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7	ran	tee	m	ю	1886	ыu	on

 ID
 1740

 Grantee Name
 WSRE-TV

 City
 Pensacola

 State
 FL

 Licensee Type
 University

# 1.1 Employment of Full-Time Television and Joint Employees

Jump to question: 1.1 ❤

Please enter the number of FULL-TIME TELEVISION and JOINT employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all once see with disabilities.

and the last grid includes all persons	with disabilities.		.,		_		
1.1 Employment of Full-Time Te	levision and Joint	Employees				Jump to qu	estion: 1.1 🕶
Major Job Category / Job Code / Joint Employee	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	More Than One Race Females	Total
Officials - 1000 - TV Only					1		1
Officials - 1000 - Joint							0
Managers - 2000 - TV Only					3		3
Managers - 2000 - Joint							0
Professionals - 3000 - TV Only	1				3		4
Professionals - 3000 - Joint							0
Technicians - 4000 - TV Only	1						1
Technicians - 4000 - Joint							0
Sales Workers - 4500 - TV Only							0
Sales Workers - 4500 - Joint							0
Office and Clerical - 5100 - TV Only	0				2		2
Office and Clerical - 5100 - Joint							0
Craftspersons (Skilled) - 5200 - TV Only							0
Craftspersons (Skilled) - 5200 - Joint							0
Operatives (Semi-Skilled) - 5300 - TV Only							0
Operatives (Semi-Skilled) - 5300 - Joint							0
Laborers (Unskilled) - 5400 - TV Only							0
Laborers (Unskilled) - 5400 - Joint							0
Service Workers - 5500 - TV Only							0
Service Workers - 5500 - Joint							0
Total	2	0	0	0	9	0	11

1.1 Employment of Full-Time Tele	evision and Joint E	Employees				Jump to	question: 1.1 🗸
Major Job Category / Job Code / Joint Employee	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	More Than One Race Males	Total
Officials - 1000 - TV Only							0
Officials - 1000 - Joint							0
Managers - 2000 - TV Only					3		3
Managers - 2000 - Joint							0
Professionals - 3000 - TV Only					4		4
Professionals - 3000 - Joint							0
Technicians - 4000 - TV Only							0
Technicians - 4000 - Joint							0
Sales Workers - 4500 - TV Only							0
Sales Workers - 4500 - Joint							0
Office and Clerical - 5100 - TV Only							0
Office and Clerical - 5100 - Joint							0
Craftspersons (Skilled) - 5200 - TV Only							0
Craftspersons (Skilled) - 5200 - Joint							0
Operatives (Semi-Skilled) - 5300 - TV Only							0
Operatives (Semi-Skilled) - 5300 - Joint							0
Laborers (Unskilled) - 5400 - TV Only							0
Laborers (Unskilled) - 5400 - Joint							0
Service Workers - 5500 - TV Only							0
Service Workers - 5500 - Joint							0
Total	0	0	0	0	7	0	7
1.1 Employment of Full Time Tele	aviaian and laint F	Employees		luman ta accaptio	COLUMN TO THE REAL PROPERTY.		

1.1 Employment of Full-Time Television and Joint Employees	Jump to question: 1.1 🗸
Major Job Category / Job Code	Persons with Disabilities
Officials - 1000 - TV Only	
Officials - 1000 - Joint	
Managers - 2000 - TV Only	
Managers - 2000 - Joint	
Professionals - 3000 - TV Only	
Professionals - 3000 - Joint	
Technicians - 4000 - TV Only	
Technicians - 4000 - Joint	
Sales Workers - 4500 - TV Only	
Sales Workers - 4500 - Joint	
Office and Clerical - 5100 - TV Only	
Office and Clerical - 5100 - Joint	

1.1 Employment of Full-Time Television and Joint Employees	Jump to question: 1.1 ❤
Total	0
Service Workers - 5500 - Joint	
Service Workers - 5500 - TV Only	
Laborers (Unskilled) - 5400 - Joint	
Laborers (Unskilled) - 5400 - TV Only	
Operatives (Semi-Skilled) - 5300 - Joint	
Operatives (Semi-Skilled) - 5300 - TV Only	
Craftspersons (Skilled) - 5200 - Joint	
Craftspersons (Skilled) - 5200 - TV Only	
1	

Please enter the gender and ethnicity of each person with disabilities listed above (e.g. 1 African American female).

#### 1.2 Major Programming Decision Makers

Jump to question: 1.2 ♥

Of the full-time employees reported in Question 1.1, how many, including the station general manager, have responsibility for making major programming decisions?

# 1.2 Major Programming Decision Makers

Jump to question: 1.2 >

Jump to question: 1.3 ♥

	American	Hispanic	American	Asian/Pacific	White, Non-Hispanic	More Than One Race	Total
Female Major Programming Decision Makers					3		3
Male Major Programming Decision Makers					2		2

#### 1.2 Major Programming Decision Makers

Total

Jump to question: 1.2 ∨

Please report by gender and ethnic or racial group the headcount of full-time employees having responsibility for making major programming decisions. Include the station general manager if appropriate. Major programming decisions include decisions about program acquisition and production, program development, on-air program scheduling, etc. This item should result in a double-counting of some full-time employees; employees having the responsibility for making major programming decisions should be included in the counts for this item and again, by job category above, in the full-time employee Question 1.1.

