

**EEO Public File Report**

**Station: WMBB-TV**

**Period Covered by Report: October 1, 2007 to September 30, 2008**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Number Interviewed	Number Hired	Recruitment Source for Hire
1	Commercial Producer	6/12/2007	10/1/2007	Recruitment Source List (See Attached)	7	1	WMBB Website
2	Reporter/Anchor	7/3/2007	10/15/2007	Recruitment Source List (See Attached)	2	1	TV Jobs
3	Local Sales Assistant	2/13/2007	10/15/2007	Recruitment Source List (See Attached)	7	1	The News Herald
4	Master Control Operator	12/12/2007	1/7/2008	Recruitment Source List (See Attached)	4	1	WMBB Website
5	Master Control Operator	1/8/2008	2/4/2008	Recruitment Source List (See Attached)	3	1	Employee
6	Chief Photojournalist	3/12/2008	4/28/2008	Recruitment Source List (See Attached)	2	1	Employee
7	Director	12/12/2007	5/27/2008	Recruitment Source List (See Attached)	4	1	Employee
8	Account Executive	6/23/2008	8/4/2008	Recruitment Source List (See Attached)	2	1	Employee
9	Reporter/Anchor	6/9/2008	8/18/2008	Recruitment Source List (See Attached)	3	1	WMBB Website
				TOTAL	34	9	
	* 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: **10/01/07 to 09/30/08**

Total No. of Persons  
Interviewed for full-  
time vacancies

**34**

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		N
2	Western Carolina University Career Services, 1st Fl. Graham, Cullowhee, NC 28723	Donna Ferrara Ferrara@wcu.edu 828-227-7133/Fax 828-227-7344		N
3	FSU, Department of Communication University Center, Building C, Suite 3100, Tallahassee, FL 32306-2664	Dr. Andy Opel 850-644-9771/Fax 850-644-3273		N
4	FAMU Division of Journalism, Tallahassee, FL 32307	Gale Workman gale_workman@hotmail.com 850-561-2764/FAX 850-561-2764		N
5	Gulf Coast Community College 5230 W. Highway 98, Panama City, FL 32401	Ms. Carin H. Jones Placement Coordinator		N
6	FSU - Panama City Campus 4750 Collegiate Drive, Panama City, FL 32405	Angie Sexton asexton@pc.fsu.edu 850-522-2003/Fax 850-747-5434		N
7	The Leadership Institution 1101 N. Highland St., Arlington, VA 22201	Denise Chaykun dchaykun@lmail.us 800-827-LEAD/FAX 703-247-2001		N
8	Drake University 118 Meredith Hall, Des Moines, IA 50311	Mr. John Lytle john.lytle@DRAKE.EDU 515-271-2524 or 3194		N
9	FSU Dept. of Communication, 356 Diffenbaugh, Tallahassee, FL 32306	Jeff Garis jgaris@admin.fsu.edu		N
10	Workforce Center (FL Workforce Center) 625 Highway 231, Panama City, FL 32405	Deeyon Kalil kalild@workforcecenter.org 850-872-4340 X112/850-872-4346		N
11	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		N
12	Troy State University Wallace Hall 101, Troy, AL 36082	Ms. Brenda McDuffie 334-670-3289/Fax 334-670-3707		N
13	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		N
14	Ohio Center for Broadcasting 9000 Sweet Valley Drive, Valley View, OH 44125	Mr. Gary James/216-447-9117 <a href="mailto:gary@beonair.com">gary@beonair.com</a>		N
15	Goodwill Career Development Ctrs. 3207 E. 4th Street, Panama City, FL 32401	Janet Joyner 850-522-3900/Fax 850-522-3905		N
16	Rutherford High School 1000 School Ave., Panama City, FL 32401	Ms. Beverley Fraser		N

No.	Recruitment Source for All Full-Time Positions	Contact	Total Interviewed	Notification
17	Wabash College, Career Services P. O. Box 352, Crawfordsville, IN 47933	Toni McKinney mckinnet@wabash.edu 765-361-6414/Fax 765-361-6080		N
18	Chattahoochee Technical College 2680 Gordy Parkway, Marietta, GA 30066-3029	Mr. Ian Feinberg ifeinberg@chattcollege.com 770-509-6327/Fax770-509-6345		N
19	WMBB Employees/Internal & Former	Internal/Formers WMBB Employees	9	N
20	WMBB Website	<a href="http://www.panhandleparade.com/index.php/jobs/">http://www.panhandleparade.com/index.php/jobs/</a>	6	N
21	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		N
22	The Art Institute of Ft. Lauderdale 1799 SE 17th St., Ft. Lauderdale, FL 33316	LuWin Sanchez sanchez@aia.edu 800-275-7603 Ext. 2615		N
23	Scripps College of Communication, Ohio University	Dr. Eddith Dashiell dashieell@ohio.edu and E-News Editor cocom.eneews@gmail.com		N
24	Hillsborough Community College, Radio/TV Department 2112 North 15th Street, PST 134, Tampa, FL 33605	Dr. Ron Shearer, Radio/TV Program Coordinator rshearer@hccfl.edu		N
25	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		N
26	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		N
27	The News Herald 501 W. 11th Street, Panama City, FL 32401	Lynda Speights, Classified Dept. 850-747-5023/Fax 850-757-5044	3	N
28	Media-Match	<a href="http://www.media-match.com">www.media-match.com</a>		N
29	Medialine	<a href="http://www.medialine.com">www.medialine.com</a>		N
30	TVJobs.com	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	2	N
31	Society of Broadcast Engineering			N
32	Prof. Deb Wenger (Unsolicited)			N
33	Internet - Source Not marked			N
34	Walk-In/Unsolicited		4	N
35	Agency/Unsolicited		2	N
36	Media General Website	<a href="http://www.mediageneral.com">www.mediageneral.com</a>	5	N
37	Gulf Coast Job Fair		1	N
38	FSU Career Fair		2	N

