

**WFTX - TV**  
**EEO PUBLIC FILE REPORT**  
October 1, 2014 – September 30, 2015

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for the Recruitment Source Data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy <sup>1</sup>	Referral Source Referring Hiree
Account Executive 1	2-23, 25-32, 34,35	36
Account Executive 2	2-23, 25-32, 34,35	36
Account Executive 3	1-11, 25-29	36
Account Executive 4	1-11, 25-29	36
Account Executive 5	1-11, 25-29	36
Anchor	2-23, 25-32, 34,35	37
Assignment Editor	1-11, 25-29	37
Assignment Manager	2-23, 25-32, 34,35	36
Assistant News Director	1-11, 25-29	37
Director 1	1-11, 25-29	37
Director 2	1-11, 25-29	26
Editor	1-11, 25-29	26
General Sales Manager	2-23, 25-32, 34,35, 39	36
Graphic Artist	1-11, 25-29	37
Master Control Operator	1-11, 25-29	27
Photographer 1	1-11, 25-29	27
Photographer 2	1-11, 25-29	36
Photographer 3	1-11, 25-29	26
Photographer 4	1-11, 25-29	36
Producer	1-11, 25-29	41
Production Manager	26	37

**WFTX - TV**  
**EEO PUBLIC FILE REPORT**  
October 1, 2014 – September 30, 2015

Production Specialist 1	1-11, 25-29	37
Production Specialist 2	1-11, 25-29	37
Production Specialist 3	1-11, 25-29	27
Video Journalist 1 (2 hires from posting)	2-23, 25-32, 34,35	27
Video Journalist 2	1-11, 25-29	36
Video Journalist 3	1-11, 25-29	27
Video Journalist 4	1-11, 25-29	27
Video Journalist 5	1-11, 25-29	36
Weathercaster/Reporter	1-11, 25-29, 42	41
Web Content Coordinator	1-11, 25-29, 43	26

1 Please see Section II for details concerning recruitment sources, including sources that have requested notification of vacancies.

**WFTX - TV**  
**EEO PUBLIC FILE REPORT**  
 October 1, 2014 – September 30, 2015

**II. MASTER RECRUITMENT SOURCE LIST**

RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Requested Notification Yes/No	Number of interviewees Referred by RS During This Reporting Period
1	American Broadcasting School 712 W. Watson Rd., Ste 200 Arlington, TX 76011 Michelle McConnell <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> 817-695-2474	Y	0
2	Bates Technical College 2320 S. 19 <sup>th</sup> St. Tacoma, WA 98405 Shirley Miller <a href="mailto:skmiller@bates.edu">skmiller@bates.edu</a> 253-680-7752	Y	0
3	Career and Service Centers of Southwest Florida 4150 Ford St. Extension Fort Myers, FL 48859 Beth Barger <a href="mailto:bbarger@sfwdb.org">bbarger@sfwdb.org</a> bhartman. 239-931-8200 ext. 11170	N	0
4	Central Michigan University 340 Moore Hall Mount Pleasant, MI 48859 Peter B. Orlik, PH. D. <a href="mailto:orlik1pb@cmich.edu">orlik1pb@cmich.edu</a> 989-774-3851	Y	0
5	Collective Talent 1721 Richardson Pl Tampa, FL 33606 Michael Bille <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> 813-254-9695	Y	0
6	Emerson College 113 Gray St. Arlington, MA 02476 Mary Sullivan <a href="mailto:careers@emerson.edu">careers@emerson.edu</a> 781-646-1077	Y	0
7	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, CA 91105 Brenda Rivas <a href="mailto:brivas@nhmc.org">brivas@nhmc.org</a> 626-792-6462	N	0

**WFTX - TV**  
**EEO PUBLIC FILE REPORT**  
October 1, 2014 – September 30, 2015

RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Requested Notification Yes/No	Number of interviewees Referred by RS During This Reporting Period
8	Ohio & Illinois Centers for Broadcasting 530 S. State St. Chicago, IL 60605 Don Clark <a href="mailto:dclark@beonair.com">dclark@beonair.com</a> or <a href="mailto:Lillie.m@beonair.com">Lillie.m@beonair.com</a> 216-503-5900 ext. 1104	Y	0
9	University of North Texas PO Box 310589 Denton, TX 76203 Phyllis Slocum <a href="mailto:slocum@unt.edu">slocum@unt.edu</a> 940-565-2565	Y	0
10	University of South Florida-Mass Communications 4202 E. Fowler St. MP CIS-1040 Tampa, FL 33620 Dr. Jay Friedlander or Kristin Arnold Ruyle <a href="mailto:efriedla@usf.edu">efriedla@usf.edu</a> or <a href="mailto:karnold@usf.edu">karnold@usf.edu</a> 813-974-2591	N	0
11	University of Wisconsin-Oshkosh Radio, TV & Film 800 Algoma Blvd Oshkosh, WI 54901 Justine Stokes <a href="mailto:stokesj@uwosh.edu">stokesj@uwosh.edu</a> 920-424-3133	Y	0
12	Collins College 4750 S 44th Place Phoenix, AZ 85040 Amy Roberts, Sr. Career Advisor <a href="mailto:aroberts@collinscollege.edu">aroberts@collinscollege.edu</a> 480-446-1112	Y	0
13	Connecticut School of Broadcasting Palm Beach 525 Northlake Blvd. North Palm Beach, FL 33408 Skip Kelly or Dave Duran <a href="mailto:csbpalmbeach@800tvradio.com">csbpalmbeach@800tvradio.com</a> 561-842-2000	Y	0
14	Connecticut School of Broadcasting – Tampa 3901 Coconut Palm Dr # 105 Tampa, FL 33619-8362 Robert Marsicano <a href="mailto:bobbob@gocsb.com">bobbob@gocsb.com</a> 813-443-5307	Y	0
15	Bethune Cookman College 640 Bethune Blvd. Daytona Beach, FL 32114 Davita Bonner, Director <a href="mailto:BonnerD@cookman.edu">BonnerD@cookman.edu</a> 386-481-2000	N	0

