

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

WKMG-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WKMG-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment drug screen.

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Web Producer	1-6, 8-9, 11, 13-14, 16, 18, 20-25, 28, 30, 33, 36, 38-47, 49-53, 55-63, 67-68, 70, 72	13
News Web Producer	1-6, 8-9, 11, 13-14, 16-18, 20-25, 28, 30, 33, 36, 38-47, 49-53, 55-63, 67-68, 70, 72	13
News Web Producer	1-6, 8-9, 11, 13-14, 16-18, 20-25, 28, 30, 33, 36, 38-47, 49-53, 55-63, 67-68, 70, 72	13
Photographer	1-6, 8-11, 13-14, 16-18, 20-24, 26-30, 33, 36, 38-42, 44-47, 49-68, 70, 72	13
Reporter	1-3, 5-6, 8-11, 13-14, 16-18, 20, 22-25, 28, 30, 33, 36, 38-39, 41-42, 44-68, 70, 72	13
Creative Services Writer/Producer	1-6, 8-11, 13-14, 16-18, 20-25, 28, 30, 33, 36-42, 44-68, 70, 72	37
Multimedia Sales Assistant	1-6, 8-11, 14, 16-18, 20-25, 28-30, 33, 36-42, 44-57, 59-67, 70, 72	37
Producer	1-6, 8-11, 13-18, 20-25, 28-30, 33, 36-39, 41-42, 44-47, 49-57, 59-63, 65-67, 70, 72	13
News Producer Trainee	1-6, 8-14, 16-18, 20-25, 28-30, 33, 35-36, 38-39, 41-42, 44-67, 70, 72	13
Assignment Editor	1-6, 8-14, 16-18, 20-25, 28-30, 33, 36-39, 41-42, 44-67, 70, 72	13
Maintenance Engineer	1-6, 8-12, 14, 16-18, 20-25, 28-30, 33, 36-39, 41-42, 44-57, 59-63, 65-67, 69-70, 72	69
Assignment Editor Trainee	1-6, 8-11, 13-14, 16-18, 20-25, 28-30, 33, 36, 38-39, 41-42, 44-57, 59-63, 65-68, 70, 72	13
Accountant	1-6, 8-14, 16-18, 20-25, 27-30, 33-39, 41-42, 44-63, 65-72	37
Photographer	1-11, 13-14, 16-25, 28-33, 36, 38-39, 41-42, 44-63, 65-68, 70, 72	19

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Photographer	1-11, 13-14, 16-25, 28-33, 36, 38-39, 41-42, 44-63, 65-68, 70, 72	32
Digital Content Producer	1-6, 8-14, 16-18, 20-25, 28-30, 33, 36, 38-39, 41-42, 44-63, 65-68, 70, 72	13
Production Assistant	1-6, 8-14, 16-18, 20-25, 28-30, 33, 36- 39, 41-42, 44-63, 65-68, 70, 72	13

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AAJA Florida Chapter , Florida Url : http://chapters.aaja.org/Florida/FLAAJA.html Email : aajaflorida@gmail.com Gail Rayos	N	0
2	Adams Broadcast Consulting 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 707-983-8362 Email : dana@adamsconsulting.tv Dana Adams	N	0
3	Art Institute of Jacksonville 8775 Baypine Road Jacksonville, Florida 32256 Phone : (904) 486-3000 Url : www.artinstitutes.edu/jacksonville Email : pierced@AII.edu Debra Pierce	N	0
4	B-Roll.net 243 17th Street SE Washington, District of Columbia 20003 Url : www.b-roll.net Career Services Manual Posting	N	0
5	Bienstock, A United Talent Agency Co. 250 West 57th Street New York, New York 10107 Phone : 407-521-1256 Donna Ansley Manual Posting	N	0
6	Broadcast Employment Services (tvjobs.com/amfm.com/digitaltalent.tv) , Florida Phone : (800)374-0119 Email : admin@tvjobs.com Mark Holloway	N	0
7	Career Fair	N	2

