

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Editor	2-4, 6-8, 15, 17, 19-22, 24-26, 30-37, 39-44, 46, 48-57, 59-60	26
Morning/Noon News Anchor	2-11, 15-60	27
News Photographer	2-9, 11, 15, 17-26, 28-37, 39-44, 46-60	42
Multimedia Journalist	1-11, 15, 17-25, 28-37, 39-44, 46-60	1
Digital Sales Manager	2-9, 11, 15, 17-25, 28-37, 39-44, 46-60	42
Sales Account Executive	2-9, 11, 15, 17-25, 28-37, 39-60	42
Sales Account Executive	2-9, 11, 15, 17-25, 28-37, 39-60	45
Digital Sales Coordinator	2-9, 11, 15-26, 28-37, 39-44, 46-60	16
Assistant Business Manager	2-9, 11, 15, 17-25, 28-37, 39-44, 46-60	25
Morning Show Meteorologist	2-11, 15-26, 28-37, 39-44, 46-48, 50-60	26
Sales Account Executive	2-9, 11, 15-25, 28-37, 39-44, 46-48, 50- 60	16
Sales Account Executive	2-9, 11, 15-25, 28-37, 39-44, 46-48, 50- 60	30
National Sales Assistant	2-9, 11, 15, 17-26, 28-37, 39-44, 46-48, 50-60	26
News Producer	2-9, 11, 15-26, 28-37, 39-44, 46-48, 50- 60	26
News Producer	2-9, 11, 15-26, 28-37, 39-44, 46-48, 50- 60	16
News Producer	2-9, 11, 15-26, 28-37, 39-44, 46-48, 50- 60	50
Multimedia Journalist	2-11, 15-25, 28-37, 39-48, 50-60	42
Web Content Specialist	2-9, 11, 15-25, 27-37, 39-44, 46-60	27
Multimedia Journalist	2-9, 11, 15-25, 27-37, 39-44, 46-60	42
Multimedia Journalist	2-9, 11, 15-25, 27-37, 39-44, 46-60	27
News Production Assistant	2-9, 11-13, 15, 17-25, 28-37, 39-44, 46- 48, 50-60	13
News Editor	2-9, 11, 13, 15, 17-25, 28-37, 39-44, 46 -48, 50-60	13
News Editor	2-9, 11, 15, 17-19, 21-26, 28-37, 39-44, 46-60	26
News Producer	2-9, 11, 15, 17-19, 21-26, 28-37, 39-44, 46-60	25

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

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Technical Director	2-9, 11, 13, 15, 17-25, 28-37, 39-44, 46-60	13
News Production Assistant	2-9, 11, 13, 15, 17-26, 29-37, 39-44, 46-60	26
News Production Assistant	2-9, 11, 13, 15, 17-26, 29-37, 39-44, 46-60	26
News Production Assistant	2-9, 11, 13, 15, 17-26, 29-37, 39-44, 46-60	13
Graphics/News Production Operator	2-9, 11, 15, 17-25, 29-37, 39-44, 46-60	25
Weekend News Anchor/Reporter	2-11, 15, 17-26, 29-37, 39-44, 46-60	26
Weekend Audio Operator	2-9, 11, 15, 17-26, 29-37, 39-44, 46-60	26
Newscast Director	2-9, 11, 15-26, 29-31, 33-37, 39-60	26
Newscast Director	2-9, 11, 15-26, 29-31, 33-37, 39-60	26
Newscast Director	2-9, 11, 15-26, 29-31, 33-37, 39-60	26
News Photographer	2-9, 11, 15, 17-25, 29-31, 33-37, 39-44, 46-60	25
News Production Assistant	2-9, 11, 15, 17-26, 28-31, 33-37, 39-44, 46-60	26
Assistant News Director	2-9, 11, 15, 17-31, 33-37, 39-60	27
6pm News Producer	2-9, 11, 14-15, 17-26, 28-31, 33-37, 39-44, 46-60	14
6pm News Producer	2-9, 11, 14-15, 17-26, 28-31, 33-37, 39-44, 46-60	26
6pm News Producer	2-9, 11, 14-15, 17-26, 28-31, 33-37, 39-44, 46-60	30
Digital Sales Coordinator	2-9, 11, 15-25, 28-31, 33-37, 39-44, 46-60	25
News Production Assistant	2-9, 11, 15, 17-26, 28-31, 33-37, 39-44, 46-60	25
News Production Assistant	2-9, 11, 15, 17-26, 28-31, 33-37, 39-44, 46-60	26
News Production Assistant	2-9, 11, 15, 17-26, 28-31, 33-37, 39-44, 46-60	26
General Assignment Reporter	2-9, 11, 15-25, 28-31, 33-37, 39-60	45
Master Control Operator -- Full-Time	2-9, 11, 15-26, 28-31, 33-37, 39-44, 46-60	25