**WFTX - TV**  
**EEO PUBLIC FILE REPORT**  
October 1, 2014 – September 30, 2015

RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Requested Notification Yes/No	Number of interviewees Referred by RS During This Reporting Period
16	Florida A&M University 100 Student Union Plaza Tallahassee, FL 32307 Joan Sweet <a href="mailto:careercenter@famu.edu">careercenter@famu.edu</a> 850-599-3700	N	0
17	Florida Memorial College, Career Planning NW 42nd Ave. Miami, FL 33054 <a href="mailto:cdcenter@fmuniv.edu">cdcenter@fmuniv.edu</a> 305-626-3782	N	0
18	University of Florida-College of Journalism & Communications PO Box 118400 Gainesville, FL 32611 Charles J. Harris Jr., Director <a href="mailto:charris@jou.ufl.edu">charris@jou.ufl.edu</a> 352-392-0289	N	0
19	Mississippi State University PO Box PF/130 McComas Hall Mississippi State, MS 39762 Karyn Brown <a href="mailto:kbrown@comm.msstate.edu">kbrown@comm.msstate.edu</a> 662-325-7952	N	0
20	Tucson Veteran Affairs 3601 S. 6th St Ave Tucson, AZ 85723 Cheryll Frazier <a href="mailto:cheryll.frazier@va.gov">cheryll.frazier@va.gov</a> 520.792.1450	Y	0
21	Urban League of St Petersburg 333 31st N. St. St. Petersburg, FL 33713 Katrissa Winston <a href="mailto:kwinston@pcul.org">kwinston@pcul.org</a> 727-327-2081	N	0
22	Southwest Florida College Education Director 1685 Medical Ln. #200 Ft. Meyers, FL 33907 Teresa Miller & Margaret Pace <a href="mailto:mpace@swfc.edu">mpace@swfc.edu</a> & <a href="mailto:tmiller@swfc.edu">tmiller@swfc.edu</a> 239-939-4766	N	0
23	Central Florida Urban League 2804 Belco Dr. Orlando, FL 32808 Shellie-Ann Minnis, Director of Operations <a href="mailto:sminnis@cful.org">sminnis@cful.org</a> 407-841-7654	N	0

**WFTX - TV**  
**EEO PUBLIC FILE REPORT**  
October 1, 2014 – September 30, 2015

RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Requested Notification Yes/No	Number of interviewees Referred by RS During This Reporting Period
24	Idaho State University - Department of Mass Communication 921 S 8th Ave. Pocatello, ID 83209 Tom Hallaq, Asst. Prof. -TV Broadcasting <a href="mailto:masscomm@isu.edu">masscomm@isu.edu</a> 208-282-6453	Y	0
25	Florida International College – Hodges University 2655 Northbrooke Dr. Naples, FL 34109 Alison Watson <a href="http://www.collegecentral.com/hodges">http://www.collegecentral.com/hodges</a> 239-513-1122 ext. 6131	N	0
26	Journal Broadcast Group 333 W. State St. Milwaukee, WI 53203 Ashleigh Levonowich <a href="http://www.journalcommunications.com/journal-communications-jobs.html">http://www.journalcommunications.com/journal-communications-jobs.html</a> 414-224-2796	N	29
27	TV Jobs PO Box 4116 Oceanside, CA 92052 Mark Holloway <a href="http://www.tvjobs.com">www.tvjobs.com</a> 760-754-8177	N	30
28	Florida Gulf Coast University 10501 FGCU Blvd So. Fort Myers, FL 33916 Kristen Buchmann <a href="http://www.collegecentral.com">http://www.collegecentral.com</a> 239-590-7942	N	0
29	University of Colorado at Boulder, School of Journalism and Mass Communication 1511 University Ave. 478UCB Boulder, CO 80309 Christine Mahoney <a href="https://www.myinterfase.com/cuboulder_journalism/employer">https://www.myinterfase.com/cuboulder_journalism/employer</a> 303-492-0460	Y	0
30	Barry University, Placement Office 11300 NE 2nd Ave. Miami Shores, FL 33161 Amy Raphael <a href="https://www.myinterfase.com/barry/employer/home.aspx">https://www.myinterfase.com/barry/employer/home.aspx</a> 305-899-3950	N	0

