

Journal Broadcast Group, Inc.
WFTX-TV

Annual EEO Public File Report
October 1, 2007 – September 30, 2008

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit and is required to be placed in the public inspection files of the station and posted on the station’s websites, if they have websites.

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, telephone number, fax number and email address (if applicable);
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.



Annual EEO Public File Report

Account Manager 1

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	2	<input type="checkbox"/>
Walk-in	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed	4	

Account Manager 2

Referral Source	Number of Applicants Interviewed	Hired?
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Number of Applicants Interviewed	2	

Assignment Editor

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Number of Applicants Interviewed	2	

Director 1

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	3	<input type="checkbox"/>
Other TVJobs.com	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed	5	

Director 2

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	3	<input type="checkbox"/>

Number of Applicants Interviewed 4

Editor 1

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Word of mouth	1	<input type="checkbox"/>
Number of Applicants Interviewed	3	

Editor 2

Referral Source	Number of Applicants Interviewed	Hired?
Journal Broadcast Group website	2	<input type="checkbox"/>
Word of mouth	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed	3	

Engineer

Referral Source	Number of Applicants Interviewed	Hired?
Journal Broadcast Group website	3	<input type="checkbox"/>
Word of mouth	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed	4	

Master Control Operator 1

Referral Source	Number of Applicants Interviewed	Hired?
Journal Broadcast Group website	1	<input type="checkbox"/>
Walk-in	1	<input checked="" type="checkbox"/>
Walk-in	1	<input type="checkbox"/>
Number of Applicants Interviewed	3	

Master Control Operator 2

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Word of mouth	3	<input type="checkbox"/>
Number of Applicants Interviewed	4	

Master Control Operator 3

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input checked="" type="checkbox"/>
Other TVJobs.com	3	<input type="checkbox"/>
Number of Applicants Interviewed	4	

Master Control Operator 4

Referral Source	Number of Applicants Interviewed	Hired?
Other TV Jobline	1	<input checked="" type="checkbox"/>
Other TV Jobline	2	<input type="checkbox"/>
Number of Applicants Interviewed	3	

Morning Producer

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Other TVJobs.com	1	<input type="checkbox"/>
Word of mouth	1	<input type="checkbox"/>
Number of Applicants Interviewed	3	

Photojournalist 1

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	2	<input checked="" type="checkbox"/>
Journal Broadcast Group website	2	<input type="checkbox"/>
Other B-roll online	2	<input type="checkbox"/>
Number of Applicants Interviewed	6	

Photojournalist 2

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input type="checkbox"/>
Internal Candidate	1	<input checked="" type="checkbox"/>
Internal Candidate	1	<input type="checkbox"/>
Word of mouth	1	<input checked="" type="checkbox"/>
Word of mouth	4	<input type="checkbox"/>

Number of Applicants Interviewed

8

Photojournalist 3

Referral Source	Number of Applicants Interviewed	Hired?
Other B-Roll	1	<input type="checkbox"/>
Other Media Watch	1	<input type="checkbox"/>
Other TVJobs.com	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed	3	

Photojournalist 4

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	2	<input type="checkbox"/>
Other B-Roll.net	2	<input checked="" type="checkbox"/>
Other B-Roll.net	3	<input type="checkbox"/>
Word of mouth	1	<input type="checkbox"/>
Number of Applicants Interviewed	9	

Producer/Reporter

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	2	<input type="checkbox"/>
Other TVJobs.com	1	<input checked="" type="checkbox"/>
Other TVJobs.com	3	<input type="checkbox"/>
Number of Applicants Interviewed	6	

Production Specialist 1

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input type="checkbox"/>
Internal Candidate	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed	2	

Production Specialist 2

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input type="checkbox"/>

Internal Candidate	2	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	2	<input type="checkbox"/>
Number of Applicants Interviewed	6	

Production Specialist 3

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Walk-in	1	<input type="checkbox"/>
Number of Applicants Interviewed	4	

Production Supervisor/Sr. Director

Referral Source	Number of Applicants Interviewed	Hired?
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Word of mouth	1	<input type="checkbox"/>
Number of Applicants Interviewed	2	

Promotions Coordinator/Producer

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Walk-in	1	<input type="checkbox"/>
Number of Applicants Interviewed	2	

Web Coordinator

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	3	<input type="checkbox"/>
Unsolicited	1	<input type="checkbox"/>
Number of Applicants Interviewed	5	

