

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

WKMG-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WKMG-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
News Photographer	1-3, 5-8, 10, 12-16, 19-23, 25-26, 28-30, 32, 34-42, 44-47, 50, 52-54, 56, 58-60, 62, 64-67, 69, 71-74, 76-77, 79-82, 84-98, 100, 103	30
Creative Services Writer/Producer	18, 57, 76, 93, 99	18
Account Executive	1-2, 4, 6-8, 10, 12-14, 16, 18-23, 25-26, 28-29, 32, 34-42, 44-47, 50-56, 58-60, 62, 64-67, 69, 71-74, 76-77, 79-82, 84-90, 92-96, 98-100, 103	18
Account Executive	1-2, 4, 6-8, 10, 12-14, 16, 18-23, 25-26, 28-29, 32, 34-42, 44-47, 50-56, 58-60, 62, 64-67, 69, 71-74, 76-77, 79-82, 84-90, 92-96, 98-100, 103	18
Account Executive	1-2, 4, 6-8, 10, 12-14, 16, 18-23, 25-26, 28-29, 32, 34-42, 44-47, 50-56, 58-60, 62, 64-67, 69, 71-74, 76-77, 79-82, 84-90, 92-96, 98-100, 103	18
News Brand Producer	1-2, 4, 6-8, 10, 12-14, 16, 19-23, 25-26, 28-30, 32, 34-38, 40-42, 44-47, 50-52, 54, 56, 58-60, 62, 64-67, 69, 71-74, 76-82, 84-90, 92-96, 98, 101, 103	76
Special Projects Producer	1-2, 4, 6-8, 10, 12-14, 16, 18-23, 25-26, 28, 32, 34-38, 40-42, 44-47, 50-52, 54, 56, 58-60, 62, 64-67, 69, 71, 73-74, 76-77, 79-82, 84-90, 92-96, 98-99, 102-103	102
Social Media Producer	1-2, 4, 6-7, 9, 8, 10, 13-14, 16, 18-19, 21-23, 25-26, 28-30, 32, 35-39, 41-42, 44-47, 50-52, 54, 56-60, 62-67, 69, 71, 73-74, 76-77, 79-82, 84-90, 92-96, 98, 103	57
Social Media Producer	1-2, 4, 6-7, 9, 8, 10, 13-14, 16, 18-19, 21-23, 25-26, 28-30, 32, 35-39, 41-42, 44-47, 50-52, 54, 56-60, 62-67, 69, 71, 73-74, 76-77, 79-82, 84-90, 92-96, 98, 103	30

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Assignment Editor	1-2, 4, 6-8, 10, 12-14, 16, 19, 21-23, 25-26, 28-29, 32, 35-38, 41-42, 44-47, 50-52, 54, 56-60, 62, 64-67, 69, 71, 73-74, 76-77, 79-82, 84-90, 92-96, 98, 102-103	93
Digital/New Business Sales Mgr.	1-2, 4, 6-8, 10, 12-14, 16, 19, 21-23, 25-26, 28-29, 32, 34-42, 44-47, 50-52, 54, 56-60, 62, 64-67, 69, 71, 73-74, 76-77, 79-82, 84-90, 92-96, 98, 102-103	102
News Producer	1-2, 4, 6-8, 10, 12-14, 16, 18-19, 21-23, 25-26, 28-29, 32, 34-42, 44-47, 50-52, 54, 56-62, 64-67, 69, 71, 73-77, 79-82, 84-90, 92-96, 98, 103	93
News Reporter	1-2, 4, 6-7, 9, 8, 10, 12-14, 16-17, 19, 21-23, 25-26, 28-29, 32, 35-38, 41-42, 44-47, 50-52, 54, 56-62, 64-67, 69, 71, 73-77, 79-82, 84-90, 92-96, 98-99, 103	17
News Reporter	1-2, 4, 6-7, 9, 8, 10, 12-14, 16-17, 19, 21-23, 25-26, 28-29, 32, 35-38, 41-42, 44-47, 50-52, 54, 56-62, 64-67, 69, 71, 73-77, 79-82, 84-90, 92-96, 98-99, 103	99
Internet Coordinator	1-2, 4, 6-8, 10, 12-14, 16, 19, 21-23, 25-26, 28-29, 32, 35-38, 41-42, 44-48, 50-52, 54, 56-67, 69, 71, 73-74, 76-77, 79-82, 84-90, 92-96, 98, 103	48
Internet Coordinator	1-2, 4, 6-8, 10, 12-14, 16, 19, 21-23, 25-26, 28-29, 32, 35-38, 41-42, 44-48, 50-52, 54, 56-67, 69, 71, 73-74, 76-77, 79-82, 84-90, 92-96, 98, 103	48
Creative Services Producer	1-2, 4, 6-8, 10, 12-14, 19, 21-23, 25-26, 28-29, 32, 34-42, 44-47, 50-52, 54, 57-67, 69, 71, 73-77, 79-82, 84-90, 92-96, 98, 103	1
News Photographer	1-2, 4, 6-8, 11-14, 16, 18-19, 21-23, 25-29, 34-42, 44-47, 50-52, 54, 57-67, 70-71, 73-74, 76-77, 79-82, 84-90, 92-96, 98, 103-104	27