**WFTX - TV**  
**EEO PUBLIC FILE REPORT**  
October 1, 2014 – September 30, 2015

RS NUMBER	RECRUITMENT SOURCE INFORMATION	Source Requested Notification Yes/No	Number of interviewees Referred by RS During This Reporting Period
31	Brown College 1440 Northland Drive Mendota Heights, MN 55120 <a href="https://browncollege.optimalresume.com/employers/login.php">https://browncollege.optimalresume.com/employers/login.php</a> 651-905-3465	Y	0
32	Florida International University 3000 NE 151st St. Miami, FL 33181 Kyra Spence, Career Consultant <a href="https://fiu-csm.symplicity.com/employers/index.php">https://fiu-csm.symplicity.com/employers/index.php</a> 305-348-2423	N	0
33	Nova Southeastern University 3301 College Avenue Ft. Lauderdale, FL 33314 Imani Fredricks-Lowman Michelle O'Hanyon <a href="https://nova-csm.symplicity.com/employers/">https://nova-csm.symplicity.com/employers/</a> 954-262-7201	N	0
34	University of Iowa Career Center 24 Phillips Hall Iowa City, IA 52242 Christine Wells <a href="http://uiowa-csm.symplicity.com//employers">http://uiowa-csm.symplicity.com//employers</a> 319-335-1023	Y	0
35	University of South Florida 4202 E. Fowler St. Tampa, FL 33620 Kathi Roche, Program Assistant <a href="https://www.myinterfase.com/usf/employer/">https://www.myinterfase.com/usf/employer/</a> 813-974-3202	N	0
36	Employee Referral	N	39
37	Internal Candidate	N	13
38	Word of Mouth	N	7
39	LinkedIn	N	2
40	20 Second Job Line – ran for two weeks on TV	N	2
41	University of Florida Career Fair	N	3
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD:</b>			125

**WFTX - TV**  
**EEO PUBLIC FILE REPORT**  
October 1, 2014 – September 30, 2015

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** WFTX-TV

**Type of activity listed under Outreach Initiative worksheet:** #1. Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

**Date of station participation: (on date; from date to date)** March 19, 2015

**Participating employees:** Marketing Director and News Director

**Host/Sponsor of activity:** University of Florida College of Journalism and Communications

**Brief description of activity and station participation:** WFTX-TV hosted a table where current students as well as recent graduates could learn more about our employment and internship opportunities. We interviewed approximately 21 students for existing positions within our organization. We spoke to approximately 15 additional students about the media industry and their preparation for the workforce as well as possible internship opportunities.

**WFTX - TV**  
**EEO PUBLIC FILE REPORT**  
October 1, 2014 – September 30, 2015

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** WFTX-TV

**Type of activity listed under Outreach Initiative worksheet:** #5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

**Date of station participation: (on date; from date to date)** 10/1/14 - 9/30/15

**Participating employees:** News Director, Executive Producer

**Host/Sponsor of activity:** WFTX-TV, News Department

**Brief description of activity and station participation:** The three interns were from Florida Gulf Coast University. The interns shadowed reporters and photographers and learned writing, shooting and editing skills. The interns participated in news editorial meetings.

**WFTX - TV**  
**EEO PUBLIC FILE REPORT**  
October 1, 2014 – September 30, 2015

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** WFTX-TV

**Type of activity listed under Outreach Initiative worksheet:** #10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

**Date of station participation: (on date; from date to date)** February 12, 2015

**Participating employees:** Marketing Director

**Host/Sponsor of activity:** WFTX - TV

**Brief description of activity and station participation:** 50 students from Cape Coral high schools visited the WFTX-TV studios to gain a better understanding of the media industry. They received a tour and had the opportunity to watch the behind scenes production of the show FOX 4 Morning Blend. We talked about and answered questions surrounding journalism ethics, news staff responsibilities, station policies and job opportunities.

**WFTX - TV**  
**EEO PUBLIC FILE REPORT**  
October 1, 2014 – September 30, 2015

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** WFTX-TV

**Type of activity listed under Outreach Initiative worksheet:** #14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

**Date of station participation:** October 2014

**Participating employees:** Market Hiring Managers

**Host/Sponsor of activity:** Journal Communications

**Brief description of activity and station participation:**

All Journal management employees were required to participate in an on-line training program on “Advanced Sexual & Workplace Harassment Prevention for Supervisors” during the month of October, 2014. The training program reviewed Journal’s comprehensive policy that prohibits any type of workplace harassment based on individual characteristics; reviewed activities that violate our harassment policy and reviewed how to prevent retaliation complaints.