Grand Total 97

Fort Myers EEO Contact List
2007-2008

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Positions Posted
Abilities of Florida (added 2/21/06)**Stop postings as of 5/12/06 due to closing of Ft. Myers Facility	4150 Ford St. Extension, #355	Ft. Myers, FL 33916	239-936-2158		affairmncr.abilities@fiveth.org	Dorcie Fournier	Account Manager 1, Account Manager 2, Director 1, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Production Specialist 2, Production Supervisor/Sr. Director, Producer/Reporter
ACAP (added 3/30/07)	ACAP Center	Ft. Rucker, AL	334-255-2558		Old: kelly.osmond@us.army.mil New (2/14/08): kathrina.surratt1@us.army.mil	Kelly Osmond	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Bary University, Placement Office	11300 NE 2nd Ave.	Miami Shores, FL 33161	305-899-3950	305-899-3487	https://www.myinterbase.com/baryvic mailto:barb@barym.com	Amy Raphael	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 3, Photojournalist 4, Production Specialist 1, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Bates Technical College XXX- Requested to be added 5/17/05	2320 South 19th St.	Tacoma, WA 98405	253-680-7752		ahunt@bates.ctc.edu	Al Hunton, Broadcast Production Technologies Instructor	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Bethune Cookman College	640 Bethune Blvd.	Daytona Beach, FL 32114	386-481-2000	386-481-2139	BannerD@bcoackman.edu	Devita Bonner, Director	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Brown College XXX- (Requested to be added on 12/20/04)	1440 Northland Drive	Mendota Heights, MN 55120	651-905-3465	651-905-3555	rewanga@browncollege.edu, kbaumester@browncollege.edu, post at http://my.browncollege.edu/mycampus/employer/ (new website eff 6/30/05)	Rebecca Ewanga(TV Production), Karol Baumeister (Radio)	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 1, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator

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Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Positions Posted
Career and Service Centers of Southwest Florida (added per Judy Kenney 3/28/07)	4150 Ford St. Extension	Ft. Myers, FL 33916	239-931-8200	239-278-7363	bhargava@swfwb.org	Beth Barger	Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Central Michigan University XXX - requested to be added 5-15-06	340 Moore Hall	Mount Pleasant, Michigan 48859	989-774-3851	989-774-2426	orbikr.pjb@cmich.edu	Peter B. Orlik, Ph.D.	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Chamber of Southeast Florida (added per Judy Kenney 4/4/07. Membership ended per Judy Kenney - 9/2/08)	1520 Royal Palm Square Blvd., Suite 210	Fort Myers, FL 33919	239-278-4001		http://www.floridajob360.com/Employmers/ADMIN.ASP Username: f4n8672 Password: CSMF173	Lynn Etienne	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 4, Production Specialist 1, Production Specialist 2, Production Supervisor/Sr. Director, Producer/Reporter, Web Coordinator
CT School of Broadcasting (added 2/21/06)	523 Northlake Blvd.	North Palm Beach, FL 33408	561-842-2000		estherhbeach@800wradio.com	Skip Kelly or Dave Duran	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Edison Community College	PO Box 60210	Ft. Meyers, FL 33906	239-489-9337 Contact Direct Line: 239-489-9138	239-489-9246	inquiry@edison.edu email: acool@edison.edu	Anna M. Cool	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 1, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Emerson College XXX- requested to be added 5-15-06	113 Gray St.	Arlington, MA 02476	781-646-1077		mdgrinda@yahoo.com and m_dgrustina@emerson.edu and Matthew_Cardin@emerson.edu (3/15/2007)	Dr. Marsha Della-Guistina	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator

Fort Myers EEO Contact List
2007-2008

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Positions Posted
Florida A&M University	100 Student Union Plaza	Tallahassee, FL 32307	850-599-3700	850-599-3353	careercenter@famu.edu; updated contact as of 3/31/06 joana.sweet@famu.edu secondary email if Joan's doesn't work melony.washington@famu.edu	Joan Sweet	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Florida Gulf Coast University Website	10501 FGCU Blvd.	So. Ft. Meyers, FL 33916	239-590-7942	239-590-7975	kbuchman@fgcu.edu	Kristen Buchmann	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Florida International College AKA Hodges University	2655 Northbrooke Dr.	Naples, FL 34109	239-513-1122 ext. 6131	239-596-0733	All jobs to be posted at http://www.collegecenterfl.com/hodges/ (8/28/08) As of 6/1/2008: ecomperators@hodges.edu; mgrtbbw@hodges.edu can also submit online at www.hodges.edu/OLDetWilson@internationalcollege.edu ; updated contact 3/31/06 awatson@internationalcollege.edu	Alison Watson, Career Development Coordinator	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Florida International University	3000 NE 151st St.	Miami, FL 33181	305-348-2423	305-348-3829	www.fiv- com.symplicity.com/employers	Kyra Spence, Career Consultant	Account Manager 1, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 1, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Promotion Producer/Coordinator, Web Coordinator
Florida Memorial College, Career Planning	NW 42nd Ave.	Miami, FL 33054	305-626-3782	305-626-3781	cccenter@fmc.edu; updated e-mail as of 3/31/06 cccenter@fmuiv.edu Temporary use shahn@fmuiv.edu		Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
High Tech North XXX added 1/23/06	360 Santa Barbara Blvd. N	Cape Coral, FL 33991		239-458-3720	Kevin@h-techschools.net	Kevin Glaser	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator

Fort Myers EEO Contact List
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Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Positions Filled
Hispanic Chamber of Commerce (added 2/21/06)	10051 McGregor Blvd.	Fort Myers, FL 33901	239-418-1441		hispanicchamber.fc@earthlink.net	Leonardo Garcia	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Photojournalist 1, Photojournalist 2, Photojournalist 4, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Journal Broadcast Group Website	720 E. Capitol Drive	Milwaukee, WI 53212	414-967-5301		sspankowsk@journalbroadcastgroup.com www.journalbroadcastgroup.com	Shannan Spankowski	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 1, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Miami Dade College-Wolfson College XXX (Requested to be added 8/23/06) Removed 10/1/07	300 NE Second Ave, Rm 3108	Miami, FL 33132	305-237-3468	305-237-3960	Online Postings: www.mdc.edu/careerservices idanger@mdc.edu	Ivonne D'Anger (Director Career Services)	Account Manager 2, Engineer, Photojournalist 4, Producer/Reporter
Mississippi State University, Department of Communication XXX (Requested to be added 5/17/05)	PO Box PF1130 McComas Hall	Mississippi State, MS 39761	662-325-7952	662-325-3210	khbrown@commin.missstate.edu	Katlyn Brown	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
National Association of Broadcasters	1771 N. St. NW,	Washington DC 20036	202-429-5300	202-425-3930	Postings Online: www.nab.org Contact email: khunter@nab.org	Karen L. Hunter	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 1, Production Specialist 2, Production Supervisor/Sr. Director, Producer/Reporter, Web Coordinator
National Association of Hispanic Journalists	1193 National Press Building 529 14th Street NW	Washington, DC 20045	202-662-7145	202-662-7144	jobbank@nahj.org	Aurea Martin	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
National Hispanic Media Coalition	5400 E. Olympic Blvd #250	Los Angeles, CA 90022		213-746-1305	nlmc@opticon.net		Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator

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Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Positions Posted
Nova Southeastern University	3301 College Avenue	Ft. Lauderdale, FL 33314	954-262-7201		Posting now Online https://nova-csm.symplicity.com/employers/career@nova.edu	Imani Fredricks-Lowman	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 1, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Ohio & Illinois Centers for Broadcasting XXX (Requested to be added 4-03)	9000 Sweet Valley Drive	Valley View, Ohio 44125	216-447-9117	216-642-9232	gary@boomtv.com	Gary James (National Placement Director)	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Production Specialist 3, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Southwest Florida College Education Director	1685 Medical Ln. #200	Ft. Meyers, FL 33907	239-939-4766		ecdirector@swfc.edu	Courtney Geinert	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
TV Jobs	P.O. Box 4116	Oceanside, CA 92052	760-754-8177		www.tvjobs.com	Mark Holloway	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 1, Production Specialist 2, Production Specialist 3, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
TV Spy			212.366.4212, Ext 247		Online Posting: http://www.tvspy.com/membership/membershome.com Username: journalbroadcastinggroup Password: recruit	David Mills, AE	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Supervisor/Sr. Director, Producer/Reporter, Web Coordinator
University of Colorado at Boulder XXX School of Journalism and Mass Communication (requested to be added on 4-20-04)	3511 University Ave. 478UCB	Boulder, CO 80309	303-492-0460	303-492-0969	elizabeth.smeddett@colorado.edu	Beth Gaeddert, Director of Career Services and External Affairs	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Supervisor/Sr. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
University of Florida-College of Journalism & Communications Added 2/21/06	FO Box 118400	Gainesville, FL 32611	352-392-0289	352-392-3919	charis@journal.flu.edu	Charles J. Harris Jr., Director	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Supervisor/Sr. Director, Promotion Producer/Coordinator, Web Coordinator

