

Journal Broadcast Group, Inc.  
WFTX-TV

Annual EEO Public File Report  
December 12, 2005 – September 30, 2006  
AMENDED November 16, 2006

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 Executive

Referral Source	Number of Applicants Interviewed	Hired?
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Other                      Spots N Dots	1	<input type="checkbox"/>
Unsolicited	1	<input type="checkbox"/>
Walk-in	1	<input type="checkbox"/>
Word of mouth	2	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>7</b>	

## Administrative Assistant

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input type="checkbox"/>
Other                      News Press Ad	1	<input checked="" type="checkbox"/>
Other                      News Press Ad	4	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>6</b>	

## Anchor

Referral Source	Number of Applicants Interviewed	Hired?
Recruiter                      Talent Dynamic	1	<input checked="" type="checkbox"/>
Recruiter                      Talent Dynamic	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>2</b>	

## Anchor/Reporter

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Internal Candidate	2	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>3</b>	

Assignment Editor

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

Associate Producer

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

Chief Engineer

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input type="checkbox"/>
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Other NAB Website	1	<input type="checkbox"/>
Other SBE Website	2	<input type="checkbox"/>
Other TV Jobs.com	1	<input type="checkbox"/>
Other Unknown	2	<input type="checkbox"/>
Word of mouth Market/Industry	2	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>11</b>	

Director

Referral Source	Number of Applicants Interviewed	Hired?
Other	2	<input checked="" type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>2</b>	

Editor 1

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

Journal Broadcast Group website		2	<input type="checkbox"/>
Other	Career Builder	1	<input type="checkbox"/>
Other	TVJobs.com	3	<input type="checkbox"/>
Word of mouth		1	<input type="checkbox"/>
Word of mouth	fomer co-worker	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		<b>11</b>	

Editor 2

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

Field Support Specialist

Referral Source	Number of Applicants Interviewed	Hired?	
Internal Candidate	1	<input checked="" type="checkbox"/>	
Journal Broadcast Group website	1	<input type="checkbox"/>	
Other	Monster.com	4	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		<b>6</b>	

Graphic Designer

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

Maintenance Engineer

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

Unsolicited	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>7</b>	

Marketing Manager

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

Marketing Producer

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

Master Control Operator

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate		2	<input checked="" type="checkbox"/>
Journal Broadcast Group website		3	<input checked="" type="checkbox"/>
Journal Broadcast Group website		13	<input type="checkbox"/>
Other	Ft. Myers Job Fair	1	<input checked="" type="checkbox"/>
<b>Number of Applicants Interviewed</b>		<b>19</b>	

National Sales Manager

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		2	<input type="checkbox"/>
Journal Broadcast Group website		1	<input checked="" type="checkbox"/>
Word of mouth	Market/Industry	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		<b>4</b>	

Photojournalist I

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

Other	b-roll.net	7	<input type="checkbox"/>
Other	News-blues	1	<input checked="" type="checkbox"/>
Other	Tvjobs.com	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		10	

Photojournalist 2

Referral Source	Number of Applicants Interviewed	Hired?	
Employee Referral	2	<input checked="" type="checkbox"/>	
Employee Referral	1	<input type="checkbox"/>	
Internal Candidate	1	<input checked="" type="checkbox"/>	
Journal Broadcast Group website	4	<input type="checkbox"/>	
Other	Career Builder	4	<input type="checkbox"/>
Other	TVJobs.com	3	<input type="checkbox"/>
Unsolicited		1	<input type="checkbox"/>
Word of mouth		5	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		21	

Photojournalist 3

Referral Source	Number of Applicants Interviewed	Hired?	
Employee Referral	1	<input checked="" type="checkbox"/>	
Internal Candidate	1	<input checked="" type="checkbox"/>	
Journal Broadcast Group website	1	<input type="checkbox"/>	
Other	Ohio & Illinois School B	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		4	

Photojournalist/Reporter

Referral Source	Number of Applicants Interviewed	Hired?	
Other	TVJobs	1	<input checked="" type="checkbox"/>
Other	TVJobs	3	<input type="checkbox"/>
Recruiter	Agent Referral	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		5	

