

**LATV, WPEC, WTCN, WTVX, WWHB**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2012 - September 30, 2013**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sports Director	3-6, 8, 11, 13, 15, 18, 20-21, 23-25, 28, 30, 32, 35, 41, 46, 55-56, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	23
Sports Director	3-6, 8, 11, 13, 15, 18, 20-21, 23-25, 28, 30, 32, 35, 41, 46, 55-56, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	23
Anchor/Reporter	2-6, 8, 10-11, 13, 15, 18, 20-21, 23-25, 28, 30, 32, 35, 41, 46, 55-56, 59-60, 62-63, 68-72, 74-76, 78-80, 82	70
Anchor/Reporter	2-6, 8, 10-11, 13, 15, 18, 20-21, 23-25, 28, 30, 32, 35, 41, 46, 55-56, 59-60, 62-63, 68-72, 74-76, 78-80, 82	2
Master control operator	3-6, 8, 11, 13, 15, 18, 20-21, 23-25, 28, 30, 32, 34-35, 40-41, 46, 52, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	34
Master control operator	3-6, 8, 11, 13, 15, 18, 20-21, 23-25, 28, 30, 32, 34-35, 40-41, 46, 52, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	34
Master control operator	3-6, 8, 11, 13, 15, 18, 20-21, 23-25, 28, 30, 32, 34-35, 40-41, 46, 52, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	34
Master control operator	3-6, 8, 11, 13, 15, 18, 20-21, 23-25, 28, 30, 32, 34-35, 40-41, 46, 52, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	35
Master control operator	3-6, 8, 11, 13, 15, 18, 20-21, 23-25, 28, 30, 32, 34-35, 40-41, 46, 52, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	23
Master control operator	3-6, 8, 11, 13, 15, 18, 20-21, 23-25, 28, 30, 32, 34-35, 40-41, 46, 52, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	35
Master control operator	3-6, 8, 11, 13, 15, 18, 20-21, 23-25, 28, 30, 32, 34-35, 40-41, 46, 52, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	34
Master control operator	3-6, 8, 11, 13, 15, 18, 20-21, 23-25, 28, 30, 32, 34-35, 40-41, 46, 52, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	23

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Master control operator	3-6, 8, 11, 13, 15, 18, 20-21, 23-25, 28, 30, 32, 34-35, 40-41, 46, 52, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	40
Master Control Operations Manager	3-6, 8, 11, 13, 15-16, 18, 20-22, 24-25, 28, 30, 32, 35, 41, 46, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	22
News Producer	3-6, 8, 10-11, 13, 15, 18, 20-21, 23-26, 28, 30, 32, 35, 41, 46, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	57
News Producer	3-6, 8, 10-11, 13, 15, 18, 20-21, 23-26, 28, 30, 32, 35, 41, 46, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	23
News Producer	3-6, 8, 10-11, 13, 15, 18, 20-21, 23-26, 28, 30, 32, 35, 41, 46, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	23
News Producer	3-6, 8, 10-11, 13, 15, 18, 20-21, 23-26, 28, 30, 32, 35, 41, 46, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	62
Account Executive	6-8, 13, 23-25, 31, 33, 42, 45, 47-49, 54, 58, 60, 62, 65, 71, 73, 76, 83	45
Account Executive	6-8, 13, 23-25, 31, 33, 42, 45, 47-49, 54, 58, 60, 62, 65, 71, 73, 76, 83	60
Account Executive	3-6, 8, 13, 15, 18, 20-21, 23, 25, 28, 30, 32, 37, 41, 46, 51, 55-56, 59-60, 62-64, 68-69, 71-72, 74-76, 78-82	51
Account Executive	3-6, 8, 13, 15, 18, 20-21, 23, 25, 28, 30, 32, 37, 41, 46, 51, 55-56, 59-60, 62-64, 68-69, 71-72, 74-76, 78-82	23
Daytime Multimedia Journalist	3-6, 8, 11, 13, 15, 18, 20-21, 25, 28, 30, 32, 35, 41, 46, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	35
Senior Promotions Producer	1, 3-6, 8, 11, 13, 15, 18, 20-21, 23, 25, 28, 30, 32, 41, 46, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	57
Senior Promotions Producer	1, 3-6, 8, 11, 13, 15, 18, 20-21, 23, 25, 28, 30, 32, 41, 46, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	23
Copy Coordinator	6-7, 29, 35, 37, 42, 47-50, 53-54, 58, 61-62, 65, 73, 76, 83	65
Broadcast Engineering Maintenance Technician	3-6, 8, 13, 15, 18, 20-21, 25, 28, 30, 32, 34, 37, 41, 46, 55-57, 59-60, 62-63, 68-69, 72, 74-76, 78-80, 82	82

