

**FORT MYERS BROADCASTING COMPANY**

**FCC EEO PUBLIC FILE**

**OCTOBER 1, 2016 – SEPTEMBER 30, 2017**

## EEO Public File Report

This EEO Public File Report is filed in Station **WINK-TV, WINK-FM, WJUA-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, 2016 and ending on September 30, 2017 the stations filled the following full-time vacancies:

1. Marketing Consultant (2)	WINK-FM
2. Anchor / Reporter	WINK-TV
3. Sr. Executive Producer	WINK-TV
4. Investigative Reporter	WINK-TV
5. Video Journalist	WINK-TV
6. Photojournalist	WINK-TV
7. Anchor / Reporter	WINK-TV
8. Executive Producer	WINK-TV
9. Anchor / Reporter	WINK-TV
10. Chief Photographer	WINK-TV
11. Executive Producer	WINK-TV
12. Broadcast Engineer (2)	WINK-TV
13. Meteorologist	WINK-TV
14. Executive Producer	WINK-TV
15. Sr. Executive Producer	WINK-TV
16. Photojournalist	WINK-TV
17. Associate Producer	WINK-TV
18. Photojournalist	WINK-TV
19. AP / Producer	WINK-TV
20. Graphic Designer	WINK-TV
21. Promotions Manager	WINK-FM
22. Producer	WINK-TV
23. Photographer / Editor	WINK-TV
24. Producer	WINK-TV
25. Video Journalist	WINK-TV
26. Producer (2)	WINK-TV
27. Video Journalist	WINK-TV
28. Producer	WINK-TV
29. Photojournalist	WINK-TV
30. Assignment Editor	WINK-TV
31. Video Journalist	WINK-TV
32. Sports Reporter	WINK-TV
33. Digital Content Producer	WINK-TV
34. Production Assistant	WINK-TV
35. Managing Editor	WINK-TV
36. Producer	WINK-TV
37. Production Director	WINK-TV
38. AP / Producer	WINK-TV
39. Video Journalist	WINK-TV
40. AP / Producer	WINK-TV
41. Morning News Anchor	WINK-TV
42. Video Journalist	WINK-TV
43. Meteorologist	WINK-TV
44. Photojournalist	WINK-TV
45. AP / Producer	WINK-TV
46. Producer	WINK-TV

47. Sports Anchor / Reporter	WINK-TV
48. AP / Producer	WINK-TV
49. AP / Producer	WINK-TV
50. AP / Editor	WINK-TV
51. Executive Producer	WINK-TV
52. Creative Services Editor	WINK-TV
53. Digital Content Director	WINK-TV
54. Morning Show Host	WINK-FM

The stations interviewed a total of one-hundred one (101) 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	6
2. Berkowitz Consulting	2
3. Employee Referral	23
4. FGCU Job Fair	1
5. FMBC Job Posting	14
6. Full Sail University	4
7. Greame Newell-602 Communications	2
8. Hispanic Job Fair	1
9. Indeed.com	5
10. JournalismJobs.com	4
11. Talent Dynamics	12
12. TVJobs.com	15
13. University of Florida Job Fair	3
14. Unsolicited	3
15. Winknews.com	6
16. BCFM Job Bank	0
17. Bethune Cookman College	0
18. Collective Talent	0
19. Florida A & M University	0
20. Florida International University	0
21. Hispanic Chamber of Commerce	0
22. Marist College	0
23. Return to Work Inc.	0
24. Robert Half / Office Team	0
25. Southern Technical Institute	0
26. Sunday Morning News	0
27. SW Florida Help Wanted.com	0
28. University of South Florida	0

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

**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.**

# **ATTACHMENT A**

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MARKETING CONSULTANT (2)	INDEED.COM, EMPLOYEE REFERRAL	9

<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	3
FGCU Job Fair	yes	1
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	yes	5
Investigative Reporters & Editors	no	
Journalismjobs.com	no	
Marist College	yes	
National Association of Black Journalists	no	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u><b>JOB TITLE</b></u>	<u><b>RECRUITMENT SOURCE</b></u>	<u><b># of PERSONS INTERVIEWED</b></u>
<b>ANCHOR / REPORTER</b>	<b>TALENT DYNAMICS</b>	<b>1</b>

Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	no	
Marist College	yes	
National Association of Black Journalists	no	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	1
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

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

Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no
BCFM Job Bank	no
Bethune-Cookman College	yes
Collective Talent	yes
Employee Referral	yes
Facebook-Social Media Editors Group	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Greame Newell	no
Hispanic Chamber of Commerce	yes
Hodges University Job Fair	no
Indeed.com	no
Investigative Reporters & Editors	no
Journalismjobs.com	no
Marist College	yes
National Association of Black Journalists	no
Return to Work Inc.	yes
Robert Half/Office Team	no
Southern Technical Institute	yes
Sunday Morning News	yes
Talent Dynamics	yes
TVJOBS.com	yes
University of Florida	yes
University of South Florida	yes
Unsolicited	yes
WINKNEWS.com	yes
Zip Recruiters	no

**1**



## FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<b><u>JOB TITLE</u></b>	<b><u>RECRUITMENT SOURCE</u></b>	<b><u># of PERSONS INTERVIEWED</u></b>
INVESTIGATIVE REPORTER	FMBC JOB POSTING	2

### Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	no	
Marist College	yes	
National Association of Black Journalists	no	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	1
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

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

Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no
BCFM Job Bank	no
Bethune-Cookman College	yes
Collective Talent	yes
Employee Referral	yes
Facebook-Social Media Editors Group	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Greame Newell	no
Hispanic Chamber of Commerce	yes
Hodges University Job Fair	no
Indeed.com	no
Investigative Reporters & Editors	no
Journalismjobs.com	no
Marist College	yes
National Association of Black Journalists	no
Return to Work Inc.	yes
Robert Half/Office Team	no
Southern Technical Institute	yes
Sunday Morning News	yes
Talent Dynamics	yes
TVJOBS.com	yes
University of Florida	yes
University of South Florida	yes
Unsolicited	yes
WINKNEWS.com	yes
Zip Recruiters	no

**1**

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PHOTOJOURNALIST	TVJOBS.COM	2

## Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	no	
Marist College	yes	
National Association of Black Journalists	no	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	2
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

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

## Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	no	
Marist College	yes	
National Association of Black Journalists	no	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	1
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

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

Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	no	
Marist College	yes	
National Association of Black Journalists	no	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

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

## Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no
BCFM Job Bank	no
Bethune-Cookman College	yes
Collective Talent	yes
Employee Referral	yes
Facebook-Social Media Editors Group	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Greame Newell	no
Hispanic Chamber of Commerce	yes
Hodges University Job Fair	no
Indeed.com	no
Investigative Reporters & Editors	no
Journalismjobs.com	no
Marist College	yes
National Association of Black Journalists	no
Return to Work Inc.	yes
Robert Half/Office Team	no
Southern Technical Institute	yes
Sunday Morning News	yes
Talent Dynamics	yes
TVJOBS.com	yes
University of Florida	yes
University of South Florida	yes
Unsolicited	yes
WINKNEWS.com	yes
Zip Recruiters	no

**1**

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
CHIEF PHOTOGRAPHER	EMPLOYEE REFERRAL	4

## Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	2
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	no	
Marist College	yes	
National Association of Black Journalists	no	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	2
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
EXECUTIVE PRODUCER	TALENT DYNAMICS	2

## Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	no	
Marist College	yes	
National Association of Black Journalists	no	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	1
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	



# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
BROADCAST ENGINEER (2)	FMBC JOB POSTING, WINKNEWS.COM	6

## Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	3
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	yes	1
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	no	
Marist College	yes	
National Association of Black Journalists	no	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	2
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>METEOROLOGIST</b>	<b>TALENT DYNAMICS</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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	yes	
Investigative Reporters & Editors	no	
Journalismjobs.com	no	
Marist College	yes	
National Association of Black Journalists	no	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	2
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

## FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

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

### Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no
BCFM Job Bank	no
Bethune-Cookman College	yes
Collective Talent	yes
Employee Referral	yes
Facebook-Social Media Editors Group	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Greame Newell	no
Hispanic Chamber of Commerce	yes
Hodges University Job Fair	no
Indeed.com	no
Investigative Reporters & Editors	no
Journalismjobs.com	no
Marist College	yes
National Association of Black Journalists	no
Return to Work Inc.	yes
Robert Half/Office Team	no
Southern Technical Institute	yes
Sunday Morning News	yes
Talent Dynamics	yes
TVJOBS.com	yes
University of Florida	yes
University of South Florida	yes
Unsolicited	yes
WINKNEWS.com	yes
Zip Recruiters	yes

**1**

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<b><u>JOB TITLE</u></b>	<b><u>RECRUITMENT SOURCE</u></b>	<b><u># of PERSONS INTERVIEWED</u></b>
<b>SR. EXECUIVE PRODUCER</b>	<b>EMPLOYEE REFERRAL</b>	<b>1</b>

**Recruitment Sources Utilized\***

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	1
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	yes	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

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

## Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	yes	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	1
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	no	
Marist College	yes	
National Association of Black Journalists	no	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

## FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

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

### Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no
BCFM Job Bank	no
Bethune-Cookman College	yes
Collective Talent	yes
Employee Referral	yes
Facebook-Social Media Editors Group	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Greame Newell	no
Hispanic Chamber of Commerce	yes
Hodges University Job Fair	no
Indeed.com	no
Investigative Reporters & Editors	no
Journalismjobs.com	no
Marist College	yes
National Association of Black Journalists	no
Return to Work Inc.	yes
Robert Half/Office Team	no
Southern Technical Institute	yes
Sunday Morning News	yes
Talent Dynamics	yes
TVJOBS.com	yes
University of Florida	yes
University of South Florida	yes
Unsolicited	yes
WINKNEWS.com	yes
Zip Recruiters	no

1

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

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

Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	1
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	no	
Marist College	yes	
National Association of Black Journalists	no	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

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

**Recruitment Sources Utilized\***

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	1
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	no	
Marist College	yes	
National Association of Black Journalists	no	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	



# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
GRAPHIC DESIGNER	FULL SAIL UNIVERSITY	1

## Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	yes	1
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	no	
Robert Half/Office Team	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	no	
Zip Recruiters	no	

## FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PROMOTIONS MANAGER	ALLACCESS.COM	3

### Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	yes	3
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	no	
Marist College	no	
National Association of Black Journalists	no	
Return to Work Inc.	no	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	no	
TVJOBS.com	no	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

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

Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no
BCFM Job Bank	no
Bethune-Cookman College	yes
Collective Talent	yes
Employee Referral	yes
Facebook-Social Media Editors Group	yes
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Greame Newell	no
Hispanic Chamber of Commerce	no
Hodges University Job Fair	no
Indeed.com	no
Investigative Reporters & Editors	no
Journalismjobs.com	yes
Marist College	no
National Association of Black Journalists	yes
Return to Work Inc.	no
Robert Half/Office Team	no
Southern Technical Institute	yes
Sunday Morning News	yes
Talent Dynamics	yes
TVJOBS.com	yes
University of Florida	yes
University of South Florida	yes
Unsolicited	yes
WINKNEWS.com	yes
Zip Recruiters	no

1

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

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

Recruitment Sources Utilized\*

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	1
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PRODUCER	UNSOLICITED	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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	no	
Robert Half/Office Team	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	1
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

**OCTOBER 1, 2016 through SEPTEMBER 30, 2017**

<b><u>JOB TITLE</u></b>	<b><u>RECRUITMENT SOURCE</u></b>	<b><u># of PERSONS INTERVIEWED</u></b>
<b>VIDEO JOURNALIST</b>	<b>TALENT DYNAMICS</b>	<b>1</b>

<b><u>Recruitment Sources Utilized*</u></b>	<b><u>Total number of interviewees referred</u></b>
* (please refer to the attached recruitment source list for complete address)	
All AccessMusic Group	no
BCFM Job Bank	no
Bethune-Cookman College	yes
Collective Talent	yes
Employee Referral	no
Facebook-Social Media Editors Group	yes
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Greame Newell	no
Hispanic Chamber of Commerce	no
Hodges University Job Fair	no
Indeed.com	no
Investigative Reporters & Editors	no
Journalismjobs.com	yes
Marist College	no
National Association of Black Journalists	yes
Return to Work Inc.	no
Robert Half/Office Team	yes
Southern Technical Institute	yes
Sunday Morning News	yes
Talent Dynamics	yes
TVJOBS.com	yes
University of Florida	yes
University of South Florida	yes
Unsolicited	yes
WINKNEWS.com	yes
Zip Recruiters	no

