

WTLV/WJXX
EEO PUBLIC FILE REPORT
September 21, 2015 - September 20, 2016

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
Director - News	6-8, 17, 19, 27, 52	8
Sales Assistant	1, 3-5, 7, 9-12, 15-16, 18, 20-24, 26, 28 -52, 55	43
Senior Executive Producer	1, 3-5, 7, 9-12, 15-16, 18, 20-24, 26, 28 -30, 32-33, 35-48, 50-52, 55	43
Digital Producer	1, 3-5, 7, 9-12, 15-16, 18, 20-24, 26, 28 -30, 32-42, 44-52, 54-55	49
Creative Marketing Producer	1, 3-5, 7, 10, 12-13, 15-16, 18, 20-24, 26, 28-33, 35-42, 44-48, 50-52, 55	13
Meteorologist	1, 3-5, 7, 9-10, 12, 15-16, 18, 20-24, 26, 28-30, 32-33, 35-53, 55	43
Multimedia Photojournalist	1, 3-5, 7, 9-10, 12, 15-16, 18, 20-26, 28 -30, 32-42, 44-48, 50-52, 55	25
Account Manager	2	2
Content Creator/Producer	1, 3-5, 7, 9-12, 14-16, 18, 20-24, 26, 28 -30, 32-33, 35-36, 38-42, 44-48, 50-52, 55	14
Multi Skilled Journalist	1, 3-4, 6-7, 9-12, 15-24, 26, 28-30, 32- 33, 35-36, 38-42, 44-48, 50-52, 55	17

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	Application already on file	N	1
3	Bay Area Media Network P.O. Box 20261 Tampa, Florida 33622 Phone : 813-555-1212 Url : bayareamedianetwork.org Email : contact@bayareamedianetwork.org Fax : 1-813-740-3228 Job Postings	N	0
4	Bethune Cookman College, Career Dev. Office 640 Dr Bethune Blvd Daytona Beach, Florida Phone : 386-481-2143 Email : bonnerd@cookman.edu Fax : 1-386-481-2139 Davita Bonner	N	0
5	Broadcast Meteorology Program at Mississippi State Florida Fax : 1-662-325-2657 Career Service	N	0
6	Call-In/Walk-In/Mail-In Florida Career Service Manual Posting	N	0
7	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	1
8	Career Fair	N	1

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9	Central Florida Assoc. of Black Journalist P.O.Box 745 Orlando, Florida Phone : 407/872-0656 Url : http://cfabj.wordpress.com Email : Chetglover@cfl.rr.com Fax : 1-407-872-5763 Chester Glover	N	0
10	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Community Connections of Jacksonville, Admin. Office 327 East Duval Jacksonville, Florida Phone : 904-727-6460 Email : nbryant@communityconnectionsjax.org Fax : 1-904-350-9775 Nicole Bryant	N	0
12	Connecticut School of Broadcasting 3901 Coconut Palm Drive, Ste. 105 Tampa, Florida 33619 Phone : 813-443-5037 Email : slance@gocsb.com Shayna Lance	N	0
13	Current Employee	N	1
14	Drop In	N	1
15	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : deangelisl@easternflorida.edu Linda DeAngelis	N	0

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16	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
17	Employee Referral	N	3
18	FAMU-Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : (850) 599-3700 Email : deloresdean@famu.edu Fax : 1-850-599-3353 Delores Dean	N	0
19	First Coast News 1070 E Adams St Jacksonville , Florida 33202 Url : https://career4.successfactors.com/career?company=Yauna Williams Manual Posting	N	0
20	FL Association of Broadcasters 201 South Monroe Street Ste. 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : intern@fab.org Lindsay Varn	N	0
21	Flagler College 74 King Street St Augustine , Florida 32084 Phone : (904) 819-6341 Url : http://flagler.edu/ Email : jfurlong@flagler.edu Jess Furlong	N	0
22	Florida A & M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : 850-599-8808 Url : http://www.famu.edu Email : cecile.washington@famu.edu Cecile Washington	N	0

