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**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, 2008, to and including September 30, 2009** (the "Applicable Period").

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

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

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

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

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Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from [October 1, 2008 to September 30, 2009](#)

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	<a href="#">Photographer</a>	<a href="#">TV Jobs</a>	3
2	<a href="#">Staff Accountant</a>	<a href="#">Pensacola News Journal</a>	6
3	<a href="#">General Manager</a>	<a href="#">Internal</a>	7
4	<a href="#">Newscast Director</a>	<a href="#">Website</a>	1
5	<a href="#">(2) Newscast Producers</a>	<a href="#">TV Jobs &amp; Sinclair Website</a>	4
6	<a href="#">(2) Newscast Producers</a>	<a href="#">Employee Referral &amp; TV Jobs</a>	5
7	<a href="#">Account Executive</a>	<a href="#">Sinclair Website</a>	19
8	<a href="#">News Reporter</a>	<a href="#">TV Jobs</a>	2
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			

Total Number of Persons Interviewed and Started in the position during Applicable Period: [47](#)

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from **October 1, 2008 to September 30, 2009**

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

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
A	Alabama State Employment Agency Attn: Faye Long P.O. Box 190399 Mobile, AL 36619 Ph#251-660-6507 mobile@dir.alabama.gov	0 0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
B	Alabama State University Department of Communications Attn: A. David Okeowo, Ph.D. 915 South Jackson Street Montgomery, AL 36101 334-229-4493 <a href="mailto:dokeowo@alasu.edu">dokeowo@alasu.edu</a>	0 0 0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
C	Bishop State Community College Juliette Womack 351 North Broad Street Mobile, AL 36003 jwomack@bishop.edu	0 0 0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
D	Broadcast & Cable Attn: Jon Kemp 225 Wyman Street Waltham, MA 02451	0 0 <b>1</b> 0	Photographer Staff Accountant General Manager
E	Broadcast Employment Services	<b>1</b>	Photographer

	TV JOBS Attn: Mark Holloway PO Box 4116 Oceanside, CA 92052 Ph#877-988-9808 www.tvjobs.com	0 0 0 1 1 0 1 0 0	Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
F	California Chicano News Media Association (CCNMA) Attn: Sylvia Wells 3800 S. Figueroa Street Los Angeles, CA 90037-1206 Sylvia@ccnma.org	0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
G	CareerBuilder Attn: Allison Weitzman 8401 Greensboro Dr. Ste 250 McLean, VA 22102 410-998-9740 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	0 6 0 0 0 0 10 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
H	Digital Media Education Attn: John Lovrien PO Box 4212 Pensacola, FL 32507 Added 4/12/07 info@digitalmediaeducation.com	0 0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
I	Escambia-Pensacola Human Relations Commission Attn: Randi Broughton 29 South Spring Street Pensacola, FL 32504 Ph#850-434-2431 randibroughton@yahoo.com	0 0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
J	Escarosa Career Center Attn: Employer Services Team 3670-A North "L" Street Pensacola, FL 32505 Ph#850-595-5200 joborders@escarosa.org	0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers

		0 0 0	Account Executive News Reporter
KL	Florida A & M University Attn: Brandi Milton Tallahassee, FL 32307 Ph #850-599-3700 brandi.milton@famu.edu	0 0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
K	George Stone Vocational Tech Center Attn: J. Jerralds 2400 Longleaf Drive Pensacola, FL 32506 Ph#850-941-6200 jjerralds@escambia.k12.fl.us	0 0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
M	Howard University School of Communications Attn: Carol Dudley Ph#202-806-7513 Washington, DC 20059 Careers.rhu@howard.edu	0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
N	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 0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
O	La Costa Latina Attn: Grace McCaffery PO Box 284 Pensacola, FL 32591 news@latinomediainc.com	0 0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
P	Medialine Attn: Mark Shilstone PO Box 51909	0 0 0	Photographer Staff Accountant General Manager

	Pacific Grove, CA 93950 Ph#800-237-8073 www.medialine.com	0 0 0 0 0	Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
Q	National Association of Minorities in Communication (NAMIC) Attn: Nicole Llido 600 Anton Blvd, Suite 1100 Costa Mesa, CA 92625 jobs@namic.com	0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
R	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 0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
S	Senior Job Bank Attn: Eric Summers 1383 Steel Bridge Road MacClenny, FL 32063 founder@seniorjobbank.org	0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
T	Sinclair Broadcast Group SBG Website Attn: Sharon Pickeral 10706 Beaver Dam Rd Cockeysville, MD 21030 Ph#410-568-1517 www.sbgi.net	0 0 0 0 2 0 6 1	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
U	Southeastern Vocational Services Marty Cherry One 11 <sup>th</sup> Avenue Suite C-5 Shalimar, FL 32579 850-609-1046 mcherry@bhcpns.org	0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
V	Southeastern Vocational Services Attn: Lisa Bloodworth 2001 N "E" Street	0 0 0	Photographer Staff Accountant General Manager