### 1.3 Employment of Part-Time Television and Joint Employees

Jump to question: 1.3 ♥

Please enter the number of PART-TIME employees, both TV-only and Joint, in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

#### 1.3 Employment of Part-Time Television and Joint Employees

Major Job Category / Job Code	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	More Than One Race Females	Tota
Officials - 1000					1		1
Managers - 2000							6
Professionals - 3000							6
Technicians - 4000							9

Sales Workers - 4500 Office and Clerical - 5100

Craftspersons (Skilled)

							_
Operatives (Semi- skilled) - 5300							0
Laborers (Unskilled) - 5400							0
Service Workers - 5500							0
Total	0	0	0	0	1	0	1
1.3 Employment of Pa	ırt-Time Televisior	n and Joint Employee	es			Jump to	question: 1.3 🗸
Major Job Category / Job Code	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	More Than One Race Males	Total
Officials - 1000	majes	maics	Maics	Majos	Wales	Majes	0
Managers - 2000							0
Professionals - 3000							0
Technicians - 4000							0
Sales Workers - 4500							0
Office and Clerical - 5100							0
Craftspersons (Skilled) - 5200							0
Operatives (Semi- skilled) - 5300							0
Laborers (Unskilled) - 5400							0
Service Workers - 5500							0
Total	0	0	0	0	0	0	0
				•	0		•
1.3 Employment of Pa	rt-Time Television				mp to question: 1.3 ❤		Ü
Major Job Category /	rt-Time Televisior			Jun	np to question: 1.3 🗸		
	nrt-Time Television			Jun			v
Major Job Category / Job Code	rrt-Time Television			Jun	np to question: 1.3 🗸		Ü
Major Job Category / Job Code Officials - 1000	nt-Time Television			Jun	np to question: 1.3 🗸		V
Major Job Category / Job Code Officials - 1000 Managers - 2000	rt-Time Television			Jun	np to question: 1.3 🗸		Ü
Major Job Category / Job Code Officials - 1000 Managers - 2000 Professionals - 3000	rt-Time Television			Jun	np to question: 1.3 🗸		
Major Job Category / Job Code Officials - 1000 Managers - 2000 Professionals - 3000 Technicians - 4000				Jun	np to question: 1.3 🗸		
Major Job Category / Job Code  Officials - 1000  Managers - 2000  Professionals - 3000  Technicians - 4000  Sales Workers - 4500				Jun	np to question: 1.3 🗸		
Major Job Category / Job Code  Officials - 1000  Managers - 2000  Professionals - 3000  Technicians - 4000  Sales Workers - 4500  Office and Clerical - 5100	5200			Jun	np to question: 1.3 🗸		
Major Job Category / Job Code  Officials - 1000  Managers - 2000  Professionals - 3000  Technicians - 4000  Sales Workers - 4500  Office and Clerical - 5100  Craftspersons (Skilled) - 8	5200 - 5300			Jun	np to question: 1.3 🗸		
Major Job Category / Job Code  Officials - 1000  Managers - 2000  Professionals - 3000  Technicians - 4000  Sales Workers - 4500  Office and Clerical - 5100  Craftspersons (Skilled) - 6  Operatives (Semi-skilled)	5200 - 5300			Jun	np to question: 1.3 🗸		
Major Job Category / Job Code  Officials - 1000  Managers - 2000  Professionals - 3000  Technicians - 4000  Sales Workers - 4500  Office and Clerical - 5100  Craftspersons (Skilled) - 5  Operatives (Semi-skilled)  Laborers (Unskilled) - 540	5200 - 5300			Jun	np to question: 1.3 🗸		
Major Job Category / Job Code  Officials - 1000  Managers - 2000  Professionals - 3000  Technicians - 4000  Sales Workers - 4500  Office and Clerical - 5100  Craftspersons (Skilled) - 540  Operatives (Semi-skilled)  Laborers (Unskilled) - 540  Service Workers - 5500  Total	5200 5300 DO	n and Joint Employee	es .	Jun	mp to question: 1.3 Vons with Disabilities		
Major Job Category / Job Code  Officials - 1000  Managers - 2000  Professionals - 3000  Technicians - 4000  Sales Workers - 4500  Office and Clerical - 5100  Craftspersons (Skilled) - 5  Operatives (Semi-skilled)  Laborers (Unskilled) - 540  Service Workers - 5500  Total	5200 - 5300 00 <b>ment</b> yyees listed in Questi	on 1.3, how many works	es .	Jun	mp to question: 1.3 Vons with Disabilities		
Major Job Category / Job Code  Officials - 1000  Managers - 2000  Professionals - 3000  Technicians - 4000  Sales Workers - 4500  Office and Clerical - 5100  Craftspersons (Skilled) - 540  Operatives (Semi-skilled)  Laborers (Unskilled) - 540  Service Workers - 5500  Total  1.4 Part-Time Employed	5200 - 5300 D0 ment ryees listed in Questi	on 1.3, how many works	es .	Jur Perso Jur per week and how man	mp to question: 1.3 Vons with Disabilities		
Major Job Category / Job Code  Officials - 1000  Managers - 2000  Professionals - 3000  Technicians - 4000  Sales Workers - 4500  Office and Clerical - 5100  Craftspersons (Skilled) - 540  Operatives (Semi-skilled)  Laborers (Unskilled) - 540  Service Workers - 5500  Total  1.4 Part-Time Employed  Of all the part-time employworked 15 or more hours	5200 - 5300 00 ment iyees listed in Questi per week, but not fu	on 1.3, how many worke	es .	Jur Perso Jur per week and how man	mp to question: 1.3 Vons with Disabilities    One with Disabilities   One with		