Fort Myers EEO Contact List
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Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Positions Posted
University of Iowa (Career Center) XXX (Added 5-27-09) NOTE: Will only accept positions that require a four year degree.	24 Phillips Hall	Iowa City, IA 52242	319-335-1023	319-335-1029	sherry-hingstgen@iowa.edu AND molly-reckhemmer@iowa.edu; Post at https://www.myinterface.com/iowa/e-employer/	Molly Reckhemmer; Christine Wells (Contact changed 9/14/04)	Account Manager 2, Director 2, Assignment Editor, Engineer, Master Control Operator 2, Master Control Operator 3, Morning Producer, Photojournalist 4, Producer/Reporter, Production Specialist 3, Promotion Producer/Coordinator, Web Coordinator
University of North Texas XXXX Requested to be added 5/17/05	PO Box 310589	Denton, TX 76203	940-565-2565	940-369-7838	Sloucum@unt.edu	Phyllis Sloucum, Faculty Advisor Dept. of Radio, Television and Film	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/St. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
University of South Florida-Mass Communications (Added 2/21/06)	4202 East Fowler St. MP CIS-1040	Tampa, FL 33620	813-974-2591		New email: efriedle@shell.cas.usf.edu Old: defranzo@cas.usf.edu	Dr. Jay Friedlander	Director 2, Master Control Operator 3, Master Control Operator 4, Photojournalist 4, Production Specialist 3, Web Coordinator
University of South Florida	4202 E. Fowler St.	Tampa, FL 33620	813-974-3202	813-974-5332	karroche@admin.usf.edu Post at www.career.usf.edu	Kathi Roche, Program Assistant	Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 1, Production Specialist 2, Production Specialist 3, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
University of Wisconsin-Oshkosh Radio, TV & Film (requested to be added 11/30-04)	800 Algorna Blvd.	Oshkosh, WI 54901	(920) 424-3133		folker@uwosh.edu	Al Folker	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/St. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Urban League of Orlando	2804 Beico Dr.	Orlando, FL 32808	407-841-7654	407-841-9114	smimms@vectorland.net	Shelley-Ann Mimms, Director of Operations	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/St. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
Urban League of St Petersburg	333 31st N. St. 33713	St. Petersburg, FL 33713	727-327-2081	727-321-8349	mrs.skilbank@psnet.org Current (628/09): @skillev@gmail.org	Kay Taylor, Program Director	Account Manager 1, Account Manager 2, Director 1, Director 2, Assignment Editor, Editor 1, Editor 2, Engineer, Master Control Operator 1, Master Control Operator 2, Master Control Operator 3, Master Control Operator 4, Morning Producer, Photojournalist 1, Photojournalist 2, Photojournalist 3, Photojournalist 4, Production Specialist 2, Production Specialist 3, Production Supervisor/St. Director, Producer/Reporter, Promotion Producer/Coordinator, Web Coordinator
XXX Indicates sources that have requested notification of job openings							

<i>These sources were utilized in addition for the following job positions during this reporting period.</i>	Organization	Method	Address	Phone	Email	Contact	Positions
	TV News Gigs	e-mail			info@tvnewsigsgigs.com		Director 1, Editor 2, Master Control Operator 1, Morning Producer, Production Specialist 2, Photojournalist 2, Photojournalist 3, Engineer
	B-rollin.com	email				Kevin Johnston	Photojournalist 1, Photojournalist 3, Photojournalist 4



EEO Internship Form

Name of Intern: JOSH MITTICA (8/07-12/07); RACHEL FRIEDER (1/08-5/08);
MELISSA MIGLIORE (5/08-12/08); BRYAN LEWIS (9/08-12/08); LINDSEY
GURRIELL (9/08-12/08)

Name of School Attending: FLORIDA GULF COAST UNIVERSITY

Start Date: 8/07

End Date: 12/08

Credits Received: 3 Per person

Department Interning For: Programming/Morning Blend

Duties Performed: Interns performed a variety of duties associated with the production of our local produced program 'Morning Blend'. Duties included general filing, maintaining programming calendar, greeting guests, verify guest information, maintaining production set, operating production equipment (i.e. teleprompter, graphics deko, etc.), rolling show tapes and booking guests for appearances.

One of the interns was subsequently hired for employment after the internship was completed.



