

FORT MYERS BROADCASTING COMPANY

FCC EEO PUBLIC FILE

OCTOBER 1, 2019 – SEPTEMBER 30, 2020

EEO Public File Report

This EEO Public File Report is filed in Station **WINK-TV, WINK-FM, WAXA-AM, WNPL-AM** and **WTLQ-FM**'s public inspection file pursuant to Section 73.2080c(6) of the Federal Communications Commission's ("FCC") rules.

During the period beginning on October 1, 2019 and ending on September 30, 2020 the stations filled the following full-time vacancies:

1. Marketing Consultant (2)	WINK-TV
2. Executive Producer	WINK-TV
3. Photojournalist	WINK-TV
4. Executive Producer	WINK-TV
5. Video Journalist	WINK-TV
6. Video Journalist	WINK-TV
7. Traffic Assistant (2)	WINK-TV
8. AP / Editor (2)	WINK-TV
9. Master Control/Production Assistant (4)	WINK-TV
10. Meteorologist	WINK-TV
11. News Producer	WINK-TV
12. News Producer	WINK-TV
13. AP / Producer	WINK-TV
14. Overnight Assignment Editor	WINK-TV
15. Medical Reporter	WINK-TV
16. Digital Content Producer (2)	WINK-TV
17. News Producer	WINK-TV
18. News Producer	WINK-TV
19. Maintenance Engineer	WINK-TV
20. IT Administrator	WINK-TV
21. Video Journalist	WINK-TV
22. A/P – Editor	WINK-TV
23. Weekend Meteorologist	WINK-TV
24. Bi-Lingual News Producer	WINK-TV
25. Photojournalist (2)	WINK-TV
26. Weekend Anchor / Reporter	WINK-TV
27. Photojournalist	WINK-TV
28. Meteorologist	WINK-TV
29. News Producer	WINK-TV
30. Bi-Lingual Meteorologist	WINK-TV
31. Bi-Lingual Video Journalist	WINK-TV
32. Senior Executive Producer	WINK-TV
33. Promo / Writer Producer	WINK-TV
34. Program Director – Radio	WINK-FM
35. Chief Photojournalist	WINK-TV
36. Digital Content Producer	WINK-TV
37. Video Journalist	WINK-TV
38. Overnight Assignment Editor	WINK-TV
39. Executive Producer	WINK-TV

The stations interviewed a total of eighty-one (81) applicants for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviews referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
1. AllAccess	5
2. Berkowitz Consulting	1
3. DK Media Solutions	1
4. Employee Referral	11
5. Florida A & M	1
6. FMBC Job Posting	9
7. Indeed.com	17
8. LinkedIn	8
9. Robert Half/Office Team	3
10. Smith-Geiger	2
11. Talent Dynamics	4
12. TVJobs.com	5
13. University of Florida Career Day	3
14. Unsolicited	3
15. Winknews.com	8
16. Bethune Cookman College	0
17. FGCU Job Fair	0
18. Florida International University	0
19. Full Sail University	0
20. Hispanic Chamber of Commerce	0
21. Marist College	0
22. NABJ	0
23. Return to Work Inc.	0
24. Sunday Morning News	0
25. SW Florida Help Wanted.com	0
26. TV News Check	0
27. University of Miami Career Day	0
28. University of South Florida	0
29. WAXA-AM 97.3	0
30. WINK-FM 96.9	0
31. WTLQ-FM 97.7	0
32. Zip Recruiters	0

Attachment A contains specific information for each full-time vacancy.

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MARKETING CONSULTANT (2)	UNSOLICITED	2

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	2
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
EXECUTIVE PRODUCER	EMPLOYEE REFERRAL	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	1
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PHOTOJOURNALIST	TVJOBS.COM	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	1
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
EXECUTIVE PRODUCER	SMITH-GEIGER	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	yes	1
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
VIDEO JOURNALIST	SMITH-GEIGER	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of</u>
*(please refer to the attached recruitment source list for complete address)	<u>interviewees referred</u>