Number working 15 or more hours per week

The rich the number of full-time employees in each category hired during the fiscal year.  Do not include internal promotions, but do include employees who changed from part-time to full-time status during the fiscal year.  Jump to question: 1.5 ✓  Jump to question: 1.6 ✓  Jump to question: 1.7						
The the number of full-time employees in each category hired during the fiscal year.  Do not include internal promotions, but do include employees who changed from part-time to full-time status during the fiscal year.  Jump to question: 1.5 ✓  Jump to question: 1.6 ✓  Jump to question: 1.7 ✓  Ju	1.5 Full-Time Hiring				Jump to o	guestion: 1.5 🗸
to full-time employees were hired (check here if applicable)    1.5 Full-Time Hiring	Enter the number of full-time emp					
## SPUI-Time Hiring   Jump to question: 1.5 ▼   Major Job Category   Minority   Non-Minority   Major Job Category   Minority   Non-Minority   Major Job Category   Minority   Major Job Category   Minority   Major   Major Job Category   Major Job Category   Minority   Major   Maj	1.5 Full-Time Hiring				Jump to o	question: 1.5 🗸
Major Job Category / Minority Non-Minority Minority Non-Minority Male Teach (Non-Minority Non-Minority Male Non-Minority N	No full-time employees were hire	ed (check here if app	olicable)			<b>✓</b>
cold Code  Female Female Female Female Male Male Total Micials = 1000  0  Anagers = 2000	1.5 Full-Time Hiring				Jump to o	question: 1.5 🗸
Admagers - 2000  Admage	Major Job Category /					Total
Professionals - 3000    Comments   Comments   Comment   Comment   Comment   Comment   Comments   Comments   Comments   Comment   Comments   Com	Officials - 1000	Terriale	Temale	Male	Wate	
echnicians - 4000	Managers - 2000					0
Sales Workers - 4500   6  Office / Service Workers - 100-5500   6  Office / Service Workers - 100-5500   6  Otal	Professionals - 3000					0
Office / Service Workers - 100-5500  Otal	Technicians - 4000					0
otal 8 8 9 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	Sales Workers - 4500					0
Jump to question: 1.6 V  The tribulation and Part-Time Job Openings  Jump to question: 1.6 V  The tribulation and Part-Time Job Openings  The violusly filled positions and newly created positions. Include all positions that became available during the fiscal year, required the fiscal year, required the positions and newly created positions. Include all positions that became available during the liscal year, required the regardless of whether it was filled during the year. If a job opening awas filled during the year, include it regardless of repartment of the position of the filled by an internal or an extranal candidate. Do not include as job openings any positions created through the provision to the filled by an internal or an extranal candidate. Do not include as job openings any positions created through the provision to the filled by the provision to the filled by an internal candidate. Do not include as job openings any positions created through the provision to the filled by an internal candidate. Do not include as job openings any positions created through the provision to the filled by an internal candidate. Do not include as job openings are provised through the filled by an internal candidate. Do not include as job openings are provised to the filled by an internal candidate. Do not include as job openings are filled filled by an internal candidate. Do not include as job openings and integrated by a job opening and positions of the filled by an integrated by a job opening and positions of the filled by any positions and integrated by a job opening as filled by any positions and integrated by any positions and integrated by a job opening as filled by any positions and integrated by any positions and integrated by any positions. The filled by any position to fill the filled by any position to fill the fill the filled by any position to fill the fill t	Office / Service Workers - 5100-5500					0
inter the total number of full-time and part-time openings that occurred during the fiscal year. Include both vacancies in reviously filled positions and newly created positions. Include all positions that became available during the fiscal year, egardless of whether they were filled during the year. If a job opening was filled during the year, include it regardless of whether it was filled by an internal or an external candidate. Do not include as job openings any positions created through ne promotion of an employee who stays in essentially the same job but has a different tille (i.e. where there was no vacancy or sewly created position to be filled). If no full-time or part-time job openings occured, please enter zero.  4. Full-Time and Part-Time Job Openings  4. Jump to question: 1.6   4. Jump to question: 1.7   5. Jump to question: 1.7   6. Check all that apply done  6. Jump to question: 1.7   7. Jump to question: 1.7   7. Jump to question: 1.7   8. Jump to question: 2.1   8. Jump to question: 3.   9. Jump to question: 3.   9. Jump to question: 4.   9. Jum	Total	0	0	0	0	0
inter the total number of full-time and part-time openings that occurred during the fiscal year. Include both vacancies in reviously filled positions and newly created positions. Include all positions that became available during the fiscal year, egardless of whether they were filled during the year. If a job opening was filled during the year, include it regardless of whether it was filled by an internal or an external candidate. Do not include as job openings any positions created through ne promotion of an employee who stays in essentially the same job but has a different tille (i.e. where there was no vacancy or sewly created position to be filled). If no full-time or part-time job openings occured, please enter zero.  4. Full-Time and Part-Time Job Openings  4. Jump to question: 1.6   4. Jump to question: 1.7   5. Jump to question: 1.7   6. Check all that apply done  6. Jump to question: 1.7   7. Jump to question: 1.7   7. Jump to question: 1.7   8. Jump to question: 2.1   8. Jump to question: 3.   9. Jump to question: 3.   9. Jump to question: 4.   9. Jum	1.6 Full-Time and Part-Time	Job Openings			Jump.to.c	guestion: 1.6 🗸
# of Employees Avg. Annual Salary Average Tenure Chief Executive Officer - TV Only  1.7 Wiring Contractors  Jump to question: 1.7 ▼  Check all that apply					Jump to o	
Auring the fiscal year, did you hire independent contractors to provide any of the following services?    Thiring Contractors	Number of full-time and part-time	e job openings				6
Thiring Contractors  Check all that apply  Alone  Development Activities  Legal Services  Luman Resources Services  Luman Resources Services  Luman Resources Services  Lomputer Operations  Lomputer Operations  Lomputer Operations  Lomputer Operations  Lomputer Operations  Locomments  Locomments  Locomments  Locomments for this section  Locomments For this secti	1.7 Hiring Contractors					question: 1.7 🕶
Check all that apply done  Development Activities  Dev		e independent conti	ractors to provide any of the	following services		
Development Activities  Legal Services  Legal	1.7 Hiring Contractors					
duman Resources Services  duman Resources Services  decounting/Payroll Services  Computer Operations  Engineering  comments  Comments  Comments  Comments for this section	None				Спеск	all that apply
duman Resources Services  duman Resources Services  decounting/Payroll Services  Computer Operations  Engineering  comments  Comments  Comments  Comments for this section	Development Activities					
Computer Operations  Engineering  Comments  Comments  Comments or this section  Comments for this section  Comments  Comment  Comments	Legal Services					
Computer Operations  Engineering  Comments  Comment  Comment  Comment  Comments  Comments  Comments  Comments  Comments  Comments  Comment  Comment	Human Resources Services					
Computer Operations  Engineering  Comments  Comment  Comment  Comment  Comments  Comments  Comments  Comments  Comments  Comments  Comment  Comment	Accounting/Payroll Services					
Engineering  Comments  Question  Comment  No Comments for this section  L1 Corporate Management  # of Employees Avg. Annual Salary Average Tenure Chief Executive Officer - TV Only  1.00 \$ 86,400 26	Computer Operations					
Comments  Question Comments for this section  Comments  Comment  C	Engineering					
Comment  No Comments for this section  L1 Corporate Management  # of Employees Avg. Annual Salary Average Tenure Chief Executive Officer - TV Only 1.00 \$ 86,400 26	Comments					
# of Employees Avg. Annual Salary Average Tenure Chief Executive Officer - TV Only 1.00 \$ 86,400 26	Question		Comment			
# of Employees Avg. Annual Salary Average Tenure Chief Executive Officer - TV Only 1.00 \$ 86,400 26						
Chief Executive Officer - TV Only         1.00         \$ 86,400         26	No Comments for this section					
	No Comments for this section  2.1 Corporate Management					question: 2.1 🕶
Juliel Executive Officer - Joint \$	2.1 Corporate Management	,			ual Salary	Average Tenure
	2.1 Corporate Management  Chief Executive Officer - TV Only	/		\$	ual Salary	Average Tenure