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8	Catholic Charities of Central Florida 1819 N. Semoran Blvd. Orlando, Florida 32807 Phone : 4072771938, ext. 1117 Url : www.cflcc.org Email : Daisy.Clemente@cflcc.org Fax : 1-407-277-3744 Daisy Clemente	N	0
9	CBK Media Management 179 Red Knot Lane Mount Pleasant, South Carolina 29464 Phone : 412-770-6749 Url : www.broadcastcareerlink Email : info@cbkmedia.net CJ Kane	N	0
10	Center for Independent Living 720 N. Denning Drive Winter Park, Florida 32789 Phone : (407)623-1070, ext.143 Url : www.cilorlando.org Email : shartman@cilorlando.org Fax : 1-407-623-1390 Sarah Hartman	N	0
11	Central Florida Employment Council 450 Seminola Blvd. Casselberry, Florida 32707 Phone : (407)834-4223 Url : www.cfec.org Email : cfec@cfec.org Paulette Weir	N	0
12	Classified Ad-Spots n Dots Ads@spotsndots.com Kennesaw, Georgia Phone : 407-521-1256 Url : www.spotsndots.com Donna Ansley Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	clickorlando.com 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1200 Email : ddahm@wkmg.com Fax : 1-407-521-1204 Daniel Dahm	N	31
14	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : (813)-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
15	Current Employee - Transfer/Promotion	N	1
16	Daytona State College 1200 International Speedway Blvd. Daytona Beach, Florida 32114 Phone : (386) 506-3610 Url : http://www.dbcc.cc.fl.us/ Email : NeroBe@daytonastate.edu Fax : 1-386-506-3150 Becky Nero-Wall	N	0
17	Dept. of Labor & Unemployment 1809 Art Museum Drive #201 Jacksonville, Florida 32207 Phone : (904) 348-2730 Fax : 1-904-348-2737 Carol Michael	N	0
18	Emma Bowen Foundation 1221 Avenue of the Americas New York, New York 10020 Phone : 212-664-0199 Email : Michael.Barham@nbcuni.com Michael Barham	N	0
19	Employee Referral	N	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Equal Employment Opportunity Commission 501 E. Polk Street Suite 1000 Tampa, Florida 33602 Phone : (305)808-1851 Url : http://www.eeoc.gov/ Fax : 1-305-808-1855 Career Services	N	0
21	Federal Communications Commission 445 12th Street SW Washington, District of Columbia 20554 Phone : (866)225-5322 Url : http://www.fcc.gov/ Fax : 1-866-418-0232 Barbara Kreisman	N	0
22	Florida A & M University 100 Student Union Plaza Tallahassee, Florida 32301 Phone : 850.599.3700 Url : http://www.famu.edu/ Email : delores.dean@famu.edu Delores Dean	N	0
23	Florida Atlantic University 777 Glades Road Bldg. SU 80, Room 220 Boca Raton, Florida 33431 Phone : (561) 297-3533 Url : www.fau.edu/ Email : tackerman@fau.edu Fax : 1-561-297-2740 Traci Ackerman	N	0
24	FSU Nole Network Florida State University Dunlap Success Center Tallahassee, Florida 32306 Phone : 850-644-6431 Url : http://career.fsu.edu/ Email : FSUCareerCenter@csm.symplicity.com Scott Maynard	N	0
25	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 407-679-0100 Email : nbarefield@fullsail.com Neenah Barefield	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Goodwill Jobs Connection 3911 E. Colonial Drive Orlando, Florida 32803 Phone : 407-872-0770 Url : www.goodwillcfl.org Email : nbarefield@goodwillcfl.org Fax : 1-407-872-0256 Neenah Barefield	N	0
27	Graham Media Group 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	1
28	Grambling State University Dept. of Mass Communications Box 4292 Grambling, Louisiana 71245 Phone : 318-274-2189 Email : dunns@gram.edu Dr, Sharon Ford-Dunn	Y	0
29	IBEW, Local 606 820 Virginia Drive Orlando, Florida 32803 Phone : (407)896-7271 Url : www.ibew606.org Email : rcopple@earthlink.net Rosemary Copple	N	0
30	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : https://www.ihire.com Career Listing Manual Posting	N	1
31	Indeed.com c/o Donna Ansley Orlando, Florida Phone : 407-521-1256 Email : dansley@wkmg.com Fax : 1-407-521-1251 Donna Ansley	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Internship Program	N	1
33	Jacksonville University 2800 University Blvd., N Career Services Jacksonville, Florida Phone : (904) 256-7000 Url : https://ju-csm.symplicity.com/employers/ Email : careerservices@ju.edu Career Services	N	0
34	KPRC-TV 8181 Southwest Freeway P.O. Box 2222 Houston, Texas 77074 Phone : (713) 778-4748 Url : www.click2houston.com Maria Yanez Manual Posting	N	0
35	KSAT-TV 1408 N. St. Mary's Street San Antonio, Texas 78215 Phone : (210) 351-1248 Url : www.ksat.com Kathy Felix Manual Posting	N	0
36	Latino Leadership 8617 E. Colonial Drive Orlando, Florida 32803 Phone : 407-895-0801 Url : www.latinoleadership.org Fax : 1-407-895-0803 Barbara Betancourt	N	0
37	Linkedin` Linkedin LinkedIN, Florida Phone : 407-521-1256 Donna Ansley Manual Posting	N	15