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Traffic/Sales Assistant	1-2, 4, 6-8, 11-14, 16, 18-19, 21-23, 25-26, 28-29, 34-42, 44-47, 50-52, 54, 57-67, 70-71, 73-74, 76-77, 79-82, 84-90, 92-96, 98, 103	18
Creative Services Writer/Producer	1-2, 4, 6-8, 11-14, 16, 19, 21-23, 25-26, 28-29, 32, 35-39, 41-42, 44-47, 50-52, 54, 57-67, 70-71, 73-74, 76-77, 79-82, 84-90, 92-96, 98, 103	1
Assignment Editor	1-2, 4, 6-8, 11-14, 16-17, 19, 21-23, 25-26, 28-30, 32, 34-42, 44-47, 50-52, 54, 57-67, 70-71, 73-77, 79-82, 84-90, 92-96, 98, 103-104	17
Assignment Editor	1-2, 4, 6-8, 11-14, 16-17, 19, 21-23, 25-26, 28-30, 32, 34-42, 44-47, 50-52, 54, 57-67, 70-71, 73-77, 79-82, 84-90, 92-96, 98, 103-104	30
IT Administrator/Technician	1-2, 4, 6-8, 11-14, 19, 21-23, 25-29, 31-32, 35-42, 44-47, 49-52, 54, 57-67, 70-71, 73-74, 76-77, 79-90, 92-96, 98, 103-104	83
VP/General Manager	33	33
Assistant to Vice President/General Mgr.	1-2, 4, 6-8, 11-14, 16-17, 19, 21-23, 25-30, 32, 35-38, 40-42, 44-47, 50-52, 54, 57-67, 70-71, 73-74, 76-77, 79-82, 84-90, 92-96, 98, 103-104	30
News Director	1-2, 4, 6-7, 9, 8, 11-14, 16-17, 19, 21-30, 32, 35-41, 43-47, 51-52, 54, 57-67, 71, 73-77, 79-82, 84-90, 92-96, 98, 103-104	24
Executive Producer-Special Projects	1-2, 4-8, 11-14, 16-17, 19, 21-23, 25-29, 32, 35-39, 41, 43-47, 51-52, 54, 57-68, 71, 73-74, 76-77, 79-82, 84, 86-90, 92-94, 96, 98, 103-104	17

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications Florida Phone : 602-954-8373 Url : slizik@602communications.com Email : slizik@602communications.com Sandy Lizik	N	6
2	AAJA Florida Chapter Florida Url : http://chapters.aaja.org/Florida/FLAAJA.html Email : aajaflorida@gmail.com Gail Rayos	N	0
3	AAJA National Chapter 1182 Market St. Suite 320 San Francisco, California 94102 Url : http://www.aaja.org/ Fax : 1-415-346-6343 Career Services	N	0
4	Alabama State University P.O. Box 271 Montgomery, Alabama Phone : (334) 229-4493 Url : www.alasu.edu Fax : 1-334-229-4976 David Okeowo	N	0
5	American Institute of Graphic Arts 164 6th Avenue Manhattan, New York 10010 Phone : (212) 807-1990 Fax : 1-212-807-1799 Career Services	N	0
6	B-Roll.net 243 17th Street SE Washington, District of Columbia 20003 Url : www.b-roll.net Career Services Manual Posting	N	0
7	Broadcast Employment Services (tvjobs.com / amfm.com / digitaltalent.tv) Florida Phone : (800)374-0119 Email : admin@tvjobs.com Mark Holloway	N	0

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8	Broadcast Image Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : 2108286664 Email : sleventhal@broadcastimage.com Fax : 1-210-828-6225 Sheryl Leventhal	N	1
9	Broadcast Image Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : (210) 828-6664 Url : www.broadcastimage.com Email : ricket@broadcastimage.com Larry Rickel	N	3
10	Catholic Charities of Central Florida 1771 N. Semoran Blvd. Suite A Orlando, Florida 32807 Phone : 4072771938 Email : kkanashiro@cflcc.org Fax : 1-407-277-3744 Karen Kanashiro	Y	0
11	Catholic Charities of Central Florida, Inc. 1819 N. Semoran Blvd. Orlando, Florida 32807 Phone : 407-277-1938, ext 2321 Email : Daisy.Clemente@cflcc.org Fax : 1-407-277-3744 Daisy Clemente	Y	0
12	Center for Independent Living 720 N. Denning Drive Winter Park, Florida 32789 Phone : (407)623-1070, ext.143 Url : www.cilorlando.org Email : shartman@cilorlando.org Fax : 1-407-623-1390 Sarah Hartman	N	0
13	Central Florida Association of Black Journalists P.O. Box 7445 Orlando, Florida 32802 Url : http://cfabj.wordpress.com Career Services Manual Posting	N	0