Chief Operations Officer - TV Only		\$		
Chief Operations Officer - Joint		\$		
Chief Financial Officer - TV Only	1.00	\$	66,894	7
Chief Financial Officer - Joint		\$		
Chief Digital Media Operations - TV Only		\$		
Chief Digital Media Operations - Joint		\$		
2.1 Corporate Management			.lumn	to question: 2.1 🕶
Please list the Other Job titles in this sub-category not listed	above		oump	to quodion. 2.1 •
Accounting Specialist - 1				
2.2 Communication and Promotions			Jump	to question: 2.2 🕶
Publicity, Program Promotion Chief - TV Only	1.0	ø \$	56,838	8
Publicity, Program Promotion Chief - Joint		\$		
Communication and Public Relations, Chief - TV Only		\$		
Communication and Public Relations, Chief - Joint		\$		
2.2 Communication and Promotions				to question: 0.0 as
Please list the Other Job titles in this sub-category not listed	above		Jump	to question: 2.2 🗸
Graphic Arts Design Coordinator				
2.3 Programming and Productions			lump	to question: 2.3 V
	1.00	\$	45,139	16
Programming Director - TV Only Programming Director - Joint		\$		
Production, Chief - TV Only	1.00	\$	60,311	15
Production, Chief - Joint		\$	,	
Executive Producer - TV Only		\$		
Executive Producer - Joint		\$	_	
Producer - TV Only		\$		
Producer - Joint		\$		_
Director - (Television Production ONLY)	1 00		44,611	14
Bilector - (Television Froduction ONLT)	1.00	\$	44,611	14
2.3 Programming and Productions			Jump	to question: 2.3 🕶
Please list the Other Job titles in this sub-category not listed	apove			
Assistant Manager - Program Operations - 1				
2.4 Development and Fundraising	1.00			to question: 2.4 V
Development, Chief - TV Only Development, Chief - Joint	1.00	\$	61,200	3
' '		\$		
Member Services, Chief - TV Only	1.00	\$	38,760	3
Member Services, Chief - Joint		\$		
Membership Fundraising, Chief - TV Only		\$		
Membership Fundraising, Chief - Joint		\$		
Major Giving Fundraising Chief - TV Only		\$		
Major Giving Fundraising Chief - Joint		\$		

On-Air Fundraising, Chief - TV Only		\$	
On-Air Fundraising, Chief - Joint		\$	
Auction Fundraising, Chief - TV Only		\$	
Auction Fundraising, Chief - Joint		\$	
2.4 Development and Fundraising		Jump to	question: 2.4 🗸
Please list the Other Job titles in this sub-category not listed above			
Database Coordinator - 1 Admin Assistant - 1			
2.5 Underwritting and Grant Sollicitation		Jump to	o question: 2.5 🕶
Underwriting, Chief - TV Only		\$	
Underwriting, Chief - Joint		\$	
Corporate Underwriting, Chief - TV Only	1.00	\$ 50,000	1
Corporate Underwriting, Chief - Joint		\$	
Foundation Underwriting, Chief - TV Only		\$	
Foundation Underwriting, Chief - Joint		\$	
Government Grants Solicitation, Chief - TV Only		\$	
Government Grants Solicitation, Chief - Joint		\$	
2.5 Underwritting and Grant Sollicitation		Jump to	question: 2.5 🕶
Please list the Other Job titles in this sub-category not listed above			
2.6 Broadcast Engineering and Information Technology		Jump to	question: 2.6 🗸
Operations and Engineering, Chief - TV Only	1.00	\$ 79,494	19
Operations and Engineering, Chief - Joint		\$	
Engineering Chief - TV Only	1.00	\$ 70,331	4
Engineering Chief - Joint		\$	
Broadcast Engineer 1 - TV Only		\$	
Broadcast Engineer 1 - Joint		\$	
Production Engineer - TV Only		\$	
Production Engineer - Joint		\$	
Facilities, Satellite and Tower Maintenance, Chief - TV Only		\$	
Facilities, Satellite and Tower Maintenance, Chief - Joint		\$	
Technical Operations, Chief - TV Only		\$	
Technical Operations, Chief - Joint		\$	
Information Technology, Director - TV Only		\$	
Information Technology, Director - Joint		\$	
Web Administrator/Web Master - TV Only	1.00	\$ 50,000	1
Web Administrator/Web Master - Joint		\$	
2.6 Broadcast Engineering and Information Technology		Jump to	question: 2.6 🗸
Please list the Other Job titles in this sub-category not listed above			
2.7 Journalists, Announcers, Broadcast and Traffic			