	Pensacola, FL 32501 850-595-1330 <a href="mailto:lbloodworth@bhcpns.org">lbloodworth@bhcpns.org</a>	0 0 0 0 0	Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
W	Station Website WEARTV.com Attn: Meg Williamson 4990 Mobile Highway Pensacola, FL 32506 Ph#850-456-3333 www.weartv.com	1 0 0 1 0 1 2 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
X	The Leadership Institute Attn: Jim Cromwell Steven P J Wood Bldg 1101 N Highland Street Arlington, VA 22201 Ph#703-247-2000 jcromwell@lmail.us Alabama	0 0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
Y	Tuskegee University Career Development & Placement Office Attn: Sarah Stringer 3 <sup>rd</sup> Floor, Carnegie Hall Tuskegee, AL 36088 Ph#334-727-8255 sstringer@tuskegee.edu	0 0 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
Z	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 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
Aa	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 0 0 0 0 0 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
Bb	University of West Florida College of Journalism &	0 0	Photographer Staff Accountant

	<p>Communications  Attn: Patricia Dunn  Knight Division/PO Box 118400  Gainesville, FL 32611  Ph#352-846-2484  pdunn@jou.ufl.edu</p>	<p>0 0 0 0 0 0 0</p>	<p>General Manager  Newscast Director  (2) Newscast Producers  (2) Newscast Producers  Account Executive  News Reporter</p>
Cc	<p>University of West Florida  Academic Marketing Dept.  Attn: Carol Rodgers  11000 University Pkwy  Bldg 53, Room 128  Pensacola, FL 32514  Ph#850-474-3125  croddgers@uwf.edu</p>	<p>0 0 0 0 0 0 0 0</p>	<p>Photographer  Staff Accountant  General Manager  Newscast Director  (2) Newscast Producers  (2) Newscast Producers  Account Executive  News Reporter</p>
Dd	<p>University of West Florida  Communications Arts Dept.  Attn: Joyce Southard  11000 University Pkwy  Pensacola, FL 32514  Ph#850-474-2829  jsouthard@uwf.edu</p>	<p>0 0 0 0 0 0 0 0</p>	<p>Photographer  Staff Accountant  General Manager  Newscast Director  (2) Newscast Producers  (2) Newscast Producers  Account Executive  News Reporter</p>
Ee	<p>University of West Florida  Director of Career Services  Attn: Nathan Ford  11000 University Pkwy  Bldg 53, Room 128  Pensacola, FL 32514  Ph#850-474-2254  nford@uwf.edu</p>	<p>0 0 0 0 0 0 0 0 0</p>	<p>Photographer  Staff Accountant  General Manager  Newscast Director  (2) Newscast Producers  (2) Newscast Producers  Account Executive  News Reporter</p>
Ff	<p>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 Bessemer</p>	<p>0 0 0 0 0 0 0 0</p>	<p>Photographer  Staff Accountant  General Manager  Newscast Director  (2) Newscast Producers  (2) Newscast Producers  Account Executive  News Reporter</p>
Gg	<p>Workforce Specialist, Inc.  Attn: Cindy Boles  15 West Strong Street Ste13B  Pensacola, FL 32506  Ph#850-434-1930  Jobcoach1@bellsouth.net</p>	<p>0 0 0 0 0 0 0 0 0 0</p>	<p>Photographer  Staff Accountant  General Manager  Newscast Director  (2) Newscast Producers  (2) Newscast Producers  Account Executive  News Reporter</p>

Hi	Internal Applicants	1 0 4 0 0 2 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
Jj	Referrals	0 0 0 1 1 1 0 0	Photographer Staff Accountant General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
Kk	Media Recruiter 22102 E. Canyon Place Centennial, CO 80016 Mediarecruiter.com	1 0 0 0 0	General Manager
Ll	The Art Institute of Fort Lauderdale Career Services Advisor Attn: LuWin Sanchez 1799 SE 17 <sup>th</sup> St Fort Lauderdale, FL 33316 Phone (954) 308-2615 lsanchez@aii.edu	0 0 0 0 0 0 0 0 0 0	Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter
Mn	Florida Association of Broadcasters 201 South Monroe St Suite 201 Tallahassee, FL 32301 Phone (800) 825-5322 info@fab.org	1 0 0 0 0 0 0 0 0 0	General Manager Newscast Director (2) Newscast Producers (2) Newscast Producers Account Executive (2) Newscast Producers (2) Newscast Producers Account Executive News Reporter

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from [10-01-08](#) to [9-30-09](#)

Station(s) Comprising Station Employment Unit WEAR/WFGX

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

SCHOLARSHIP PROGRAM:

THE SUE STRAUGHN ENDOWED SCHOLARSHIP AT THE PENSACOLA JUNIOR COLLEGE:

In the Fall, 2003, WEAR TV and the Pensacola Junior College Foundation announced the establishment of the Sue Straughn Endowed Scholarship in the celebration and appreciation of her 30 years of service. Established with a lead gift from WEAR, and supported by community partners, the Sue Straughn Endowed Scholarship's balance at the close of the 2008-2009 fiscal year was \$124,006.10.

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

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

From [October 1, 2008](#) through [Spring/Summer 2009](#), 40 scholarships were awarded.