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23	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 850/681-6444 Url : http://www.fab.org Email : Lvarn@fab.org Fax : 1-850-222-3957 Lindsay Varn	N	0
24	Florida State University A-4100 University Center Tallahassee, Florida Phone : 850/644-4023 Url : http://www.fsu.edu Email : Reception@admin.fsu.edu Fax : 1-850-644-3273 Debbie Crowder	N	0
25	Former Employee	N	1
26	Full Sail University 3300 University Blvd Winter Park, Florida Phone : 866.807.3140 Url : http://www.fullsail.com/ Email : ktrudeau@fullsail.com Fax : 1-407-671-2240 Karen Trudeau	N	0
27	Gannett.com 7950 Jones Branch Drive McLean, Virginia 22107-0150 Phone : (703) 854-6611 Url : www.gannett.com/section/careers01 Nancy St Cyr Manual Posting	N	0
28	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com Email : slizik@602communications.com Career Services	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
29	Hillsborough Community College Career Planning and Placement P.O. Box 30030 Tampa, Florida Phone : 813-253-7275 Url : www.collegecentral.com/hilsborough Email : lcanalejo@hccfl.edu Fax : 1-813-259-6047 Lorraine Canalejo	N	0
30	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5870 Email : CPena@HispanicChamber.net Christine Pena	N	0
31	Indeed.com	N	4
32	ITT Technical Institute 7011 A.C. Skinner Pkwy #140 Jacksonville, Florida Phone : 904-674-2871 Url : www.itt-tech.edu Email : trizzo@it-tch.edu Fax : 1-904-573-0512 Tracy Rizzo	N	0
33	Jacksonville University 2800 University Blvd N Jacksonville, Florida 332211 Phone : 904-256-7000 Url : http://www.collegecentral.com Email : careerservices@ju.edu Employer Relations Coordinator	N	0
34	Job posting on internet	N	3
35	Jones College, Career Development 5353 Arlington Expressway Jacksonville, Florida Phone : (904)743-1122 x143 Email : cd@jones.edu Fax : 1-904-371-1138 Rick Smith, CWDP, GCDF	N	0

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36	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
37	Metropolitan Orlando Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7643 x331 Email : sminnis@cful.org Shelly Minnis	N	0
38	Nat. Assn. of TV Arts & Sciences P. O. Box 840738 Pembroke Pines, Florida 33024 Phone : 954-322-3171 Email : emmysuncst@aol.com Karla MacDonald	N	0
39	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
40	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : membership@ncnw.org Cassandra Wint	N	0
41	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlaja.org Career Service	N	0

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42	NATPE (National Association of Television Program Executives) 5757 Wilshire Boulevard, Penthouse 10 Los Angeles, California Phone : 310-453-4440 Url : http://www.natpe.org Fax : 1-310-453-5258 Career Service	N	0
43	Other Source	N	4
44	Pace Center for Girls 2916 University Blvd. W. Jacksonville, Florida Phone : (904) 421-8585 Url : www.pacecenter.org Fax : 1-904-421-8599 Career Service	N	0
45	Rollins College Crummer Graduate School 1000 Holt Avenue Camp Box 2722 Winter Park, Florida Phone : 407/646-2335 Url : http://www.rollins.edu/careerservices Email : careerdevelopment@Rollins.edu Fax : 1-407-646-2311 Erin Pianko	N	0
46	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu/careers Email : careerdev@seminolestate.edu David Telleria	N	0
47	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0

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48	Southeastern University 1000 Longfellow Blvd. Box 2055 Lakeland, Florida 33801 Phone : 863.667.5121 Url : www.seuniversity.edu Email : hr@seu.edu Steven E. Dendrinis	N	0
49	Station Website	N	4
50	The University Of Tampa - Office of Career Placement 401 W. Kennedy Blvd Box K, RIVC 116 Tampa, Florida 33606-1490 Phone : 813-253-6236 Url : http://ut.experience.com/emp/sblogin Email : hireut@ut.edu Fax : 1-813-258-7271 Alyssa Duet	N	0
51	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	1
52	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352-392-0466 Url : http://www.jou.ufl.edu/ Email : kn-d-grad@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris	N	1
53	Unknown Referral Source	N	1
54	Walk In	N	1

