

# EEO Public File Report

This EEO Public File Report is filed in Station **WINK-TV, WINK-FM, WTLQ-FM** and **WAVV-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, 2021 and ending on September 30, 2022 the stations filled the following full-time vacancies:

1. Traffic Anchor / Reporter	WINK-TV
2. Photojournalist (7)	WINK-TV
3. Video Journalist (10)	WINK-TV
4. News Producer (7)	WINK-TV
5. A/P / Producer (3)	WINK-TV
6. Director (2)	WINK-TV
7. Digital Content Producer (2)	WINK-TV
8. Employee Relations Manager (2)	WINK-TV
9. Traffic Assistant (2)	WINK-TV
10. Production Assistant (8)	WINK-TV
11. Drone Pilot	WINK-TV
12. Assignment Editor	WINK-TV
13. Radio Operations Engineer	WINK-TV
14. Radio Producer	WTLQ-FM
15. AP / Editor	WINK-TV
16. Executive Producer (3)	WINK-TV
17. Editor (2)	WINK-TV
18. IT Assistant	WINK-TV
19. Maintenance	WINK-TV
20. Marketing Consultant (2)	WINK-TV
21. Master Control	WINK-TV
22. Meteorologist	WINK-TV
23. News Director	WINK-TV
24. Senior Accountant	WINK-TV
25. Sales Assistant (2)	WINK-TV
26. Sales Manager	WINK-TV
27. Web Developer	WINK-TV
28. Creative Services Editor (2)	WINK-TV
29. Creative Services Exec Producer	WINK-TV
30. Creative Services Photog/Producer	WINK-TV
31. Executive Sales Coordinator	WINK-TV

The stations interviewed a total of seventy-one (71) 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	0
2. Berkowitz Consulting	0
3. DK Media Solutions	0
4. Employee Referral	19
5. FMBC Job Posting	11
6. Indeed.com	5
7. JobVite	1
8. Robert Half/Office Team	3
9. Smith-Geiger	0
10. Talent Dynamics	4
11. TVJobs.com	2
12. University of Florida Career Day	3
13. Unsolicited	3
14. Winknews.com	17
15. Bethune Cookman College	0
16. FGCU Job Fair	3
17. Florida A & M	0
18. Florida International University	0
19. Full Sail University	0
20. Hispanic Chamber of Commerce	0
21. LinkedIn	0
22. Marist College	0
23. NABJ	0
24. Return to Work Inc.	0
25. Sunday Morning News	0
26. SW Florida Help Wanted.com	0
27. TV News Check	0
28. University of Miami Career Day	0
29. University of South Florida	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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>News Anchor/Reporter</b>	<b>Unsolicited</b>	<b>1</b>

<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	
JobVite	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	yes	
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	
WTLQ-FM	no	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>AP / EDITOR</b>	<b>Employee Referral</b>	<b>1</b>

<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	1
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	
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>AP / PRODUCER</b>	<b>FGCU JOB FAIR</b>	<b>1</b>

<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	yes	1
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	
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>AP / PRODUCER (2)</b>	<b>TV JOBS, EMPLOYEE REFERRAL</b>	<b>2</b>

<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	
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
ASSIGNMENT EDITOR	WINKNEWS.COM	1
<u>Recruitment Sources Utilized*</u>		<b>Total number of</b>
* (please refer to the attached recruitment source list for complete address)		<b>interviewees referred</b>
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	
JobVite	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	yes	
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

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>Creative Svcs Editor</b>	<b>Employee Referral</b>	<b>1</b>

<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	
JobVite	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	yes	
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>
<b>Create Svcs Exec Producer</b>	<b>Employee Referral</b>	<b>1</b>
<b><u>Recruitment Sources Utilized*</u></b>		<b>Total number of</b>
* (please refer to the attached recruitment source list for complete address)		<b>interviewees referred</b>
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	
JobVite	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	yes	
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>
<b>C/S Photog/Producer</b>	<b>Employee Referral</b>	<b>1</b>

