

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
6pm News Producer	1-9, 11-12, 15-16, 18-25, 27, 29-39, 41-48, 51-62	44
News Producer	1-9, 11, 16-25, 27, 31-48, 51-62	44
Master Control Operator	1-9, 11, 16-25, 27, 30-39, 41-48, 51-62	17
Master Control Operator	1-9, 11, 16-25, 27, 30-39, 41-48, 51-62	30
News Photographer	1-9, 11, 14, 16, 18-25, 27, 31-39, 41-48, 50-62	14
Executive Producer	1-9, 11, 13, 16, 18-25, 27, 31-39, 41-48, 50-62, 64	13
General Assignment Reporter	1-11, 16-25, 27, 31-39, 41-48, 50-62, 64	44
Newscast Director	1-9, 11, 14, 16, 18-25, 27, 31-39, 41-48, 50-51, 53-59, 61-62, 64	14
News Producer	1-9, 11, 14, 16, 18-27, 31-37, 39, 41-48, 50-51, 53-59, 61-62, 64	14
News Producer	1-9, 11, 14, 16, 18-27, 31-37, 39, 41-48, 50-51, 53-59, 61-62, 64	14
Multimedia Journalist	1-9, 11-13, 16-27, 31-37, 39, 41-48, 50-51, 53-59, 61-62, 64	17
News Photographer	1-9, 11, 16, 18-27, 29, 31-39, 41-48, 50-59, 61-62, 64	29
Local Sales Manager	1-9, 11-12, 16, 18-27, 29, 31-39, 41-48, 50-59, 61-62, 64	29
Sales / Marketing Consultant	1-9, 11, 14, 16, 18-27, 31-39, 41-48, 50-59, 61-62, 64	14
News Assignment Editor	1-9, 11-12, 16-28, 31-39, 41-48, 50-59, 61-62, 64	17
News Photographer	1-9, 11, 14, 16, 18-27, 31-39, 41-48, 50-59, 61-64	14
News Producer	1-9, 11, 13, 16, 18-27, 30-39, 41-48, 50-59, 61-62, 64	13
Local Sales Assistant	1-9, 11-12, 16, 18-27, 31-37, 39, 41-48, 50-59, 61-62, 64	27
General Sales Manager	1-9, 11, 14, 16, 18-27, 31-37, 39, 41-48, 50-59, 61-62, 64	14
Executive Producer of Digital Content	1-9, 11, 16, 18-27, 31-37, 39, 41-48, 50-57, 59, 61-62, 64	27

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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Multimedia Journalist	1-9, 11, 16, 18-27, 31-39, 41-48, 50-57, 59, 61-62, 64	53
Local Sales Manager	1-9, 11, 16-27, 31-39, 42-48, 50-55, 57, 59, 61-62, 64	17
Local Sales Assistant	1-9, 11, 16, 18-27, 31-39, 42-48, 50-55, 57, 59, 61-62, 64	27
News Producer	1-9, 11, 15-27, 31-39, 41-48, 50-57, 59, 61-62, 64	17
Master Control Operator	1-9, 11-12, 16-27, 31-39, 41-46, 49-57, 59, 61-62, 64	17

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama Broadcasters Association 2180 Parkway Lake Dr. Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://www.al-ba.com Email : lrice@al-ba.com Les Rice	N	0
2	Alabama Job Link - State Employment Agency P O Box 190399 Mobile, Alabama 36619 Phone : 251-660-6507 Email : john.russell@alcc.alabama.gov John Russell	N	0
3	Alabama Job Link - State Employment Agency P.O. Box 190399 Mobile, Alabama 36619 Phone : 251-660-6507 Url : http://www.es.dir.alabama.gov Email : Mobile@alcc.alabama.gov David White	N	0
4	Alabama State University P.O. Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : http://www.alasu.edu Email : sbgresumes@sbgstv.com Evelyn Tucker	N	0
5	Alabama State University Department of Communications 915 South Jackson Street Montgomery, Alabama 36101 Phone : 334-229-4493 Email : dokeowo@alasu.edu David Okeowo, Ph.D.	N	0
6	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Url : http://www.asu.edu Email : mike.wong@asu.edu Mike Wong	Y	0

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Bishop State Community College 351 North Broad Street Mobile, Alabama 36003 Phone : 251-405-7000 Email : jwomack@bishop.edu Juliette Womack	N	0
8	California Chicano News Media 3800 S. Figueroa Street Los Angeles, California 90037 Email : sylvia@ccnma.org Sylvia Wells	N	0
9	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-2980 Email : gb2219@columbia.edu Gina Boubion	Y	0
12	Current Employee	N	8
13	Current Employee - Transfer/Promotion	N	3
14	Current Employee/Internal Promotion	N	7
15	Current Intern	N	2
16	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Email : brownjo@ecu.edu John Brown	N	0
17	Employee Referral	N	10

