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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, 2007, to and including September 30, 2008 (the "Applicable Period").

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

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

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

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

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2007 to September 30, 2008

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

Section 1: Vacancy Information

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

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

Total Number of Persons Interviewed During Applicable Period: 114

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 10/01/07 to 09/30/08

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

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized		
1	Florida A & M University Attn: Brandi Milton Tallahassee, FL 32307 Ph #850-599-3700 brandi.milton@famu.edu	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
2	George Stone Vocational Tech Center Attn: J. Jerrals 2400 Longleaf Drive	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		0	Business Office Clerical		

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

	P.O. Box 13220 Mobile, AL 36663-0220 Ph#251-442-2545 tinah@mail.umobile.edu	0	Business Office Clerical		
		0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
5	University of West Florida Instructional Media Center/UWF-TV Attn: Mark Lambert Bldg. 37, 11000 University Blvd. Pensacola, FL 32514 Ph#850-474-2513 mlambert@uwf.edu	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		
		1	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
6	Tuskegee University Career Development & Placement Office Attn: Sarah Stringer 3 <sup>rd</sup> Floor, Carnegie Hall Tuskegee, AL 36088 Ph#334-727-8255	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		

	sstringer@tuskegee.edu	0	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
7	Escambia-Pensacola Human Relations Commission Attn: Randi Broughton 29 South Spring Street Pensacola, FL 32504 Ph#850-434-2431 randibroughton@yahoo.com	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
8	Alabama State Employment Agency Attn: Faye Long P.O. Box 190399 Mobile, AL 36619 Ph#251-660-6507	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		

	mobile@dir.alabama.gov	0	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
9	The Leadership Institute Attn: Jim Cromwell Steven P J Wood Bldg 1101 N Highland Street Arlington, VA 22201 Ph#703-247-2000 jcromwell@limail.us	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
10	Pensacola Junior College Student Job Services Attn: Edith Knapp 1000 College Blvd, Bldg 6	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		0	Business Office Clerical		

	Pensacola, FL 32504 Ph#830-484-1575 eknapp@pjc.edu	0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		1	Mastercontrol Operator		
		0	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
11	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	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
12	University of West Florida Communications Arts Dept. Attn: Joyce Southard	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		

	11000 University Pkwy Pensacola, FL 32514 Ph#850-474-2829 jsouthard@uwf.edu	0	Business Office Clerical		
		0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
13	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	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
14	University of West Florida Director of Career Services	0	Account Executive		
		0	Commercial Producer		

	Attn: Nathan Ford 11000 University Pkwy Bldg 53, Room 128 Pensacola, FL 32514 Ph#850-474-2254 <a href="mailto:nford@uwf.edu">nford@uwf.edu</a>	0	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
15	Workforce Specialist, Inc. Attn: Cindy Boles 15 West Strong Street Ste13B Pensacola, FL 32506 Ph#850-434-1930 Jobcoach1@bellsouth.net	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
16	University of West Florida	0	Account Executive		

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

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

20	California Chicano News Media Association (CCNMA) Attn: Sylvia Wells 3800 S. Figueroa Street Los Angeles, CA 90037-1206 Sylvia@cnma.org	0	Account Executive	
		0	Commercial Producer	
		0	News Reporter	
		0	Business Office Clerical	
		0	Newscast Director	
		0	Newscast Producer	
		0	Photojournalist	
		0	Production Asst	
		0	Mastercontrol Operator	
		0	Account Executive	
		0	News Reporter	
		0	Photojournalist	
		0	News Reporter	
		0	Satellite Truck Operator	
		0	Controller	
		0	Asst Business Manager	
		0	Wknd Meteorologist	
		0	Control Air Operator	
		0	Photojournalist	
		0	Control Air Operator	
		0	Production Asst./Audio	
		0	Anchor/Reporter	
		0	Anchor/Reporter	
21	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	Account Executive	
		0	Commercial Producer	
		0	News Reporter	
		0	Business Office Clerical	
		0	Newscast Director	
		0	Newscast Producer	
		0	Photojournalist	
		0	Production Asst	
		0	Mastercontrol Operator	
		0	Account Executive	
		0	News Reporter	
		1	Photojournalist	
		0	News Reporter	
		0	Satellite Truck Operator	
		0	Controller	
		0	Asst Business Manager	
		0	Wknd Meteorologist	
		0	Control Air Operator	
		0	Photojournalist	
		0	Control Air Operator	