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38	LornaDave Agency P.O.Box 368 Orefield, Pennsylvania 18069 Phone : 610-248-1317 Url : https://www.lornadave.com Email : john@lornadave.com John Derr	N	0
39	mediabizjobs.com , Florida Url : www.mediabizjobs.com John Stipe Manual Posting	N	0
40	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
41	mediamatch.com , Florida Url : www.mediamatch.com Career Services Manual Posting	N	0
42	MediaRecruiter.com 9457 So. University Blvd. Suite #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
43	Morehouse College 830 Westview Drive SW Career Planning Atlanta, Georgia 30314 Phone : (404) 681-2800 Url : www.morehouse.edu/ Email : kblackbu@morehouse.edu Kelly Blackburn	N	0

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44	Morris Brown College 643 Martin L. King Drive NW Career Planning Atlanta, Georgia 30314 Phone : (404) 739-1123 Url : www.morrisbrown.edu/ Email : Todd.blackburn@morrisbrown.edu Todd Blackburn	N	0
45	NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21215 Url : http://www.naACP.org/content/main/ Mr. John Johnson Manual Posting	N	0
46	NABEF - Broadcast Career Link 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0
47	Napoli Management Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-385-8221 Laurie Jacoby Manual Posting	N	0
48	National Assn. of Black Broadcasters 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : http://www.nabob.org/ Fax : 1-301-314-1714 Career Services	N	0
49	National Lesbian & Gay Journalists Assn. 1420 K Street Suite 910 Washington, District of Columbia 20005 Phone : (202) 588-9888 Email : JobBoard@nljja.org Lynette Spencer	N	0

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50	National Urban League Black Executive Exchange Program 120 Wall Street New York, New York 10005 Phone : (212)558-5300 Url : http://www.nulbeep.org/ Email : DWEST@NUL.ORG Dale West	N	0
51	Native American Journalist Association Univ. of Oklahoma 395 West Lindsey Norman, Oklahoma 73019 Phone : 918-652-5612 Url : www.naja.com Email : rlandsberry@gmail.com Fax : 1-405-325-6945 Becca Landsberry	N	0
52	No Posting WKMG-TV Orlando, Florida 32804 Phone : 407-521-1256 Email : dansley@wkmg.com Donna Ansley	N	0
53	Pennsylvania State University College of Communications 205 Carnegie Bldg. University Park, Pennsylvania 16802 Phone : (814) 865-2377 Url : www.psu.edu/ Email : rpm163@psu.edu Fax : 1-814-863-8044 Robert Martin	N	0
54	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Fax : 1-904-924-1684 Sharon Robinson	N	0

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55	Ringling School of Art and Design 2700 N. Tamiami Trail Sarasota, Florida 34234 Phone : 941-359-7502 Url : http://www.collegecentral.com/ringling/Employer.cf Cyndi Flannagan Manual Posting	N	0
56	Society of Broadcast Engineers 9247 N. Meridian Street Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : www.sbe.org/ Email : kjones@sbe.org Scott Jones	N	0
57	Society of Broadcast Engineers-Chapter 42 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1200 Frank Torbert Manual Posting	N	0
58	Sound of Life Media 61 Ridgelawn Road Asheville, South Carolina 28806 Phone : 828-713-2871 Url : www.soundoflifemedia.com John Kirtley Manual Posting	N	0
59	Stetson University 421 N. Woodlawn Blvd. Deland, Florida 32723 Phone : (386) 822-7315 Url : www.stetson.edu/ Email : career@stetson.edu Annette Accorto	N	0
60	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3180 Url : www.talentedynamics.com Email : pumphrey@talentedynamics.com Julie Pumphrey	N	1

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61	The NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 Sandra Richardson Manual Posting	N	0
62	TVjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	0
63	United Talent Agency 888 Seventh Avenue 7th Floor New York, New York 10106 Phone : 212-651-5513 Rick Ramage Manual Posting	N	0
64	University of Central Florida Career Resource Center P.O. Box 160165 Orlando, Florida 32816 Phone : (407) 823-2361 Url : www.career.ucf.edu Email : career@mail.ucf.edu Fax : 1-407-823-5909 Tracy Thomas	N	0
65	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Email : Christine.Mahoney@Colorado.EDU Fax : 1-303-492-0969 Christine Mahoney	N	0