1

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<b><u>JOB TITLE</u></b>	<b><u>RECRUITMENT SOURCE</u></b>	<b><u># of PERSONS INTERVIEWED</u></b>
<b>PRODUCER (2)</b>	<b>TVJOBS.COM, EMPLOYEE REFERRAL</b>	<b>2</b>

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	1
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	no	
Robert Half/Office Team	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>VIDEO JOURNALIST</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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	1
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	no	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	



# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>PRODUCER</b>	<b>WINKNEWS WEBSITE</b>	<b>1</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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	no	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	<b>1</b>
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>PHOTOJOURNALIST</b>	<b>TVJOBS.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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	no	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
ASSIGNMENT EDITOR	FMBC JOB POSTING	3
<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	1
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	no	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	1
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
VIDEO JOURNALIST	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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	no	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>SPORTS REPORTER</b>	<b>EMPLOYEE REFERRAL</b>	<b>2</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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	1
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	no	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	1
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
DIGITAL CONTENT PRODUCER	JOURNALISMJOBS.COM	4
<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	4
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>PRODUCTION ASSISTANT</b>	<b>FMBC JOB POSTING</b>	<b>3</b>
<u>Recruitment Sources Utilized*</u>		<b>Total number of interviewees referred</b>
* (please refer to the attached recruitment source list for complete address)		
All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	3
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MANAGING 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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	1
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	



# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>PRODUCER</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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	yes	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	1
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>PRODUCTION DIRECTOR</b>	<b>FMBC JOB POSTING</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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	2
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<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 interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)		
All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	1
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
VIDEO JOURNALIST	U of F CAREER DAY	1
<u>Recruitment Sources Utilized*</u>		<b>Total number of interviewees referred</b>
* (please refer to the attached recruitment source list for complete address)		
All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	yes	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	1
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>AP / PRODUCER</b>	<b>TVJOBS.COM</b>	<b>1</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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>MORNING NEWS ANCHOR</b>	<b>TALENT DYNAMICS</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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	1
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
VIDEO JOURNALIST	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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<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>		<u>Total number of interviewees referred</u>
* (please refer to the attached recruitment source list for complete address)		
All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	1
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	



# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

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

**Recruitment Sources Utilized\***

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

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

**Recruitment Sources Utilized\***

**Total number of  
interviewees referred**

\* (please refer to the attached recruitment source list for complete address)

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>PRODUCER</b>	<b>U of F CAREER DAY</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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	1
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
SPORTS ANCHOR/REPORTER	TVJOBS.COM	2
<b><u>Recruitment Sources Utilized*</u></b>		<b><u>Total number of</u></b>
* (please refer to the attached recruitment source list for complete address)		<b><u>interviewees referred</u></b>
All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	1
TVJOBS.com	yes	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>AP / PRODUCER</b>	<b>U of F CAREER DAY</b>	<b>1</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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	1
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
AP / PRODUCER	TALENT DYNAMICS	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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	1
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
AP / EDITOR	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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	1
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>EXECUTIVE PRODUCER</b>	<b>TALENT DYNAMICS</b>	<b>1</b>
<b><u>Recruitment Sources Utilized*</u></b>		<b><u>Total number of interviewees referred</u></b>
* (please refer to the attached recruitment source list for complete address)		
All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	1
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	



# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
CREATIVE SERVICES EDITOR	FULL SAIL UNIVERSITY	3
<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	no	
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Full Sail University	yes	3
Greame Newell	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

# FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2016 through SEPTEMBER 30, 2017

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
DIGITAL CONTENT DIRECTOR	EMPLOYEE REFERRAL	5
<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	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	yes	
Employee Referral	yes	1
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
Greame Newell	yes	2
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	yes	
Robert Half/Office Team	no	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	1
Zip Recruiters	no	