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14	Central Florida Employment Council 450 Seminola Blvd. Casselberry, Florida 32707 Phone : (407)834-4223 Url : www.cfec.org Email : cfec@cfec.org Paulette Weir	N	0
15	City College 1401 W. Cypress Creek Rd. Ft. Lauderdale, Florida 33309 Phone : 1(866)314-5681 Url : www.citycollege.edu Email : zag@citycollege.edu Career Services	N	0
16	Classified Ad-Spots n Dots Ads@spotsndots.com Kennesaw, Georgia Phone : 407-521-1256 Url : www.spotsndots.com Donna Ansley Manual Posting	N	3
17	clickorlando.com 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1200 Email : ddahm@wkmg.com Fax : 1-407-521-1204 Daniel Dahm	N	9
18	clickorlando.com 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1256 Url : www.clickorlando.com Donna Ansley	N	13
19	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : (813)-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

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20	Columbia College 1001 Rogers Street Columbia, Missouri 65216 Phone : (573) 875-7421 Url : http://www.ccis.edu/ Email : dgmalsen@ccis.edu Don Malsen	N	0
21	Columbia Graduate School of Journalism 2950 Broadway New York, New York 10027 Phone : (212)854-4422 Url : www.journalism.columbia.edu Email : careers@jrn.columbia.edu Ernest Sotomayor	N	0
22	Connecticut School of Broadcasting 5323 Millenia Lakes Office Pk. Suite 120 Orlando, Florida 32839 Phone : 1(800)881-2346 Url : www.gocsb.com Email : csborlando@gocsb.com Nichole Parsons	N	0
23	Cuban American National Counsel 300 SW 12th Avenue 3rd Floor Miami, Florida 33130 Phone : (305)642-3484 Url : http://www.cnc.org/ Email : slopez@cnc.org Cris Santana	N	0
24	Current Employee	N	1
25	Daytona State College 1200 International Speedway Blvd. Daytona Beach, Florida 32114 Phone : (386) 506-3610 Url : http://www.dbcc.cc.fl.us/ Email : NeroBe@daytonastate.edu Fax : 1-386-506-3150 Becky Nero-Wall	N	0

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26	Dept. of Labor & Unemployment 1809 Art Museum Drive #201 Jacksonville, Florida 32207 Phone : (904) 348-2730 Fax : 1-904-348-2737 Carol Michael	N	0
27	Doug Olin WINK-TV 2824 Palm Beach Blvd. Fort Myers, Florida 33916 Phone : 1-239-9600 Url : www.winknews.com Doug Olin Manual Posting	N	1
28	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York 10019 Phone : (202) 637-4494 Url : http://www.emmabowenfoundation.com/ Email : sdrice@cbs.com Sandra Rice	N	0
29	Emma Bowen Fund for Minority Int. in Media 700 New Jersey Avenue, NW Suite 700 Washington, District of Columbia 20001 Phone : (202) 637-4494 Url : http://www.emmabowenfoundation.com/ Email : sandra.rice@nbcuni.com Fax : 1-202-524-6411 Sandra Rice	N	0
30	Employee Referral 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1256 Donna Ansley	N	12
31	Employment Agency	N	1
32	Equal Employment Opportunity Commission 501 E. Polk Street Suite 1000 Tampa, Florida 33602 Phone : (305)808-1851 Url : http://www.eeoc.gov/ Fax : 1-305-808-1855 Career Services	N	0
33	Exigent Circumstances	N	1

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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	FAMU-Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : (850) 599-3700 Email : deloresdean@famuedu Fax : 1-850-599-3353 Delores Dean	N	0
35	Federal Communications Commission 445 12th Street SW Washington, District of Columbia 20554 Phone : (202)418-1600 Url : http://www.fcc.gov/ Barbara Kreisman Manual Posting	N	0
36	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 Jess Furlong	N	0
37	Florida A & M University 100 Student Union Plaza Tallahassee, Florida 32301 Phone : 850.599.3700 Url : http://www.famuedu/ Email : delores.dean@famuedu Delores Dean	N	0
38	Florida Association of Broadcasters 201 S. Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : (850)681-6444 Url : http://www.fab.org/ Fax : 1-850-644-3273 Career Services	N	0
39	Florida Atlantic University 777 Glades Road Suite 220 Boca Raton, Florida 33431 Phone : (561) 297-3533 Url : www.fau.edu/ Fax : 1-561-297-2740 Carl Melby	N	0

