

WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

WCWJ, WJXT-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WCWJ, WJXT-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment drug screen.

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive - WCWJ	1-4, 6-11, 13-22, 24-30, 32-50	50
Account Executive - WJXT	1-4, 6-11, 13-15, 17-22, 24-30, 32-50	22
Promotion Producer	1-4, 6-11, 13-15, 17-21, 24-50	50
Promotion Editor	1-4, 6-11, 13-15, 17-21, 24-50	31
Promotion Manager	1-4, 6-11, 13-15, 17-20, 24-30, 32-50	50
Photographer	1-4, 6-11, 13-15, 17-20, 22, 24-30, 32-50	22
Web/ Social Media / News Assoc Producer P/T	50	50
Executive Producer	50	50
Account Executive - WJXT	1-4, 6-8, 10-11, 13-15, 18-20, 24-26, 29-50	31
Producer in Training	1-4, 6-8, 10-11, 13-15, 18-20, 23-26, 29-30, 32-50	23
News Producer	22, 50	22
Web News Editor	50	50
Executive Producer	50	50
Station Traffic Specialist	1-4, 6-8, 10-11, 13-20, 24-26, 29-30, 32-51	50
Account Executive - WCWJ	1-4, 6-8, 10-11, 13-15, 18-20, 24-26, 29-51	31
Reporter	1-4, 6-8, 10-11, 13-15, 18-20, 24-26, 29-30, 32-51	50
Business Manager	1-4, 6-8, 10-16, 18-20, 24-26, 29-30, 32-51	16
Sports Anchor	1-4, 6-8, 10-11, 13-15, 18-20, 24-26, 28-30, 32-51	50
Producer	1-4, 6-8, 10-11, 13-15, 18-20, 24-26, 28-30, 32-44, 46-51	50
Photographer	1-4, 6-8, 10-11, 13-15, 18-20, 24-26, 28-30, 32-51	50
Video Journalist	1-8, 10-11, 13-15, 18-20, 24-26, 28-30, 32-51	5

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GMG Multitmedia Sales Planner	1-4, 6-8, 10-11, 13-15, 18-20, 24-26, 28-30, 32-51	50
GMG Multitmedia Sales Planner	1-4, 6-8, 10-11, 13-15, 18-20, 24-26, 28-30, 32-51	50
GMG Multitmedia Sales Planner	1-4, 6-8, 10-11, 13-15, 18-20, 24-26, 28-30, 32-51	50

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 4349 East Colter Street Pheonix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	Ai Miami International University of Art & Design 1501 Biscayne Blvd, Suite 100 Miami, Florida 33132 Phone : 305-428-5973 Url : www.mymiu.edu Email : hprociv@aui.edu Holly Prociv	Y	0
3	Alabama State University Department of Communications P. O. Box 271 Montgomery, Alabama Phone : (334) 229-4140 Url : www.alasu.edu Email : etucker@alasu.edu Fax : 1-334-229-4985 Ella Tucker	Y	0
4	American Sportscasters Assn., Inc. 225 Broadway Suite 2030 New York, New York 10007 Phone : (212) 227-8080 Url : www.americansportscastersonline.com/ Email : LSchwa891@aol.com Fax : 1-212-571-0556 Louis Schwartz	N	0
5	Application already on file	N	1
6	Arizona State University 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 602.527.0820 Url : http://cronkite.asu.edu/ Email : mike.wong@asu.edu Michael Wong	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Bethune-Cookman College 640 Second Avenue Daytona Beach, Florida 32015 Phone : (386) 481-2143 Email : bonnerd@cookman.edu Fax : 1-386-481-2139 Davita Bonner	N	0
8	Black College Community Association Florida A&M University 428 Tucker Hall Tallahassee, Florida 32307 Phone : (850) 599-3000 Email : vd_white@hotmail.com Fax : 1-850-599-3086 Valerie White	N	0
9	Broadcast Image Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : (210) 828-6664 Fax : 1-210-828-6225 Career Services	N	0
10	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813/254-9695 Email : bille@michaelsmedia.com Michael Bille	Y	0
11	Columbia University Graduate School of Journalism 2960 Broadway New York, New York 10027 Phone : 212-854-4422 Email : cujschool.careers@gmail.com Jacqueline DeLaFuente	Y	0
12	Current Employee	N	1
13	Daytona Beach Community College Career Devt. & Placement P. O. Box 2811 Daytona Beach, Florida 32120 Phone : (386) 506-3369 Email : mannind@DaytonaState.edu Fax : 1- - - Debra Manning	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Dept. of Labor & Unemployment Division of Blind Services 1809 Art Museum Drive, #201 Jacksonville, Florida 32207 Phone : (904) 348-2730 Fax : 1-904-348-2737 Carol Michael	N	0
15	Edward Waters College Communications Department 1658 Kings Road Jacksonville, Florida 32209 Phone : (904) 355-3030 Email : amstarke@gmail.com Career Services	N	0
16	Employee Referral	N	3
17	Flagler College P. O. Box 1027 St Augustine, Florida Phone : (904) 819-6286 Url : www.flagler.edu/ Email : jfurlong@flagler.edu Fax : 1-904-826-8515 Tara Stevenson	N	0
18	Florida A & M University 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida Phone : 850.599.3700 Email : delores.dean@fam.u.edu Delores Dean	N	0
19	Florida Atlantic University Associate Director SSB222, P. O. Box 3091 Boca Raton, Florida 33431 Phone : (561) 297-3533 Email : career@fau.edu Fax : 1-561-297-2740 Jennifer Berman	N	0
20	Florida State College at Jacksonville 101 W. State Street Jacksonville, Florida Phone : (904) 646-2300 Career Services Manual Posting	N	0