Producer 1

Referral Source		Number of Applicants Interviewed	Hired?
Other	Tvjobs.com	2	<input checked="" type="checkbox"/>
Other	Tvjobs.com	1	<input type="checkbox"/>
Recruiter	Talent Dynamic	1	<input type="checkbox"/>
Word of mouth	Market/Industry	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		5	

Producer 2

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

Production Specialist

Referral Source		Number of Applicants Interviewed	Hired?
Journal Broadcast Group website		4	<input checked="" type="checkbox"/>
Journal Broadcast Group website		2	<input type="checkbox"/>
Other	Career Builder	1	<input checked="" type="checkbox"/>
Other	Career Builder	1	<input type="checkbox"/>
Other	Unknown	1	<input type="checkbox"/>
Word of mouth	Industry	1	<input checked="" type="checkbox"/>
<b>Number of Applicants Interviewed</b>		10	

Production Supervisor

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

Reporter 1

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

Internal Candidate		1	<input type="checkbox"/>
Other	Tvjobs.com	1	<input checked="" type="checkbox"/>
Other	Tvjobs.com	2	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		<b>5</b>	

Reporter 2

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

Traffic Assistant

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		1	<input checked="" type="checkbox"/>
Employee Referral		2	<input type="checkbox"/>
Journal Broadcast Group website		1	<input type="checkbox"/>
Other	Tvjobs.com	3	<input type="checkbox"/>
Word of mouth	Market/Industry	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		<b>8</b>	

Weather Anchor

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		1	<input type="checkbox"/>
Other	Talent Dynamics	2	<input type="checkbox"/>
Other	TVJobs	1	<input checked="" type="checkbox"/>
<b>Number of Applicants Interviewed</b>		<b>4</b>	

Weather Anchor/Reporter

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



**Number of Applicants Interviewed**

6

Weekend Producer

<b>Referral Source</b>	<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
Other Talent Dynamics	4	<input type="checkbox"/>
Other TVJobs	1	<input checked="" type="checkbox"/>
Other TVJobs	1	<input type="checkbox"/>
Unsolicited Cold Call	1	<input type="checkbox"/>
Word of mouth	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>8</b>	

*Grand Total*

186

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
Abilities of Florida (Added 2/21/06)	4150 Ford St. Extension, #355	Ft. Myers, FL 33916	239-936-2158		dfournier.abilities@stfdb.org	Dottie Fournier	Administrative Assistant; Anchor/Reporter; Associate Producer; Editor 1; Editor 2; Graphic Designer; Photojournalist 3; Producer 2; Assignment Editor; Weekend Producer; Weather Anchor/Reporter
Barry University, Placement Office	11300 NE 2nd Ave.	Miami Shores, FL 33161	305-899-3950	305-899-3487	careerservices@mail.barry.edu		Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
Bates Technical College XXX Requested to be added 5/17/05	2820 South 19th St.	Tacoma, WA 98405	253-680-7752		ahunton@bates.ctc.edu	Al Hunton, Broadcast Production Technologies Instructor	Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Graphic Designer; Field Support Specialist; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
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, kbaumeister@browncollege.edu, http://placement.browncollege.edu (where jobs are posted) https://my.browncollege.edu/mycampus/ employer/ (new website eff 6/30/05)	Rebecca Ewanga (TV Production). Karol Baumeister (Radio)	Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Reporter 1; Reporter 2; Production Specialist; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
Central Michigan University XXX - requested to be added 5- 15-06	340 Moore Hall	Mount Pleasant, Michigan 48859	989-774-3851	989-774-2426	orlik1pb@cmich.edu	Peter B. Orlik, Ph.D.	<i>Inadvertently left this source off of the recruitment list. Have been added for postings as of 9/29/06.</i>
CT School of Broadcasting (Added 2/21/06)	525 Northlake Blvd.	North Palm Beach, FL 33408	561-842-2000		csbpalmbeach@800tvradio.com	Skip Kelly or Dave Du	Administrative Assistant; Anchor/Reporter; Associate Producer; Editor 1; Editor 2; Graphic Designer; Photojournalist 3; Producer 2; Assignment Editor; Weekend Producer; Weather Anchor/Reporter
Edison Community College Emerson College XXX- requested to be added 5- 15-06	PO Box 60210 113 Gray St.	Ft. Meyers, FL 33906 Arlington, MA 02476	239-489-9387 781-646-1077		inquiry@edison.edu mdgrtnda@yahoo.com and m_dgiustina@emerson.edu	Dr. Marsha Della- Guistina	Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Reporter 1; Reporter 2; Production Specialist; Weekend Producer; Weather Anchor; Weather Anchor/Reporter <i>Inadvertently left this source off of the recruitment list. Have been added for postings as of 9/29/06.</i>