All AccessMusic Group	no
Berkowitz Consulting	no
DK Media Solutions	no
Employee Referral	yes
FGCU Career Fairs	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Full Sail University	no
Hispanic Chamber of Commerce	yes
Indeed.com	no
LINKEDIN	no
Marist College	yes
National Association of Black Journalists	yes
Penn State	no
Robt Half/Office Team	no
Return to Work Inc.	yes
Smith Geiger	yes
Sunday Morning News	yes
SWFloridaHelpWanted.com	no
Talent Dynamics	no
TVJOBS.com	yes
TVNewsCheck	no
University of Florida	no
University of Miami	no
University of South Florida	yes
Unsolicited	yes
WAXA-AM	no
WINK-FM	no
WINKNEWS.com	yes
WTLQ-FM	no
Zip Recruiters	no

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FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
W/E ANCHOR/REPORTER	EMPLOYEE REFERRAL	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of</u>
<u>*(please refer to the attached recruitment source list for complete address)</u>	<u>interviewees referred</u>

All AccessMusic Group	no
Berkowitz Consulting	no
DK Media Solutions	no
Employee Referral	yes
FGCU Career Fairs	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Full Sail University	no
Hispanic Chamber of Commerce	yes
Indeed.com	no
LINKEDIN	no
Marist College	yes
National Association of Black Journalists	yes
Penn State	no
Robt Half/Office Team	no
Return to Work Inc.	yes
Smith Geiger	yes
Sunday Morning News	yes
SWFloridaHelpWanted.com	no
Talent Dynamics	no
TVJOBS.com	yes
TVNewsCheck	no
University of Florida	no
University of Miami	no
University of South Florida	yes
Unsolicited	yes
WAXA-AM	no
WINK-FM	no
WINKNEWS.com	yes
WTLQ-FM	no
Zip Recruiters	no

FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
TRAFFIC ASSISTANT (2)	WINKNEWS.COM - JOB POSTING	9

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	2
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	yes	3
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	4
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
AP / EDITOR (2)	WINKNEWS.COM - EMP REFERRAL	2

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	1
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	1
WTLQ-FM	no	
Zip Recruiters	no	

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MASTER CONTROL/PROD ASST(4)	3 FMBC POSTING-1 UNSOLICITED	5

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	3
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	1
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	1
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
METEOROLOGIST	TALENT DYNAMICS	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	yes	1
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS PRODUCER	EMPLOYEE REFERRAL	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	1
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS PRODUCER	EMPLOYEE REFERRAL	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	1
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
AP / PRODUCER	EMPLOYEE REFERRAL	1
<u>Recruitment Sources Utilized*</u>		<u>Total number of</u>
* (please refer to the attached recruitment source list for complete address)		<u>interviewees referred</u>
All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	1
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
O/N ASSIGNMENT EDITOR	EMPLOYEE REFERRAL	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no
Berkowitz Consulting	no
DK Media Solutions	no
Employee Referral	yes
FGCU Career Fairs	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Full Sail University	no
Hispanic Chamber of Commerce	yes
Indeed.com	no
LINKEDIN	no
Marist College	yes
National Association of Black Journalists	yes
Penn State	no
Robt Half/Office Team	no
Return to Work Inc.	yes
Smith Geiger	no
Sunday Morning News	yes
SWFloridaHelpWanted.com	no
Talent Dynamics	no
TVJOBS.com	yes
TVNewsCheck	no
University of Florida	no
University of Miami	no
University of South Florida	yes
Unsolicited	yes
WAXA-AM	no
WINK-FM	no
WINKNEWS.com	yes
WTLQ-FM	no
Zip Recruiters	no

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MEDICAL REPORTER	EMPLOYEE REFERRAL	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	1
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
DIGITAL CONTENT PRODUCER (2)	EMPLOYEE REFERRAL, INDEED.COM	6

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	1
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	yes	4
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	1
WTLQ-FM	no	
Zip Recruiters	no	

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS PRODUCER	EMPLOYEE REFERRAL	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	1
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS PRODUCER	WINKNEWS.COM	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	1
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MAINTENANCE ENGINEER	INDEED.COM	6

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	yes	6
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
IT NETWORK ADMINISTRATOR	INDEED.COM	4