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Escambia-Pensacola Human Relations Commission 29 South Spring Street Pensacola, Florida 32504 Phone : 850-434-2431 Email : randibroughton@yahoo.com Randi Broughton	N	0
19	Florida A & M University 1700 Lee Hall Dr. Tallahassee, Florida 32307 Phone : 850-599-3700 Email : sbgresumes@sbgstv.com Melony Washington	N	0
20	Florida Association of Broadcasters 201 South Monroe St Suite 201 Tallahassee, Florida 32301 Phone : 800-825-5322 Email : intern@fab.org Career Services	N	0
21	Full Sail University: Digital Media Education P O Box 4212 Pensacola, Florida 32507 Phone : 844-706-0683 Email : ccatto@fullsail.com Carol Catto	N	0
22	George Stone Vocational Tech Center 2400 Longleaf Dr Pensacola, Florida 32506 Phone : 850-941-6200 Email : sshockley@escambia.k12.fl.us Susan Shockley	N	0
23	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
25	Howard University School of Communication 525 Bryant Street, NW Washington, District of Columbia 20059 Phone : 202/806-5806 Url : http://www.howard.edu Email : careersru@howard.edu Fax : 1-202-986-2911 Carol Dudley	Y	0
26	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
27	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	12
28	Indeed.com	N	1
29	Internal Hire	N	3
30	Internet Ad-not directly contacted by SEU	N	3
31	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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32	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
33	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	1
34	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
35	National Coalition of 100 Black Women, Inc. 1925 Adam C. Powell Jr Blvd New York, New York 10026 Phone : 212-222-5660 Url : http://www.ncbw.org Email : nc100bw@aol.com Shirley Poole	N	0
36	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California Email : info@nhmc.org Alejandra Valenzuela	N	0
37	Norfolk State University, Dept of Mass Comm & Journalism 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbriggs@nsu.edu Paula Briggs Ph.D.	N	0

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Pensacola State College 1000 College Blvd Bldg 6 Pensacola, Florida 32504 Phone : 850-484-2116 Url : http://www.pensacolastate.edu/services/careerConn.asp Email : studentjobservices@pensacolastate.edu Fax : 1-850-484-1694 Kayla Stanley	N	0
39	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
40	Recruiter	N	1
41	Remington College of Technology 828 Downtowner Blvd Loop W Mobile, Alabama 36609 Phone : 251-460-6188 Url : http://www.mobile.remingtoncollege.edu Email : James.Nguyen@remingtoncollege.edu James Nguyen	N	0
42	Sandy Lizik 1011 Lyndhurst Falls Ln Knightdale, North Carolina 27545 Phone : 919-217-4438 Email : slizik@602communications.com Career Services	N	0
43	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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44	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Sharon Pickeral	N	11
45	Southeastern Vocational Services One 11th Avenue Suite C-5 Shalimar, Florida 32579 Phone : 850-609-1046 Email : mcherry@bhcpns.org Marty Cherry	N	0
46	Southeastern Vocational Services 2001 N "E" Street Pensacola, Florida 32501 Phone : 850-595-1330 Email : lbloodworth@bhcpns.org Lisa Bloodworth	N	0
47	Talent Dynamics 600 Las Colinas Blvd Irving, Texas 45039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
48	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0
49	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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50	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
51	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
52	Tuskegee University Career Development & Placement Center 3rd Floor, Carnegie Hall Tuskegee, Alabama 36088 Phone : 337-727-8416 Url : https://www.tuskegee.edu/ Email : rburden@tuskegee.edu Fax : 1-334-724-4949 Regina Burden	N	0
53	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	5
54	University of Mobile Career Services Center 5735 College Pkwy Mobile, Alabama 36613 Phone : 251-442-2877 Email : success@umobile.edu Brenda Davis	N	0
55	University of South Alabama 307 University Blvd Mobile, Alabama 36688 Phone : 251-460-6188 Url : http://www.southalabama.edu/careerservices Email : careerservices@southalabama.edu Career Services	N	0