**Supplemental Outreach Initiatives**

**Station:** WMBB

**Year:** 10/01/07 to 09/30/08

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	10/17/2007	Florida A&M University Career Fair	Career Fair	Talked to more 16 different students about career opportunities with WMBB and Media General. Handed out Media General brochures, applications, discussed internships, and discussed the operations of WMBB.	Larche Hardy, News Director, and Laurence Richesin, Chief Engineer.
2	10/18/2007	Florida State University of Panama City and the Workforce Center Professional Job Fair	Job Fair	Handed out Media General brochures, applications, discussed internships, and discussed the operations of WMBB.	Sandra Morgan, H. R. Coordinator; Larche Hardy, News Director; Jonathan Hayes, Account Executive; George Baker, National Sales Manager; Barbara Hamner, Account Executive; Jessica Baryla, Writer/Producer; Derik Bryant, Engineer; Karyn Miles, Local Sales Assistant.
3	10/17-12/06/07	Internship (Jennifer Hampton and Alex Clark)	Interns from Rutherford High School	Two high school students from Rutherford High School's communication program interned in WMBB's News Department from October 17, 2007 through December 6, 2007.	WMBB News Department.
4	01/07/08 - 04/25/08	Internship	Intern from University of West Florida	Interned in the News Department.	WMBB News Department.
5	01/08/08 - 03/14/08	Internship (Caitlin Lawrence)	Intern from Mosley High School	High school student from Mosley High School's communication program interned in WMBB's News Department from January 8, 2008 through March 14, 2008.	WMBB News Department.

6	3/20/2008	Senior Career Fair	Senior Career Fair at A. Crawford Mosley High School	Set up table with job opening information/applications regarding requirements for current openings, gave out internship information, and answered questions about positions available within broadcasting and education required.	Sandra Morgan, H. R. Coordinator, Josh Combs, Mktg. Manager, Laurence Richesin, Chief Engineer, Johnathan Hayes, Account Executive and Teri Savage, Account Executive.
7	3/25/2008	FSU Communication Career Awareness Day Exposition	Recruitment/Internship Fair	Participated in employer panel discussion followed by the opportunity to recruit students and recent alumni seeking interships or full time employment.	Larche Hardy, News Director, and Josh Combs, Mktg. Manager.
8	5/8/2008	Workforce Center/Gulf Coast community College Professional Employment Expo	Employment Expo	Co-Sponsor of Expo; handed out Media General brochures and applications, accepted resumes, and discussed the operations of WMBB.	Sandra Morgan, H. R. Coordinator; Account Executives - Jonathan Hayes, Patty Freund, Teri Savage, and Barabara Hamner; Laurence Richesin, Chief Engineer; Josh Combs, Promotions Director; Billy Ward, IT Support Tech; Jessica Bonner, Weekend Meteorologist; Bill Byrd, General Manager; Jerry Tabatt, Chief Weather Forecaster; 5/6/10 Anchors Amy Hoyt and Jerry Brown.
9	8/19/2008	Internship (Holly Cross) for Fall 2008 Semester.	Internship through FSU, Panama City, FL Campus	Overall experience working in promotions, learning new programs, commercial production, web ads, commercial shooting.	Josh Combs, Marketing Manager, Josh Rustin, Writer/Producer, Gene Gill and Jason Lynn, both Commercial Producers.
10	08/25/08 - 12/12/08	Internship (Mia Cangelosi)	Internship through FSU, Panama City, FL Campus	Overall experience working in promotions, learning new programs, commercial production, web ads, commercial shooting.	Josh Combs, Marketing Manager, Josh Rustin, Writer/Producer, Gene Gill and Jason Lynn, both Commercial Producers.
11	9/2/2008	Internship (Paul Baldy) for Fall 2008 Semester.	Internship through FSU, Panama City, FL Campus	Participating in internship program through FSU to broaden experience in the field of broadcast media.	WMBB News Department.
12	09/07/08 - 05/25/09	Internship (Erin Womack)	Internship through Arnold High School	To learn all aspects of reporting weather.	Jessica Foster, Meteorologist.