<u>Recruitment Sources Utilized*</u>	Total number of
<i>* (please refer to the attached recruitment source list for complete address)</i>	interviewees referred

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	yes	4
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
VIDEO JOURNALIST	EMPLOYEE REFERRAL	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	1
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
A/P / EDITOR	UNIV OF FLORIDA JOB FAIR	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	yes	1
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
WEEKEND METEOROLOGIST	TALENT DYNAMICS	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	yes	1
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
BI-LINGUAL NEWS PRODUCER	TVJOBS.COM	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	1
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PHOTOJOURNALIST (2)	FLORIDA A&M, TVJOBS.COM	2

<u>Recruitment Sources Utilized*</u>	Total number of
<small>* (please refer to the attached recruitment source list for complete address)</small>	interviewees referred

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	1
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	1
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<u>W/E ANCHOR / REPORTER</u>	<u>FMBC JOB POSTING</u>	<u>1</u>
<u>Recruitment Sources Utilized*</u>		<u>Total number of</u>
* (please refer to the attached recruitment source list for complete address)		<u>interviewees referred</u>
All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PHOTOJOURNALIST	TVJOBS.COM	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	1
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
METEOROLOGIST	TALENT DYNAMICS	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	yes	1
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS PRODUCER	UF CAREER DAY	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	yes	1
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
BI-LINGUAL METEOROLOGIST	TALENT DYNAMICS	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	yes	1
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
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BI-LINGUAL VIDEO JOURNALIST	LINKEDIN	1
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<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	yes	1
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
SR. EXECUTIVE PRODUCER	FMBC JOB POSTING	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PROMO WRITER/PRODUCER	LINKEDIN	7

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no
Berkowitz Consulting	no
DK Media Solutions	no
Employee Referral	no
FGCU Career Fairs	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Full Sail University	no
Hispanic Chamber of Commerce	yes
Indeed.com	no
LINKEDIN	yes
Marist College	yes
National Association of Black Journalists	yes
Penn State	no
Robt Half/Office Team	no
Return to Work Inc.	yes
Smith Geiger	no
Sunday Morning News	yes
SWFloridaHelpWanted.com	no
Talent Dynamics	no
TVJOBS.com	yes
TVNewsCheck	no
University of Florida	no
University of Miami	no
University of South Florida	yes
Unsolicited	yes
WAXA-AM	no
WINK-FM	no
WINKNEWS.com	yes
WTLQ-FM	no
Zip Recruiters	no

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FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PROGRAM DIRECTOR-RADIO	BERKOWITZ CONSULTING	8

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	yes	5
Berkowitz Consulting	yes	1
DK Media Solutions	yes	1
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
CHIEF PHOTOGRAPHER	FMBC JOB POSTING	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	no	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
DIGITAL PRODUCER	INDEED.COM	2

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	yes	2
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
VIDEO JOURNALIST	UNIV of FL CAREER DAY	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)	

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	yes	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	yes	1
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
O/N ASSIGNMENT EDITOR	INDEED.COM	1
<u>Recruitment Sources Utilized*</u>		Total number of
* (please refer to the attached recruitment source list for complete address)		interviewees referred
All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	yes	1
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
EXECUTIVE PRODUCER	TVJOBS.COM	1

<u>Recruitment Sources Utilized*</u>	<u>Total number of</u>
*(please refer to the attached recruitment source list for complete address)	<u>interviewees referred</u>

All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	no	
FGCU Career Fairs	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	no	
Hispanic Chamber of Commerce	yes	
Indeed.com	yes	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	no	
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	no	
TVJOBS.com	yes	1
TVNewsCheck	no	
University of Florida	no	
University of Miami	no	
University of South Florida	yes	
Unsolicited	yes	
WAXA-AM	no	
WINK-FM	no	
WINKNEWS.com	yes	
WTLQ-FM	no	
Zip Recruiters	no	

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

Fort Myers Broadcasting Company engaged in the following Outreach Efforts during the period covered in the report:

Activity Classification	Type of Activity	Brief Description
10	Broadcast Center Tours	FMBC hosts schools, home schools, youth groups and adult organizations throughout the year visiting the station and learning about broadcasting. These tours address not only the technical workings of the station, these tours offer advice to students and/or adults on careers in TV news, operations, management and the educational steps required to fulfill those career paths. The Station prides itself on these exhaustive tours and the hands-on experience for students of all ages; grade school through high school, college groups, leadership groups, clubs and organizations.
10	Make-A-Wish Walk for Wishes 10/5/19	WINK News talents Matt Devitt and Sabrina Katz exceed the 5K Walk benefitting the Make-A-Wish Foundation.
10	UF College of Journalism and Communications Career Day 10/15/19	FMBC participated in University of Florida CJC's Career Day. The Assistant News Director spoke with students regarding our organization and the opportunities available here at the station and interviewed several applicants for possible employment. Several resumes were collected for possible future employment.
10	American Cancer Society Making Strides Against Breast Cancer 5K 10/19/19	WINK News talents Lois Thome and Lindsey Sablan hosted the walk and kicked off the party to help raise money and awareness to support American Cancer Society.
10	Penn State Job Fair 10/24/19 & 10/25/19	WINK-TV Senior Executive Producer met with two classes of hand-picked seniors interested in broadcast journalist careers. Over the course of two days, he spoke to two classes as a group, listened to their editorial discussions and offered feedback and suggestions. He then conducted individual interviews with more than a dozen students to discuss their goals, review their resume reels and provide feedback.
10	WINK Taste of Lee 11/2/19	15+ on-air personalities met with local members of the community at our annual food event in Downtown Fort Myers. WINK, WINK FM, WTQJ, WJUA all had a booth set up to meet and greet attendees and/or play games
10	Taste of Freedom Gala 11/2/19	WINK News talents Amanda Hall and Corey Lazar emceed event for Florida Coalition Against Human Trafficking. They hosted and help raise money and awareness for children who are forced in to human trafficking.
10	Naples Zoo Gala 11/7/19	WINK News talents Corey Lazar and Lindsey Sablan host and emceed the Naples Zoo Gala to help raise money for the care and safety of the zoo animals.

Fort Myers Broadcasting Company engaged in the following Outreach Efforts during the period covered in the report:

Activity Classification	Type of Activity	Brief Description
10	Special Olympics of Florida Luncheon 12/13/19	WINK News talent Corey Lazar is emceed the luncheon for the Special Olympics of Florida. This is their annual award ceremony for athletes with special needs.
10	WINK Feeds Families Hunger Walk 1/18/20	WINK News teams up with the Harry Chapin Food Bank to raise money to help local families in need. News talent Lois Thome and Chris Cifate emcee event and other talent meet and greet with runners/walkers to support the event. There was 10,000 in attendance.
10	Varsity Lakes Middle Career Day 1/23/20	WINK News talent Lindsey Sablan and WINK-FM talent hosted the event and raised awareness of children's safety and health. 1,000 people attended the event.
10	NCH Safe & Healthy Children's Coalition 2/1/20	WINK News talent Lindsey Sablan and WINK-FM talent hosted the event and raised awareness of children's safety and health. 1,000 people attended the event.
10	UF College of Journalism and Communications Career Day 2/17/20	FMBC participated in University of Florida CJC's Career Day. The Assistant News Director spoke with students regarding our organization and the opportunities available here at the station and interviewed several applicants for possible employment. Several resumes were collected for possible future employment.
10	FGCU Journalism Job & Internship Fair 2/17/20	Fort Myers Broadcasting attended job fair, passed out promo items and job applications at Florida Gulf Coast University.
10	Career Source of SWFL Job Fair 2/20/20	Fort Myers Broadcasting attended job fair, passed out promo items and job applications for open positions at FMBC.
10	University of Florida Virtual Career Visits 3/2020	For the March Virtual UF Career Day WINK News News Director and Assistant News Director set up several chats during the day with UF students and chatted with each using a chat window.
10	Orange River Elementary 3/2/20	WINK News talent read to students at Orange River Elementary School as part of the Read Across America campaign.
10	Villas Elementary School 3/6/20	WINK News talent Lois Thome read to students at Villas Elementary School to help promote reading week.