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40	Florida State University University Center 4100 Career Center Tallahassee, Florida 32306 Phone : (850) 644-6431 Email : jflora@fsu.edu Fax : 1-850-644-3273 Ms. Jamie Flora	N	0
41	Full Sail Placement 3300 University Blvd. Suite 160 Orlando, Florida 32792 Phone : 866-807-3140 Url : www.fullsail.com/ Email : ktrudeau@fullsail.com Fax : 1-407-671-2240 Karen Trudeau	N	0
42	Goodwill Job Center 515 W. Central Ave. Orlando, Florida 32801 Phone : 407872-0770 Email : ossc@goodwillcfl.org Fax : 1-407-872-0256 Daisy Gonzalez	N	0
43	Graham Media Group 161 North Clark Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	0
44	Hispanic Achievers P.O. Box 160912 Altamonte Springs, Florida 32716 Phone : 407-228-7267 Url : www.hispanicachievers.org Email : hajobs@bellsouth.net Danny Ramos	N	0
45	Hispanic Link News Service, Inc. 1420 N. Street, N.W. Washington, District of Columbia 20005 Phone : (407)428-5870 Url : http://www.hispaniclink.org/Hispanic_Link/Front_Pa Email : lgarcia@hispanicchamber.net Marilyn Linley	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
46	Howard University School of Communications 525 Bryant Street Washington, District of Columbia 20059 Phone : (202) 806-5806 Url : www.communications.howard.edu Email : cdudley@howard.edu Fax : 1-202-986-2911 Carol Dudley	N	0
47	IBEW, Local 606 820 Virginia Drive Orlando, Florida 32803 Phone : (407)896-7271 Url : www.ibew606.org Email : rcopple@earthlink.net Rosemary Copple	N	0
48	Indeed.com	N	5
49	Indeed.com c/o Donna Ansley Orlando, Florida Phone : 407-521-1256 Email : dansley@wkmg.com Fax : 1-407-521-1251 Donna Ansley	N	1
50	Int'l. Academy of Design/Technology 6039 S. Rio Grande Orlando, Florida 32809 Phone : 4075136315 Url : www.iadt.edu Email : sramnarain@iadt.edu Fax : 1-407-888-4006 Sandy Ramnarain	Y	0
51	ITT Technical Institute 1400 International Pkwy. South Lake Mary, Florida 32746 Phone : (407)660-2900 Url : www.itt-tech.edu Email : kpoaletti@itt-tech.edu Kim Poaletti	N	0

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52	Jacksonville University 2800 University Blvd., N Career Services Jacksonville, Florida Phone : (904) 256-7000 Url : https://ju-csm.symplicity.com/employers/ Email : careerservices@ju.edu Career Services	N	0
53	Jacksonville Urban League 903 West Union Street Jacksonville, Florida 32204 Phone : (904) 356-8336 Url : http://www.jaxul.org/ Fax : 1-904-356-8369 Michelle Foster	N	0
54	John Butte & Associates P.O. Box 477 Lakewood, Ohio 44107 Phone : 216-650-2258 John Butte Manual Posting	N	0
55	KPRC-TV 8181 Southwest Freeway P.O. Box 2222 Houston, Texas 77074 Phone : (713) 778-4748 Url : www.click2houston.com Will Gough Manual Posting	N	1
56	Latino Leadership 1010 Executive Center Drive Suite 100 Orlando, Florida 32803 Phone : 407-895-0801 Url : www.latinoleadership.org Fax : 1-407-895-0803 Career Services	N	0
57	Linkedin` Linkedin LinkedIN, Florida Phone : 407-521-1256 Donna Ansley Manual Posting	N	17

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58	mediabizjobs.com Florida Url : www.mediabizjobs.com John Stipe Manual Posting	N	0
59	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
60	mediamatch.com Florida Url : www.mediamatch.com Career Services Manual Posting	N	0
61	MediaRecruiter.com 9457 So. University Blvd. Suite #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
62	Metropolitan Orlando Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407841-7654 Fax : 1-407-841-9114 Shellie Ann Minnis	N	0
63	monster.com 4466 John Young Pkwy. Orlando, , Florida 32804 Donna Ansley Manual Posting	N	1
64	Morris Brown College 643 Martin L. King Drive NW Career Planning Atlanta, Georgia 30314 Phone : (404) 739-1123 Url : www.morrisbrown.edu/ Email : Todd.blackburn@morrisbrown.edu Todd Blackburn	N	0

