

## 2010 ANNUAL EEO PUBLIC FILE REPORT

[Licensee Name]

Station(s): WGBC TV, LLC  
Community (ies) of License: Meridian, MS  
Reporting Period: 1/22/09 1/22/10  
No. of Full-time Employees: More than 10  
Small Market Exemption: Yes

During the Reporting Period, a total of 4 full time positions were filled. The information required by FCC Rule 73.2080(c) (6) is provided in the charts that follow.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c) (2):

*Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.*

*Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting.*

WGBC in cooperation with the Broadcast Technology program at the local Community College in partnership with the Meridian branch of Mississippi State University we maintain a program in which students will receive college credit for spending up to 25 hours in one semester working with employees at WGBC TV in the actual broadcast environment. During the reporting period we had 3 intern(s) to participate in the spring and fall of 2009. Students have opportunities to work in the Operations and Production Departments with an introduction to how the Sales, Traffic and Programming Departments function. Participated in the Mississippi Association of Broadcasters 2009 scholarship program by partnering with Meridian Community College and Mississippi State University Meridian to encourage students to submit applications as well as contributing to the overall scholarship money through our membership in the MAB

*Participated in events or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

Broadcasting environment:

1) The Production Manager participates on an Advisory council for Meridian Community College's Broadcast Technology Program.

2) The Broadcast Technology instructor from Meridian Community College during the summer Works as "WGBC Employee" to gain real world experience in a true broadcast environment. This opportunity allows the instructor to council students with real life examples.

3) A promotions representative from WGBC spoke to the Student Association of Broadcasters at the Meridian Community College to discuss employment opportunities both locally and on a national level. Also discussed were new technologies in broadcasting including Media convergence. This representative was a 35 Year Broadcast Employee...

4) In cooperation with the Meridian Public School System's Workforce Investment program a high school student spends time working as a WGBC employee to learn various aspects of broadcasting. This year we had a student during the months of June through August. WGBC Conducted training seminars on prevention of sexual harassment and discrimination in the workplace. Those in attendance were station management and sales staff as well as staff members from all departments. This training was done in small group meetings.