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Account Executive	6, 29, 31, 33, 42, 44-45, 50, 61-62, 64, 83	83
Creative Service Director	1, 3-6, 8, 13-15, 18, 20-21, 25, 28, 30, 32, 34, 41, 46, 55-57, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	14
PM Executive Producer	3-6, 8, 13, 15, 18, 20-21, 23, 25, 28, 30, 32, 35, 41, 46, 55-56, 59-60, 62-63, 68-69, 71-72, 74-76, 78-80, 82	23
Technical Director	3-6, 10, 13, 15, 18, 20-21, 23, 25, 28, 30, 32, 41, 46, 55-56, 59-60, 62-63, 69, 71, 74-75, 82	23
Sales Promotion Coordinator	7, 12, 23, 26, 29, 33, 38, 43, 47-48, 53, 58, 62, 65, 67, 76, 83	23
Video Producer	3-5, 10, 13, 15, 18, 20-21, 25, 28, 30, 32, 35, 41, 46, 55-56, 59-60, 62-63, 68-69, 71-72, 74-75, 82	62
IT/Maintenance Technician	4-7, 10-11, 13, 15, 18, 20-21, 25-28, 30-32, 39, 41-42, 44, 47-49, 53-54, 56-60, 62-63, 69, 71, 74-76, 79-80, 82	6
Anchor/Reporter	4-6, 10, 13, 15, 18, 20-21, 23, 25, 28-30, 32-33, 35, 38, 41, 44, 56-57, 59-60, 62-63, 68-69, 71-72, 74-75, 77, 79-80, 82	23
ACCOUNT EXECUTIVE - ENTRY LEVEL	4-7, 10, 12-13, 15, 18, 21, 25-26, 29-33, 38, 41, 44, 47-48, 53-54, 56, 58-60, 62-63, 67, 69, 74-77, 79, 82-83	62
Assignment Desk Editor	4-5, 10, 13, 15, 17-18, 20-21, 25, 28, 30, 32, 38, 41, 44, 56, 59-60, 62-63, 69-70, 74-77, 79-80, 82	17
Photographer/Editor	3-6, 10-11, 13, 15, 18, 20-21, 25, 28-30, 32, 35, 38, 41, 44, 55-56, 59-60, 62-63, 68-70, 72, 74-75, 77, 79-80, 82	35
Multimedia Journalist	4-6, 10-11, 13, 15, 18, 20-21, 25, 28-30, 32, 35, 38, 41, 44, 56, 59-60, 62-63, 68-70, 72, 74-75, 77, 79-80, 82	35
National Sales Assistant	4-7, 10, 12-13, 15, 18, 20-21, 25-26, 29-34, 38, 41-42, 44, 47-49, 53-54, 56, 58-59, 62-63, 65, 67, 69-70, 74-77, 79-80, 82	62
National Sales Assistant	4-7, 10, 12-13, 15, 18, 20-21, 25-26, 29-34, 38, 41-42, 44, 47-49, 53-54, 56, 58-59, 62-63, 65, 67, 69-70, 74-77, 79-80, 82	33