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21	Florida State University Career Center University Center, Suite A400 Tallahassee, Florida Phone : (850) 644-6431 Jamie Flora	N	0
22	Former Employee	N	4
23	Former Intern	N	1
24	Full Sail University 3300 University Blvd Suite 160 Winter Park, Florida 32792 Phone : 866.807.3140 Url : www.fullsail.com/ Email : toberdick@fullsail.com Fax : 1-407-671-2240 Tom Oberdick	N	0
25	Graham Media Group 161 North Clark Suite 2900 Chicago, Illinois 60601 Phone : 3129176260 Email : careers@grahammedia.com Julie Dreixler	N	0
26	Grambling State University Box 4292 Dept of Mass Communication Grambling, Louisiana 71245 Phone : 318-274-2189 Email : dunns@gram.edu Dr. Sharon Ford-Dunn	Y	0
27	Howard University School of Communications 525 Bryant Street Washington, DC, Washington 20059 Phone : (202) 806-5806 Url : www.communications.howard.edu Email : cdudley@howard.edu Fax : 1-202-986-2911 Carol Dudley	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Jacksonville Job Corps Center 4811 Payne Stewart Drive Jacksonville, Florida 32209 Phone : (904) 360-8200 Url : jacksonville.jobcorps.org Email : moore.stan@jobcorps.org Fax : 1-904-632-5498 Stan Moore	Y	0
29	Jacksonville University Career Services 2800 University Blvd.N. Jacksonville, Florida Phone : (904) 256-7000 Career Services Manual Posting	N	0
30	Jacksonville Urban League Employment Coordinator 903 West Union Street Jacksonville, Florida 32204 Phone : (904) 366-6494 Email : jhwilson@jaxul.org Fax : 1-904-356-8369 Julia Wilson	N	0
31	Linkedin.com unknown unknown, Florida Phone : 9045551212 Url : www.linkedin.com none none Manual Posting	N	17
32	MediaLine P. O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
33	Medill News Service 1325 G Street NW Suite 730 Washington, DC, North Carolina Phone : (202) 347-8700 Email : shearer@northwestern.edu Fax : 1- - - Ms Shearer	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	National Assn. Of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : (301) 405-0248 Fax : 1-301-314-1714 Career Services	N	0
35	National Lesbian & Gay Journalists Assn. 1420 K Street NW Suite 920 Washington, DC, North Carolina 20005 Phone : (202) 588-9888 Email : info@nlgja.org Lynette Spencer	N	0
36	Pennsylvania State University College of Communications 205 Carnegie Building University Park, Pennsylvania 16802 Phone : (814) 863-6081 Fax : 1-814-863-8044 Joseph Selden	Y	0
37	RCI Employment Services P. O. Box 19249 Jacksonville, Florida 32245 Phone : (904) 743-1002 Email : rciemploymentservices@rbhsinc.com Career Services	N	0
38	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Email : sharonr@uwnefl.org Fax : 1-904-924-1684 Sharon Robinson	N	0
39	Shiloh Metropolitan Baptist Church 1118 West Beaver Street Jacksonville, Florida 32204 Phone : (904) 353-8829 Url : www.smbcjax.com/ Email : receptionist@smbcjax.com Fax : 1-904-353-2015 Merilyn Reed	N	0