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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56	University of South Alabama Career Services Center 390 Alumni Circle, Meisler Hall, Room 21000 Mobile, Alabama 36608 Phone : 251-460-6188 Email : tlitton@southalabama.edu Tasha Litton	N	0
57	University of West Florida 11000 University Parkway Bldg. 3F Pensacola, Florida 32514 Phone : 850-474-2513 Url : http://www.uwf.edu Mark Lambert Manual Posting	N	0
58	University of West Florida Academic Marketing Dept 11000 University Pkwy Bldg 53, Rm 128 Pensacola, Florida 32514 Phone : 850-474-3125 Email : crodgers@uwf.edu Carol Rodgers	N	0
59	University of West Florida Communications Arts Dept 11000 University Pkwy Pensacola, Florida 32514 Phone : 850-474-2829 Email : jsouthard@uwf.edu Joyce Southard	N	0
60	University of West Florida Director of Career Services 11000 University Pkwy Bldg 53, Rm 128 Pensacola, Florida 32514 Phone : 850 474-2254 Url : http://uwf.edu/offices/career-services/ Email : lwalk@uwf.edu Stephanie Dwyer	N	0
61	University of West Florida Instructional Media Center/UWF TV 11000 University Pkwy Bldg 37 Pensacola, Florida 32514 Phone : 850-474-2513 Email : mlambert@uwf.edu Mark Lambert	N	0

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
62	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
63	Word of Mouth Referral	N	1
64	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			68

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/6/2017	Participation in events sponsored by community groups	Gulf Power Hispanic Network - Reporter, David Gonzalez, was invited to speak to a new employee-networking group at Gulf Power. The mission of the network is to promote the Hispanic culture in Gulf Power, encourage and attract Hispanic talent and have a positive impact on the local Hispanic community. David discussed his career path, challenges he has faced in his professional career in journalism, and the impact he has had on the local community through his position in media.	1	Reporter
2	10/18/2017	Participation in events or programs sponsored by educational institutions	Station tour to Springhill College students to discuss job options in the Television industry. 13students various grade levels They students had a full tour of the station which included the Sales Dept., Business Office, Promotions, Productions, Engineering and the News Room. Students also toured the studio and control room. The students met employees and managers from each department and they watched the general operations of a television station.	3	Administrative Assistant News Director Assignment Desk
3	10/19/2017	Participation in events sponsored by community groups	Powerful Women of the Gulf Coast - News Anchor, Sue Straughn, was a guest speaker for the professional and executive development forum for women. 80% of the proceeds from the event were donated to Gulf Coast Kids House; a children's advocacy center for abused children.	1	News Anchor/Senior Editor
4	10/23/2017	Participation in events or programs sponsored by educational institutions	University of West Florida - News Anchor, Sue Straughn, served as on-air moderator for four one-hour recorded diversity panels. The segments will be presented as a continuous online educational course for the University of West Florida. Topics: Global Village; Gender, Sex and Sexuality; Disability, Religious Diversity	1	News Anchor/Senior Editor

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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5	11/4/2017	Participation in events sponsored by community groups	Big Brothers Big Sisters of Northwest Florida - News Anchor, Sue Straughn, was the guest motivational speaker for a girls' forum. The adolescents and teens are primarily from economically disadvantaged homes and struggle academically and emotionally.	1	News Anchor/Senior Editor
6	12/1/2017	Participation in events sponsored by community groups	WEAR-TV - Communities Caring At Christmas - Since 1979, Sue Straughn has been the founder and organizer of annual Christmas campaign to provide new toys and clothing for children and adults with developmental disabilities in the four-county area of Northwest Florida. In 2017, we provided for more than 8,400 individuals.	1	News Anchor/Senior Editor
7	1/7/2018	Establishment of an intern program designed to assist members of the community	Interns for Spring and Summer of 2018. We had 9 Interns from various schools: Alabama A & M, Springhill College, Troy, UWF, FSU. This includes the Interns from WEAR as well. All the interns had the opportunity to learn valuable on the job training skills to help prepare them for future careers in television.	4	Business Manager WJTC Business Manager WEAR Assistant Business Manager WJTC Assistant Business Manager WEAR
8	1/13/2018	Participation in events sponsored by community groups	Southern Youth Sports Association: Living the Dream - News Anchor, Sue Straughn, assists in coordinating the annual event and serves as emcee. The program honors community members who carry on the legacy of service of Dr. Martin Luther King, Jr. Proceeds support the Southern Youth Sports Association's education and sports program for underprivileged youth.	1	News Anchor/Senior Editor
9	2/16/2018	Participation in events or programs sponsored by educational institutions	Jack Canavan, Studio Director, lead a tour for West Florida HS Multimedia Seniors allowing them access to control room and studio where they were also able to have a discussion with our Chief Engineer about the broadcasting industry.	2	Studio Director Chief Engineer