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
Florida A&M University	100 Student Union Plaza	Tallahassee, FL 32307	850-599-3700	850-599-3353	careercenter@fam.u.edu; updated contact as of 3/31/06 joan.sweet@fam.u.edu secondary email is Joan's doesn't work; melony.washington@fam.u.edu	Joan Sweet	Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
Florida Gulf Coast University	10501 FGCU Blvd.	So. Ft Meyers, FL 33916	239-590-2340	239-590-7975	kbuchman@fgcu.edu		Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
Florida International College	2655 Northbrooke Dr.	Naples, FL 34109	239-513-1122	239-596-0733	dwilson@internationalcollege.edu; updated contact 3/31/06 awatson@internationalcollege.edu		Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
Florida International University	3000 NE 151st St.	Miami, FL 33181	305-348-2423	305-348-3829	damond@fiu.edu; updated e-mail as of 3/31/06 spencek@fiu.edu		Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
Florida Memorial College, Career Planning	NW 42nd Ave.	Miami, FL 33054	305-626-3782		cdcenter@fmc.edu; updated e-mail as of 3/31/06 cdcenter@fmuniv.edu		Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
High Tech North XXX Requested to be added 1/23/06	360 Santa Barbara Blvd. N	Cape Coral, FL 33991		239-458-3720	Kevinsg@leeschools.net	Kevin Glaser	Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Editor 1; Editor 2; Graphic Designer; Marketing Producer; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
Hispanic Chamber of Commerce (Added 2/21/06)	10051 McGregor Blvd.	Ft. Myers, FL 33901	239-418-1441		hispanicchamber.ig@earthlink.net		Administrative Assistant; Anchor/Reporter; Associate Producer; Editor 1; Editor 2; Graphic Designer; Photojournalist 3; Producer 2; Assignment Editor; Weekend Producer; Weather Anchor/Reporter

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
Journal Broadcast Group Website	720 E. Capitol Drive	Milwaukee, WI 53212	414-967-5301		sspankowski@journalbroadcastgroup.com OR embow@journalbroadcastgroup.com	Shannon Spankowski	Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Reporter 1; Reporter 2; Production Specialist; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
Mississippi State University, Department of Communication XXX Requested to be added 5/17/05	PO Box PF/130 McComas Hall	Mississippi State, MS 39761	662-325-7952	662-325-3210	kbrown@comm.msstate.edu	Karyn Brown	Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Reporter 1; Reporter 2; Production Specialist; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
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 Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Reporter 1; Reporter 2; Production Specialist; Weekend Producer; Weather Anchor; Weather Anchor/Reporter

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
National Hispanic Media Coalition	5400 E. Olympic Blvd #250	Los Angeles, CA 90022		213-746-1305	nhmc@azteca.net		Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
Nova Southeastern University	8951 Bonita Beach Rd. #280	Bonita Springs, FL	941-992-1711		nsuinfo@nove.edu		Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
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@beonair.com	Gary James (National Placement Director)	Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
Southwest Florida College Education Director	1685 Medical Ln. #200	Ft. Meyers, FL 33907	239-939-4766		mgreen@swfc.edu		Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
TV Jobs					www.tvjobs.com		Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor
University of Colorado at Boulder XXX School of Journalism and Mass Communication (requested to be added on 4-20-04)	1511 University Ave. 478UCB	Boulder, CO 80309	303-492-0460	303-492-0969	elizabeth.gaeddert@colorado.edu	Beth Gaeddert, Director of Career Services and External Affairs	Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter



Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
University of Florida- Dept. of Broadcasting (Added 2/21/06)	PO Box 118507	Gainesville, FL 32611	352-392-1601		charris@jou.ufl.edu		Anchor/Reporter, Assignment Editor/Associate Producer, Editor 1; Editor 2; Graphic Designer; Photojournalist 3; Producer 2; Weekend Producer; Weather Anchor/Reporter
University of Florida- College of Journalism & Communications (Removed 12/12/05. Faxes would not go through)	PO Box 118400	Gainesville, FL 32611		352-392-3919			Account Executive; Marketing Manager; Master Control Operator; National Sales Manager
University of Iowa (Career Center) XXX (Added 5-27-03)	24 Phillips Hall	Iowa City, IA 52242	319-335-1023	319-335-1029	sherry-hinggen@uiowa.edu AND molly-rechkemmer@uiowa.edu; https://www.myinterfase.com/uiowa/employer/ (New method of contact as of 9/14/04)	Molly Rechkemmer; Christine Wells (Contact changed 9/14/04)	Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
University of North Texas XXX Requested to be added 5/17/05	PO Box 310589	Denton, TX 76203	940-565-2565	940-369-7838	Slocum@unt.edu	Phyllis Slocum, Faculty Advisor Dept. of Radio, Television and Film	Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
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: efriedjia@shell.cas.usf.edu Old: adefonzo@cas.usf.edu	Dr. Jay Friedlander	Administrative Assistant; Anchor/Reporter; Assignment Editor/Associate Producer; Editor 1; Editor 2; Graphic Designer; Photojournalist 3; Producer 2; Weekend Producer; Weather Anchor/Reporter

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
University of Southern Florida	4202 E. Fowler St. Tampa, FL 33620				jranieq@admin.usf.edu; use website as of 3/31/06. www.career.usf.edu		Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
University of Wisconsin-Oshkosh Radio, TV & Film (requested to be added 11-30-04)	800 Algoma Blvd. Oshkosh, WI 54901		(920) 424-3133		folker@uwosh.edu	Al Folker	Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter
Urban League of Orlando	2804 Belco Dr. Orlando, FL 32808		407-841-7654	407-841-9114	sminnis@metorlandoul.org		Account Executive; Administrative Assistant; Anchor; Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
Urban League of St Petersburg XXX Indicates sources that have requested notification of job openings	333 31st N. St.	St. Petersburg, FL 33713	727-327-2081	727-321-8349	mw.skillsbank@pcul.org		Account Executive; Administrative Assistant; Anchor, Anchor/Reporter; Assignment Editor; Associate Producer; Chief Engineer; Director; Editor 1; Editor 2; Field Support Specialist; Graphic Designer; Maintenance Engineer; Marketing Manager; Marketing Producer; Master Control Operator; National Sales Manager; Photojournalist 1; Photojournalist 2; Photojournalist 3; Photojournalist/Reporter; Producer 1; Producer 2; Production Specialist; Reporter 1; Reporter 2; Traffic Assistant; Weekend Producer; Weather Anchor; Weather Anchor/Reporter

<i>These sources were utilized in addition for the following job positions during this reporting period.</i>					
<u>Organization</u>	<u>Method</u>	<u>Address</u>	<u>Phone</u>	<u>Email</u>	<u>Contact</u>
Talent Dynamics	web posting	8828 Stemmons, Suite 510, Dallas, TX 75247 9102 North Meridian St., Suite 150	(214) 640-3139	www.talentedynamics.com	JJ Davis/Sandra Connell
Society of Broadcast Engineers National Association of Broadcasters	web posting web posting	Indianapolis, IN 46260 1771 N. St. NW, Washington DC 20036	(317) 846-9000 202-429-5300	www.sbe.org Post At: nab.org	web posting Stacy Siroky
Spots n Dots	e-mail	167 Oakdale Rd. Johnson City, NJ 13790	(888) 884-2630	dai@spotsndots.com	Dai Korba
News Press	web posting	2442 Dr. MLK Blvd., Ft. Myers, FL 33901	239-335-0335	post at: news-press.com	Classifieds
Tampa Bay Jobs	web posting	2 West Santa Clara St., San Jose, CA 95113	408-404-3322	post at: worktampabay.com	web posting

<b><u>Positions</u></b>
Anchor, Producer 1; Reporter 2; Weather Anchor; Weather Anchor/Reporter; Weekend Producer
Chief Engineer; Master Control Operator; Maintenance Engineer Chief Engineer; Weekend Producer
Account Executive; Weekend Producer
Administrative Assistant; Photographer 2
Photographer 2

## **Outreach Initiative Record Keeping Worksheet**

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

**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)** 12/5/2005 - 9/30/2006

**Participating employees:** Melinda Woolbright and Allison Oskin facilitate the program. Many newsroom employees participate as well.