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Executive Producer	4-7, 9-10, 13, 15, 18, 20-21, 25-26, 28-33, 39, 41-42, 44, 47-49, 53-54, 56, 58-60, 62-63, 66, 69-71, 74-76, 79-80, 82	66
Assistant News Director	4-7, 9-10, 13, 15, 18, 20-21, 25-26, 28-33, 35, 39, 41-42, 44, 47-49, 53-54, 56, 58-60, 62-63, 66, 69-70, 74-76, 79-80, 82	35
Account Executive	4-8, 10, 13, 15, 18, 20-21, 23, 25-34, 39, 41-42, 44-45, 47-49, 53-54, 56, 58-60, 62-63, 65, 69-70, 74-76, 79-83	34
Assistant Chief Engineer	4-7, 10, 13, 15, 18-21, 25-33, 39, 41-42, 44, 47-49, 51, 53-54, 56, 58-60, 62-63, 69-70, 74-76, 79-80, 82	62
General Assignment Reporter	4-7, 9-10, 13, 15, 18, 20-23, 25-33, 39, 41-42, 44, 46-49, 53-54, 56, 58-60, 62-63, 66, 69-70, 73-76, 79-80, 82	23
General Assignment Reporter	4-7, 9-10, 13, 15, 18, 20-23, 25-33, 39, 41-42, 44, 46-49, 53-54, 56, 58-60, 62-63, 66, 69-70, 73-76, 79-80, 82	22
Sales Account Executive	4-7, 10, 13, 15, 18, 20-21, 25-33, 39, 41-42, 44, 47-49, 53-54, 56, 58-60, 62-63, 69-70, 74-76, 79-80, 82	82
Local Sales Assistant	4-7, 10, 13, 15, 18, 20-21, 25-33, 36, 39, 41-42, 44, 47-49, 53-54, 56, 58-60, 62-63, 69-71, 74-76, 79-80, 82-83	36
Master control operator	4-7, 10, 13, 15, 18, 20-21, 25-33, 35, 39, 41-42, 44, 47-49, 53-54, 56, 58-60, 62-63, 69-70, 74-76, 79-80, 82-83	33

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina Phone : 919-217-4438 Sandy Lizik Manual Posting	N	0
2	Agency Referral	N	2
3	Art Institute of California-San Francisco 1170 Market Street San Francisco, California 94102-4928 Phone : NA Larisa Dzwonczyk Manual Posting	N	0
4	Art Institute of Fort Lauderdale 1799 SE 17th Street Ste. 228 Fort Lauderdale, Florida 33316 Phone : 800-275-7603 x2615 Email : lsanchez@aif.edu Lu Win Sanchez	Y	0
5	Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Student Services Daytona Beach, Florida 32114 Phone : 386-481-2141 Email : owensa@cookman.edu Anthony Owens	N	0
6	Careerbuilder 8401 Greensboro Dr, Ste 250 McLean, Virginia 22102 Phone : Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Andrew Hamburger Manual Posting	N	7
7	Central Florida Association of Black Journalists PO Box 745 Orlando, Florida 32801 Email : cfabjl@gmail.com Career Services	N	0

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8	Civilian Jobs 1825 Barrett Lakes Blvd Kennesaw, Georgia 30144 Url : <a href="http://www.civilianjobs.com">http://www.civilianjobs.com</a> Don Johnson Manual Posting	N	0
9	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
10	Columbia Journalism School Graduate School 207 Journalism School New York, New York 10027 Email : <a href="mailto:jmd2221@columbia.edu">jmd2221@columbia.edu</a> Jaqueline Delafuente	Y	0
11	Columbia University Graduate School of Journalism Office of Career Service Florida Url : <a href="https://journalism-columbia-csm.symplicity.com">https://journalism-columbia-csm.symplicity.com</a> Melissa McLaney Manual Posting  Prong 2 Ended Date: 3/27/2013	N	0
12	Connecticut School of Broadcasting 1755 North Brown Road Suite 175 Lawrenceville, Georgia 30043 Phone : 678.205.2210 Email : <a href="mailto:mhessing@gocsb.com">mhessing@gocsb.com</a> Michael Hessing	N	0
13	Connecticut School of Broadcasting 3450 Northlake Blvd. Ste. 110 Palm Beach Gardens, Florida 33403 Phone : 561-847-4126 Email : <a href="mailto:csbpalmbeach@gocsb.com">csbpalmbeach@gocsb.com</a> Harley Rhodes	N	1
14	Consultant Referral	N	1