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65	NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21215 Url : http://www.naACP.org/content/main/ Mr. John Johnson Manual Posting	N	0
66	Napoli Management Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-385-8222 Liz Sherwin Manual Posting	N	0
67	National Assn. of Black Broadcasters 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : http://www.nabob.org/ Fax : 1-301-314-1714 Career Services	N	0
68	National Assn. of Hispanic Journalists 1000 National Press Bldg. Washington, District of Columbia 20045 Phone : (202) 662-7145 Email : jobbank@nahj.org Marco Botero	N	1
69	National Association of Broadcasters 1771 N Street, NW Washington, District of Columbia 20036 Phone : 2024295424 Url : www.nab.org Email : asmith@nab.org Amanda Smith	N	0
70	National Business & Disability Council-Abilities, Inc. 201 I.U. Willets Road Albertson, New York 11507 Phone : (212)558-5300 Url : http://www.business-disability.com/index.aspx Fax : 1-212-785-4513 Jennifer Towels	N	0

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71	National Lesbian & Gay Journalists Assn. 1420 K Street Suite 910 Washington, District of Columbia 20005 Phone : (202) 588-9888 Email : info@nljja.org Lynette Spencer	N	0
72	National Urban League Black Executive Exchange Program 120 Wall Street New York, New York 10005 Phone : (212)558-5300 Url : http://www.nulbeep.org/ Email : DWEST@NUL.ORG Dale West	N	0
73	Native American Journalist Association Univ. of Oklahoma 395 West Lindsey Norman, Oklahoma 73019 Phone : 918-652-5612 Url : www.naja.com Email : rlandsberry@gmail.com Fax : 1-405-325-6945 Becca Landsberry	N	0
74	Native American Public Telecommunication P.O. Box 83111 Lincoln, Nebraska 68501 Phone : (402) 472-3522 Url : http://www.namac.org/node/4297 Fax : 1-402-472-8675 Career Services	N	0
75	No Posting WKMG-TV Orlando, Florida 32804 Phone : 407-521-1256 Email : dansley@wkmg.com Donna Ansley	N	0
76	Orlandojobs.com 43 East Pine Street Orlando, Florida 32801 Phone : 4076454224 Url : www.orlandojobs.com Email : Heather@OrlandoJobs.com Fax : 1-866-656-9907 Heather Deyrieux	N	24

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77	Pennsylvania State University College of Communications 205 Carnegie Bldg. University Park, Pennsylvania 16802 Phone : (814) 865-2377 Url : www.psu.edu/ Email : rpm163@psu.edu Fax : 1-814-863-8044 Robert Martin	N	0
78	Post-Newsweek Stations, Inc. 550 W. Lafayette Blvd. 2nd Floor Detroit, Michigan 48226 Phone : (313) 223-2283 Url : http://www.washpostco.com/phoenix.zhtml?c=62487&p= Email : jkatona@postnewsweek.com Fax : 1-313-223-2263 Jeanine Katona	N	0
79	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Fax : 1-904-924-1684 Sharon Robinson	N	0
80	Ringling School of Art and Design 2700 N. Tamiami Trail Sarasota, Florida 34234 Phone : 941-359-7502 Url : http://www.collegecentral.com/ringling/Employer.cf Cyndi Flannagan Manual Posting	N	0
81	Seminole State College 100 Weldon Blvd. Sanford, , Florida 32773 Phone : 407-708-2649 Url : www.myinterfase.com/seminolecc/employer Email : sauttern@seminolestate.edu Nancy Sautter	Y	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
82	Society of Broadcast Engineers 9247 N. Meridian Street Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : www.sbe.org/ Email : kjones@sbe.org Scott Jones	N	0
83	Society of Broadcast Engineers-Chapter 42 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1200 Frank Torbert Manual Posting	N	1
84	South Asian Journalists Association Columbia Graduate School 2950 Broadway New York, New York 10027 Phone : (212) 854-5979 Url : www.saja.org/ Email : sree@sree.net Career Services	N	0
85	Southern Career College 8711 Lone Star Road Jacksonville, Florida 32211 Phone : (904) 724-2229 Url : http://www.ftcjacksonville.com/ Email : ilatimer@southerncareercollege.edu Fax : 1-904-520-7295 Irma Latimer	N	0
86	St. Augustine Technical Center Career Services 2980 Collins Avenue St. Augustine, Florida 32095 Phone : (904) 824-4401 Url : www.fctc.edu Fax : 1-904-547-3506 Christine Cothron	N	0
87	Stetson University 421 N. Woodlawn Blvd. Deland, Florida 32723 Phone : (386) 822-7315 Url : www.stetson.edu/ Email : career@stetson.edu Annette Accorto	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
88	Syracuse University 215 University Place Syracuse, New York 13244 Phone : (315) 443-9092 Url : www.syr.edu/ Email : careers@syr.edu Debi Walker	N	0
89	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3181 Url : www.talentedynamics.com Email : michaels@talentedynamics.com Lou Michaels	N	0
90	Texas Tech University College of Mass Communications P.O. Box 43082 Lubbock, Texas 79409 Phone : (806) 742-3385 Url : www.ttu.edu/ Email : aleesa.ross@ttu.edu Aleesa Ross	N	0
91	The Art Institute of Fort Lauderdale 1799 South East 17th St. Ft. Lauderdale, Florida 33316 Phone : (954)463-3000 Url : http://www.artinstitutes.edu/fort-lauderdale/Default.aspx Fax : 1-954-525-2602 Career Services	N	0
92	The Poynter Institute for Media Studies 801 Third Street St. Petersburg, Florida 33701 Url : http://www.poynter.org/ Fax : 1-727-553-4679 Career Services	N	0
93	TVjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	11