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

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Master Control Operator -- Full-Time	2-9, 11, 15-26, 28-31, 33-37, 39-44, 46-60	26
Master Control Operator -- Full-Time	2-9, 11, 15-26, 28-31, 33-37, 39-44, 46-60	26
Broadcast Engineer	2-9, 11, 15, 17-26, 28-31, 33-37, 39, 41-44, 46-60	26
Digital Content Producer	2-9, 11, 15, 17-26, 28-31, 33-37, 39-44, 46-60	25

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	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 Lesa Rice	N	0
3	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
4	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
5	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
6	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
7	Bishop State Community College 351 North Broad Street Mobile, Alabama 36003 Phone : 251-405-7000 Email : jwomack@bishop.edu Juliette Womack	N	0

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	California Chicano News Media 3800 S. Figueroa Street Los Angeles, California 90037 Email : sylvia@cnma.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 Andrew Hamburger	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	1
13	Current Employee/Internal Promotion	N	4
14	Current Intern	N	1
15	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Email : brownjo@ecu.edu John Brown	N	0
16	Employee Referral	N	12
17	Escambia-Pensacola Human Relations Commission 29 South Spring Street Pensacola, Florida 32504 Phone : 850-434-2431 Email : randibroughton@yahoo.com Randi Broughton	N	0

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

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
18	Florida A & M University 1700 Lee Hall Dr. Tallahassee, Florida 32307 Phone : 850-599-3700 Email : sbgresumes@sbgstv.com Melony Washington	N	0
19	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
20	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
21	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
22	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
23	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	N	0

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

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
24	Howard University School of Communication 525 Bryant Street, NW Washington, District of Columbia 20059 Phone : 202/806-5806 Url : http://www.howard.edu Email : careersrhu@howard.edu Fax : 1-202-986-2911 Carol Dudley	Y	0
25	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	20
26	Internal Candidate	N	35
27	Internal Transfer/Promotion	N	4
28	Ithaca College 953 Danby Rd Ithaca, New York 14850 Phone : 607-274-3011 Email : sbgresumes@sbgstv.com Sharon Pickeral	Y	0
29	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
30	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	4
31	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	N	0

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	My Jobs Direct 118 N Royal St. Ste 505 Mobile, Alabama Phone : 251-438-7717 Email : jc.smith@myjobsdirect.net JC Smith	N	0
33	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
34	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California Email : info@nhmc.org Alejandra Valenzuela	N	0
35	Norfolk State University, Dept of Mass Comm & Journalism 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbiggs@nsu.edu Paula Briggs Ph.D.	N	0
36	Pensacola State College 1000 College Blvd Bldg 6 Pensacola, Florida 32504 Phone : 850.484.1630 Url : http://www.pensacolastate.edu/services/careerConn.asp Email : jhamilton@pensacolastate.edu Jesse Hamilton	N	0
37	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
38	Recruiter	N	2

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

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39	Remington College of Technology 828 Downtowner Blvd Loop W Mobile, Alabama 36609 Phone : 215-343-3307 Url : http://www.mobile.remingtoncollege.edu Email : Kristy.King@remingtoncollege.edu Kristy King	N	0
40	Sandy Lizik 1011 Lyndhurst Falls Ln Knightdale, North Carolina 27545 Phone : 919-217-4438 Email : slizik@602communications.com Career Services	N	0
41	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
42	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	15
43	Southeastern Vocational Services One 11th Avenue Suite C-5 Shalimar, Florida 32579 Phone : 850-609-1046 Email : mcherry@bhcpns.org Marty Cherry	N	0
44	Southeastern Vocational Services 2001 N "E" Street Pensacola, Florida 32501 Phone : 850-595-1330 Email : lbloodworth@bhcpns.org Lisa Bloodworth	N	0
45	Station Website	N	8

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

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46	Talent Dynamics 600 Las Colinas Blvd Irving, Texas 45039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
47	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
48	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
49	Tuskegee University Career Development & Placement Center 3rd Floor, Carnegie Hall Tuskegee, Alabama 36088 Phone : 334-727-8255 Email : rtucker@mytu.tuskegee.edu Rasheeda Tucker	N	0
50	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Mark Holloway	N	4
51	University of Mobile Career Services Center 5735 College Pkwy Mobile, Alabama 36613 Phone : 251-442-2877 Email : success@umobile.edu Brenda Davis	N	0

