

FMBC

FCC EEO

2016

PUBLIC FILE

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, 2015 and ending on September 30, 2016, the stations filled the following full-time vacancies:

1. Video Journalist	WINK-TV
2. Meteorologist	WINK-TV
3. Producer / AP	WINK-TV
4. Photojournalist	WINK-TV
5. Marketing Consultant (2)	WTLQ-FM
6. Video Journalist	WINK-TV
7. Producer	WINK-TV
8. AP / Editor	WINK-TV
9. Producer / AP	WINK-TV
10. Associate Producer	WINK-TV
11. Photojournalist	WINK-TV
12. Assistant Chief Engineer	WINK-TV
13. Marketing Consultant	WINK-FM
14. Marketing Consultant	WINK-FM
15. Digital Content Producer	WINK-TV
16. Director of Engineering	WINK-TV
17. W/E Assignment Editor	WINK-TV
18. Producer	WINK-TV
19. Video Journalist	WINK-TV
20. Production Assistant	WINK-TV
21. Digital Content Producer	WINK-TV
22. Web Developer	WINK-TV
23. Assistant Business Manager	WINK-TV
24. Producer	WINK-TV
25. Photojournalist	WINK-TV
26. Photojournalist	WINK-TV
27. News Director	WINK-TV
28. Associate Producer	WINK-TV
29. Production Assistant	WINK-TV
30. Video Journalist Trainee	WINK-TV
31. Photojournalist	WINK-TV
32. Producer	WINK-TV
33. W/E Anchor / Reporter	WINK-TV
34. Production Director (2)	WINK-TV
35. Radio Production	WINK-FM
36. Digital Content Producer	WINK-TV
37. Video Journalist	WINK-TV
38. Producer	WINK-TV
39. Digital Content Producer	WINK-TV
40. Editing Supervisor	WINK-TV
41. Investigative Reporter	WINK-TV
42. Continuity Director	WINK-TV

The stations interviewed a total of one hundred thirty-four (134) 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	3
2. BCFM Job Bank	2
3. Employee Referral	15
4. Facebook-Social Media Editors Group	1
5. FMBC Job Posting	11
6. Hispanic Job Fair	1
7. Hodges Job Fair	1
8. Indeed.com	5
9. Investigative Reporters & Editors	1
10. JournalismJobs.com	17
11. Natl. Assoc. of Black Journalists	1
12. Robert Half	4
13. Talent Dynamics	3
14. TVJobs.com	14
15. University of Florida Job Fair	1
16. Unsolicited	35
17. Winknews.com	15
18. Zip Recruiters	4
19. Collective Talent	0
20. Florida A & M University	0
21. Florida International University	0
22. Hispanic Chamber of Commerce	0
23. Marist College	0
24. Return to Work Inc.	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.

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2015 through SEPTEMBER 30, 2016

<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>
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* (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	no
Employee Referral	yes
Facebook-Social Media Editors Group	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
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

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FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2015 through SEPTEMBER 30, 2016

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

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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

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

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
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, 2015 through SEPTEMBER 30, 2016

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

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	1
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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, 2015 through SEPTEMBER 30, 2016

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MARKETING CONSULTANT (2)	UNSOLICITED	11

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	1
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	1
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	5
WINKNEWS.com	yes	4
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2015 through SEPTEMBER 30, 2016

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

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

All AccessMusic Group	no
BCFM Job Bank	no
Bethune-Cookman College	yes
Collective Talent	no
Employee Referral	yes
Facebook-Social Media Editors Group	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
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

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FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2015 through SEPTEMBER 30, 2016

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

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
AP / EDITOR	WINKNEWS.COM	2

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	1
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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

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

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

All AccessMusic Group	no
BCFM Job Bank	no
Bethune-Cookman College	yes
Collective Talent	no
Employee Referral	yes
Facebook-Social Media Editors Group	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Hispanic Chamber of Commerce	yes
Hodges University Job Fair	no
Investigative Reporters & Editors	no
Indeed.com	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

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FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2015 through SEPTEMBER 30, 2016

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
ASSOCIATE PRODUCER	EMPLOYEE REFERRAL	2

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	1
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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	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, 2015 through SEPTEMBER 30, 2016

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

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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	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, 2015 through SEPTEMBER 30, 2016