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15	Creative Jobs Central 324 W. 38th St. Ste. #1002 New York, New York 10018 Phone : 646-202-9538 Url : <a href="http://www.creativejobcentral.com">http://www.creativejobcentral.com</a> Email : <a href="mailto:livejobsites@gmail.com">livejobsites@gmail.com</a> Cara Silverman	N	0
16	Current Employee	N	2
17	Current Intern	N	1
18	Department of Mass Communications 921 South 8th Ave Stop 8242 Pocatello, Idaho Email : <a href="mailto:masscomm@isu.edu">masscomm@isu.edu</a> Tom Halloaq,M.ED	Y	0
19	Did not indicate where they found out about the position	N	1
20	Emerson College 100 Beacon Street Boston, Massachusetts Phone : 617-824-8586 Url : <a href="http://www.emerson.edu">http://www.emerson.edu</a> Email : <a href="mailto:carol_spector@emerson.edu">carol_spector@emerson.edu</a> Carol Spector	N	0
21	Emma L. Bowen Foundation For Minority Interests In Media, Inc. 825 - 7th Avenue 2nd Floor New York, New York 10019 Phone : 212-975-2545 Email : <a href="mailto:sdrice@cbs.com">sdrice@cbs.com</a> Sandra Rice	N	0
22	Employee Promotion	N	2
23	Employee Referral	N	25
24	Employer Partnership 2400 Army Pentagon Washington, District of Columbia 20310 Url : <a href="http://company.employerpartnership.org">http://company.employerpartnership.org</a> Crystal Arcilla Manual Posting	N	0

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25	Florida A & M University Career Center Martin Luther King Blvd. Ste. 100 Tallahassee, Florida 32307 Phone : 850-599-8514 Email : delores.dean@famu.edu Delores Dean	N	0
26	Florida A&M University 100 Student Union Plaza, Tallahassee, Florida 32307 Url : <a href="http://www.careercenter.famu.edu">http://www.careercenter.famu.edu</a> Email : <a href="mailto:careercenter@famu.edu">careercenter@famu.edu</a> Career Services	N	0
27	Florida Association of Broadcasters 201 S Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 800.802.5322 Email : <a href="mailto:intern@fab.org">intern@fab.org</a> Career Services	N	0
28	Florida Atlantic University 777 Glades Road P.O. Box 3091 Boca Raton, Florida Phone : 561-297-3536 Url : <a href="http://www.myinterface.com/fau/employed">http://www.myinterface.com/fau/employed</a> James Watson Manual Posting	Y	0
29	Hero 2 Hired 2400 Army Pentagon Washington, District of Columbia 20310 Url : <a href="http://www.h2h.jobs">http://www.h2h.jobs</a> Crystal Arcilla Manual Posting	N	0
30	Hispanic Human Resource Center 1427 Congress Avenue West Palm Beach, Florida Phone : 561-641-7400 Email : <a href="mailto:hhrjmp@aol.com">hhrjmp@aol.com</a> Carmen Kunze	N	0
31	Hispanic Link News Service 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202.234.0280 Email : <a href="mailto:charlie@hispaniclink.org">charlie@hispaniclink.org</a> Charles A Ericksen	N	0