**Host/Sponsor of activity:** WFTX

**Brief description of activity and station participation:** The WFTX Newsroom Internship Program allows one to two interns per quarter or semester (depends on the College of University involved) to spend up to 30 hours per week learning about the TV News business for college credit. During their time at WFTX, newsroom interns are given the opportunity to learn about how a newsroom works. Educational activities include: learning to produce a newscast, assisting in newsroom planning, learning to report or operate a camera, and assisting production while the newscast is live on the air. Interns are evaluated at the end of their internship and a report is sent to his or her professor. WFTX has also hired many interns to full time jobs immediately after the internship has ended or after former interns have graduated school. During this reporting period, WFTX has sponsored three interns.

## **Outreach Initiative Record Keeping Worksheet**

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

**Type of activity listed under Outreach Initiative worksheet:** 8

**Date of station participation: (on date; from date to date)** Started on April 1, 2006 - ongoing

**Participating employees:** John Webster, Caryn Cappozzo, Joseph Camporeale, Greg Tankersley, Andrew Windish, and Michael Aquilla

**Host/Sponsor of activity:** Brent Struense - Marketing Director

**Brief description of activity and station participation:** We have injected full-time and part-time Production department employees into the News, Promotions, and Engineering departments to train and work. This training program includes skills sets in: news photojournalism, news producing, promotions producing, and broadcast technical engineer. We recently "graduated" a part-time Production Specialist to a full-time News Photojournalist position as a result of this on-going training program.

## **Outreach Initiative Record Keeping Worksheet**

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

**Type of activity listed under Outreach Initiative worksheet:** 8. 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)** May 2006 - to date

**Participating employees:** Forrest Carr, Fallon Silcox, Stacie Boudros, Shannon Mulaire. Assistance from veteran news staff as needed.

**Host/Sponsor of activity:** WFTX

**Brief description of activity and station participation:** We have rethought the way we hire some of our internal off-air ("behind the scenes") positions, with the idea in mind of obtaining candidates with on-air potential who desire to be on the air, but who don't yet have the training or experience. We allow them one day a week on their regular work schedule to train toward this objective. We do not promise them on-air work. Rather, the goal is to mentor them and give them the opportunity to build a professional demonstration video reel that will give them the qualifications needed to move up to an on-air position within our station, within our company or, if no such opportunities present themselves, to a similar position with another station in our industry. To date, all three of the people we have hired in this capacity have, in fact, had a chance to do some on air work for our newscasts while also doing an excellent job for us in their main "off air" jobs (two are producers, and one is a video editor).



## **Outreach Initiative Record Keeping Worksheet**

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

**Type of activity listed under Outreach Initiative worksheet:** 15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.

**Date of station participation: (on date; from date to date)** May 2006 - to date

**Participating employees:** David Herrell

**Host/Sponsor of activity:** WFTX

**Brief description of activity and station participation:** News photographer David Herrell is a member of the Collier County School District Career Advisory Committee. In that capacity he regularly visits schools that have TV production curricula with the goal of inspecting their programs and equipment, and consulting with their educators on how they can best prepare their students for the realities and daily demands of a broadcast news environment.

## **Outreach Initiative Record Keeping Worksheet**

**Station(s) Claiming Credit:** WFTX FOX 4-TV

**Type of activity listed under Outreach Initiative worksheet:** Participated in an event sponsored by organizations representing groups present in the community interested in broadcast employment issues, that included a career day job fair.

**Date of station participation: (on date; from date to date)** Thurs., September 28, 2006  
9a.m. -4 p.m.

**Participating employees:** Kendra Sutton

**Host/Sponsor of activity:** Southwest Florida Workforce Development & the Career and Services Center of Southwest Florida.

**Brief description of activity and station participation:** Journal Broadcast Group had a booth at the job fair in which applications and resumes were accepted. Current positions listed on the website were discussed with potential candidates. Those job descriptions were available for pick up.