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
52	University of South Alabama 307 University Blvd Mobile, Alabama 36688 Phone : 251-460-6188 Url : http://www.southalabama.edu/careerservices Email : dingram@southalabama.edu Delia Ingram	N	1
53	University of South Alabama Career Services Center 390 Alumni Circle, Meisler Hall, Room 21000 Mobile, Alabama 36608 Phone : 251-460-8188 Email : ldonalds@usouthal.edu Loretta Donalds	N	0
54	University of West Florida 11000 University Parkway Bldg. 3F Pensacola, Florida 32514 Phone : 850-474-2513 Url : http://www.uwf.edu Email : career@uwf.edu Mark Lambert	N	0
55	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
56	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
57	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

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

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58	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
59	US Army Wounded Warrior 200 Stovall St, Rm 7N53 Alexandria, Virginia 22332 Phone : (877) 393-9058 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
60	Walter Cronkit School of Joournalism 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Url : NEWS only Email : mike.wong@asu.edu Michael Wong	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			112

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/12/2016	Participation in events or programs sponsored by educational institutions	Robert Noonan News Director , Kelly Foster Meteorologist, Mike Truett Asst. News Director, Courtney Steele Executive Producer, Juan Soto Production Assistant conducted station tour for broadcasting class from Springhill College. The group learned about the newsroom, control rooms and studio, along with viewing Local 15 News Live. Robert Noonan and managers answered questions from students about careers in News & TV Production .	4	News Director Production Assistant Meterologist Executive Producer
2	10/14/2016	Participation in events sponsored by community groups	Sue Straughn was the emcee for annual motivational send-off for more than 1500 volunteers. They committed to 300 -plus projects in the community; from making seniors' homes more livable to construction projects at non-profit facilities and schools to providing educational and fun outings for people with disabilities.	1	Public Relation Director/Anchor
3	10/27/2016	Participation in events sponsored by community groups	Pathways for Change event: Sue Straughn was emcee for a program that brought together community leaders to address education and crime prevention programs and to introduce them to some proven initiatives.	1	Public Relation Director/Anchor
4	10/31/2016	Participation in events sponsored by community groups	Making Strides Against Breast Cancer: Sue Straughn was the emcee for the annual fundraiser for the American Cancer Society. More than 25,000 walkers participated.	1	Public Relation Director/Anchor
5	11/1/2016	Participation in events sponsored by community groups	Junior Achievement of Northwest Florida: Sue Straughn was an inductee into the Business Hall of Fame for my years of participation as an instructor in the Junior Achievement program and for my efforts in the public school system.	1	Public Relation Director/Anchor
6	11/3/2016	Participation in events sponsored by community groups	Baptist Health Care Foundation: Sue Straughn was the recipient of the Hollinger Award for Community Volunteer of the Year. This recognition was for my work with children in foster care.	1	Public Relation Director/Anchor

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

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7	11/4/2016	Participation in events sponsored by community groups	Annual Theatre Production: Sue Straughn moderated the stage play performed by the Pyramid Players who are adults with developmental disabilities. The annual event raises funds for arts and education programs for the adults.	1	Public Relation Director/Anchor
8	11/17/2016	Participation in events sponsored by community groups	National Philanthropy Day: Sue Straughn was the recipient of the Philanthropy Award for Community Service for my service with numerous boards and organizations.	1	Public Relation Director/Anchor
9	11/30/2016	Participation in events or programs sponsored by educational institutions	Meteorologist Jake Dunne spoke to the 5th grade at Summerdale School about how a weather forecast is made and what it takes to become a television meteorologist.	1	Meteorologist
10	12/8/2016	Participation in events or programs sponsored by educational institutions	Jake Dunne spoke with Mrs. Richardson's 2nd, 3rd, & 4th period science classes. He spoke about weather and climate control and how weather works.	1	Meteorologist
11	1/18/2017	Participation in events or programs sponsored by educational institutions	school presentation to 5th graders at Lucedale MS Intermediate School to discuss weather forecasting, high and low pressure system, air masses and other weather topics.	1	Meteorologist
12	1/26/2017	Participation in events or programs sponsored by educational institutions	Spoke with 175 5th grade science students at Daphne Elementary School about weather system.	1	Meteorologist
13	2/16/2017	Participation in events or programs sponsored by educational institutions	Station Tour for Leflore High School Students - provide information about station and career opportunities	4	Administrative Assistant Promotions Director Technical Director Assistant News Director
14	2/22/2017	Participation in events or programs sponsored by educational institutions	Chris Dunn attended Fairhope Intermediate School presentation to 4th grade class. Spoke about weather systems, etc and careers in television	1	Meteorologist

