

EEO Public File Report

**Station: WMBB-TV
 Period Covered by Report: October 1, 2010 to September 30, 2011**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Number Interviewed	Number Hired	Recruitment Source for Hire
1	Weekend Sports Anchor/Sports Reporter	9/17/2010	10/11/2010	Recruitment Source List (See Attached)	2	1	TVJobs.com
2	Account Executive	11/9/2010	12/6/2010	Recruitment Source List (See Attached)	2	1	WMBB Website
3	General Assignment Reporter	12/3/2010	3/14/2011	Recruitment Source List (See Attached)	3	1	News Dir. @ WUFT/UofFL
4	Weekend Meteorologist	2/15/2011	4/25/2011	Recruitment Source List (See Attached)	2	1	A friend
5	General Assignment Reporter	12/3/2010	6/6/2011	Recruitment Source List (See Attached)	3	1	WMBB Employee
6	General Assignment Reporter	12/3/2010	6/6/2011	Recruitment Source List (See Attached)	3	1	WMBB Employee
7				Recruitment Source List (See Attached)			
8				Recruitment Source List (See Attached)			
9				Recruitment Source List (See Attached)			
10				Recruitment Source List (See Attached)			
11				Recruitment Source List (See Attached)			
12				Recruitment Source List (See Attached)			
13				Recruitment Source List (See Attached)			
14				Recruitment Source List (See Attached)			
15				Recruitment Source List (See Attached)			
				TOTAL	15	6	
	* See Attached List of Recruitment Sources for						

Recruitment Source Analysis for All Full-Time Positions

This form is to be placed in the public file annually

Station: WMBB-TV

Year: 10/01/10 to 09/30/11

Total No. of Persons
Interviewed for full-
time vacancies

15

No.	Recruitment Source for All Full-Time Positions	Contact	Total Interviewed	Notification
1	Florida Association of Broadcasters 800 North Calhoun Street, Tallahassee, FL 32303	Ms. Lindsay Tidwell ltidwell@fab.org 850-681-6444/FAX 850-222-3957		Y
2	Western Carolina University Career Services, 1st Fl. Graham, Cullowhee, NC 28723	Donna Ferrara Ferrara@wcu.edu 828-227-7133/Fax 828-227-7344		Y
3	FAMU Division of Journalism, Tallahassee, FL 32307	Gale Workman gale_workman@hotmail.com 850-561-2764/FAX 850-561-2764		Y
4	Gulf Coast Community College 5230 W. Highway 98, Panama City, FL 32401	Ms. Carin H. Jones Placement Coordinator		Y
5	FSU - Panama City Campus 4750 Collegiate Drive, Panama City, FL 32405	Angie Sexton asexton@pc.fsu.edu 850-522-2003/Fax 850-747-5434		Y
6	FSU Dept. of Communication, 356 Diffenbaugh, Tallahassee, FL 32306	Jeff Garis jgaris@admin.fsu.edu		Y
7	Workforce Center (FL Workforce Center) 625 Highway 231, Panama City, FL 32405	Deeyon Kalil kalild@workforcecenter.org 850-872-4340 X112/850-872-4346	1	Y
8	University of Central Florida Radio & TV Div., 4000 Central Florida Blvd., Orlando, FL 32816	Mr. Joe Hall whall@pegasus.cc.ucf.edu 407-823-2878/407-823-6360		Y
9	Troy State University Wallace Hall 101, Troy, AL 36082	Ms. Brenda McDuffie 334-670-3289/Fax 334-670-3707		Y
10	Tyndall AFB, 325 MSS/DPF 721 Suwanee Rd., Bldg. 745, Tyndall AFB, FL 32403	Ms. Bernice E. Milton bernice.milton@tyndall.af.mil 850-283-4204/Fax 850-283-4220		Y
11	Ohio Center for Broadcasting 9000 Sweet Valley Drive, Valley View, OH 44125	Mr. Gary James/216-447-9117 gary@beonair.com		Y
12	Goodwill Career Development Ctrs. 3207 E. 4th Street, Panama City, FL 32401	Janet Joyner 850-522-3900/Fax 850-522-3905		Y
13	Rutherford High School 1000 School Ave., Panama City, FL 32401	Ms. Beverley Fraser		Y
14	Wabash College, Career Services P. O. Box 352, Crawfordsville, IN 47933	Toni McKinney mckinnet@wabash.edu 765-361-6414/Fax 765-361-6080		Y
15	Chattahoochee Technical College 2680 Gordy Parkway, Marietta, GA 30066-3029	Mr. Ian Feinberg ifeinberg@chattcollege.com 770-509-6327/Fax770-509-6345		Y
16	WMBB Employees/Internal & Former	Internal/Former WMBB Employees	7	Y
17	WMBB Website	http://www.panhandleparade.com/index.php/jobs/	1	Y
No.	Recruitment Source for All Full-Time Positions	Contact	Total Interviewed	Notification
18	Career Development & Resource Center, Naval Support Activity 101 Vernon Ave., Panama City Bch, FL 32407	Annette Adams annette.adams@navy.mil 850-234-5800/Fax 850-235-5673		Y