Fort Myers Broadcasting Company engaged in the following Outreach Efforts during the period covered in the report:

Activity Classification	Type of Activity	Brief Description
10	SWFL Reading Festival 3/7/20	WINK News Talent from Noticias WINK and WINK-TV read books and met with members of the local community at the Fort Myers Regional Library, Downtown Branch.
10	St. Jude Radiothon 3/12/19-3/13/20	WTLQ teamed up with St. Jude to help raise money and support its medical research and treatments to fight childhood cancer.
10	Lee Memorial Hospital & Gulf Coast Medical Center Van Hit 4/27/20	All FMBC stations participated in delivering food donations from Zxabys/EI Pilon Caribbean cuisine to the cafeterias at Lee Memorial Hospital and Gulf Coast Medical Center in an effort to feed front-line healthcare workers during the COVID-19 pandemic.
10	Golisano Children's Hospital & Landmark Hospital Van Hit 4/28/20	All FMBC stations participated in delivering food donations from Tropical Smoothie/Komoon Thai Sushi to the cafeterias at Golisano Children's Hospital and Landmark Hospital in an effort to feed front-line healthcare workers during the COVID-19 pandemic.
10	NCH Bonita Emergency Rooms & Landmark Hospital Van Hit 4/29/20	All FMBC stations participated in delivering food donations from Pewter Mug/Azucar Restaurant to the cafeterias at NCH Bonita Emergency Rooms and Landmark Hospital in an effort to feed front-line healthcare workers during the COVID-19 pandemic.
10	Cape Coral Hospital & Lehigh Regional Med Ctr. Van Hit 4/30/20	All FMBC stations participated in delivering food donations from IRagazzi Pizza/EI Rincon Boricua to the cafeterias at Cape Coral Hospital and Lehigh Regional Medical Center in an effort to feed front-line healthcare workers during the COVID-19 pandemic.
10	NCH Baker Hospital & Octapharma Plasma Van Hit 5/1/20	All FMBC stations participated in delivering food donations from Seed to Table/WOW Sandwich & Grill to the cafeterias at NCH Baker Hospital and Octapharma Plasma in an effort to feed front-line healthcare workers during the COVID-19 pandemic.
10	Big Backpack Festival 7/26/20	Latino 97.7, Maxima WJUA, Noticias WINK and WINK News promoted the event. The drive-through event gave away over 2,000 backpacks and supplies.

FMBC/ JOB POSTING MAILING LIST

ALL ACCESS MUSIC GROUP

28955 Pacific Coast Highway, Suite 210-5
Malibu, CA 90265

Telephone: 310/457-6616
Fax: 310/457-8058
Contact: Joel Denver
E-mail: allaccess.com

BERKOWITZ BROADCAST CONSULTING

3910 Maple Hill Street West
West Bloomfield, MI 48323

Telephone: 248/737-3727
Contact: Gary Berkowitz
E-mail: gary@garyberk.com

BETHUNE-COOKMAN COLLEGE

Director Student Services
640 Mary McLeod
Daytona Beach, FL 32114

Telephone: 386/255-1401
Fax: 386/481-2139
Contact: M. Horne
E-mail: hornem@cookman.edu

DK MEDIA SOLUTIONS

14224 Amajess Lane
Midlothian, VA 23113

Telephone: 804/357-8973
Contact: Steve Davis
E-mail: steve@dkmediasolutions.com

FLORIDA A & M UNIVERSITY

Dept of Journalism / Communications
Post Office Box 14
Tallahassee, FL 32073

Telephone: 850/599-3700
Fax: 850/599-3086
Contact: Melony Washington
E-mail: melony.washington@famu.edu

FLORIDA INTERNATIONAL UNIVERSITY

Career Services
University Park Campus, GC 230
North Miami, FL 33181

Telephone: 305/348-2423
Fax: 305/348-3829
Contact: Lesley Deehl
E-mail: spencek@fiu.edu