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
ASSISTANT CHIEF ENGINEER	WINKNEWS.COM	4

<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	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
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	3
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2015 through SEPTEMBER 30, 2016

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MARKETING CONSULTANT	INDEED.COM	5

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
MARKETING CONSULTANT	ZIP RECRUITERS	4

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

All AccessMusic Group	no
BCFM Job Bank	no
Bethune-Cookman College	yes
Collective Talent	no
Employee Referral	yes
Facebook-Social Media Editors Group	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
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
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FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2015 through SEPTEMBER 30, 2016

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
DIGITAL CONTENT PRODUCER	FACEBOOK-SOCIAL MEDIA EDITORS GRP	11

<u>Recruitment Sources Utilized*</u>	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	no
Employee Referral	yes
Facebook-Social Media Editors Group	yes
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
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

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
DIRECTOR OF ENGINEERING	EMPLOYEE REFERRAL	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	yes	2
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	1
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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

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

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

All AccessMusic Group	no
BCFM Job Bank	no
Bethune-Cookman College	yes
Collective Talent	no
Employee Referral	yes
Facebook-Social Media Editors Group	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
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

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FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2015 through SEPTEMBER 30, 2016

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PRODUCER	EMPLOYEE REFERRAL	2

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

All AccessMusic Group	no
BCFM Job Bank	no
Bethune-Cookman College	yes
Collective Talent	no
Employee Referral	yes
Facebook-Social Media Editors Group	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
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

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FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2015 through SEPTEMBER 30, 2016

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

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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, 2015 through SEPTEMBER 30, 2016

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PRODUCTION ASSISTANT	FMBC JOB POSTING	1

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
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

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
DIGITAL CONTENT PRODUCER	JOURNALISMJOBS.COM	4

Recruitment Sources Utilized*

**Total number of
interviewees referred**

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

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
All AccessMusic Group	no
BCFM Job Bank	no
Bethune-Cookman College	yes
Collective Talent	no
Employee Referral	yes
Facebook-Social Media Editors Group	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
Hispanic Chamber of Commerce	yes
Hodges University Job Fair	yes
Indeed.com	no
Investigative Reporters & Editors	no
Journalismjobs.com	yes
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

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

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
ASST. BUSINESS MANAGER	ROBERT HALF	4

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Investigative Reporters & Editors	no	
Indeed.com	no	
Journalismjobs.com	no	
Marist College	yes	
National Association of Black Journalists	no	
Return to Work Inc.	yes	
Robert Half/Office Team	yes	4
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

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

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PHOTOJOURNALIST	EMPLOYEE REFERRAL	2

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	1
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PHOTOJOURNALIST	EMPLOYEE REFERRAL	2

<u>Recruitment Sources Utilized*</u>	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	no	
Employee Referral	yes	1
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
NEWS DIRECTOR	UNSOLICITED	28

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
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	27
WINKNEWS.com	yes	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
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	no	
Employee Referral	yes	1
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PRODUCTION ASSISTANT	FMBC JOB POSTING	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	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
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

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
VIDEO JOURNALIST TRAINEE	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	no
Employee Referral	yes
Facebook-Social Media Editors Group	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
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

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FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
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	no
Employee Referral	yes
Facebook-Social Media Editors Group	no
Florida A & M University	yes
Florida International University	yes
FMBC Job Posting	yes
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

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FULL-TIME VACANCY EEO INFORMATION

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

<u>Recruitment Sources Utilized*</u>	Total number of interviewees referred
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* (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	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

FULL-TIME VACANCY EEO INFORMATION

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
W/E ANCHOR / REPORTER	EMPLOYEE REFERRAL	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	no	
Employee Referral	yes	1
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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	1
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
PRODUCTION DIRECTOR (2)	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	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	2
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

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
RADIO PRODUCTION	ALL ACCESS MUSIC GROUP	3

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

All AccessMusic Group	yes	3
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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	
Talent Dynamics	yes	
TVJOBS.com	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	
Zip Recruiters	no	

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
DIGITAL CONTENT PRODUCER (2)	JOURNALISM JOBS	5

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	5
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	

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

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

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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	1
WINKNEWS.com	yes	
Zip Recruiters	no	