**FULL-TIME VACANCY EEO INFORMATION**  
**OCTOBER 1, 2016 through SEPTEMBER 30, 2017**

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
<b>MORNING SHOW HOST</b>		<b>8</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	3
BCFM Job Bank	no	
Berkowitz Consulting	yes	2
Bethune-Cookman College	no	
Collective Talent	yes	
Employee Referral	yes	2
Facebook-Social Media Editors Group	yes	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Greame Newell	no	
Hispanic Chamber of Commerce	no	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	
Marist College	no	
National Association of Black Journalists	yes	
Return to Work Inc.	no	
Robert Half/Office Team	yes	
Southern Technical Institute	yes	
Sunday Morning News	yes	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	1
WINKNEWS.com	no	
Zip Recruiters	no	

# **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)

## **BCFM JOB BANK**

550 Frontage Road - Suite 3600  
Northfield, IL 60093

Telephone: 847/716-7000  
Fax: 847/716-7004  
E-mail: [info@mediafinance.org](mailto:info@mediafinance.org)

## **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)

## **BERKOWITZ BROADCAST CONSULTING**

West Bloomfield, MI

Telephone: 248-737-3727  
Contact: Gary Berkowitz  
E-mail: [gary@garyberk.com](mailto:gary@garyberk.com)

## **CAREER BUILDERS**

200 LaSalle Street, Suite 1100  
Chicago, IL 60601

Telephone: 877/345-5256  
Fax: 773-353-2452  
Contact: [www.careerbuilder.com](http://www.careerbuilder.com)

## **COLLECTIVE TALENT**

1721 Richardson Place  
Tampa, FL 33606

Telephone: 813/254-9695  
Cell: 813/494-4555  
Contact: Michael Bille  
E-mail: [bille@michaelsmedia.com](mailto:bille@michaelsmedia.com)

## **CRAIGSLIST (SW Florida)**

Contact: [craigslist.org](http://craigslist.org)

## **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@famuedu](mailto:melony.washington@famuedu)

## **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)

## **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](mailto:karen.seiferth@winktv.com)

# **FMBC/ JOB POSTING MAILING LIST**

## **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)

## **GREAME NEWELL**

**602 COMMUNICATIONS**

1011 Lyndhurst Falls Lane

Knightdale, NC 27545

Telephone: 919/217-4438

Fax: 239/479-5535

E-mail: [\*\*gnewell@602communications.com\*\*](mailto:gnewell@602communications.com)

## **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.lg@earthlink.net\*\*](mailto:hispanicchamber.lg@earthlink.net)

## **INDEED, INC.**

7501 N. Capital of Texas Highway, Bldg. B

Austin, TX 78731

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

## **JOURNALISMJOBS.COM**

Berkeley, CA

Contact: Dan Rohn

Telephone: 510/508-7386

E-mail: [\*\*info@journalismjobs.com\*\*](mailto:info@journalismjobs.com)

## **MANAGEMENT RECRUITERS INTL.**

1600 Sarno Road Suite 212

Melbourne, Fl 32935

Telephone: 321/951-7644 x3101

Fax: 321/690-2597

Contact: David Vosburgh, CSAM / GM

E-mail: [\*\*davey@mrirecruiter.com\*\*](mailto:davey@mrirecruiter.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)

## **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 Road, Suite 208

Ft. Myers, FL 33912

Telephone: 239/985-2230

Fax: 239/985-2250

Contact: Lisa McKinney

E-mail: [\*\*lisa.mckinney@roberthalf.com\*\*](mailto:lisa.mckinney@roberthalf.com)

# **FMBC/ JOB POSTING MAILING LIST**

## **SOUTHERN TECHNICAL INSTITUTE**

1685 Medical Lane  
Fort Myers, FL 33907

Telephone: 239/939-4766  
Fax: 239/936-4040  
Contact: Rolnecia Albert  
E-mail: [ralbert@swfc.edu](mailto:ralbert@swfc.edu)

## **SUNDAY MORNING NEWS**

LaBelle, FL

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

## **WINKNEWS.COM**

2824 Palm Beach Blvd.  
Ft. Myers, FL 33916

Telephone: 239/810-9484  
Fax: 239/479-5535  
Contact: Justin Strauss  
E-mail: [justin.strauss@fmbcmail.com](mailto:justin.strauss@fmbcmail.com)