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66	University of Florida Knight Division, Career Svcs. 1060M Weimer Hall Gainesville, Florida 32611 Phone : (352) 392-0289 Url : http://www.ufl.edu/ Email : charris@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris	N	0
67	Weber International University P.O. Box 96 Babson Park, Florida 33827 Phone : 863-638-2936 Url : http://www.webber.edu/ Email : whitel@webber.edu Tonya White	N	0
68	Welle Dunne! Blog 100 Amphitheatre Parkway Mountain View, California 94043 Kate Bacon Manual Posting	N	0
69	WJXT-TV 4 Broadcast Place Jacksonville, Florida 32207 Phone : 904-399-4000 Email : kbarnard@wjxt.com Keira Barnard	N	1
70	Workforce One-Stop Career Center 707 Mendham Blvd. Suite 250 Orlando, Florida 32825 Phone : (407)531-1222 Url : http://www.workforcecentralflorida.com/oscc/locati Sergio Leon Manual Posting	N	0
71	WPLG-TV 3401 West Hallendale Beach Blvd. Pembroke Park, Florida 33023 Phone : (954) 364-2500 Url : www.justnews.com Email : rvasco@wplg.com Rosie Vasco-Brito	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
72	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			61

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2021	Participation in scholarship programs	Participate in Emma Bowen Internship program which provides on the job training/scholarship to minority students pursuing a career in broadcasting.	1	HR
2	10/1/2021	Establishment of an intern program designed to assist members of the community	Station offers a year round internship program for those college students of 3rd or 4th year status who are taking the course for college credit.	4	Creative Services Director News Director Operations Manager General Sales Manager
3	Ongoing Event	Establishment of a mentoring program	Sales Manager Alan Sawyer mentors sales personnel about the television sales process by hosting formal training sessions for newly hired sales staff, new to the broadcasting industry. The training is provided to sales assistants, media sales planners and account executives. The basics for effective television advertising sales, includes information about, ratings terminology, sales prospecting practices, sales integration practices, relationship building, ratings/research and long term sales success strategies.	4	Sales Manager Account Executive Account Executive Media Sales Planner
4	10/1/2021	Participation in other activities designed by the station employment unit	Station runs on-air EEO announcement year-round	0	
5	10/1/2021	Participation in other activities designed by the station employment unit	Year-Round tours of the television broadcast facility	1	
6	10/13/2021	Establishment of training programs for station personnel	Blue Ocean Brain learning session - Valuing All Abilities in the Workplace	154	All Employees
7	10/27/2021	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Be sure to check your Blind Spots	154	All Employees

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8	11/9/2021	Establishment of training programs for station personnel	Graham Media Group Legal Team's Fair Use and Copyright Webinar: Department staff and managers from News, Creative Services, Research and Commercial Production departments attended the session presented by the Graham Media Group Legal team to learn about the rules of Copyright. A Powerpoint was shown by the legal team and Digital team to ensure the staff understands laws and ethics. Attendees also participated in a Q&A session with the Legal staff.	100	News Director Creative Services Director Production Manager Asst. News Director
9	11/10/2021	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Veterans	154	All Employees
10	11/24/2021	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Giving, Thanks, & Gratitude	154	All Employees
11	12/8/2021	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Workplace Actualization	154	All Employees
12	12/22/2021	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - What if Every Year Had 366 Days?	154	All Employees
13	1/12/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity, A Call to Serve. Martin Luther King, Jr. Day	154	All Employees

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14	1/13/2022	Participation in other activities designed by the station employment unit	Zoom Meeting with Group of students from Elon University: WKMG hosted Elon University with a Zoom Conference Call for students and faculty in lieu of an on-site visit due to Covid 19. The goal was to educate the group on how a newscast goes from concept to completion. Discussion included the education and experience needed to obtain a job in broadcasting. At Noon, the group watched the live broadcast of "News 6 at Noon." This was followed by a Q&A from the students to the WKMG panel. Approximately 25 Sophomores from Elon University, Allision McGinley, News Director, Robert Kotek, Production Manager and Rich Byrnes, Asst. Production Manager participated in this outreach event.	3	News Director Production Manager Asst. Production Mgr.
15	1/21/2022	Participation in other activities designed by the station employment unit	Zoom Meeting with Elon University students and faculty: WKMG-TV hosted the Zoom Conference Call in lieu of on-site visit due to Covid 19. The goal was to educate the group on how a newscast is produced from concept to completion. Also, discussed was the education and experience needed to obtain a job in broadcasting. The group watched the broadcast of "News 6 at Noon." The call also included a Q&A from the students to the WKMG panel.	3	News Director Production Manager Asst. Production Mgr.
16	1/27/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - The Year of the Tiger. Celebrating Lunar new year	154	All Employees
17	2/2/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity. Celebrating Black History Month	154	All Employees
18	2/16/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Words that still Resonate. A spotlight on James Baldwin	154	All Employees
19	2/24/2022	Establishment of training programs for station personnel	GMG Black History Month webinar	154	All Employees