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32	Howard University Career Planning & Placement Service 525 N.W. Bryant Street #206 Washington, District of Columbia 20059 Phone : 202-806-7513 Email : careersrhu@howard.edu Joan Browne	N	0
33	Indeed Florida Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Career Services Manual Posting	N	5
34	Indeed.com	N	10
35	Internal Candidate	N	21
36	Internal Transfer/Promotion	N	1
37	Internet Ad	N	3
38	Ithaca College 953 Danby Rd Ithaca, New York 14850 Phone : 561.681.3436 Email : Eloise@ithaca.edu Eloise Green	Y	0
39	Ithica College 953 Dandy Rd Ithica, New York 14850 Phone : 555-555-5555 Email : Eloise@ithaca.edu Eloise Green	Y	0
40	Job posting on internet	N	1
41	Latin Chamber of Commerce 1417 W. Flagler Street Miami, Florida 33135 Phone : 305-642-3870 Email : hgasca@camacol.org Hector Gasca	N	0
42	Lincoln College of Technology 2410 Metrocenter Blvd West Palm Beach, Florida 33407 Phone : 561.842.8324 Email : jsherrard@lincolntech.com Joan Sherrard	N	0

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43	LinkedIn 2029 Stierlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Danielle Anderson Manual Posting	N	0
44	LinkedIn Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Danielle Anderson Manual Posting	N	0
45	Media Recruiter 9457 So. University #303 Highlands Ranch,, Colorado 80126 Phone : 303.400.5150 Url : <a href="http://www.mediarecruiter.com">http://www.mediarecruiter.com</a> Career Services Manual Posting	N	3
46	Medialine Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
47	Nat'l Association of Hispanic Journalists 1000 National Press Building 529 14 th Street NW Washington, District of Columbia Phone : 202.662.7145 Email : <a href="mailto:kolivas@nahj.org">kolivas@nahj.org</a> Kevin Olivas	N	0
48	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301.405.0248 Url : <a href="http://www.nabj.org">http://www.nabj.org</a> Email : <a href="mailto:sberry@nabj.org">sberry@nabj.org</a> Scott Berry	N	0

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49	National Association of Broadcasters (NAB) 1771 North Street N Washington, District of Columbia 20036 Phone : 202.29.5496 Email : asmith@nab.org Dwight Ellis	N	0
50	Native American Public Telecommunications P.O. Box 83111 Lincoln, Nebraska 68501 Phone : 402.472.3522 Frank Blythe Manual Posting	N	0
51	Non-Employee Referral	N	2
52	None indicated	N	1
53	Norfolk State University 700 Ark Avenue Norfolk, Virginia 23504 Email : pcbriggs@nsu.edu Career Services	N	0
54	Northwood University 26 N. Military Trail West Palm Beach, Florida 33409 Email : careerfl@northwood.edu Career Services	N	0
55	Ohio Center for Broadcasting - Colorado Campus 401 S Upham Street Lakewood, Colorado 80226 Phone : NA Mark Lillie Manual Posting	N	0
56	Ohio Center for Broadcasting Ohio 9885 Rockside Road Suite 160 Valley View, Ohio 4125 Phone : 216-447-9117 Email : james.g@beonair.com Gary James	Y	0
57	Other Source	N	11

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58	Palm Beach Atlantic University 901 S.Flagler Drive West Palm Beach, Florida 33401 Email : kimberly_ladd@pba.edu Kimberly Ladd	N	0
59	Palm Beach County Film & Television Commission 1555 Palm Beach Lakes Boulevard Suite 414 West Palm Beach, Florida 33401 Phone : 561-233-1000 Email : jmargolius@pbfilm.com Michelle Marton	Y	0
60	Palm Beach State College Central Campus 4200 Congress Avenue Lake Worth, Florida 33461 Phone : 561-868-3049 Url : http://www.pbcc.edu Gail Tomei Manual Posting	Y	3
61	Senior Job Bank 3787 Palm Valey Road Suite 102 Ponta Verdra, Florida Eric Summers Manual Posting	N	0
62	Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, Maryland 21030 Phone : 410.568.1517 Sharon Pickeral Manual Posting	N	31
63	Society of Broadcast Engineers, Inc. 8445 Keystone Crossing Ste. 140 Indianapolis, Indiana 46240 Phone : 317-253-1640 Email : kjones@sbe.org Scott Jones	N	0
64	Spots n Dots 167 Oakdale Road Johnson City, New York 13790 Emily McKay Manual Posting	N	1
65	Station Website	N	9

