

**EEO Public File Report**

**Station: WMBB-TV**  
**Period Covered by Report: October 1, 2008 to September 30, 2009**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Number Interviewed	Number Hired	Recruitment Source for Hire
1	Audrey Adair, Gen. Assign. Reporter	9/10/2008	10/27/2008	Recruitment Source List (See Attached)	4	1	TVJobs.com
2	Carol Brousse, Acct. Ex.	9/17/2008	11/10/2008	Recruitment Source List (See Attached)	2	1	Friend
3	Daphne Hundley, Acct. Clerk	9/30/2008	11/10/2008	Recruitment Source List (See Attached)	5	1	Friend
4	Diana Bosch, Gen. Assign. Reporter	12/15/2008	1/5/2009	Recruitment Source List (See Attached)	1	1	WMBB Website
5	Christopher Curry, MCO	2/18/2009	3/16/2009	Recruitment Source List (See Attached)	3	1	WMBB Employee
6	Elizabeth Cate, Gen. Assign. Reporter	3/24/2009	4/13/2009	Recruitment Source List (See Attached)	4	1	TVJobs.com
7	Rex Hodge, Weekend Anchor/Reporter	2/25/2009	4/13/2009	Recruitment Source List (See Attached)	4	1	TVJobs.com
8	Allyson Walker, Gen. Assign. Reporter	2/25/2009	5/26/2009	Recruitment Source List (See Attached)	3	1	WMBB Employee
9	Mary Scott Speigner, Gen. Assign. Reporter	4/29/2009	5/26/2009	Recruitment Source List (See Attached)	3	1	Univ. of AL
10	Guillermo (Will) W. Davila, MCO	5/15/2009	6/22/1990	Recruitment Source List (See Attached)	6	1	WMBB Website
11	Kenneth McVay, Assign. Ed.	2/11/2009	5/26/2009	Recruitment Source List (See Attached)	1	1	WMBB Employee
12	Matthew Barwick, Director	5/21/2009	6/8/2009	Recruitment Source List (See Attached)	1	1	WMBB Employee
13	Paula Sconiers, Acct. Ex.	5/29/2009	7/20/2009	Recruitment Source List (See Attached)	2	1	WMBB Employee
14	Brittany Lewis, Producer	9/2/2009	9/28/2009	Recruitment Source List (See Attached)	2	1	WMBB Employee
				TOTAL	41	14	
	* See Attached List of Recruitment Sources for Contact						

## Recruitment Source Analysis for All Full-Time Positions

This form is to be placed in the public file annually

**Station: WMBB-TV**

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

Total No. of Persons  
Interviewed for full-  
time vacancies

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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	FAMU Division of Journalism, Tallahassee, FL 32307	Gale Workman gale_workman@hotmail.com 850-561-2764/FAX 850-561-2764		N
4	Gulf Coast Community College 5230 W. Highway 98, Panama City, FL 32401	Ms. Carin H. Jones Placement Coordinator		N
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		N
6	FSU Dept. of Communication, 356 Diffenbaugh, Tallahassee, FL 32306	Jeff Garis jgaris@admin.fsu.edu		N
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	2	N
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		N
9	Troy State University Wallace Hall 101, Troy, AL 36082	Ms. Brenda McDuffie 334-670-3289/Fax 334-670-3707		N
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		N
11	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
12	Goodwill Career Development Ctrs. 3207 E. 4th Street, Panama City, FL 32401	Janet Joyner 850-522-3900/Fax 850-522-3905		N
13	Rutherford High School 1000 School Ave., Panama City, FL 32401	Ms. Beverley Fraser		N
14	Wabash College, Career Services P. O. Box 352, Crawfordsville, IN 47933	Toni McKinney mckinnet@wabash.edu 765-361-6414/Fax 765-361-6080		N
15	Chattahoochee Technical College 2680 Gordy Parkway, Marietta, GA 30066-3029	Mr. Ian Feinberg ifeinberg@chattcollege.com 770-509-6327/Fax770-509-6345		N
16	WMBB Employees/Internal & Former	Internal/Former WMBB Employees	12	N
17	WMBB Website	<a href="http://www.panhandleparade.com/index.php/jobs/">http://www.panhandleparade.com/index.php/jobs/</a>	2	N

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		N
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		N
21	Hillsborough Community College 2112 North 15th Street, PST 134 Tampa, FL 33605	Dr. Ron Shearer, Radio/TV Department rshearer@hccfl.edu		N
No.	Recruitment Source for Specific Full-Time Positions	Contact	Total Interviewed	Entitled to Notification
1	Media-Match	<a href="http://www.media-match.com">www.media-match.com</a>		N
2	Medialine	<a href="http://www.medialine.com">www.medialine.com</a>		N
3	TVJobs.com	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	12	N
4	Society of Broadcast Engineering	<a href="http://www.sbe.org/">www.sbe.org/</a>		N
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	3	N
6	The Leadership Institution 1101 N. Highland St., Arlington, VA 22201	Denise Chaykun dchaykun@lmail.us 800-827-LEAD/FAX 703-247-2001		N
7	Drake University 118 Meredith Hall, Des Moines, IA 50311	Mr. John Lytle john.lytle@DRAKE.EDU 515-271-2524 or 3194		N
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		N
9	Gulf Coast Job Fair			N
10	FSU Career Fair			N
No.	Unsolicited Sources for Specific Full-Time Positions	Contact	Total Interviewed	Entitled to Notification
1	Prof. Deb Wenger			N
2	Internet - Source Not marked		1	N
3	Walk-In		2	N
4	Agency			N
5	Friend		7	N
6	Client (Sowell Tractor)			N

## Supplemental Outreach Initiatives

Station: WMBB

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

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	09/07/08 - 05/25/09	Internship (Erin Womack)	Internship through Arnold High School	To learn all aspects of reporting weather.	Jessica Foster, Meteorologist.
2	12/3/2008	Regional Career Fair (Held in Marianna, FL)	Career Fair for 8th, 10th and 12th grade students from Calhoun, Holmes, Jackson, Liberty, and Washington Counties.	Set up table and spoke to students with possible interest of going into the media field.	Jerry Brown, Anchor; Amy Hoyt, Anchor; Jerry Tabatt, Chief Weather Anchor.
3	01/06/09-03/13/09	Internship (Jimmy Phillips)	Internship through Mosley High School	Learn to shoot, edit, and produce sports newscast.	Chris Marchand, Sports Anchor, and Stephen Gunter, Weekend Sports Anchor/Reporter.
4	01/13/09-05/01/09	Internship ((Shazia Amin)	Internship through FSU, Panama City, FL Campus	Learn set design, non-linear editing, using Photoshop for Marketing materials, special events planning and preparation, assisting with commercial and station promotional shoots, and assist with station photography of talent and news events.	Josh Combs, Marketing Manager, and Gene Gill, Commercial Producer
5	05/04/09-07/13/09	Internship (Brittany Lewis)	Internship through FSU, Panama City, FL Campus	Participating in internship program through FSU to broaden experience in the field of broadcast media.	News Department.
6	05/09-07/03/09	Internship (Morgan Carlson)	Internship through University of Florida.	Participating in internship program through University of Florida to broaden experience in the field of broadcast media.	News Department.
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