<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	
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>CS Editor-Producer</b>	<b>Employee Referral</b>	<b>1</b>
<u>Recruitment Sources Utilized*</u>		<b>Total number of</b>
* (please refer to the attached recruitment source list for complete address)		<b>interviewees referred</b>
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	
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>Digital Content Producer (2)</b>	<b>WINKNEWS.COM</b>	<b>2</b>

<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	
JobVite	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	yes	
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	2
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>
<b>DIRECTOR (2)</b>	<b>WINKNEWS.COM</b>	<b>2</b>

<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	
JobVite	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	yes	
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	2
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>
<b>DRONE PILOT</b>	<b>WINKNEWS.COM</b>	<b>1</b>

<u>Recruitment Sources Utilized*</u>	<b>Total number of interviewees referred</b>
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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	
JobVite	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	yes	
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

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>EDITOR (2)</b>	<b>EMP REF, WINKNEWS.COM</b>	<b>2</b>

**Recruitment Sources Utilized\***

**Total number of  
interviewees referred**

\* (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	
JobVite	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	yes	
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>
<b>EMP RELATIONS MGR (2)</b>	<b>Indeed, Robt Half</b>	<b>2</b>
<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	yes	1
JobVite	yes	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	yes	1
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	yes	
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>
<b>EXEC PRODUCER (3)</b>	<b>EMP. REF, UNSOLICITED</b>	<b>3</b>

<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	2
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	
JobVite	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	yes	
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	
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>
<b>Exec Sales Coordinator</b>	<b>Employee Referral</b>	<b>1</b>

<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	
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>IT ASSISTANT</b>	<b>INDEED</b>	<b>1</b>

<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	yes	1
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>MAINTENANCE</b>	<b>EMPLOYEE REFERRAL</b>	<b>1</b>

<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	
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>Mktg Consultant (2)</b>	<b>Unsolicited, Emp Referral</b>	<b>2</b>

<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	
JobVite	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	yes	
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	
WTLQ-FM	no	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>Master Control</b>	<b>WINKNEWS.COM</b>	<b>1</b>

<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	
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>Meteorologist</b>	<b>Talent Dynamics</b>	<b>1</b>
<u>Recruitment Sources Utilized*</u>		<b>Total number of</b>
* (please refer to the attached recruitment source list for complete address)		<b>interviewees referred</b>
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	
JobVite	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	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, 2021 through SEPTEMBER 30, 2022

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

<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	
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>PHOTOJOURNALIST(7)</b>	<b>WINKNEWS.COM, EMP REF</b>	<b>7</b>

<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	2
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	
JobVite	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	yes	
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	5
WTLQ-FM	no	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>PRODUCER (2)</b>	<b>Winknews.com, FGCU Job Fair</b>	<b>2</b>

<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	1
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	
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>PRODUCER (3)</b>	<b>Winknews.com,UF Career Day</b>	<b>3</b>

<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	
JobVite	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	yes	
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	2
WTLQ-FM	no	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>PRODUCER (2)</b>	<b>Winknews.com,FGCU Career Day</b>	<b>2</b>

<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	yes	1
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	
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>PRODUCTION ASST (8)</b>	<b>WINKNEWS.COM</b>	<b>8</b>

<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	
JobVite	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	yes	
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	8
WTLQ-FM	no	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>RADIO PRODUCTION</b>	<b>EMP. REFERRAL</b>	<b>1</b>

<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	
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>Radio Operations Eng.</b>	<b>WINKNEWS.COM</b>	<b>1</b>

<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	
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>SALES ASST (2)</b>	<b>Winknews.com, Robert Half</b>	<b>2</b>