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
94	University of Central Florida Career Resource Center P.O. Box 160165 Orlando, Florida 32816 Phone : (407) 823-2361 Url : www.career.ucf.edu Email : career@mail.ucf.edu Fax : 1-407-823-5909 Tracy Thomas	N	0
95	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Email : Christine.Mahoney@Colorado.EDU Fax : 1-303-492-0969 Christine Mahoney	N	0
96	University of Florida Knight Division, Career Svcs. 1080 Weimer Hall Gainesville, Florida 32611 Phone : (352) 392-0289 Url : http://www.ufl.edu/ Email : charris@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris	N	0
97	University of Miami P.O. Box 249175 Coral Gables, Florida 33124 Phone : 305-284-6905 Url : http://www.miami.edu/ Email : ziffinfo@miami.edu Career Services	N	0
98	University of North Florida 4567 St. Johns Bluff Road, South Jacksonville, Florida 32224 Phone : (904) 620-2955 Url : http://www.unf.edu/ Email : CareerWings@unf.edu Anamarie Lelis	N	0
99	Unknown Unknown Unknown, Florida 32804 Phone : 4075211256 Donna Ansley	N	8

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
100	Weber International University P.O. Box 96 Babson Park, Florida 33827 Phone : 863-638-2936 Url : http://www.webber.edu/ Email : whitel@webber.edu Tonya White	N	0
101	WJXT-TV 4 Broadcast Place Jacksonville, Florida 32207 Phone : 904-399-4000 Email : kbarnard@wjxt.com Keira Barnard	N	0
102	WKMG-TV 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-5211256 Url : www.clickorlando.com Email : dansley@wkmg.com Fax : 1-407-521-1204 Donna Ansley	N	9
103	Workforce One-Stop Career Center 707 Mendham Blvd. Suite 250 Orlando, Florida 32825 Phone : (407)531-1222 Url : http://www.workforcecentralflorida.com/oscc/locati Sergio Leon Manual Posting	N	0
104	WPLG-TV 3401 West Hallendale Beach Blvd. Pembroke Park, Florida 33023 Phone : (954) 364-2500 Url : www.justnews.com Email : rvasco@wplg.com Rosie Vasco-Brito	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			130

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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	10/1/2014	Establishment of training programs for station personnel	Graham Media Group/WKMG-TV provides a Tuition Reimbursement program to encourage full time employees to further their education to help them advance in their careers. The Tuition Reimbursement Plan covers all full time employees who want to take courses at a recognized educational institution. Approved eligibility includes academic or vocational courses related to their position, courses necessary to complete an undergraduate degree or high school diploma, along with courses toward a graduate degree program; provided the degree is relevant to their current position and also courses that enhance the employees ability to contribute to their current job. The maximum benefit for tuition reimbursement is \$2500 per calendar year..	4	Business Manager Credit Manager Accounting Asst. Sales/Traffic Asst.
2	10/1/2014	Listing of each upper-level category opening in a job bank or newsletter	Upper level positions, on-air talent and management job postings are listed with minority organizations when a job opening occurs. There are approximately 120 organizations notified for each job posting that include colleges, minority and broadcast industry organizations. A complete listing is included with this report.	1	Human Resources Adm

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3	10/1/2014	Participation in scholarship programs	WKMG-TV and the Emma Bowen Foundation cooperate in an effort to provide on-the-job training for a minority student who is interested in pursuing a career in Broadcasting. WKMG-TV has sponsored a student from Spelman University for the past 2 years. This is an on-going internship until the student graduates from college. The student was selected from a pool of applicants for the training experience and scholarship program. She was chosen because of her academic excellence and community involvement. The student works at the station during school breaks obtaining work experience in each department during the internship, including the Administration, Sales, Production, Engineering, Promotion and News departments. She will have the opportunity to apply for open positions within the Company with experience and training to qualify for the position. The station provides matching funds equaling her earnings to the Emma Bowen Foundation to assist with ongoing college expenses. WKMG-TV contributed \$2923 in 2014 toward her college scholarship.	3	Business Manager Production Manager General Sales Manager
4	10/1/2014	Participation in other activities designed by the station employment unit	WKMG-TV, along with our digital tier stations, WKMG-DT6.2 and WKMG-DT6.3, broadcasts on-air EEO announcements to invite organizations to be placed on the station's job notification mailing list. The :10 second community service announcements are aired at least once per week on each station.	1	Sales Asst.