19	Scripps College of Communication, Ohio University 740.593.9994	Tina Stewart stewart1@ohio.edu and E-News Editor cocom.eneews@gmail.com		
20	National Association of Hispanic Journalist 1000 National Press Bldg., 529 14th St., N.W. Washington, D.C. 20045-2001	Kevin Olivas kolivas@nahj.org 202-662-7145/Fax 202-662-7144		Y
21	Hillsborough Community College 2112 North 15th Street, PST 134 Tampa, FL 33605	Dr. Ron Shearer, Radio/TV Department rshearer@hccfl.edu		Y
No.	Recruitment Source for Specific Full-Time Positions	Contact	Total Interviewed	Entitled to Notification
1	Media-Match	www.media-match.com		Y
2	Medialine	www.medialine.com		Y
3	TVJobs.com	www.tvjobs.com	4	Y
4	Society of Broadcast Engineering	www.sbe.org/		Y
5	Alabama State University Department of Communications, P. O. Box 271 Montgomery, AL 36101-0271	A. David Okeowo, Ph.D. 334-229-4493/Fax 334-229-4976		Y
6	The Leadership Institution 1101 N. Highland St., Arlington, VA 22201	Denise Chaykun dchaykun@limail.us 800-827-LEAD/FAX 703-247-2001		Y
7	Drake University 118 Meredith Hall, Des Moines, IA 50311	Mr. John Lytle john.lytle@DRAKE.EDU 515-271-2524 or 3194		Y
8	FSU, Department of Communication University Center, Building C, Suite 3100, Tallahassee, FL 32306-2664	Dr. Andy Opel 850-644-9771/Fax 850-644-3273		Y
9	Gulf Coast Job Fair			Y
10	FSU Career Fair			Y
No.	Unsolicited Sources for Specific Full-Time Positions	Contact	Total Interviewed	Entitled to Notification
1	Prof. Deb Wenger			Y
2	Internet - Source Not marked			Y
3	Walk-In			Y
4	Agency			Y
5	Friend		1	Y
6	Client (Sowell Tractor)			Y
7	College Professor	University of GA		Y
8	College Professor	University of FL		Y
9	News Director/WUFT	University of FL	1	Y
No.	Recruitment Source for Specific Full-Time Positions Posted by Corporate Office	Contact	Total Interviewed	Entitled to Notification
1	Monster.com			Y

Supplemental Outreach Initiatives

Station: **WMBB**

Year: **10/01/10 to 09/30/11**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	11/04/10	Career Day	Northwest Florida State College Career Day in Defuniak Springs, FL.	Set up booth, greeted and talked to high school and college students about the skills and education needed for jobs in Broadcast News.	Amy Hoyt, Assistant News Director; Jerry Brown, Anchor; Jerry Tabatt, Chief Weather Weekend Anchor.
2	01/20/11-04/15/11	Internship (Brian Greig)	Internship through Florida State University-PC (recruiting source).	Participating in internship program through Florida State University to broaden experience in the field of broadcast production.	Chris Golden, Promotions/Operations Director, and Production Dept. personnel.
3	01/13/11-03/11/11	Internship (George Bass)	Internship through Mosley High School.	Participating in internship program through Mosley High School Communication Dept. to broaden experience in the field of broadcast media.	News Department personnel.
4		Internship (Danielle Humphreys)	Internship through Mosley High School.		
5	01/27/11-04/21/11	Internship (Gabriel Margulies)	Internship through Florida State University-PC (recruiting source).	Participating in internship program through Florida State University. to broaden experience in the field of broadcast media.	News Department personnel.
6	02/04/11-05/06-11	Internship (Chad Newberry)	Internship through Gulf Coast Community College (recruiting source).	Participating in internship program through Gulf Coast Community College to broaden experience in the sports field.	Chris Marchand, Sports Director.

7	02/11/11	Job Fair	Haney Technical Center Job Fair.	Spoke with hundreds of people who stopped by table regarding jobs open in television and what qualifications are required. Accepted resumes and signed up individuals for our new "open job email distribution list".	Chris Golden, Promotions/Operations Director.
8	02/23/11	Career Day	Rutherford High School	Spoke to approximately 60 high school students about communications, marketing, working in TV, and various other topics, as well as an hour long Q&A session.	Chris Golden, Promotions/Operations Director.
9	04/22/11	Co-Host Job Fair	Workforce Center Job Fair	Co-hosted one of Bay County's largest job fairs with The Workforce Center (one of our recruitment sources). Accepted resumes from individuals that stopped at WMBB's table and spoke with others regarding employment through broadcasting.	Terry Cole, General Manager, and Jim Moodie, Account Executive.
10	05/09/11-07-30-11	Internship (Travis Park)	Internship through Gulf Coast Community College (recruiting source).	Participating in internship program through Gulf Coast Community College to broaden experience in the field of broadcast production.	Chris Golden, Promotions/Operations Director, and Production Dept. personnel.
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