FLORIDA SOUTHERN COLLEGE

Career Services
111 Lake Hollingsworth Drive
Lakeland, FL 33801

Telephone: 863/680-4390
Contact: Rachel Miller
E-mail: rmiller@flsouthern.edu

FMBC JOB POSTINGS

2824 Palm Beach Blvd.
Ft. Myers, FL 33916

Telephone: 239-338-4375
Fax: 239/479-5535
Contact: Karen Seiferth
E-mail: karen.seiferth@winktv.com

FULL SAIL UNIVERSITY

3300 University Boulevard
Winter Park, FL 32792

Telephone: 800/757-5105
Contact: Tink Abraham
E-mail: tinka@fullsail.com

FMBC/ JOB POSTING MAILING LIST

HISPANIC CHAMBER OF COMMERCE

10051 McGregor Blvd.
Ft. Myers, FL 33901

Telephone: 239/418-1441
Fax: 239/418-1475
Contact: Leonardo Garcia
E-mail: hispanicchamber.lq@earthlink.net

INDEED, INC.

7501 N. Capital of Texas Highway, Bldg. B
Austin, TX 78731

Contact: www.indeed.com

LINKEDIN

Sunnyvale, CA

Contact: www.linkedin.com

MARIST COLLEGE

3399 North Road
Poughkeepsie, NY 12601

Telephone: 888/877-7900
Contact: Laura Zurowski
E-mail: laura.zurowski@marist.edu

NATL ASSOC OF BLACK JOURNALISTS

1100 Knight Hall - Suite 3100
College Park, MD 20702

Telephone: 301/405-0248
Contact: Veronique Dodson
E-mail: vdodson@nabj.org

PENNSYLVANIA STATE UNIVERSITY

Office of Internships & Career Placement
208-D Carnegie Building
University Park, PA 16802-5101

Telephone: 814/863-4674
Contact: Bob Martin, Assistant Dean
E-mail: rpm163@psu.edu

RETURN TO WORK INC.

900 W. Marion Avenue
Punta Gorda, FL 33950

Contact: Carol Sarganis
E-mail: carol.sarganis@return2work.org

SMITH-GEIGER

31365 Oak Crest Drive #150
West Lake, CA 91361

Telephone: 818/874-2000
Contact: Jacques Natz
E-mail: Jacques@smithgeiger.com

SUNDAY MORNING NEWS

LaBelle, FL

Contact: Don Browne
E-mail: donbrowne@gmail.com

SW FLORIDA HELP WANTED.COM

6465 Greenwood Plaza Blvd., Suite 400
Centennial, CO, 80111

Telephone: 800/365-8630
Fax: 800/595-2929
E-mail: www.southwestfloridahelpwanted.com

TALENT DYNAMICS

600 Las Colinas Blvd., Suite 100
Irving, TX 75039

Telephone: 214/640-3139
Fax: 214/951-9610
E-mail: www.connell@talentdynamics.com

FMBC/ JOB POSTING MAILING LIST

TVJOBS

Broadcast Employment Services
PO Box 4116
Oceanside, CA 92052

Telephone: 800/374-0119
Fax: 760/450-2115
Contact: Mark Holloway
E-mail: jobs@tvjobs.com

UNIVERSITY OF FLORIDA

Department of Broadcasting
J. Wayne Reitz Union
PO Box 118507
Gainesville, FL 32611

Telephone: 352/392-1601
Fax: 352/392-3810
Contact: Charles Harris
E-mail: charris@jou.ufl.edu

UNIVERSITY OF SOUTH FLORIDA

MASS COMMUNICATIONS
4202 East Fowler St., MP CIS-1040
Tampa, FL 33620

Telephone: 813/974-2591
Fax: 813/974-2592
Contact: Marsha Stein
E-mail: mstein@cas.usf.edu

WAXA-AM 97.3

2824 Palm Beach Blvd.
Ft. Myers, FL 33916

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WINK-FM 96.9

2824 Palm Beach Blvd.
Ft. Myers, FL 33916

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WLTQ-FM 97.7

2824 Palm Beach Blvd.
Ft. Myers, FL 33916

Telephone: 239/479-5580
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E-mail: hector.velazquez@fmbcmail.com

WINKNEWS.COM

2824 Palm Beach Blvd.
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Contact: Vince Cammarata
E-mail: vince.cammarata@winknews.com