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66	Talent Dynamics Florida Email : hedding@talentdynamics.com Christina Hedding	N	1
67	Tampa Bay Assoc. of Black Journalists PO Box 191 Tampa, Florida 33601 Email : tdyakon@sptimes.com Career Services	N	0
68	The City of New York Graduate School of Journalism 535 E. 80th Street New York, New York 10021 Yahaira Castro Manual Posting  Prong 2 Ended Date: 3/26/2013	N	0
69	The Institute of Production and Recording 312 Washington Avenue North Minneapolis, Minnesota 554001 Email : nkreuzer@ipr.edu Norbert Kreuzer	Y	0
70	TV Jobs P.O Box 4116 Oceanside, California 92052 Phone : 760.754.8177 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	4
71	TV Jobs P.O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	1
72	University of FL College of Journalism & Comm. 1080 Weimer Hall P.O. Box 118400 Gainesville, Florida Phone : 352-392-5968 Charlie Harris Manual Posting  Prong 2 Ended Date: 4/24/2013	N	0

**LATV, WPEC, WTCN, WTVX, WWHB****EEO PUBLIC FILE REPORT****October 1, 2012 - September 30, 2013****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
73	University of Florida 1080 Weimer Hall Gainesville, Florida 32611 Email : pdunn@jou.ufl.edu Career Services	N	0
74	Urban League of Broward County 11 N.W. 36th Avenue Ft. Lauderdale, Florida 33311 Phone : 954-584-0777 Email : mcoe@ulbcfl.org Marie Coe	Y	0
75	Urban League of Greater Miami 8500 N.W. 25th Avenue Miami, Florida 33147 Phone : 305-696-4450 Email : twfair@bellsouth.net T. Willard Fair	N	0
76	Urban League of Palm Beach County 1700 N Australian Avenue West Palm Beach, Florida 33407 Email : mellis@ulpbc.org Career Services	N	1
77	Urban League of Palm Beach County 1700 Australian Avenue, North West Palm Beach, Florida 33407 Phone : 561-833-1461 Email : hfuse@ulpbc.org Henry Fuse	N	0
78	VA Medical Center 7305 N. Military Trail West Palm Beach, Florida 33416 Phone : 261-422-6670 Rosa Ayer Manual Posting	N	0
79	West Virginia University of Journalism Florida Email : maryanne.reed@mail.wvu.edu Marianne Reed	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
80	Women In Communications, Inc c/o P.B. Co. School Board 3320 Forest Hill Blvd West Palm Beach, Florida Phone : 561-434-8000 Email : stewartde@palmbeach.k12.fl.us Deborah Stewart	N	0
81	Word of Mouth Referral	N	2
82	WPEC website 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : http://www.cbs12.com Ursula Peak Manual Posting	N	15
83	WTVX/WTVX/WWHB/LATV 1700 Palm Beach Lakes Blvd. Suite 150 West Palm Beach, Florida 33402 Phone : 561.681.3436 Url : http://www.wearewestpalm.com Gwen Wright Manual Posting	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>170</b>