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	10/1/2014	Establishment of an intern program designed to assist members of the community	WKMG-TV offers a year round paid internship program for college students of junior or senior status. Students who participate in the internship program receive school credit while getting on-the-job experience. Interns have the opportunity to learn about the day-to-day operations of a television station and also to apply for open positions for which they qualify. WKMG-TV hosted interns from UCF, Rollins College, University of Florida, Spellman University, Connecticut School of Broadcasting, Embry Riddle and Full Sail University in 2015. We have hired two of our recent interns, one as a PT Producer for our morning newscast and another for a PT Production Technician position. WKMG-TV hosted 10 internships in this reporting period.	4	Production Manager Asst. News Director Web Managing Editor Business Manager
6	2/19/2015	Participation in events sponsored by community groups	Mike DeForest, Investigative Reporter, gave a presentation to a Florida Hospital College of Health Sciences Public Speaking Class. He described a typical day of news gathering at the station and the importance of public speaking, as well as the role of media relations in the medical field.	1	Reporter
7	2/23/2015	Establishment of training programs for station personnel	REACH Department Head / Management Training	10	Business Manager General Sales Manager Chief Engineer Creative Svcs. Director
8	5/13/2015	Establishment of training programs for station personnel	An intensive, inhouse, one-day workshop for sales and management professionals who want to improve and fine tune their presentation creations and delivery skills presented by Kennen Williams of Noll & Associates. The entire sales staff including managers attended the workshop. Presentation included an interactive lecture/discussion focusing on the principles of creating a customer focused presentation.	17	General Sales Manager Local Sales Manager Digital Sales Manager National Sales Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	5/29/2015	Establishment of a mentoring program	Inhouse seminar presented by Brian Allers, Vice President for local division of TvB to entire sales staff. The one-day workshop covered topics of overcoming advertisers main objections to buying broadcast television, prospecting for new business, media strategies and media comparison studies. The presentation included Nielsen cross-platform reports, tips and formulas to customize proposals. All account executives and sales managers attended the presentation.	17	General Sales Manager Local Sales Manager National Sales Manager Digital Sales Manager
10	6/9/2015	Participation in events or programs sponsored by educational institutions	Job Fair sponsored by Full Sail University was attended by Production Manager, Asst. Production Manager and Business Manager to seek candidates for job openings at WKMG-TV. They met with Full Sail students to discuss internships and possible employment to fill open positions. They also met with Full Sail Career Services, deans and internship coordinators to discuss the WKMG Brand and internship program, reaching out to key individuals to determine how WKMG can best extend their reach to students who are interested in the broadcast industry. Interviews were set up by Full Sail Career Development every 10 minutes to push engagement between potential employers and students. The Career Event was held on the campus of Full Sail University in Winter Park, FL, from 1:00-4:00 p.m.	3	Business Manager Production Manager Asst. Production Mgr.
11	6/16/2015	Establishment of a mentoring program	The sales team, including managers, attended the advanced workshop presented for employees who have completed the previous Presentation Skills seminar. Participants were divided in groups and asked in advance to prepare a team sales presentation to improve their sales efforts. This one day workshop was presented by Kennen Williams of Noll & Associates.	17	General Sales Manager Local Sales Manager Digital Sales Manager National Sales Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	6/17/2015	Participation in other activities designed by the station employment unit	WKMG-TV provides station tours for schools and colleges to students who are interested in a career in Broadcasting. They are given a tour of the station with explanations about the many positions needed to produce a newscast. Students watch a live Noon News broadcast and are given the opportunity to question the news team and technical personnel about their jobs and education. The tour on 6/17/15 was attended by members of the Winter Park Youth Leadership program. 30 High School senior from various Winter Park High Schools attended this station tour. Contact for this organization is Megen Almasi, 407-644-8281.	4	Asst. Production Mgr. Anchor Weather Anchor Production Manager
13	7/15/2015	Participation in other activities designed by the station employment unit	Tour of the station included the newsroom, control room, studio A & B, master control and business area. Approximately 30 middle and high school "at risk" students/members from the Bridges of Light organization attended this tour. They were given the opportunity to discuss the education and experience needed to obtain a job in broadcasting. News 6 Reporter, Eryka Washington volunteers with this organization.	4	Asst. Production Mgr. Reporter Anchor Weather Anchor
14	7/21/2015	Participation in other activities designed by the station employment unit	Tour of station for at-risk students/members of the Bridges of Light organization. This was the 2nd tour for the organization. The tour included the newsroom, control room, studio A&B, master control and the business area. Approximately 39 members attended this tour and were given the opportunity to ask news and production personnel about the education and experience needed to obtain a job in broadcasting. News 6 Reporter Eryka Washington volunteers for the Bridges of Light organization.	4	Reporter Asst. Production Mgr. Anchor Weather Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	7/22/2015	Participation in other activities designed by the station employment unit	Tour of WKMG station for Winter Park Youth Leadership organization. The intent is to teach students/visitors about a television broadcast facility and the qualifications needed to obtain a job in broadcasting. Attendees for this tour included 30 high school seniors from various Winter Park high schools. They toured the newsroom, control room, studio A&B, master control and the business area, as well as, watched a live news broadcast. News and production personnel answered questions and gave advice about working at a television station. Contact is Megan Almasi, 407-644-8281.	4	Asst. Production Mgr. Production Manager Anchor Weather Anchor
16	7/28/2015	Participation in other activities designed by the station employment unit	Tour of WKMG station for members in the Orlando Reparatory Theater Summer Camp. Approximately 28 students were given a tour of the newsroom, control room, studio A & B, master control and business office. They watched a live broadcast of the Noon newscast and were given the opportunity to participate in a Q&A with news and production personnel. Contact is Emily Freeman, 407-896-7365, ext. 202.	3	Asst. Production Mgr. Anchor Weather Anchor
17	8/5/2015	Participation in events sponsored by community groups	National Association of Black Journalists Convention in Minneapolis was attended by Assistant News Director Sean McNamara. He promoted the open positions at the station to attendees and gave advice about obtaining a job in broadcasting, critiqued resume tapes and collected resumes for current open positions at the station.	1	Asst. News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
18	8/25/2015	Establishment of training programs for station personnel	Ann Carrigan, Research Director, attended a 2 day training session at sister station, KSAT, for the Graham Media Group research directors presented by Luna Metrics; a Google premier partner and recognized trainers on Google products. Jonathan Weber of Luna Metrics trained on various ways to utilize Google Analytics data from station websites and apps for sales and content management purposes.	1	Research Director
19	8/30/2015	Participation in events sponsored by community groups	Producer, Sean Lavin, volunteers as a mentor to UCF Journalism students who are considering careers in broadcasting. In addition to staying connected on social media, he speaks at their meetings to give advice on how they can approach stories and sharpen their skills. The feedback from a real world professional supplements the academic lessons learned in the classroom. He has recruited interns for the station through this effort. Knight News Inc. is a 501(c)(3) non-profit educational corporation that consists of students planning careers in the broadcasting industry. He spoke at the Knight News meeting, with approximately 30 students in attendance, about the value of creating enterprising stories; how to build a resume/ demo tape that will give the students a better chance with their job search.	1	News Producer
20	9/16/2015	Sponsorship of events in the community designed to increase public awareness	Eryka Washington, Investigative Reporter, was the guest speaker to The Greatest Investment Girls Empowerment Summer Camp group of approximately 30 young ladies from age 13-18 years old. She spoke to them about journalism and television news; explained the path she took and how she became an anchor/investigative reporter. She discussed the different job opportunities within a TV station along with a group participation effort of role playing, interviewing each other and gave advice about public speaking.	1	Investigative Reporter