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40	South Asian Journalists Association Columbia Graduate School 2950 Broadway New York, New York 10027 Phone : (212) 854-5979 Email : sree@sree.net Career Services	N	0
41	St. Johns River Community College Career Services 2990 College Drive St. Augustine, Florida 32095 Phone : (386) 312-4259 Melissa O'Connell Manual Posting	N	0
42	Stetson University Career Services Flagler Hall, Room 100 Deland, Florida Phone : (386) 822-7315 Email : career@stetson.edu Annette Accorto	N	0
43	Syracuse University 215 University Place Syracuse, New York 13244 Phone : (315) 443-9092 Email : careers@syr.edu Debi Walker	Y	0
44	TV Jobs Broadcast Employment Services P. O. Box 4116 Oceanside, California 92052 Phone : (760) 754-8177 Url : www.tvjobs.com Email : jobs@tvjobs.com Mark Holloway	N	0
45	University of Central Florida Career Resource Center 4000 Central Fl Blvd,Bldg7F,Rm185 Orlando, Florida 32816 Phone : (407) 823-2361 Url : www.career.ucf.edu Email : career@mail.ucf.edu Fax : 1-407-823-5909 Career Services	N	0

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46	University of Colorado at Boulder 1511 University Avenue # 478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Email : Christine.Mahoney@Colorado.EDU Christine Mahoney	N	0
47	University of Florida College of Communications P. O. Box 118400 Gainesville, Florida Phone : (352) 392-0289 Email : kgraham@jou.ufl.edu Katrice Graham	N	0
48	University of Missouri Columbia, MO 65211 Columbia, , Missouri 65211 Phone : 9045551212 Url : http://missouri.edu/ Website Website Manual Posting	N	0
49	University of North Florida Director, Career Services 4567 St. Johns Bluff Road South Jacksonville, Florida Phone : (904) 620-2955 Email : CareerWings@unf.edu Anamarie Lelis	N	0
50	WJXT-TV 4 Broadcast Place Jacksonville, Florida 32207 Phone : (904) 393-9832 Url : www.news4jax.com Email : dfox@wjxt.com Fax : 1-904-339-9676 Keira Barnard	N	24
51	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			51

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/3/2017	Establishment of training programs for station personnel	Blue Jeans Training	3	IT Admin IT Admin IT Admin
2	10/10/2017	Participation in events or programs sponsored by educational institutions	UNF Media Week	2	Producer Sports Reporter
3	10/12/2017	Establishment of training programs for station personnel	Lou Michaels Workshop	22	Anchors Reporters
4	10/15/2017	Establishment of training programs for station personnel	Monitor IQ Training	1	IT Admin
5	10/17/2017	Establishment of training programs for station personnel	Borrell Compass Sales Training	15	Account Executive
6	10/18/2017	Establishment of training programs for station personnel	Ikegami Training - (Helicopter)	3	Maintance Engineers Maintance Engineers Maintance Engineers
7	10/19/2017	Establishment of training programs for station personnel	Ad Taxi Training	15	Account Executive
8	10/19/2017	Establishment of training programs for station personnel	Ad Taxi Digital Training	15	Account Executive
9	10/25/2017	Establishment of training programs for station personnel	Borrell Compass Training	2	Account Executive Account Executives
10	10/26/2017	Establishment of training programs for station personnel	Cross-Sell Training	15	Account Executive
11	10/26/2017	Establishment of a mentoring program	Cross-Sell Auto Tool training	15	Account Executive
12	10/30/2017	Establishment of training programs for station personnel	Monthly LTE Training	14	Photographers
13	10/30/2017	Establishment of training programs for station personnel	Ad Words Training	15	ac
14	10/30/2017	Establishment of an intern program designed to assist members of the community	Station offers a year round internship program for those college students of 3re or 4th year status who are taking the course for college credit	4	Creative Services Director General Sales Manager Operations Manager News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	10/30/2017	Establishment of training programs for station personnel	Monthly Digital Training on New products and product refinement	15	Account Executive
16	10/30/2017	Establishment of training programs for station personnel	Individual 1/1 training for new hires: Reviewing full service digital capabilities deck and overview of all our vendor products Media Kit for news4jax.com, website stats, station sponsorships, all website products, rate cards - dashboard training and important links for digital products.	1	Local Sales Manager
17	10/30/2017	Establishment of training programs for station personnel	SAT Training	1	Maintance Engineers
18	10/30/2017	Establishment of training programs for station personnel	Sales Account Executives attend monthly Sales Seminar Webcast	15	Account Executive
19	10/30/2017	Participation in other activities designed by the station employment unit	The station has developed a full-time Sales Trainee Position	1	General Sales Manager
20	10/30/2017	Establishment of an intern program designed to assist members of the community	Participant in the Margaret Crawford Internship Program	1	HR/Benefits
21	10/30/2017	Establishment of an intern program designed to assist members of the community	Participant in the Emma Bowen Internship Program	1	HR/Benefits
22	10/30/2017	Establishment of training programs for station personnel	Bi-Weekly Buzz Board Training	12	Local Sales Manager Account Executives Local Sales Manager
23	10/30/2017	Establishment of training programs for station personnel	All new News employees are trained on the Lakana content management system	1	Web Manager
24	10/30/2017	Participation in other activities designed by the station employment unit	Year-round tours of the television broadcast facility	1	Special Projects
25	10/30/2017	Participation in other activities designed by the station employment unit	Station runs on-air EEO announcement	0	