# **ATTACHMENT B**

# 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	Author's Parade 11/10/16	Lois Thome Lois is one of the VIP's at the Allen Park Elementary Author's Parade. 900 people in attendance (entire student body and many parents) This event honors students who wrote and illustrated their own books. 10 a.m. in Fort Myers
10	University of Florida Job Fair 1/29/2017	WINK News had a table in the Reitz Union Hall on the campus for the entire day. The Assistant News Director scheduled interviews in advance of the Job Fair in 20 minute sessions. He was able to pre-screen interviewees and reviewed resumes before the interview. Several interviews were scheduled and some interested students just stopped by without an interview time.
10	News Internship 2/1/2017 - 5/5/2017	WINK-TV provided a Florida Gulf Coast University student hands-on experience and exposure to all aspects of the TV Newsroom, TV Production and the Media.
16	Junior Media Day 2/8/17	Fort Myers Broadcasting along with the Cape Coral Chamber of Commerce hosted a Junior Media Day tour to 25 high school students and gave them a tour of the news stations and radio stations. Q&A in News studio from News and Weather talent and talked about educational steps required to work in broadcast.
16	"Do the Right Thing" Awards 2/15/17	WINK News Anchor Chris Ciffate gave a keynote speech at Cape Coral's city "Do The Right Thing" ceremony for recognizing students who "did the right thing".
10	Anchors in our Schools Read Across America: Trafalgar Elementary 2/24/17 Gulf Elementary 3/2/17 Skyline Elementary 3/3/17 Gateway Elementary 3/6/17	Each year FMBC news anchors and reporters make nearly one hundred school visits to discuss all aspects of broadcasting. They read to young students educate classrooms of all ages on how TV works, what various jobs with a television station are available, and the educational steps required to work in TV as a career. Listed are 4 specific examples.
10	Career Day/Community Leaders Day Oasis Charter School 3/8/17	Fort Myers Broadcasting provided a hands-on demonstration of jobs/careers available in TV and radio, including education, salary expectations and challenges.



# 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	SW Florida Reading Festival 3/20/17	Fort Myers Broadcasting co-sponsored the Southwest Florida Reading Festival with the Lee County Library System. The company had a booth at the event for children to meet and ask questions of News Talent regarding their jobs in Broadcasting.
5	Southwest Florida Hispanic Chamber Job Fair Hodges University 3/29/2017	Fort Myers Broadcasting co-sponsored and promoted a job fairs for the Fort Myers Hispanic Chamber in our outreach efforts to the minority population of broadcasting opportunities in Southwest Florida. We recruited bi-lingual Hispanic and non-Hispanic applicants for Sun Broadcasting.
16	Girls Going Places Florida Gulf Coast University 5/3/17	WINK News Anchor Lois Thome participated in this pre-teen and teen girls mentoring event. The mentoring conference for girls from all over SWFL, 200+ in attendance
10	South Ft Myers High School Recruitment Fair 5/4/2017	FMBC attended this Recruitment Fair for outgoing high school seniors interested in what jobs were available locally. The company had the chance to meet with over two hundred students and pass out applications for those interested in working in local broadcasting. Seniors were welcome to approach the table and discuss career possibilities, ranging from on-air to behind the scenes in promotions and sales.
16	Read Across Pinewoods 5/15/17	WINK News Anchor Lois Thome read to 25-50 students at Pinewoods Elementary and educated them how a television station works.
10	Miami Media School 5/18/2017	Sales Managers met with Career Services Director and five Miami Media School graduates. The managers discussed the Account Executive/Sales positions, duties and qualifications for the position. Both field questions and invited follow-up.
16	Junior Achievement 5th Grade Career Talks Caloosa Elementary School 5/19/2017	FMBC Sales Manager rotated through three classes, chatting with the students about a career in broadcasting, skills and education needed, and answered questions from the classes.

# 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	FGCU Recruitment Wednesdays 9/27/2017	FGCU Recruitment Wednesdays is a career fair held weekly on the FGCU campus to showcase local positions that are available to students. It is a free event open to all current students and allows for the students to see what part-time positions are available within their intended majors.
16	Broadcast Center Tours 10/1/2016 - 9/30/2017	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. WINK-TV 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.