lews / Current Affairs Director - Joint  suppouncer / On-Air Talent - TV Only  suppouncer / On-Air Talent - Joint  suppouncer / On-Air Talent - Joint  supporter - TV Only  supporter - Joint  supporter - Joint  supporter - TV Only  supporter	News / Current Affairs Director - TV Only			Jump to question:	
Jump to question: 2.8 valuation, Chief - TV Only  Jews / Current Affairs Director - Joint  Supporter - Von-Air Talent - TV Only  Reporter - TV Only  Reporter - TV Only  Reporter - Joint  Jump to question: 2.7 valuation, Chief - TV Only  Jump to question: 2.8 valuation, Chief - TV Only  Jump to question: 2.8 valuation, Chief - TV Only  Jump to question: 2.8 valuation, Chief - TV Only  Jump to question: 2.8 valuation, Chief - TV Only  Jump to question: 2.8 valuation, Chief - TV Only  Jump to question: 2.8 valuation, Chief - TV Only  Jump to question: 2.8 valuation, Chief - TV Only  Jump to question: 2.8 valuation, Chief - TV Only	News / Current Affairs Director - TV Only		đ		
Announcer / On-Air Talent - TV Only  Reporter - TV Only  Reporter - Joint  Reporter - Joint  Reporter - Joint  Reporter - TV Only  Reporter - TV Only  Reporter - TV Only  Reporter - TV Only  Reporter - Joint  R	Nowe / Current Affaire Director Laint				
Amnouncer / On-Air Talent - Joint  Reporter - TV Only  Reporter - Joint  Reporter - Joint  Reporter - Joint  Reporter - TV Only  Reporter - Joint  Reporter - TV Only					
Reporter - TV Only Reporter - Joint Sinema / Videographer - TV Only Sideo Film Editor - TV Only Studio Supervisor - TV Only Studio Supervisor - TV Only Studio Information Assistant - Joint Supervisor - TV Only Stroadcast Supervisor - TV Only Stroadcast Supervisor - TV Only Stroadcast Supervisor - Joint St					
Reporter - Joint  Sinema / Videographer - TV Only  Sideo Film Editor - TV Only  Studio Supervisor - TV Only  Studio Supervisor - TV Only  Sublic Information Assistant - Joint  Stroadcast Supervisor - TV Only  Stroadcast Supervisor - TV Only  Stroadcast Supervisor - Joint  Stroadcast Supervisor - Joint Supervisor - Join			\$		
Sinema / Videographer - TV Only  Sideo Film Editor - TV Only  Sideo Film Editor - TV Only  Sideo Film Editor - TV Only  Sideo Supervisor - TV Only  Sublic Information Assistant - Joint  Sideodcast Supervisor - TV Only  Sideodcast Supervisor - TV Only  Sideodcast Supervisor - TV Only  Sideodcast Supervisor - Joint  Sideodcast Supervisor - Joint  Sideodcast Supervisor - TV Only  Sideodcast Supervisor - TV Only  Sideodcast Supervisor - Joint  Sideodcast Supervisor - TV Only  Sideodcas	Reporter - TV Only		\$		
Anit / Studio Supervisor - TV Only  Anit / Supe	Reporter - Joint		\$		
Anit / Studio Supervisor - TV Only  Public Information Assistant - TV Only  Public Information Assistant - Joint  Proadcast Supervisor - TV Only  Proadcast Supervisor - TV Only  Proadcast Supervisor - Joint  Proadcast Supervisor - TV Only  Proadcast Supervisor - TV Only  Supervisor	Cinema / Videographer - TV Only		\$		
Public Information Assistant - TV Only  Public Information Assistant - Joint  Proadcast Supervisor - TV Only  Proadcast Supervisor - Joint  Supervisor - Joint  Proadcast Supervisor - Joint  Supervisor - Joi	Video Film Editor - TV Only		\$		
Public Information Assistant - Joint  Proadcast Supervisor - TV Only  Proadcast Supervisor - Joint  Surrector of Continuity / Traffic - TV Only  Proadcast Supervisor - Joint  Surrector of Continuity / Traffic - Joint  Proadcast Supervisor - Joint  Surrector of Continuity / Traffic - Joint  Proadcast Supervisor - Joint  Surrector of Continuity / Traffic - Joint  Surrector of Continuity / T	Unit / Studio Supervisor - TV Only		\$		
Stroadcast Supervisor - TV Only  Stroadcast Supervisor - Joint  Stroadcast Supervisor - TV Only  \$  Stroadcast Supervisor - TV	Public Information Assistant - TV Only		\$		
Stroadcast Supervisor - Joint  Sirector of Continuity / Traffic - TV Only  Sirector of Continuity / Traffic - Joint  Stroadcast and Traffic  Jump to question: 2.7   Please list the Other Job titles in this sub-category not listed above  Stroadcast Supervisor - Joint  \$  Langle Lang	Public Information Assistant - Joint		\$		
Director of Continuity / Traffic - TV Only  Director of Continuity / Traffic - Joint  2.7 Journalists, Announcers, Broadcast and Traffic  Dease list the Other Job titles in this sub-category not listed above  3.8 Education and Community Engagement  Jump to question: 2.8 V  Education, Chief - TV Only	Broadcast Supervisor - TV Only		\$		
Director of Continuity / Traffic - Joint  2.7 Journalists, Announcers, Broadcast and Traffic  Dump to question: 2.7 V  Please list the Other Job titles in this sub-category not listed above  3.8 Education and Community Engagement  Jump to question: 2.8 V  Education, Chief - TV Only	Broadcast Supervisor - Joint		\$		
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.8 Education and Community Engagement  Jump to question: 2.8   Education, Chief - TV Only		nve		Jump to question:	2.7 🗸
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caucation, unlei - IV Only	2.8 Education and Community Engagement			Jump to question:	2.8 🕶
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Education, Chief - Joint \$	Education, Chief - Joint		\$		
nstructional Services Director - TV Only \$	Instructional Services Director - TV Only		\$		
Parent / Pre-School Coordinator - TV Only	Parent / Pre-School Coordinator - TV Only		\$		
/olunteer Coordinator - TV Only	Volunteer Coordinator - TV Only		\$		
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vents Coordinator - TV Only \$	Events Coordinator - TV Only		\$		
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and the second s	Section 2. Average Salary Totals	12.00	709,978		117
ection 2. Average Salary Totals 12.00 709,978 117	2.9 Education and Community Engagement			l	0.0.44
		ove		Jump to question:	2.8
.8 Education and Community Engagement Jump to question: 2.8 V	Education Director - currently vacant	,,,,			
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### Jump to question: 2.8 ▼  Please list the Other Job titles in this sub-category not listed above   Education Director - currently vacant   Comments					
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### Dease list the Other Job titles in this sub-category not listed above diducation Director - currently vacant comments  ### Comment	ex-officio members) who are selected by the following methods:		ung and non-voting		
### Beducation and Community Engagement  ### Dease list the Other Job titles in this sub-category not listed above  #### ducation Director - currently vacant  #### Dominants  ###################################	3.1 Governing Board Method of Selection			Jump to question:	3.1 🗸
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## Beducation and Community Engagement    Please list the Other Job titles in this sub-category not listed above	Ex-Officio (Automatic membership because of another office he				
As Education and Community Engagement  Please list the Other Job titles in this sub-category not listed above Education Director - currently vacant Comments Comments Comments Comments Comments for this section  A Governing Board Method of Selection Comments of governing board members (including the chairperson and both voting and non-voting x-officio members) who are selected by the following methods:  A Governing Board Method of Selection  Six-Officio (Automatic membership because of another office held)	Ex-Officio (Automatic membership because of another office he 3.1 Governing Board Method of Selection			lump to question:	31 🕶