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

III. RECRUITMENT INITIATIVES

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15	3/3/2017	Participation in events or programs sponsored by educational institutions	Women In Leadership: Designing Your Future: Sue Straughn was the moderator for a women's leadership forum hosted by the University of West Florida College of Business Executive Mentor Program.	1	Public Relation Director/Anchor
16	3/20/2017	Participation in events or programs sponsored by educational institutions	panelist at "Women in Leadership" at Spring Hill College - talked about women's rights, career choices and being a "modern day" women in the workforce. During this informal discussion, she yielded questions from students about her personal life, managing being a working mother, and explained the challenges women face in the professional world.	1	General Assignment Reporter
17	3/22/2017	Participation in events or programs sponsored by educational institutions	Career Day at Dodge Elementary School talked about what he does as a meteorologist and talked about things that happen with the weather.	1	Meteorologist
18	3/30/2017	Participation in events or programs sponsored by educational institutions	University of West Florida Office of Engagement: Sue Straughn was a panelist for a journalism forum on the role of media in civic life.	1	Public Relation Director/Anchor
19	3/31/2017	Participation in events or programs sponsored by educational institutions	The Gulf Breeze Media class toured the newsroom, production control, master control and the studio. They watched Channel 3 News Dayside in the studio. Studio Manager held a question and answer session related to news production.	1	Studio Manager
20	7/7/2017	Participation in events or programs sponsored by educational institutions	25 Adults in the ARC Pals Program toured the station with Studio Manager and the Chief Engineer. They toured the newsroom, the control room and participated in a discussion about broadcast journalism and news production.	2	Studio Manager Chief Engineer
21	7/19/2017	Participation in events sponsored by community groups	Conducted a station tour to Dearborn YMCA Summer youth program to discuss career opportunities in Television. Toured & Explained the various departments here within our station.	4	Administrative Assistant Assignment Desk Coordinator Producer Promotions Production Producer

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

III. RECRUITMENT INITIATIVES

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22	7/20/2017	Participation in events sponsored by community groups	Digital Producer Jasmine Anderson represented WEAR ABC 3 at the Florida Public Relations Association (FPRA)'s media panel luncheon "Ask Your Media Partners". She discussed growing trends in news, best practices of communication between media and public relation professionals.	1	Digital Content Manager
23	8/8/2017	Hosting of Job Fair	The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers and other personnel represented all Sinclair News stations at the career expo for the NABJ 2017 journalist convention/career expo in New Orleans, LA, August 8-11, 2017. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable	3	Sr. Employment Manager News Talent Manager Director, News Training and Development
24	8/17/2017	Participation in events or programs sponsored by educational institutions	36 adults with Leadership Santa Rosa toured the Newsroom, production control, the studio and watched Channel 3 News Dayside. Studio Manager, Meteorologist and Morning Anchor answered questions about station operations and the news business.	3	Studio Manager Meteorologist Morning Anchor
25	9/7/2017	Participation in events or programs sponsored by educational institutions	Station participated in a "Hire on the Hill" career event for part time jobs and internships at Springhill College. Speak to students about our Part time job opportunities and internships. Event dates: 9/7; 9/14; & 9/21 - we have attended 2 of the 3 events and will attend next week on 9/21 as well.	3	News Director AM Anchor Exec. Producer

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

III. RECRUITMENT INITIATIVES

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26	9/13/2017	Establishment of an intern program designed to assist members of the community	<p>WPMI and WEAR have an internship program as defined below</p> <p>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.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> • 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. <p>Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.</p> <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> • 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. <p>Any person interested in internship</p>	4	Business Manager Asst. Business Manager Business Manager Asst. Business Manager Manager

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
			opportunities should contact the Station Employment Unit for more details. During the time period of 10/01/2016 – 09/30/2017 WPMI had ?? interns from the following colleges: ??????. WEAR had 5 interns from the following colleges: The University of West Florida, Florida State University and The University of Alabama at Birmingham.		
27	9/13/2017	Participation in events or programs sponsored by educational institutions	12 Senior ladies of the Razzle Dazzle Red Hats group toured the newsroom, production control, the studio and watched Channel 3 News Dayside. Studio Manager and Morning Anchor answered questions about station operations and the news business.	2	Studio Manager Morning Anchor
28	9/13/2017	Participation in events or programs sponsored by educational institutions	The UWF Leisure Learning class toured the newsroom, production control, master control and the studio. The class then watched Channel 3 News Dayside. A Meteorologist and Anchor then lead a discussion with the group about news production.	3	Studio Manager Meteorologist Morning Anchor

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
29	9/13/2017	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 2016 fiscal year was \$123,000.00.</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	Public Relation Director/Anchor

WEAR/WFGX
EEO PUBLIC FILE REPORT
October 3, 2016 - September 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
30	9/29/2017	Participation in events or programs sponsored by educational institutions	Boosting Engineering, Science, Technology Robotics Competition (BEST Robotics): I was special guest and awards presenter for the annual robotics competition that features middle and high school teams from across northwest Florida. Winners go on to compete at the regional level.	1	Public Relation Director/Anchor