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26	10/30/2017	Establishment of training programs for station personnel	Weekly RTB Ad Taxi Training	15	Account Executive
27	10/30/2017	Participation in other activities designed by the station employment unit	The station has developed a full-Time News Producer Trainee Position	1	News Director
28	11/8/2017	Establishment of training programs for station personnel	Comscore Automotive Data Training	15	Account Executive
29	11/15/2017	Establishment of training programs for station personnel	Fuse Sales Training	15	Account Executive
30	11/29/2017	Establishment of training programs for station personnel	Digital Pitch Training	15	Account Executive
31	12/5/2017	Establishment of training programs for station personnel	TVB Advertising Training	15	Account Executive
32	12/27/2017	Establishment of training programs for station personnel	Media Vault Training	51	Photographers Editors Producers
33	1/19/2018	Establishment of training programs for station personnel	Storm Track Truck Training	1	Maintance Engineers
34	1/22/2018	Establishment of training programs for station personnel	Apprise - Digital Training	4	General Manager Web Manager Executive Producer News Director
35	1/24/2018	Participation in events or programs sponsored by educational institutions	Dana Levy spoke to Communication/Journalism students	1	Producer
36	1/25/2018	Establishment of training programs for station personnel	Auto Advertising Workshop/Training	15	Account Executive
37	1/25/2018	Establishment of training programs for station personnel	OTT Training	21	Account Executive General Sales Manager Local Sales Manager National Sales Manager
38	2/7/2018	Participation in events or programs sponsored by educational institutions	FSU Career Day	1	Creative Services Director

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39	2/8/2018	Participation in events or programs sponsored by educational institutions	FAMU Career Day	1	Creative Services Director
40	2/8/2018	Establishment of training programs for station personnel	Lou Michaels Workshop	23	Anchors Reporters
41	2/27/2018	Establishment of training programs for station personnel	Encompass Training	13	Maintance Engineers Operations Engineer
42	3/1/2018	Participation in events or programs sponsored by educational institutions	Student Shadowing Day - St Johns County Day	1	Executive Producer
43	3/6/2018	Establishment of training programs for station personnel	Reprise Training - Editors	10	Editors
44	3/8/2018	Establishment of training programs for station personnel	Reprise Training - Editors	10	Editors
45	3/8/2018	Establishment of training programs for station personnel	Vantage Training	1	Maintance Engineers
46	3/15/2018	Establishment of training programs for station personnel	ITX Encompass Training	6	Operations Engineer
47	3/19/2018	Establishment of training programs for station personnel	Adobe Premier Training	1	Maintance Engineers
48	3/20/2018	Establishment of training programs for station personnel	Reprise Training - Reporters	14	Reporters
49	3/21/2018	Participation in events or programs sponsored by educational institutions	University of Florida	2	HR/Benefits Promotions Producer
50	4/7/2018	Participation in Job Fairs	NABEF MSA Recruiter Conference	1	Local Sales Manager
51	5/7/2018	Establishment of training programs for station personnel	Storm Track Truck Training	14	Photographers

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52	5/10/2018	Establishment of training programs for station personnel	OTT Training	21	Account Executive General Sales Manager National Sales Manager Local Sales Manager
53	5/15/2018	Establishment of training programs for station personnel	Reprise Training - Reporters	14	Reporters
54	5/21/2018	Establishment of training programs for station personnel	MFM Conference	2	CFO Business Manager
55	5/22/2018	Establishment of training programs for station personnel	Lou Michaels Workshop	23	Anchors Reporters
56	5/23/2018	Establishment of training programs for station personnel	Storm Track Truck Training	14	Photographers
57	6/14/2018	Establishment of training programs for station personnel	IRE Investigative Reporter Editor Training	2	Reporter Executive Producer
58	8/1/2018	Participation in events sponsored by community groups	NABJ - National Association of Black Journalist	1	Executive Producer