	by government legislativ vernment official (e.g. go	e body (including school overnor)	board)			9
3.1 Gover	ning Board Method o	of Selection			Jump to ques	tion: 3.1 🕶
Elected by	community/membership					
3.1 Gover	ning Board Method o	of Selection			Jump to ques	tion: 3.1 🕶
Elected by	ooard of directors itself (	self-perpetuating body)				
3.1 Gover	ning Board Method	of Selection			Jump to ques	tion: 3.1 🗸
Other (plea	se specify below)					
3.1 Gover	ning Board Method o	of Selection			Jump to ques	tion: 3.1 🗸
3.1 Gover	ning Board Method o	of Selection			Jump to ques	tion: 3.1 🕶
Total number	er of board members (A	utomatic total of the abo	ve)			9
3.2 Gover	ning Board Members	;			Jump to ques	tion: 3.2 🕶
	ort the racial or ethnic gr governing board membe	oup of the members of y rs with a disability.	our governing boar	d by gender, Please als	o report the	
3.2 Gover	ning Board Members	;			Jump to gues	tion: 3.2 🗸
For minority	group identification, ple	ease refer to "Instructions	s and Definitions" ir	the Employment subse	ection.	
3.2 Gover	ning Board Members	;				Jump to
	African American	Hispanic	Native American	Asian / Pacific	White, Non-Hispanic	More Than One Race
Female Board Members					2	
Male Board Members	1				4	
Total	1	0	0	0	6	0

question: 3.2 V

Female Board Members					2	
Male Board Members	1				4	
Total	1	0	0	0	6	0
3.2 Gover	ning Board Membe	rs			Jump to que	stion: 3.2 🗸
Number of	Vacant Positions					2
3.2 Gover	ning Board Membe	rs			Jump to que	stion: 3.2 🗸
Total Numb	per of Board Members (	Total should equal the to	tal reported in Quest	tion 3.1.)		9
3.2 Gover	ning Board Membe	rs			Jump to que	stion: 3.2 🗸
Number of	Board Members with d	isabilities				
Comments						
Question		Com	ment			
No Comme	ents for this section					
4.1 Local	Community Outrea	ch			Jump to que	stion: 4.1 🗸
		or educational activities I			at supports unserved	

In FY 2020-21, WSRE continued our mission to provide educationally focused activities, events and resources to families in the communities we serve in Escambia, Santa Rosa and Okaloosa Counties. The primary goal is to incorporate literacy-rich experiences and activities for families with children ages birth to five years old, helping these children to prepare to be "ready to learn" when they enter a formal school setting. One of the most valuable resources WSRE offers children and families is the PBS KIDS Imagination Station, a hands-on venue for children and families designed to spark recrativity, play and learning. The Imagination Station is also set up to share PBS KIDS resources, such as those available online at pbskids.org, including the resources specifically designed for parents. The idea behind the venue is to actively engage children and the adults in their lives in play and activities that they share and experience together. Unfortunately, due to COVID, the Imagination Station has been closed. During the interim, WSRE has been revamping the venue to include early childhood education messaging and has added additional hands-on games and activities for young learners. The reopening date is April 2022. The venue will continue to demonstrate pbskids.org and PBS LearningMedia resources to help parents discover the wealth of resources that PBS offers that are available right at their fingertips. In place of in-person activities, WSRE hosted a variety of community engagement and educational activities, including a virtual "Be My Neighbor Day," a PBS KIDS Education Camp for Teachers and a host of PBS LearningMedia

or underserved audiences? Please describe in detail: outcomes, audience served, community response.

