

WCJB
EEO PUBLIC FILE REPORT
October 1, 2021 –September 30, 2022

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
Meteorologist	1-3, 5, 7	7
Meteorologist	1-3, 5, 7	7
Meteorologist	1-3,5,7	7
Web Producer/Video Editor	1-3, 5, 7	3
Web Producer/Video Editor	1-3, 5, 7	3
Web Producer/Video Editor	1-3, 5, 7	1
Web Producer/Video Editor	1-3, 5, 7	5
Web Producer/Video Editor	1-3, 5, 7	7
Web Producer/Video Editor	1-3, 5, 7	7
Web Producer/Video Editor	1-3, 5, 7	7
Web Producer/Video Editor	1-3, 5, 7	7
Web Producer/Video Editor	1-3, 5, 7	7
Reporter MMJ	1-3, 5, 7	7
Reporter MMJ	1-3, 5, 7	7
Reporter MMJ	1-3,5,7	7
Reporter MMJ	1-3, 5, 7	7
Account Executive	1,5,7	5
Digital Sales Assistant	1.5.7	7
News Producer	1-3,5,7	7
News Producer	1-3,5,7	7
News Producer	1-3,5,7	7
Sport Photographer	1-3,5,7	7
Sports Photographer	1-3,5,7	7

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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	WCJB.com	N	10
2	Santa Fe College Job Board	N	4
3	UF Jobs Board 1080 Weimer Hall, P.O. Box 118400, Gainesville FL 32611- 8400, 352-392-0289	N	9
4	Tvjobs.com	N	0
5	Indeed.com	N	22
6	craigslist	N	0
7	Gray TV Job Board (UltiPro) https://gray.tv/careers	N	43
TOTAL INTERVIEWEES OVER REPORTING PERIOD			88

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Formal Mentoring Program for Station Personnel	<p>One of our Senior Anchors holds training/mentoring session for our beginning MMJ/Anchors. He mentors them, as well as provides guidance as to how to enhance their anchoring skill set. Our Production Manger holds training/mentor sessions with reporters and editors to improve shooting and editing techniques.</p> <p>This program is ongoing</p>
2	UF College of Journalism and Communication Spring Career Day	<p>On March 16,2022 the station participated in a job fair held at the University of Florida. Participants form the station included News Director and Director of Creative Services. We made multiple hires from the candidates at this event including AP's and interns.</p>
3	Internship Program	<p>WCJB operated its internship program for both university and community college students. During this reporting year, we have had 3 paid interns participated in the program. They worked in the news department. They were supervised by the department managers.</p>
4	FCC's EEO Rules and Regulations Training	<p>On February 17, 2022, our office manager participated in a training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein.</p>