

WCJB
EEO PUBLIC FILE REPORT
October 1, 2020 –September 30, 2021

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/Forecaster/MMJ	1-3, 5, 7	7
Meteorologist/Forecaster/MMJ	1-3, 5, 7	7
Web Producer/Video Editor	1-3, 5, 7	3
Web Producer/Video Editor	1-3, 5, 7	3
Producer	1-3, 5, 7	1
Reporter MMJ	1-3, 5, 7	5
Reporter MMJ	1-3, 5, 7	7
Producer/MMJ	1-3, 5, 7	3
Engineering Supervisor	1,5,7	5
Account Executive	1,5,7	5

WCJB
EEO PUBLIC FILE REPORT
October 1, 2020 –September 30, 2021

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	12
TOTAL INTERVIEWEES OVER REPORTING PERIOD			57

WCJB
EEO PUBLIC FILE REPORT
October 1, 2020 –September 30, 2021

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	EEO Management Training	<p>Between May and June 2021, our Creative Services Director and Local Sales Manager participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.attended these training sessions</p>
3	EEO Management Training	<p>On Nov. 19, 2020, our Office Manager participated in a training on the FCC’s EEO Rules and Regulations provided by Wiley Rein LLP.</p>