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

Recruitment Sources Utilized*

Total number of

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

interviewees referred

All AccessMusic Group	no	
BCFM Job Bank	no	
Bethune-Cookman College	yes	
Collective Talent	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
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	

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
DIGITAL CONTENT PRODUCER	JOURNALISM JOBS	5

<u>Recruitment Sources Utilized*</u>	Total number of interviewees referred
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* (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	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	
Journalismjobs.com	yes	5
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	

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<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
EDITING SUPERVISOR	EMPLOYEE REFERRAL	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	no	
Employee Referral	yes	1
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	1
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, 2015 through SEPTEMBER 30, 2016

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
INVESTIGATIVE REPORTER	IRE CONFERENCE	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	no	
Employee Referral	yes	
Facebook-Social Media Editors Group	no	
Florida A & M University	yes	
Florida International University	yes	
FMBC Job Posting	yes	
Hispanic Chamber of Commerce	yes	
Hodges University Job Fair	no	
Indeed.com	no	
Investigative Reporters & Editors	no	1
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	

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OCTOBER 1, 2015 through SEPTEMBER 30, 2016

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CONTINUITY DIRECTOR	WINKNEWS.COM	6

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University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WINKNEWS.com	yes	4
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

BCMB JOB BANK

550 Frontage Road - Suite 3600
Northfield, IL 60093

Telephone: 847/716-7000
Fax: 847/716-7004
E-mail: 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

COLLECTIVE TALENT

1721 Richardson Place
Tampa, FL 33606

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

FACEBOOK

1 Hacker Way
Menlo Park, CA 94025

Contact: www.facebook.com

FLORIDA A & M UNIVERSITY

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

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

FLORIDA INTERNATIONAL UNIVERSITY

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

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

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

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

FMBC/ JOB POSTING MAILING LIST

HODGES UNIVERSITY

4501 Colonial Blvd.
Ft. Myers, FL 33966

Telephone: 239/513-1122

INDEED, INC.

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

Contact: www.indeed.com

INVESTIGATIVE REPORTERS & EDITORS

141 Neff Annex
Missouri School of Journalism
Columbia, MO 65211

Contact: 543/882-2042

JOURNALISMJOBS.COM

Berkeley, CA

Telephone: 510/508-7386

Contact: Dan Rohn

E-mail: dan@journalismjobs.com

E-mail: info@journalismjobs.com

MARIST COLLEGE

3399 North Road
Poughkeepsie, NY 12601

Telephone: 888/877-7900

Contact: Laura Zurowski

E-mail: laura.zurowski@marist.edu

NATIONAL ASSN OF BLACK JOURNALISTS

1100 Knight Hall - Suite 3100
College Park, MD 20702

Contact: Veronique Dodson

Telephone: 301/405-0248

E-mail: vdodson@nabj.org

RETURN TO WORK INC.

900 W. Marion Avenue
Punta Gorda, FL 33950

Contact: Carol Sarganis

E-mail: carol.sarganis@return2work.org

ROBERT HALF / OFFICE TEAM

9530 Marketplace Road, Suite 208
Ft. Myers, FL 33912

Telephone: 239/985-2240

Contact: Gretel

E-mail: roberthalf.com/officeteam

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

SUNDAY MORNING NEWS

LaBelle, FL

Contact: Don Browne

E-mail: donbrowne@gmail.com

FMBC/ JOB POSTING MAILING LIST

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

TVJOBS

Broadcast Employment Services
PO Box 4116
Oceanside, CA 92052

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

UNIVERSITY OF FLORIDA

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

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

UNIVERSITY OF SOUTH FLORIDA

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

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

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@fmbcm.com

ZIPRECRUITER INC.