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
21	9/18/2015	Participation in Job Fairs	Career Fair/Expo in Orlando, FL hosted by National Association of Hispanic Journalists, Society of Professional Journalists and RTDNA was attended by several of the Graham Media Group News Directors and Business Managers. They promoted current job openings within the Company and gave advice about obtaining a job in the broadcast industry. Allison McGinley, News Director and Laura Genette, Business Manager represented and promoted job openings for WKMG-TV in particular.	2	News Director Business Manager
22	9/21/2015	Establishment of a mentoring program	Borrell Partners Training presented a training seminar to the sales staff for a review of new market data and the various aspects of the Borrell Compass data. The seminar involved a discussion and understanding of how to get the best results from the Borrell Market Data.	17	General Sales Manager Local Sales Manager Digital Sales Manager National Sales Manager
23	9/27/2015	Participation in events sponsored by community groups	Eryka Washington, Investigative Reporter, was the Emcee/Mistress of Ceremony for The Space Coast Chapter National Congress of Black Women, Inc. 5th Anniversary Gala. There were approximately 300 people in attendance including family, friends and supporters of this group. She introduced the various speakers and presented awards along with a speech about her job and the importance of diversity in broadcasting.	1	Investigative Reporter
24	9/30/2015	Establishment of training programs for station personnel	Sales Force Training seminar was attended by entire sales staff of account executives and managers. The initiative gave instruction on CRM based tools to increase sales productivity along with conversations about better understanding of customer wants/needs and how to identify new sales opportunities.	17	General Sales Manager Local Sales Manager National Sales Manager Digital Sales Manager