JOB FAIR

Date of Station Participation: February 7, 2009

Participating Employees: Valerie Dunsford, Business Manager; Anna Stearns, Asst Business Manager

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Host/Sponsor of Activity: Pensacola Junior College – Annual Multicultural Job Fair; Sponsored by the Pensacola Junior College Black History Committee and the Pensacola Junior College Student Job Services.

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

JOB FAIR

Date of Station Participation: March 18, 2009

Participating Employees: Valerie Dunsford, Business Manager; Anna Stearns, Asst Business Manager

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Host/Sponsor of Activity: NWF State College Career and Job Fair 2009.

Brief Description of Activity and Station Employment Unit Participation: Invitation for area businesses to recruit job applicants. Event was held at the NWF campus with approximately 30 Businesses/Organizations set up informational and recruitment booths including the Station’s Employment Unit. Many prominent employers participated in this event and the actual representation of potential job applicants was greater than anticipated.

EDUCATION EVENT – Reading Job Fair

Date of Station Employment Unit Participation: October 1, 2008

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

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

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

EDUCATION EVENT – Engineering Competition and Career Fair

Date of Station Employment Unit Participation: October 18, 2008

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

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Host/Sponsor of Activity: Florida Panhandle Chapter National Society of Engineers

Brief Description of Activity and Station Employment Unit Participation: Annual Regional Robotics Competition and Career Fair for middle and high school students. I served as emcee and speaker to address how engineering is critical to the broadcast industry.

EDUCATION EVENT – High School Career Day

Date of Station Employment Unit Participation: November 6, 2008

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

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Host/Sponsor of Activity: Pine Forest High School

Brief Description of Activity and Station Employment Unit Participation: I participated at Pine Forest High School's annual career day. I spoke with students in the Journalism and Broadcasting classes about careers in television.

EDUCATION EVENT – Literacy Conference

Date of Station Employment Unit Participation: August 12, 2009

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

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Host/Sponsor of Activity: First Book Pensacola

Brief Description of Activity and Station Employment Unit Participation: I initiated a conference with all of the area's organizations that focus on literacy. Our goal was to get to know what each group does and who we serve to avoid duplication of services and to help spread our critical financial resources. A number of collaborative efforts were formed as a result of the meeting and we feel our groups individually and collectively can go farther to reduce the high illiteracy rate and to help every child to become a reader.

EDUCATION EVENT – Career Workshop

Date of Station Employment Unit Participation: April 25, 2009

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

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Host/Sponsor of Activity: Poverty Solutions Group and United Way of Escambia County

Brief Description of Activity and Station Employment Unit Participation: This was a workshop to provide information to women who are enrolled in a collaborative program to help them find a way out of poverty. I was the motivational speaker and shared information on various broadcast careers.

EDUCATION EVENT – Career Workshop

Date of Station Employment Unit Participation: March 28, 2009

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

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Host/Sponsor of Activity: Christian Women's Job Corps

Brief Description of Activity and Station Employment Unit Participation: This was a workshop to provide information to women who are trying to find a way out of poverty. I was the motivational speaker and provided information on various broadcast careers.

EDUCATION EVENT – Career Fair

Date of Station Employment Unit Participation: July 12, 2009

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

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Host/Sponsor of Activity: First Baptist Church of Warrington

Brief Description of Activity and Station Employment Unit Participation: Motivational program to introduce students to careers and to encourage them to stay in school. I was the featured speaker.

EDUCATION EVENT – Career Day

Date of Station Employment Unit Participation: October 7, 2008

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

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Host/Sponsor of Activity: University of West Florida Disabilities Council

Brief Description of Activity and Station Employment Unit Participation: Guest speaker for a forum on disabilities and job opportunities for the disabled.

EDUCATION EVENT – Career Program

Date of Station Employment Unit Participation: October 26, 2008

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

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Host/Sponsor of Activity: Impact 100

Brief Description of Activity and Station Employment Unit Participation: Impact 100 is a group of women who each commit \$1000 annual to support various philanthropic causes in the community. As an impact member, I participated in the selection of ARC Gateway to receive funding. ARC Gateway provides a wide array of services including job opportunities for people with developmental disabilities. The Impact 100 grant allowed them to start a document shredding business that employees more than 30 individuals.

### EDUCATION EVENT – Career Day

Date of Station Employment Unit Participation: April 21, 2009

Participating Employees: Judy Stinolis, News Producer

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Host/Sponsor of Activity: Bellview Middle School Career Fair

Brief Description of Activity and Station Employment Unit Participation: I participated in a career day held at Bellview Middle School. I spoke specifically with a group of students who are involved with the school's media program where they produce their own video projects and TV shows. I answered questions about job responsibilities, training and educational requirements for careers in media. I presented visuals of the studio, newsroom, and control room, along with a sample script and rundown of the morning show.

### 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 [10/01/08 – 09/30/09](#) the Station Employment Unit had 5 interns. Three interns were from the University of West Florida. One intern was from the University of Mobile and one intern from Southeast Missouri State University.

### **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.

All new managers and new station employees participated in Recognizing and Preventing Sexual Harassment. This training was presented online through Corpedia.