<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	
JobVite	yes	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	yes	1
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>SALES MANAGER</b>	<b>JOBVITE</b>	<b>1</b>
<u>Recruitment Sources Utilized*</u>		<b>Total number of</b>
* (please refer to the attached recruitment source list for complete address)		<b>interviewees referred</b>
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	
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>Senior Accountant</b>	<b>Robert Half</b>	<b>1</b>

<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	
JobVite	yes	
LINKEDIN	no	
Marist College	yes	
National Association of Black Journalists	yes	
Penn State	no	
Robt Half/Office Team	yes	1
Return to Work Inc.	yes	
Smith Geiger	no	
Sunday Morning News	yes	
SWFloridaHelpWanted.com	no	
Talent Dynamics	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>Traffic/DP (2)</b>	<b>INDEED</b>	<b>2</b>

<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	yes	2
JobVite	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	yes	
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>VIDEOJOURNALIST (6)</b>	<b>UF Career Day, Emp Ref.</b>	<b>6</b>
<u>Recruitment Sources Utilized*</u>		<b>Total number of</b>
* (please refer to the attached recruitment source list for complete address)		<b>interviewees referred</b>
All AccessMusic Group	no	
Berkowitz Consulting	no	
DK Media Solutions	no	
Employee Referral	yes	4
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	
JobVite	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	yes	
TVJOBS.com	yes	
TVNewsCheck	no	
University of Florida	no	2
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>VIDEOJOURNALIST (4)</b>	<b>TVJobs, Talent Dynamics</b>	<b>4</b>
<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	
JobVite	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	yes	3
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, 2021 through SEPTEMBER 30, 2022

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>WEB DEVELOPER</b>	<b>INDEED</b>	<b>1</b>

<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	yes	1
JobVite	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	yes	
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	

**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.**



# **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](mailto: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](mailto: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](mailto:hornem@cookman.edu)

## **DK MEDIA SOLUTIONS**

14224 Amajess Lane  
Midlothian, VA 23113

Telephone: 804/357-8973  
Contact: Steve Davis  
E-mail: [steve@dkmediasolutions.com](mailto: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](mailto: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](mailto: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](mailto:rmiller@flsouthern.edu)

## **FMBC JOB POSTINGS**

2824 Palm Beach Blvd.  
Ft. Myers, FL 33916

Telephone: 239-338-4375  
Contact: Karen Seiferth  
E-mail: [karen.seiferth@fmbcmail.com](mailto:karen.seiferth@fmbcmail.com)

## **FULL SAIL UNIVERSITY**

3300 University Boulevard  
Winter Park, FL 32792

Telephone: 800/757-5105  
Contact: Tink Abraham  
E-mail: [tinka@fullsail.com](mailto: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](mailto:hispanicchamber.lq@earthlink.net)

## **INDEED, INC.**

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

Contact: [www.indeed.com](http://www.indeed.com)

## **JOBVITE**

20 N. Meridian Street, #300  
Indianapolis, IN 46204

Telephone: 844/562-8483  
Contact: [www.jobvite.com](http://www.jobvite.com)

## **LINKEDIN**

Sunnyvale, CA

Contact: [www.linkedin.com](http://www.linkedin.com)

## **MARIST COLLEGE**

3399 North Road  
Poughkeepsie, NY 12601

Telephone: 888/877-7900  
Contact: Laura Zurowski  
E-mail: [laura.zurowski@marist.edu](mailto: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](mailto: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](mailto:rpm163@psu.edu)

## **RETURN TO WORK INC.**

900 W. Marion Avenue  
Punta Gorda, FL 33950

Contact: Carol Sarganis  
E-mail: [carol.sarganis@return2work.org](mailto:carol.sarganis@return2work.org)

## **ROBERT HALF / OFFICE TEAM**

9530 Marketplace Rd, Suite 208  
Fort Myers, FL 33912

Contact: Derek Slowinski, VP  
E-mail: [derek.slowinski@roberthalf.com](mailto:derek.slowinski@roberthalf.com)

