffic Assistant</td></tr> <tr><td>0</td><td>Production Assistant</td></tr> <tr><td>1</td><td>Bureau Reporter Photographer</td></tr> </table> | 0 | Newscast Producer | 1 | News Bureau Reporter | 0 | Master Control Operator | 0 | Account Executive | 0 | News Photographer | 1 | Newscast Director | 0 | News Director | 0 | Master Control Operator | 0 | Office Clerical | 0 | Traffic Assistant | 0 | Production Assistant | 1 | Bureau Reporter Photographer | |
| 0 | Newscast Producer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | News Bureau Reporter | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Master Control Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Account Executive | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | News Photographer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Newscast Director | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | News Director | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Master Control Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Office Clerical | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Traffic Assistant | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | Production Assistant | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | Bureau Reporter Photographer | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| | | | | |
|----|--|---|--|------------------------------|
| | | | | |
| 27 | Referrals | | | |
| | | 4 | | Newscast Producer |
| | | 0 | | News Bureau Reporter |
| | | 2 | | Master Control Operator |
| | | 1 | | Account Executive |
| | | 0 | | News Photographer |
| | | 0 | | Newscast Director |
| | | 1 | | News Director |
| | | 1 | | Master Control Operator |
| | | 0 | | Office Clerical |
| | | 0 | | Traffic Assistant |
| | | 0 | | Production Assistant |
| | | 0 | | Bureau Reporter Photographer |
| | | | | |
| 28 | CareerBuilder Attn: Will Evans 1750 Tyson's Blvd; 4 th FL McLean, VA 22102 www.careerbuilder.com 703-637-7908 | | | |
| | | 2 | | Newscast Producer |
| | | 0 | | News Bureau Reporter |
| | | 0 | | Master Control Operator |
| | | 1 | | Account Executive |
| | | 1 | | News Photographer |
| | | 0 | | Newscast Director |
| | | 0 | | News Director |
| | | 1 | | Master Control Operator |
| | | 5 | | Office Clerical |
| | | 2 | | Traffic Assistant |
| | | 1 | | Production Assistant |
| | | 0 | | Bureau Reporter Photographer |
| | | | | |
| | | | | |
| 29 | Internal Applicants | | | |
| | | 1 | | Newscast Producer |
| | | 1 | | News Bureau Reporter |
| | | 0 | | Master Control Operator |
| | | 0 | | Account Executive |
| | | 0 | | News Photographer |
| | | 2 | | Newscast Director |
| | | 0 | | News Director |
| | | 0 | | Master Control Operator |
| | | 0 | | Office Clerical |

| | | | | |
|--|--|---|------------------------------|--|
| | | 0 | Traffic Assistant | |
| | | 0 | Production Assistant | |
| | | 0 | Bureau Reporter Photographer | |

| | | | | |
|----|---|---|------------------------------|--|
| 30 | Pensacola News Journal Attn: Jill Clark 101 E Romano Street Pensacola, FL 32501 Ph#850-435-8585 www.pensacolanejournal.com | 0 | Newscast Producer | |
| | | 0 | News Bureau Reporter | |
| | | 0 | Master Control Operator | |
| | | 1 | Account Executive | |
| | | 0 | News Photographer | |
| | | 0 | Newscast Director | |
| | | 0 | News Director | |
| | | 0 | Master Control Operator | |
| | | 0 | Office Clerical | |
| | | 0 | Traffic Assistant | |
| | | 0 | Production Assistant | |
| | | 0 | Bureau Reporter Photographer | |

| | | | | |
|----|---|---|------------------------------|--|
| 31 | Bishop State Community College Juliette Womack 351 North Broad Street Mobile, AL 36003 jwomack@bishop.edu | 0 | Newscast Producer | |
| | | 0 | News Bureau Reporter | |
| | | 0 | Master Control Operator | |
| | | 0 | Account Executive | |
| | | 0 | News Photographer | |
| | | 0 | Newscast Director | |
| | | 0 | News Director | |
| | | 0 | Master Control Operator | |
| | | 0 | Office Clerical | |
| | | 0 | Traffic Assistant | |
| | | 0 | Production Assistant | |
| | | 0 | Bureau Reporter Photographer | |

| | | | | |
|----|---|---|-------------------------|--|
| 32 | Southeastern Vocational Services Banu Pugh One 11 th Avenue Suite C-5 Shalimar, FL 32579 | 0 | Newscast Producer | |
| | | 0 | News Bureau Reporter | |
| | | 0 | Master Control Operator | |
| | | 0 | Account Executive | |
| | | 0 | News Photographer | |
| | | 0 | Newscast Director | |

| | | | |
|--|---|------------------------------|--|
| Added 1/23/06 Banushufyan.pugh@bhcpns.org | 0 | News Director | |
| | 0 | Master Control Operator | |
| | 0 | Office Clerical | |
| | 0 | Traffic Assistant | |
| | 0 | Production Assistant | |
| | 0 | Bureau Reporter Photographer | |

*The station employment unit includes notices to the contact list asking organizations that want to be notified of job vacancies to contact us. During this time from September 24, 2004 to September 30, 2005, one organization requested to be added, Bishop State Community College. This organization will be added effective October 1, 2005 so as to receive notifications of all vacancies.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 10-01-05 to 9-30-06

Station(s) Comprising Station Employment Unit WEAR/WFGX

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

Type of Activity Under New EEO Rule:

SCHOLARSHIP PROGRAM:

THE SUE STRAUGHN ENDOWED SCHOLARSHIP AT THE PENSACOLA JUNIOR COLLEGE:

In the Fall, 2003, WEAR TV and the Pensacola Junior College Foundation announced the establishment of the Sue Straughn Endowed Scholarship in the celebration and appreciation of her 30 years of service. Established with a lead gift from WEAR, and supported by community partners, the Sue Straughn Endowed Scholarship has already received commitments of more than \$55,000.