workshops and resources were shared with parents. Be My Neighbor Day was held virtually with a three-hour marathon of "Daniel Tiger's Neighborhood" focused on the neighborly values of Mister Rogers with accompanying hands-on Kindness Kit activities for kids to do at home. Visit wsre.org/neighbor to learn more. You can download the Kindness Kits here and see the virtual "Be My Neighbor Day" episodes at https://www.wsre.org/events/be-my-neighbor-day/ There was also extensive planning among the Florida PBS stations for participation in a special event for late 2021 - "Read For The Record." WSRE joined other Florida Public Media stations in planning for participation in Jumpstart's Read for the Record, a global event celebrating the transformative power of books. Each station will be reading "Amy Wu and the Patchwork Dragon" by Kat Zhang—the Read for the Record selection for 2021. For 25 years, Jumpstart has been fueled by the core belief that providing high-quality educational opportunities to all young children contributes to breaking the cycle of poverty. WSRE invited Florida State Rep. Michelle Salzman, Pensacola State College President Ed Meadows, PSC Diversity Initiatives Coordinator Dr. Rameca Vincent Leary and WSRE General Manager Jill Hubbs to be a part of this special initiative. Copies of the book have been ordered to distribute at several elementary schools where the need is the greatest. WSRE began airing a new daytime schedule on our main channel of "At-Home Learning," with PBS programs suited for students in pre-k through high school. This schedule change was part of a state-wide effort among Florida's PBS stations to support families, educators and students during the closures brough on by the coronavirus pandemic. Additional resources were made available online at wsre.org, PBSKIDS.org and PBS LearningMedia. An "At-Home Learning" website (wsre.org/learning) was published, providing the TV schedule, a calendar of daily learning activities and links to digital libraries, lesson plans and activitie3s - extraordinary tools and trusted educational resources for parents, children, teachers and caregivers during these very challenging times.

#### 4.2 Production Activity

Jump to question: 4.2 ∨



In what production activity has you station been involved that supports unserved or underserved audiences?

WSRE has several public affairs series which often feature subjects that support unserved or underserved audiences: inStudio, Aware! and Conversations with Jeff Weeks. Because many of our viewers do not have cable, satellite or streaming television (i.e., "pay TV"), WSRE provides them with a window into public affairs that they would not have otherwise. In FY20, relevant examples from the inStudio series include such subjects as the 200th anniversary of Florida being passed from Spanish to American possession. FY20 was a time of planning and researching four one-hour episodes to reflect on the region's role in establishing Florida's statehood and provide information about bicentennial celebrations and opportunities for community involvement. Conversations with Jeff Weeks features in-depth profiles of noteworthy subjects. An example of an episode broadcast in FY21 include Dr. Cedric Alexander, whose career in law enforcement spans over four decades. Dr. Alexander served as Chief of Police in Rochester, NY and DeKalb County, GA and worked with TSA and the Department of Homeland Security, President Obama appointed him to the Task Force on 21st Century Policing, Another fascinating quest was In the realm of governmental affairs, WSRE's "Legislative Review: Dialogue with the Delegation" is a live, interactive program which provides all citizens with access to their representatives in the Florida state legislature. Viewers ask questions of state representatives and senators via email and telephone calls. The program is also simulcast on AM and FM radio. WSRE is a service of Pensacola State College, an institution which serves many low-income students who may be the first in their families to pursue post-secondary education. Pensacola State Today is a program series which frequently addresses topics, such as financial aid and educational initiatives for veterans, that address the needs of underserved communities. FY2021 examples include an hour-long edition with host Rameca Vincent Leary, Ph.D. focused on two of the many scholarship opportunities available to PSC students: the African American Memorial Endowment and Dr. Garrett T. Wiggins "Live Your Dream" scholarships

#### 4.3 Program Content in Other Languages

Jump to question: 4.3 🗸

Do you provide program content in languages other than English? If so, please list your services in this area

WSRE-TV currently provides program content in English only.

#### 4.4 Governance Structure

Jump to question: 4.4 ∨



Please describe your station's governance structure. Please include information about your station's Board of Directors, Advisory Boards or Panels, Community Boards or Panels, and the Committee Structure under each of these entities. Your response should include but is not limited to: What are the direct and indirect reporting relationships? What committees are active and what is their function?

Does your Board have an Audit and Finance Committee?

What are the roles and responsibilities of these Boards, Panels and/or Committees? Etc.

The Board of Trustees of Pensacola State College (a state supported college) holds the broadcast license for WSRE-TV. Members are appointed by the Governor of Florida. Station management reports to the College President, who reports to the Board of Trustees. WSRE-TV has a separate Foundation whose mission is to raise funds to support the operations and capital requirements of the station. The Foundation has a self-nominating board including a representative from the Pensacola State College Board of Trustees and the College President (exofficio). Both Boards have a separate Finance/Audit committee which meets monthly and advises their respective Boards.

## 4.5 Community Outreach

Jump to guestion: 4,5 ➤



CPB is interested in learning more about stations' significant activities planned for the upcoming year - both broadcast and beyond broadcast. What types of on-air programs and off-air activities are you planning in the upcoming year that will connect your station more closely with your community? What goals are you setting in conjunction with these initiatives, and how will you measure your success?