## **SMITH-GEIGER**

31365 Oak Crest Drive #150  
West Lake, CA 91361

Telephone: 818/874-2000  
Contact: Jacques Natz  
E-mail: [Jacques@smithgeiger.com](mailto:Jacques@smithgeiger.com)

## **SUNDAY MORNING NEWS**

LaBelle, FL

Contact: [Don Browne](mailto:Don Browne)  
E-mail: [donbrowne@gmail.com](mailto:donbrowne@gmail.com)

# **FMBC/ JOB POSTING MAILING LIST**

## **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](http://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](http://www.connell@talentdynamics.com)

## **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](mailto: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](mailto: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](mailto:mstein@cas.usf.edu)

## **WAXA-AM 97.3**

2824 Palm Beach Blvd.  
Ft. Myers, FL 33916

Telephone: 239/810-9484  
Contact: Hector Velazquez  
E-mail: [hector.velazquez@fmbcmail.com](mailto:hector.velazquez@fmbcmail.com)

## **WINK-FM 96.9**

2824 Palm Beach Blvd.  
Ft. Myers, FL 33916

Telephone: 239/338-4345  
Contact: Chuck Knight  
E-mail: [chuck.knight@winkfm.com](mailto:chuck.knight@winkfm.com)

## **WLTQ-FM 97.7**

2824 Palm Beach Blvd.  
Ft. Myers, FL 33916

Telephone: 239/479-5580  
Contact: Hector Velazquez  
E-mail: [hector.velazquez@fmbcmail.com](mailto:hector.velazquez@fmbcmail.com)

## **WINKNEWS.COM**

2824 Palm Beach Blvd.  
Ft. Myers, FL 33916

Telephone: 239/338-4388  
Contact: Carlos Trujillo  
E-mail: [carlos.trujillo@fmbcmail.com](mailto:carlos.trujillo@fmbcmail.com)

# 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	Make-A-Wish Virtual Walk for Wishes 10/2/21	WINK News talent Therese O'Shea emceed the virtual event and ran PSAs to help promote the walk.
10	American Cancer Society Making Strides Against Breast Cancer Virtual Event 10/2/21	WINK News talent Lois Thome and Lindsey Sablan emceed the walk and helped promote viewers to support the cause. WINK, EINK and WINK FM supported the event by running PSAs and talking about it on-air.
10	WINK Taste of Lee 11/6-11/7/21	15+ on-air personalities met with local members of the community at our annual food event in Downtown Fort Myers. WINK, WINK FM, WTLO, WJUA all had a booth set up to meet and greet attendees and or play games
10	WINK Feeds Families March to a Million Meals 3/1-3/31/22	During the month of March WINK News, WINK FM, WTLO, WAXA teamed up to help raise money to feed a million people in SWFL. Ran PSAs and helped collect food at the Harry Chapin Food Bank
10	SWFL Reading Festival 3/5/22	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 3/17/22-3/18/22	WTLO teams up with St. Jude to help raise money and support its medical research and treatments to fight childhood cancer.
10	WINK FM Pet Project 4/1/22	Morning show worked with animal shelters and asked listeners to donate 1,000 lbs of cat and dog food for local service rescues.
10	Hurricane Seminars various dates in May-June	Matt Devitt and the Weather Authority did various seminars to local schools, elder communities and city officials to help educate and get the community ready for Hurricane season.

# 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	Big Backpack Festival 7/24/22	Latino 97.7, Maxima WJUA, Noticias WINK and WINK News promote the event. The drive-through event gives away over 2,000 backpacks and supplies.
10	Pace Center for Girls: Love that Dress! 8/22/22	WINK FM helped promote the event and station DJs volunteered at the event. Station ran PSA's asking the community to donate and help Pace Center for Girls.
10	Pet for a Vet 9/16-9/23	The Morning's Show Pet-For-A-Vet asked their listeners to donate and help buy and train a service animal for a local wounded warrior.