1453 3rd Street Promenade #335
Santa Monica, CA 90401

Contact: www.ziprecruiter.com

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

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

Activity Classification	Type of Activity	Brief Description
10	SWFL Hispanic Chamber of Commerce Job Fair Kaiser University 10/29/2015	Fort Myers Broadcasting co-sponsored and promoted this job fair for the Fort Myers Hispanic Chamber. Current open positions were distributed. We recruited bilingual Hispanic and non-Hispanic applicants for Fort Myers Broadcasting. Applications and resumes were collected.
10	Anchors in our Schools Read Across America: Trafalgar Elementary 2/19/16 Villas Elementary 3/2/16 Gateway Elementary 3/2/16 Skyline Elementary 3/4/16	Each year Fort Myers Broadcasting television anchors and reporters make nearly one hundred school visits to discuss all aspects of broadcasting. They 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	SWFL Hispanic Chamber of Commerce Job Fair Hodges University 3/3/2016	FMBC co-sponsored and promoted this job fair for the Fort Myers Hispanic Chamber. Current open positions were distributed. We recruited bilingual Hispanic and non-Hispanic applicants for Fort Myers Broadcasting. Applications and resumes were collected.
10	Career Day/Community Leaders Day Oasis Charter School 3/8/16	FMBC provided a hands-on demonstration of jobs/careers available in TV and radio, including education, salary expectations and challenges.
10	Destination Graduation 3/11/16	WINK News Lois Thome spoke to approximately 50 high school students about jobs/careers available in TV and radio, including education, salary expectations, challenges and the educational steps required to work in TV as a career.
10	Keiser University Job Fair 3/15/16	Fort Myers Broadcasting participated in the Keiser University Career Fair. 37 companies participated on the campus of 700 students. Current open positions were distributed. Resumes and applications were collected.

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	PENN STATE CAREER FAIR 3/18/2016	News Producer Anne Richards, a Penn State alumni, attended Penn State's annual Career Fair. The station had a table set up and Ms. Richards spoke with journalism students about the broadcasting industry and WINK News. She handed out business cards and returned with several resumes for the News Director to review.
10	SW Florida Reading Festival 3/19/16	FMBC co-sponsored the Southwest Florida Reading Festival with the Lee County Library System. WINK had a booth at the event for children to meet and ask questions of News Talent regarding their jobs in broadcasting.
10	Girls Going Places Florida Gulf Coast University 5/4/16	WINK NEWS Anchor Lois Thome participated in this pre-teen and teen girls mentoring event. 150 young women attended.
10	Junior Achievement Reverse Job Shadow J. Colin English Elementary School 5/4/16	Sales Manager Christina St. Amand participated in the Junior Achievement Reverse Job Shadow Program from 8:45 am to 11:15 am. She rotated through five classes, chatting with the students about a careers in broadcasting, the education needed and answered questions from the students.
10	Big Brothers/Sisters of Collier County 5/12/16	WINK News Anchor Therese O'Shea hosted an event for The Big Brothers Big Sisters of Collier County to help raise funds for children facing adversity in Collier County.
10	WINK-TV Station Tours	FMBC hosts schools, home schools, youth groups and adult organizations throughout the year visiting the station and learning about broadcasting. These tours address not only the technical workings of the station, these tours offer advice to students and/or adults on careers in TV news, operations, management and the educational steps required to fulfill those career paths. 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.
5	TV Production Internship June 2016	FMBC partnered with the SW Florida Workforce Development Board to provide hands-on experience to a high school student for a six-week summer program. The company mentored and guided the trainee by providing job and workplace skills needed for the television industry.

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	Investigative Reporters & Editors Conference New Orleans, LA June 16 - 19, 2016	Assistant News Director represented FMBC at this conference. Mr. Garcia attended several workshops and seminars on investigative reporting tactics. He interviewed 10 attendees and recruited one Investigative Reporter for the station.
10	Junior Achievement Reverse Job Shadow Franklin Park Emenentary School 5/24/16	Sales Manager Christina St. Amand participated in the Junior Achievement Reverse Job Shadow Program from 8:00 am to 10:45 am. She rotated through six classes, chatting with the students about a careers in broadcasting, the education needed and answered questions from the students.
10	National Association of Black and Hispanic Journalists August 3 - 7, 2016	Digital Content Manager attended these two conferences and spoke with candidates about current television and digital openings in broadcast Television.
10	SWFL Hispanic Chamber of Commerce Job Fair Kaiser University 9/15/2016	FMBC co-sponsored and promoted this job fair for the Fort Myers Hispanic Chamber. Current open positions were distributed. We recruited bilingual Hispanic and non-Hispanic applicants for Fort Myers Broadcasting. Applications and resumes were collected.
5	News Internship Sept. - Nov. 2016	FMBC provided a Florida Gulf Coast University student hands-on experience and exposure to all aspects of the TV newsroom, TV production and the media. This was a three month program.