In FY21, on-air programs that will connect WSRE with the community include: the inStudio series, an hour-long public affairs programs which focus on education, the arts, civic engagement, health & wellness, the economy, government, justice, military affairs and other subjects of concern to the community; the Aware! series, produced in partnership with Pensacola State College's Office of Institutional Diversity, which delives into similar subjects from a diversity perspective; Conversations with Jeff Weeks, which features in-depth interviews with regionally and nationally known individuals; Pensacola State Today, a program series focusing on education that is produced in conjunction with Pensacola State College; In Your Own Backyard, a field-produced program series about unique points of interest along the northern Gulf Coast; Nightmare Theatre, a whimsical "PBS Nerd Night" series that Jampoons the B-movie horror genre while providing insights into film and pop culture history; Legislative Review: Dialogue with the Delegation, a viewer-driven program featuring state senators and representatives from Northwest Florida's legislative delegation that encourages email and phone questions from Northwest Florida residents concerning Florida's legislative priorities and issues impacting local communities; and Rally, a series of live candidate forums produced for the primary and general elections each election year, produced in partnership with the League of Women Voters and Pensacola State College, which gives the Northwest Florida community of viewers an unbiased look at the candidates and an opportunity to hear each candidate's responses to questions on current issues. WSRE also completed production of a local companion program to Ken Burns' PBS documentary, Country Music, based on the life of country music legend Hank Locklin, a native of the WSRE viewing area. Each year, WSRE produces video profiles of five of Escambia County, Florida's outstanding teachers for the Golden Apple Awards. One of these educators is named Teacher of the Year, WSRE also produces video profiles of the inductees into Pensacola State College's Academy of Teaching Excellence, and features the profiles in an episode of the Pensacola State Today program series. WSRE's goals are to fulfill our mission by producing informative,

educational and entertaining broadcast programming for our viewers. While WSRE does not subscribe to the A.C. Nielsen rating service, we can measure our success anecdotally by viewer feedback via surveys, email and telephone responses, and by metrics captured by Facebook, YouTube, Twitter, Instagram, our website and COVE, as well as by coverage in local publications and other media. Off-air activities that connect WSRE with the community include, but are not limited to, the Public Square Speakers Series which brings personalities who have achieved renowned for their contributions to education, the arts, sciences or media to the Jean & Paul Amos Performance Studio for public conversations, with free admission, on noteworthy topics and important issues; the annual Escambia Legislative Delegation Public Hearing (Amos Studio); the Shining Star Awards (Amos Studio), honoring school children who have overcome significant challenges; public tours of WSRE's facilities, available to school groups, civic groups and interested citizens; various job fairs (Amos Studio); the Wiggins Awards African American Scholarship Banquet (Amos Studio), Pensacola State College Student Excellence Awards (Amos Studio); Pensacola Community Orchestra Concert (Amos Studio); SKILLS USA competition (Amos Studio); and H.O.S.A. (an organization of future health professionals) conferences (Amos Studio). WSRE's goals are to fulfill our mission by reaching out to the public and inviting them to our facilities for education, information, services and entertainment. Our success is measured by tallying attendance at our events, by capturing email addresses from attendees, and by receiving feedback in a variety of forms from participants. WSRE strives to showcase PBS LearningMedia to the educators and parents in our community as well as to life-long learners of all ages. To that end, we had planned several workshops for teachers which to be facilitated by PBS staff from PBS LearningMedia and Michelle Watson, formerly from Florida Public Broadcasting. These in-person workshops were canceled after the pandemic closures and the school districts and teachers which WSRE serves were provided with professional development opportunities online at PBS LearningMedia. During FY 2021-22, WSRE will continue to position our station as a vital source for engaging content, to support literary outreach in our community, and to encourage traditional and new audiences with our various literacy events. Once the pandemic threat has eased, WSRE hopes to continue our community outreach including library visits with costume characters, school partnerships and events and our community events including "Be My Neighbor Day," and "Hit A Home Run For Early Learning." Not only do we wish to connect to our viewers and to engage with underserved populations, but WSRE also plan to expand upon established relationships with schools, literary organizations, libraries, and educational partners. WSRE plans to reopen when the pandemic crisis has ended and continue to offer the PBS KIDS Imagination Stations as a valuable community resource and "go-to" venue to help young children explore, learn and have fun with their favorite PBS pals from their favorite PBS KIDS programs. Over 92,948 children and families have visited the original location of the Imagination Station since it opened in 2013 and WSRE is committed to serving the needs of young children and their families. WSRE also has created a fifth channel - WSRE Connect - that will be a broadcast venue for our local school districts, non-profit organizations and Pensacola State College to utilize to reach the citizens in our communities and share the valuable resources and information that each offers. At the present time, the station is airing The Florida Channel, which allows the citizens of our communities to learn what our state legislators are accomplishing on behalf of those they serve.

Comments

5.1 Journalists

uestion Comme

No Comments for this section

5.1 Journalists Jump to question: 5.1 ∨

This section builds on the Census of Journalists conducted by CPB in the summer of 2010. These positions are the primary professional full-time, part-time or contract contributors to local journalism at your organization. The individuals in these positions will have had training in the standards and practices of fact-based news origination, verification, production and presentation. These are generally accepted titles for these positions but may not match position descriptions at your organization exactly. Please do your best to account for each professional journalist in your organization. Please do not count student or volunteer journalists.

Job Title	Full Time	Part Time	Contract	Male	Female	African- American	Hispanic	Native- American	Asian/ Pacific	White, Non- Hispanic	More Than One Race	Other
News Director												
Assistant News Director												
Managing Editor												
Senior Editor												
Editor												
Executive Producer												
Senior Producer												
Producer												
Associate Producer												
Reporter/Producer												
Host/Reporter												
Reporter												
Beat Reporter												
Anchor/Reporter												
Anchor/Host												
Videographer												

Jump to question: 5.1 ✓

Video Editor													
Other positions not already accounted for													
Total	0	0		0	0	0	0	0	0	0	0	0	0
Comments													
Question		Comm	ent										
No Comments for thi	is section												