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

III. RECRUITMENT INITIATIVES

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10	3/13/2018	Participation in events or programs sponsored by educational institutions	Station tour provided to eighth grade Gulf Breeze middle school media students. Nine students and three adults got to see an evolving newscast production as we were reacting to new information about a major bus crash and then adjusting the show while in progress. After the newscast, Jack Canavan and Danial Hemme fielded questions from the class about news production and the industry.	2	Studio Manager Creative Services Manager
11	3/27/2018	Participation in events or programs sponsored by educational institutions	Station tour: South Baldwin Community Theater Students 20 students 2 teachers... students are multiple grade levels Spoke with students about the company/industry and our station. Informed them about various careers in the industry. Answered questions as we toured the facility. They students had a full tour of the station which included the Sales Dept., Business Office, Promotions, Productions, Engineering and the News Room. Students also toured the studio and control room. The students met employees and managers from each department and they watched the general operations of a television station.	3	Admin Assistant News Director Assistant News Director

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

III. RECRUITMENT INITIATIVES

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12	4/11/2018	Participation in events or programs sponsored by educational institutions	<p>Station tour for Springhill College Students - spoke about career fields within the industry and within our company.</p> <p>We had 14 students to participate in this tour. They were college Freshmen. They students had a full tour of the station which included the Sales Dept., Business Office, Promotions, Productions, Engineering and the News Room. Students also toured the studio and control room. The students met employees and managers from each department and they watched the general operations of a television station. We answered any questions they students had about the operations of the station and the various departments. We also informed them about our Internship program.</p>	2	News Director Assistant News Director
13	4/12/2018	Participation in events or programs sponsored by educational institutions	<p>Station tour: Daphne Middle School students 8th grade Journalism class. (19 students)</p> <p>Spoke with students about the television industry and careers. Also spoke on the careers our station has available. Answered questions as we toured the various departments.</p>	3	Sports Anchor/Reporter News Director Assistant News Director

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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14	4/24/2018	Participation in events or programs sponsored by educational institutions	University of South Alabama Tour Students toured station and spoke with various employees about the job opportunities in television. We had 11 students to participate in this tour. They were college Junior/Seniors. They students had a full tour of the station which included the Sales Dept., Business Office, Promotions, Productions, Engineering and the News Room. Students also toured the studio and control room. The students met employees and managers from each department and they watched the general operations of a television station. We answered any questions they students had about the operations of the station and the various departments. We also informed them about our Internship program.	4	Receptionist News Director Assistant News Director
15	5/8/2018	Participation in events sponsored by community groups	2018 Senior Scholar Athlete Banquet - Dan Shugart, Sports Director, was the Master of Ceremonies for a banquet held for scholar athletes in the Escambia County and Santa Rosa County school districts.	1	Sports Director
16	6/14/2018	Participation in events or programs sponsored by educational institutions	Mobile Area Education Foundation Tour Educate students about our station and various job opportunities in the television industry. 9 students participated --- various grade levels They students had a full tour of the station which included the Sales Dept., Business Office, Promotions, Productions, Engineering and the News Room. Students also toured the studio and control room. The students met employees and managers from each department and they watched the general operations of a television station.	3	Receptionist News Director Assistant News Director

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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17	6/15/2018	Participation in events sponsored by community groups	Council on Aging of West Florida - : News Anchor, Sue Straughn, spearheaded a 12 hour campaign to collect new air conditioning units and fans for seniors who are suffering in the summer heat. This year we received 286 fans, 269 AC units and \$14,500 cash.	1	News Anchor/Senior Editor
18	6/20/2018	Participation in events or programs sponsored by educational institutions	School of Math and Science station tour. Talked to kids about our station and the various career opportunities in television. 8th grade students: 10 students / 2 teachers They students had a full tour of the station which included the Sales Dept., Business Office, Promotions, Productions, Engineering and the News Room. Students also toured the studio and control room. The students met employees and managers from each department and they watched the general operations of a television station. We answered any questions they students had about the operations of the station and the various departments.	2	Anchor News Director
19	7/24/2018	Participation in events sponsored by community groups	Emerald Coast Public Relations Organization - Auriette Lindsey, News Producer, served on a panel discussion, presented by Gulf Power, - Working with the Media to Get out Your Good News. Lindsey represented WEAR-TV and participated based on her 14 years experience in broadcast journalism.	1	News Producer

WEAR, WFGX
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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20	8/31/2018	Participation in scholarship programs	<p>THE SUE STRAUGHN ENDOWED SCHOLARSHIP AT PENSACOLA STATE COLLEGE:</p> <p>In the Fall, 2003, WEAR TV and the Pensacola State College Foundation (formerly 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 2017/18 fiscal year was \$115,080.00. (Six scholarships were awarded.)</p> <p>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.</p> <p>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.</p>	1	News Anchor/Senior Editor