**LATV, WPEC, WTCN, WTVX, WWHB****EEO PUBLIC FILE REPORT****October 1, 2012 - September 30, 2013****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	10/1/2012	Establishment of an intern program designed to assist members of the community	<p>The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs with the broadcast industry.</p> <p>Program Objectives: Develop links with universities and colleges to promote WPEC as prospective employer. Create a symbiotic relationship between interns and WPEC employees. Provide interns with opportunities for translating classroom theories into industry applications. Interns will have a chance to develop practical skills that will improve their chances for success within the broadcast industry.</p> <p>Eligibility Requirements: The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communications majors, though other majors may be considered. The applicant must be at least 18 years of age. The applicant must be in good academic standing, as defined by his or her academic institution. The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid. In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.</p> <p>From October 1, 2012 through September 30, 2013 the Station Employment Unit provided Internships for 4 students. The Interns came to us from University of Florida (1); Broward College (1); University of North Florida (1); Florida State University(1). Internships were provided for News, Weather and Sports Departments.</p>	5	News Director Assignment Desk Weather Anchor News Manager	1.00



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2	10/1/2012	Provision of training to management	10/01/12 - present - Most station employees completed "Workplace Harassment Employee Edition" and "Sinclair Broadcast Group Code of Business Conduct and Ethics". Managers and Supervisors also completed "Preventing Employment Discrimination". New Hires participated in "Sinclair Broadcast Group Code of Business Conduct and Ethics" and "Recognizing and Preventing Sexual Harassment" within 90 days after the start of their employment. This training was presented online in web based training courses through Corpedia.	130		1.00
3	10/4/2012	Participation in Job Fairs	The Palm Beach State College Fall Job Fair was held at the Palm Beach Gardens campus in the Bio Science Technology Complex from 1:00pm to 4:00pm on October 4, 2012. Carl Pugliese, News Manager and Ursula Peak, HR Coordinator represented WPEC. They had a large number of attendees that visited the job fair seeking employment opportunities. We encouraged possible applicants to go to our Website to view all of our open jobs and apply on line. We talked to people about our open positions and our Internship program. 45 businesses participated along with 14 Universities and colleges.	2	News Manager HR Coordinator	0.25

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
4	2/19/2013	Participation in events sponsored by community groups	Michele Wright did a WPEC Station tour for Tiger Scouts & parents from "Troup 176" in Palm Beach Gardens. She provided a behind-the-scenes look around the station, control room, master control, newsroom and studio. Tiger Cub Scouts were delighted to watch a mock segment, be a part of the traffic report on the chomakey (green screen) wall and see themselves on camera. Visitors participated in a fun (kid friendly) Q & A at the end of the tour on how to grow up and appear on television, the importance of doing their best in school and how one day they can be hired to work at a TV station. They enjoyed taking pictures for their scrapbooks on Media Day. Scouts/Parents were made aware of the CBS12.com website as a resource for information and the opportunity to apply for any open positions.	1	Special Assignment Reporter	0.25
5	2/19/2013	Participation in events or programs sponsored by educational institutions	Leadership Central Palm Beach 2013 - WPEC CBS 12 was a part of the Media, Communications and Environment Day and hosted a station tour as part of the program. Liz Quirantes News Anchor gave the tour for about 25 people. She explained the roles of the assignment editors, producers, directors, anchors and editors and explained the process of getting a newscast on the air including how the automation system works. General Manager Mike Pumo addressed the group about CBS 12's current status in the community and plans for the future. Liz also informed them for future opportunities to go to our website and apply online for open positions.	2	Anchor General Manager	0.25

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6	2/25/2013	Participation in events sponsored by community groups	WPEC 's Michele Wright did a Station tour for Seniors over 80 years old and Staff from the Advent Square Senior Living Center. She provided a behind-the-scenes look around the station, control room, master control, newsroom and studio. Vistors were delighted to be a part of the traffic report on the chromakey wall and get up close to the news desk. Seniors participated in a Q & A at the end of the tour and inquired about how WPEC staff are hired, job openings, news operations and television production. They enjoyed taking pictures of their first television station visit. Seniors/Staff were made aware of the Cbs12.com website as a resource for information and the opportunity to apply for any open positions.	1	Special Assignment Reporter	0.25
7	3/8/2013	Participation in events sponsored by community groups	WPEC's Michele Wright gave a Station tour for Girls Scouts and parents from Daisy/Brownie Troop 22005. Michele provided a behind-the-scenes look around the station, control room, master control, newsroom and studio. Daisies were delighted to watch a mock segment , be a part of the traffic report on the chromakey (green screen) wall and see themselves on camera. Visitors participated in a fun (kid friendly) Q & A at the end of the tour on how to grow up and appear on TV, the importance of doing their best in school and how one day they can be hired to work at a TV station. They enjoyed taking pictures for their scrapbooks on Media Day. Scouts/Parents were made aware of the CBS12.com website as a resource for information and opportunity to apply for any open positions.	1	Special Assignment Reporter	0.25