		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
22	Sinclair Broadcast Group SBG Website Attn: Sharon Pickeral 10706 Beaver Dam Rd Cockeysville, MD 21030 Ph#410-568-1517 www.sbgi.net	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		1	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		1	Mastercontrol Operator		
		1	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		1	News Reporter		
		1	Satellite Truck Operator		
		0	Controller		
		1	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
23	Station Website WEARTV.com Attn: Charlie Swann 4990 Mobile Highway Pensacola, FL 32506 Ph#850-456-3333 www.weartv.com	2	Account Executive		
		4	Commercial Producer		
		0	News Reporter		
		3	Business Office Clerical		
		1	Newscast Director		
		3	Newscast Producer		
		0	Photojournalist		
		5	Production Asst		
		2	Mastercontrol Operator		
		3	Account Executive		
		1	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		

		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
24	Medialine Attn: Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 Ph#800-237-8073 www.medialine.com	0	News Reporter		
		0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		0	Mastercontrol Operator		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
25	Broadcast Employment Services TV JOBS Attn: Mark Holloway PO Box 4116 Oceanside, CA 92052 Ph#877-988-9808 www.tvjobs.com	0	Account Executive		
		0	Commercial Producer		
		1	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		1	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		1	News Reporter		
		1	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
26	Referrals	0	Account Executive		

		0	Commercial Producer		
		1	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		1	Newscast Producer		
		0	Photojournalist		
		2	Production Asst		
		0	Mastercontrol Operator		
		4	Account Executive		
		1	News Reporter		
		0	Photojournalist		
		1	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		1	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		1	Anchor/Reporter		
27	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>  **added 1/1/2008	7	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		3	Satellite Truck Operator		
		3	Controller		
		5	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
28	Internal Applicants	0	Account Executive		
		2	Commercial Producer		
		3	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		3	Newscast Producer		
		0	Photojournalist		
		1	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		1	News Reporter		
		3	Photojournalist		

		2	News Reporter		
		2	Satellite Truck Operator		
		1	Controller		
		1	Asst Business Manager		
		1	Wknd Meteorologist		
		1	Control Air Operator		
		5	Photojournalist		
		1	Control Air Operator		
		3	Production Asst./Audio		
		3	Anchor/Reporter		
		2	Anchor/Reporter		
29	Bishop State Community College Juliette Womack 351 North Broad Street Mobile, AL 36003 jwomack@bishop.edu	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		0	News Reporter		
		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
30	Southeastern Vocational Services Marty Cherry One 11 <sup>th</sup> Avenue Suite C-5 Shalimar, FL 32579 850-609-1046 mcherry@bhcpns.org	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		
		0	Production Asst		
		0	Mastercontrol Operator		
		2	Account Executive		
		0	News Reporter		

		0	Photojournalist		
		0	News Reporter		
		0	Satellite Truck Operator		
		0	Controller		
		0	Asst Business Manager		
		0	Wknd Meteorologist		
		0	Control Air Operator		
		0	Photojournalist		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
31	<p>Monster.com  Attn: Judy Fonda  5 Clock Tower Place  Maynard, MA 01754  Added 1/01/07  <a href="mailto:Judy.fonda@monster.com">Judy.fonda@monster.com</a></p> <p>*removed as source  12/31/2008</p>	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		2	Business Office Clerical		
		0	Newscast Director		
		0	Newscast Producer		
		2	Photojournalist		
		0	Production Asst		
		0	Mastercontrol Operator		
		0	Control Air Operator		
		0	Production Asst./Audio		
		0	Anchor/Reporter		
		0	Anchor/Reporter		
32	<p>Digital Media Education  Attn: John Lovrien  PO Box 4212  Pensacola, FL 32507  Added 4/12/07  <a href="mailto:info@digitalmediaeducation.com">info@digitalmediaeducation.com</a></p>	0	Account Executive		
		0	Commercial Producer		
		0	News Reporter		
		0	Business Office Clerical		
		0	Newscast Director		
		0	Newscast Producer		
		0	Photojournalist		
		5	Production Asst		
		0	Mastercontrol Operator		
		0	Account Executive		
		0	News Reporter		