EEO Internship Form

Name of Intern: Andrea Burchers

Name of School Attending: Charlotte High School

Start Date: September 2007

End Date: April 2008

Credits Received: High School credit (3)

Department Interning For: Marketing/Promotions

Duties Performed: Intern had exposure to a variety of responsibilities within the promotions/marketing department including learning to write topical promotions, how to edit and interact/coordinate with the news department to determine promotable daily stories.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WFTX-TV

Type of activity listed under Outreach Initiative worksheet: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Date of station participation: (on date; from date to date) Continuous through reporting period (Oct 1, 2007 through Sept. 30, 2008)

Participating employees: Frank Bonilla, Mark Shortt, Jonas Simms, James Goodwin, Cristina Lachowyn

Host/Sponsor of activity: WFTX-TV

Brief description of activity and station participation: The news department and the production department work together with the intent of training production department employees to obtain the job skills necessary to move into the news department. The intent is to give employees the skills necessary to move advance their careers in broadcast. During the reporting period, we promoted 3 production assistants to news photography positions; one production editor to news photographer; and one production assistant to news assignment editor.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WFTX-TV

Type of activity listed under Outreach Initiative worksheet: 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) October 16-17, 2007

Participating employees: Forrest Carr, News Director

Host/Sponsor of activity: Florida A&M University

Brief description of activity and station participation: Represented Fox 4 at a job fair sponsored by Florida A&M's Journalism and Graphic Communication Department. Interviewed approx 20 broadcast journalism students for internships and employment opportunities within the station. Discussed current job openings with candidates.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WFTX-TV

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

Date of station participation: 3 separate visits; October 17, 2007; February 20, 2008; September 25, 2008

Participating employees: Forrest Carr

Host/Sponsor of activity: Florida Gulf Coast University

Brief description of activity and station participation: Visited Media Studies class headed by associate professor Lyn Milner, to lecture students and take questions about journalism ethics, career development and employment opportunities within the station and within the industry.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WFTX-TV

Type of activity listed under Outreach Initiative worksheet: Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.

Date of station participation: (on date; from date to date) May 21, 2008

Participating employees: Brent Struense, Marketing Director

Host/Sponsor of activity: American Cancer Society Southwest Chapter

Brief description of activity and station participation: Visited ACS's lunch to speak to board members and volunteers at reaching a better understanding of the relationship between non-profits and the media. I also took questions about journalism ethics, news staff, and station policies/opportunities.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WFTX-TV

Type of activity listed under Outreach Initiative worksheet: 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) July 3, 2008

Participating employees: Forrest Carr

Host/Sponsor of activity: University of South Florida, St. Petersburg Campus

Brief description of activity and station participation: Visited Media Studies class headed by associate professor Lisa Rosenthal, to lecture students and take questions about journalism ethics, career development and employment opportunities.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WFTX-TV

Type of activity listed under Outreach Initiative worksheet: Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.

Date of station participation: (on date; from date to date) July 8, 2008

Participating employees: Brent Struense

Host/Sponsor of activity: Florida Public Relations Association Southwest Chapter

Brief description of activity and station participation: Visited FPRASC's breakfast to lecture public relations professionals in an interactive discussion aimed at reaching a better understanding of the relationship between public relations and the media. I also took questions about journalism ethics, career development and employment opportunities.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WFTX-TV

Type of activity listed under Outreach Initiative worksheet: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Date of station participation: (on date; from date to date) September 23-25, 2008

Participating employees: Cory O'Donnell, Chris Smith, Stacey Popp, Michael Roubichaud, Jason Old, Amy Wegmann, Mark Wildman, Curt Tremper, Christina Bailey, Allison Oskin, Eric Foust, Erin van Deven, Christina Lachowyn, Patrick Nolan, Rosemary Connors, Renee Stohl, Erica Pitzi

Host/Sponsor of activity: Brent Struense - Marketing Director

Brief description of activity and station participation: This was a web based training to provide further information and skills to our employees regarding our website. The training included navigation, graphics, content editing, html code writing, and sales. There were approximately twenty-four (24) hours expended over the course of three days. This training will enable our staff to further extend the station brand and, news and information to our viewers. This training consisted of hands-on activities in a classroom setting.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: WFTX-TV

Type of activity listed under Outreach Initiative worksheet: Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.

Date of station participation: (on date; from date to date) September 25, 2008

Participating employees: Brent Struense

Host/Sponsor of activity: Cape Coral Chamber of Commerce

Brief description of activity and station participation: Lectured six sessions throughout the day regarding "Marketing on a Shoestring" to a hundred local businesses and business leaders. The content included understanding the media and their role, effective press release writing, branding, and advertising.