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8	3/25/2013	Participation in Job Fairs	Participated in Northwood University Career Fair. Flyers for open positions were available for the Career Fair candidates. Cards outlining how to apply online were also available. Open positions that were advertised 1. Account Executive and 2. Account Executive Trainee	2	HR Coordinator General Sales Manager	0.25
9	3/27/2013	Participation in Job Fairs	The Palm Beach State College Spring Job Fair 2013 was sponsored by the Lake Worth Campus Career Center on Wednesday, March 27, 2013 from 9:30 am to 1:30 pm at the Lake Worth campus. Around 50 organizations and 11 Universities and Colleges took part. Jill Novorro, Sales Director, Jonathan Sands, Master Control Supervisor and Ursula Peak, HR Coordinator represented WPEC. We showcased our CBS12.com website and encouraged applicants to apply on line for our open positions. We discussed our open positons and our Internship program with applicants. We brought some resume's back to the station. The job fair was open to the students and to the community.	3	Sales Director Master Control Supervisor HR Coordinator	0.25
10	6/13/2013	Participation in Job Fairs	The Art Institute of Fort Lauderdale Portfolio Review on June 13, 2013 at the Broward County Convention Center in Fort Lauderdale - 9:00 am to 12:30 pm. Gene Bergman, Production Manager and Doug Penovi, Producer represented WPEC and WTVX. Graduating Candidates put on a portfolio job review for employyers to come and review. Informed graduates how to go online at SBG website and apply for jobs.	2	Production Manager Promotions Producer	0.25

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11	6/27/2013	Participation in events or programs sponsored by educational institutions	Matt Lincoln did a Station Tour for a group of 35 high-school aged kids from Pahokee from the Q81 Summer Enrichment Program. It is designed for Everglade prep students to earn credits to advance to next grade level or graduation. They are also part of the Anquan Boldin Foundation summer enrichment program which helps to keep at-risk teenagers off the streets in the summer. The tour was conducted during a non-newscast time period and where able to take pictures of the set. He informed them for future opportunities or internship to go to our website and inquire on line.	1	Sports Director	0.25
12	7/31/2013	Participation in Job Fairs	Sharon Pickeral, Corporate Employment Manager; Carl Pugliese, WPEC Operations Manager and David Seals, Assistant News Director from WZTV attended NABJ Career expo in Orlando, Florida. They saw over 200 potential applicants in all areas of News including: anchors, reporters, producers and photographers. Sharon and David reviewed and critiqued tapes and talked about Company wide openings in our newsrooms. Tapes and resumes were forwarded to stations at the close of the job fair. Several reporters and station personnel helped at the booth as well.	3	Corporate Employment Manager Operations Manager WPEC Assistant News Director WZTV	0.25

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13	8/12/2013	Participation in events sponsored by community groups	WPEC's Michele Wright gave a station tour for a group of 20 ladies from Andros Isle Red Hats. She gave a 45 minute tour and provided a behind-the-scenes look around the station, control room, master control, newsroom and studio. The ladies were delighted to be a part of the traffic report on the chromakey wall and get up close to the news desk. They participated in a Q & A at the end of the tour and inquired about how WPEC staff are hired, job openings, news operations and television production. They enjoyed taking pictures to document the memorable experience. The ladies were made aware of the CBS12.com website as a resource for information and the opportunity to apply for any open positions.	1	Special Assignment Reporter	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>4.75</b>