The Friends of Sue Straughn having established a named endowment with Pensacola Junior College Foundation, Inc., designates that the income will provide scholarships for eligible students at Pensacola Junior College. The endowment and any subsequent contributions are to be held and invested by Pensacola Junior College Foundation, Inc. and administered according to specific guidelines.

Criteria: Student must demonstrate a financial need for supplemental funding. Student must have a minimum grade point average of 2.0. Student must be a United States citizen or resident alien. Student may be enrolled on a full-time or half-time basis. Scholarship will cover tuition, fees and/or books. Scholarship will be for two years, first right of renewal for second year – with first award fall 2004. Preference given to African American students.

As of September 30, 2005, three scholarships have been awarded.

Additionally, after the 2004-2005 fiscal year close, the audited report states that the balance of the Sue Straughn Endowed Scholarship balance as of June 30, 2005, was \$90,220.08.

Type of Activity Under New EEO Rule:

JOB FAIR

Date of Station Participation: March 11, 2006

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

Host/Sponsor of Activity: Pensacola Junior College – 11th Annual Multicultural Job Fair; Sponsored by the Pensacola Junior College Black History Committee and the Pensacola Junior College Student Job Services, WSRE-TV, and WEAR-TV.

Brief Description of Activity and Station Employment Unit Participation: Invitation for area businesses to recruit job applicants. Event was held at the Pensacola Junior College Student Center where approximately 43 Businesses/Organizations set up informational and recruitment booths including the Station's Employment Unit. Many prominent employers participated in this event and the actual representation of potential job applicants was greater than anticipated.

JOB FAIR

Date of Station Participation: April 20, 2006

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

Host/Sponsor of Activity: The Northwest Florida Business Expo 2006, Sponsored by multiple businesses; WEAR was a major sponsor.

Brief Description of Activity and Station Employment Unit Participation: Invitation for area businesses to recruit job applicants. Event was held at the Emerald Coast Conference Center on Okaloosa Island where approximately 40 Businesses/Organizations set up informational and recruitment booths including the Station's Employment Unit. Many prominent employers participated in this event and the actual representation of potential job applicants was greater than anticipated.

Type of Activity Under New EEO Rule:

COMMUNITY EVENT –PILOT – Pensacola Identified Leaders of Tomorrow

Date of Station Employment Unit Participation: October 20, 2005

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

Host/Sponsor of Activity: Pensacola Area Chamber of Commerce

Description of Activity and Station Participation: Monthly session of a year long youth leadership program. I was the guest speaker addressing the role of the media in society today and African Americans and women in media. I distributed and discussed the NAB Careers in Television Guide.

Type of Activity Under New EEO Rule:

COMMUNITY EVENT - National Night Out

Date of Station Employment Unit Participation: August 1, 2006

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

Host/Sponsor of Activity: Escambia Sheriff's Office/Neighborhood Watch Coalition

Description of Activity and Station Participation: One of the several guest speakers at annual event that rallies citizens to come together to fight against crime in their neighborhoods. The event allows children to get up close and personal with law enforcement officers and emergency personnel to see them in a different light than many are used to. I spoke with four small groups of children, approximately 15 each, about careers in television

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Women's Business Conference

Date of Station Employment Unit Participation: November 4, 2005

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

Host/Sponsor of Activity: University of West Florida Small Business Development Center

Description of Activity and Station Participation: Annual conference for women business owners and prospective owners. I was a panelist discussing women in the media and resources available to women and business owners through the media. I also discussed the various careers available in the television industry.

Type of Activity Under New EEO Rule:

EDUCATION EVENT –National Engineers Week Annual Banquet

Date of Station Employment Unit Participation: February 23, 2006

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

Host/Sponsor of Activity: NW FL Society of Engineers

Brief Description of Activity and Station Employment Unit Participation: I emceed annual banquet which focused on the need to recruit youth and females into engineering careers. Scholarships were presented to area high school students and awards were presented to middle school students who participated in various Society projects.

Internship Program

The Station Employment Unit has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with universities and colleges to promote the Station Employment Unit as prospective employers.

- Create a symbiotic relationship between interns and the Station Employment Unit's employees.

- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.

The applicant must be at least 18 years of age.

The applicant must be in good academic standing, as defined by his or her academic institution.

The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid.

In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.

Any person interested in internship opportunities should contact the Station Employment Unit for more details.

During the time period 10/01/05 – 09/30/06 the Station Employment Unit had 3 interns. All three of the interns were from the University of West Florida.

Training

SBG, Inc and its stations WEAR/WFGX is an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.

Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment to all new employees and managers.