

ANNUAL EEO PUBLIC FILE REPORT
WMBB
October 1, 2013 through September 30, 2014

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WMBB

The information contained in this Report covers the time period beginning October 1, 2013 to and including September 30, 2014 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from October 1, 2014 through September 30, 2014

Station(s) Comprising the Station Employment Unit: WMBB

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Multi-Media Journalist	01/20/14	J	3	A-U
2	Multi-Media Journalist	05/12/14	I	6	A-U
3	Master Control Operator	07/14/14	J	3	A-U
4	Multi-Media Journalist	09/21/14	I	4	A-U

Total Number of Persons Interviewed During Applicable Period: 16

Appendix 2 to Annual EEO Public File Report

Covering the Period from October 1, 2014 through September 30, 2014

Station(s) Comprising the Station Employment Unit: WMBB

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Florida A&M University	Valerie White	valerie.white@famu.edu Division of Journalism Tallahassee, FL 32307		N	0
B	Gulf Coast State College	Dr. Arifa Garman	5230 W. Highway 98 Panama City, FL 32401		N	0
C	Florida State University – Panama City Campus	Lisa Jemison	ljemison@pc.fsu.edu 4750 Collegiate Drive Panama City, FL 32405	850-522-2003	N	0
D	Florida State University	Jeff Garis	jgaris@admin.fsu.edu Dept. of Communication 356 Diffenbaugh Tallahassee, FL 32306		N	0
E	CareerSource Gulf Coast employflorida.com	Deeyon Kalil	kalild@careersourcegc.com 625 Highway 231 Panama City, FL 32405	850-872-4340	N	0
F	Troy State University	Brenda McDuffie	Wallace Hall 101	334-670-3289	N	0

			Troy, AL 36082			
G	Tyndall Air Force Base	Bernice Milton	bernice.milton@tyndall.af.mil 721 Suwanee Rd., Bldg. 745 Tyndall AFB, FL 32403	850-283-4204	N	0
H	Ohio Center for Broadcasting	Gary James	gary@beonair.com 9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117	Y	0
I	WMBB Employees (internal and former)	N/A			N	9
J	WMBB website	N/A	www.wmbb.com		N	4
K	Career Development & Resource Center, Naval Support Activity	Annette Adams	annette.adams@navy.mil 101 Vernon Avenue Panama City, FL 32407	850-234-5800	N	0
L	Ohio University, Scripps College of Communication	None	www.ohio.edu/careers		N	0
M	Hillsborough Community College	Alisa Keaton	www.collegecentral.com akeaton@hccfl.edu 2112 N. 15 th St., PST 134 Tampa, FL 33605	813-259-6096	N	0
N	Medialine	None	www.medialine.com		N	0
O	TVJobs.com	None	www.tvjobs.com		N	1
P	Society of Broadcast Engineering	None	www.sbe.org		N	0
Q	Alabama State University	A. David Okeowo	Department of Communications P.O. Box 271 Montgomery, AL 36101-0271	334-229-4493	N	0
R	The Leadership Institution	Denise Chaykun	dchaykun@limail.com 1101 N. Highland St. Arlington, VA 22201	800-827-5323	N	0
S	FSU Dept. of Communication	Dr. Andy Opel	University Center Building C Suite 3100 Tallahassee, FL 32306-2664	850-664-9771	N	0
T	Goodwill Career Development Center	Janet Joyner	3207 E. 4 th Street Panama City, FL 32401	850-522-3900	N	0

U	National Association of Hispanic Journalists	Kevin Olivas	kolivas@nahj.org 1000 National Press Building 529 14 th Street NW Washington, DC 20045-2001	202-662-7145	N	0
V	WUFT-FM/University of Florida	Unsolicited	Unsolicited	Unsolicited	N	1
W	News Blues Job Listings	Unsolicited	Unsolicited	Unsolicited	N	1

Appendix 3 to Annual EEO Public File Report

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Station(s) Comprising the Station Employment Unit: WMBB

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WMBB

	Recruitment Initiative	Description
1	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	WMBB has an ongoing internship program for college students to intern in news and production. We had/have interns for this reporting period as follows: Fall Semester 2013, 1 intern from Troy University; Summer semester 2014, 2 from University of Florida and 1 from NW Florida State College.
2	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	On February 7, 2014 the Promotions/Operations Manager and a Director participated in the Bay County Job Fair at Haney Technical School. There were approximately 1,000 attendees at the event. Our team collected more than 20 resumés from the participants for consideration for future opportunities with WMBB.
3	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	On February 4, 2014 the General Manager participated in the Dean Bozeman School Career Day event. He spoke to approximately 200 students regarding employment opportunities in the broadcasting industry, informing them of the various positions and the qualifications for each.