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

36	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	Production Asst
		0	Mastercontrol Operator
		0	Account Executive
		0	News Reporter
		0	Photojournalist
		0	News Reporter
		0	Satellite Truck Operator
		0	Controller
		0	Asst Business Manager
		0	Wknd Meteorologist
		0	Control Air Operator
		0	Photojournalist
		0	Control Air Operator
		0	Production Asst./Audio
		0	Anchor/Reporter
		0	Anchor/Reporter

The station employment unit includes notices to the contact list asking organizations that want to be notified of job vacancies to contact us. During this time from October 1, 2006 to September 30, 2007, two organizations requested to be added, La Costa Latina, and Digital Media Education. These organizations were added so as to receive notifications of all vacancies.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 10-01-07 to 9-30-08

Station(s) Comprising Station Employment Unit WEAR/WFGX

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

Type of Activity Under New EEO Rule:

SCHOLARSHIP PROGRAM:

THE SUE STRAUGHN ENDOWED SCHOLARSHIP AT THE PENSACOLA JUNIOR COLLEGE:

In the Fall, 2003, WEAR TV and the Pensacola Junior College Foundation announced the establishment of the Sue Straughn Endowed Scholarship in the celebration and appreciation of her 30 years of service. Established with a lead gift from WEAR, and supported by community partners, the Sue Straughn Endowed Scholarship's balance at the close of the 2006-2007 fiscal year was \$124,006.10.

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

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

From October 1, 2007 through Spring/Summer 2008, 26 scholarships were awarded.

Type of Activity Under New EEO Rule:

JOB FAIR

Date of Station Participation: February 9, 2008

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

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Host/Sponsor of Activity: Pensacola Junior College – 13th Annual Multicultural Job Fair; Sponsored by the Pensacola Junior College Black History Committee and the Pensacola Junior College Student Job Services.

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

JOB FAIR

Date of Station Participation: April 16, 2008

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

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

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

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Annual Scholarship Banquet

Date of Station Employment Unit Participation: October 13, 2007

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

Host/Sponsor of Activity: Okaloosa County Chapter NAACP

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

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Women’s Career Forum

Date of Station Employment Unit Participation: February 29, 2008

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

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

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

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Reading Job Fair

Date of Station Employment Unit Participation: December 6, 2007

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

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

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

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Reading Job Fair

Date of Station Employment Unit Participation: November 15, 2007

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

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

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

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Career Workshop

Date of Station Employment Unit Participation: October 30, 2007

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

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

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

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Regional Robot Competition

Date of Station Employment Unit Participation: October 27, 2007

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

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

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

Type of Activity Under New EEO Rule:

EDUCATION EVENT – North Escambia Youth Forum

Date of Station Employment Unit Participation: October 20, 2007

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

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

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

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Honors Middle School Graduation

Date of Station Employment Unit Participation: May 29, 2008

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

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Host/Sponsor of Activity: Brown Barge Middle School

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

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Lecture Series for Black History Month

Date of Station Employment Unit Participation: February 13, 2008

Participating Employees: James Harris, News Producer

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Host/Sponsor of Activity: Washington High School

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

Type of Activity Under New EEO Rule:

EDUCATION EVENT – Career Day

Date of Station Employment Unit Participation: April 17, 2008

Participating Employees: James Harris, News Producer

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Host/Sponsor of Activity: Bellview Middle School

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

## Internship Program

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

### Program Goal:

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

### Program Objectives:

- Develop links with universities and colleges to promote the Station Employment Unit as prospective employers.
- Create a symbiotic relationship between interns and the Station Employment Unit's employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

### Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.

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

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

## **Training**

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

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