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55	Worksource 215 North Market Street Jacksonville, Florida Phone : (904) 798-9229 x2204 Url : www.employflorida.com Email : jbox@worksourcefl.com Fax : 1-904-359-6756 Jerry Box	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			28

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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	9/24/2015	Participation in events sponsored by community groups	<p>The Online News Association's 2015 Conference - Sept. 24-26, gathering of highly engaged digital journalists who are shaping the future of media.</p> <p>Online News Association - Digital Director attended conference. Networked with candidates and training.</p> <p>Record-breaking numbers of journalists travel to ONA's conference each year to learn about new tools, techniques and technologies, to discuss advancements and challenges in the industry, take advantage of the rare opportunity to network face-to-face, and share best practices with peers from all over the map.</p>	1	Digital Director
2	1/4/2016	Establishment of training programs for station personnel	<p>2016 WTLV/WJXX TUITION REIMBURSEMENT pay code 725 on payroll</p> <p>Morgan Williams UNF MBA</p>	1	Williams
3	1/4/2016	Establishment of training programs for station personnel	Neel D'here was sent to a 3 day training program at Poynter. The program focused on politics and journalism	1	Producer
4	1/12/2016	Establishment of training programs for station personnel	ENPS training	6	Programming
5	1/27/2016	Establishment of training programs for station personnel	<p>Helen Garrard - Tegna Master Class in Social Media</p> <p>Trent Gilbreath – Tegna Master Class in Social Media</p> <p>Heather Dauterive - Tegna Master Class in Social Media</p> <p>The Social Media course focused on how to develop social media marketing tactics for 2016 and beyond. It also addressed how to get buy-in across the station, including presenting daily, weekly and monthly progress.</p>	3	Marketing Marketing Marketing

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6	1/27/2016	Establishment of training programs for station personnel	Jim Herriff - Tegna Master Class – Big Ideas	1	Marketing
7	2/2/2016	Participation in Job Fairs	Attended FSU job fair.	2	Dir of Technology Dir of Digital
8	2/8/2016	Establishment of training programs for station personnel	Our meteorologists (3) did one on one training with Tegna VP Michael Valentine. We discussed building a strong weather story along with on-air presentation.	3	Meteorologist
9	2/8/2016	Establishment of training programs for station personnel	Newsroom staff attended training sessions on copyright law with Tegna's associate general counsel Chris Moeser. The 3 sessions had 20 people each. We discussed copyright law and Florida law when it comes to access.	60	MSJ
10	2/10/2016	Participation in Job Fairs	Participated in UF job fair.	2	Dir of Technology Dir of Digital
11	2/11/2016	Establishment of training programs for station personnel	Our meteorologists (3) did one on one training with Tegna VP Michael Valentine. We discussed building a strong weather story along with on-air presentation.	3	Meteorologist
12	3/2/2016	Provision of training to management	March 6, 2016- News Director Meagan Harris attended 'The Kneeland Project'. That training is designed for news directors. It teaches how to coach and manage your staff. We also went through an ethics course.	1	News Director
13	3/7/2016	Establishment of training programs for station personnel	Talent coach Jim Grimes spent two days here working with on-air talent. He worked with each person on body language and delivery. Patty Crosby, Lewis Turner, Steve Smith, Katie Jefferies, Shelby Daniels, Lisa Robbins, Anthony Austin and Heather Crawford all spent time with him.	8	MSJ
14	5/30/2016	Establishment of training programs for station personnel	Bitcentral training-video production tool training	4	Programming
15	6/13/2016	Provision of training to management	Rob Mennie attended GM strategic meeting and training session.	1	General Manager

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16	6/16/2016	Establishment of training programs for station personnel	IRE Training--Anne Schindler, Clark Fouraker and Matt Head attended IRE in New Orleans. This training is hyper focused on investigative reporting. The workshop last three days.	3	Investigative MSJ
17	7/10/2016	Establishment of an intern program designed to assist members of the community	Hired a PT intern so support Olympic Coverage.	1	Blank
18	9/6/2016	Provision of training to management	National DOS training.	1	Whitson
19	9/8/2016	Participation in Job Fairs	Participation in NLGJA Conference.	2	HR Bus Partner Group Manager/HR