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20	3/1/2022	Establishment of training programs for station personnel	GMG Apprise	154	All of News
21	3/2/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity. Celebrating Women's History Month	154	All Employees
22	3/16/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Women @ work. Closing the Confidence Gap	154	All Employees
23	3/16/2022	Establishment of training programs for station personnel	GMG Women's initiative network webinar	154	All Employees
24	3/22/2022	Establishment of training programs for station personnel	GMG Apprise	154	All Employees
25	3/30/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Lessons From Indra Nooyi	154	All Employees
26	3/31/2022	Participation in Job Fairs	Recruit Military Job Fair in Jacksonville, FL. The Organization, Recruit Military hosted a Job Fair for military personnel and veterans in Jacksonville, FL. Asst. Chief Engineer, Erv Vanags and IT Manager Frank Zielinski attended the job fair to promote current Engineering openings, collected resumes for consideration of IT Specialist and Maintenance Engineer job openings.	2	IT Manager Asst. Chief Engineer
27	4/13/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity. Celebrating Arab American Heritage Month	154	All Employees
28	4/19/2022	Establishment of training programs for station personnel	GMG Apprise	154	All Employees
29	4/27/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Learning About Culture	154	All Employees
30	5/11/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Learning About Culture	154	All Employees

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
31	5/18/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Webinar hosted by Asurint Background Screening Company, "The Evolution of Employee Onboarding in a Post-pandemic Hybrid Workplace. Discussion and advice presented by Asurint's Manager of Learning and Development and Elizabeth Mayer, Asurint Partner, HR/Talent Profession. The importance of a positive onboarding experience, tools, training and job expectations to help with employee retention.	1	HR Administrator
32	5/18/2022	Participation in Job Fairs	Central Florida Employment Council Job Fair: Director of Technology Frank Torbert and IT Manager Frank Zielinski attended the Job Fair to promote and distribute information to attendees about the various job openings at WKMG-TV. They returned 8 resumes to News Dept., 9 Resumes for Engineering, 8 resumes to Accounting Dept and 11 resumes for the Creative Services Dept.	2	Dir. of Technology IT Manager
33	5/19/2022	Participation in Job Fairs	Recruit Military Job Fair was attended by IT Manager Frank Zielinski and Director of Technology. They promoted the stations current job openings to attendees who were previous military personnel. Job Fair, Orlando, FL Convention Center.	2	Dir. of Technology IT Manager
34	5/26/2022	Establishment of training programs for station personnel	GMG Apprise	154	All Employees
35	6/7/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity. Pride Month	154	All Employees
36	6/15/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity. Celebrating Juneteenth at Work	154	All Employees
37	6/16/2022	Participation in Job Fairs	Emma Bowen Virtual Job Fair	5	HR Administrator DEI Senior Director
38	6/22/2022	Establishment of training programs for station personnel	IRE - Investigative Reporter Editor Training	2	Reporter Producer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
39	6/22/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Inspiring Members of the LGBTQ+ Community	154	All Employees
40	6/22/2022	Establishment of a mentoring program	NPPA Best of Photojournalism Workshop: A 2 day workshop to help build better relationships with staff. Equipment and storytelling tips , Tip, trick and storyteller workshops Presentation of what it means to be a team, telling the story with sound, covering war, politics and pandemic in digital age, finding small victories in a big city, feed your photogrpaher, critique session and Panel Q&A.	2	Chief News Photographer Producer/Photographer
41	6/22/2022	Participation in events or programs sponsored by educational institutions	News Producer Tiffany Browne and Photographer, Corie Murray presented information about news gathering and the processes to complete a news story from concept to completion. They spoke to a group of 12 students from New Journey Youth Center Summer Camp about the education and experience needed to obtain a job in broadcasting.	2	News Producer News Photographer
42	6/27/2022	Establishment of training programs for station personnel	Kevin Benz Inclusive Journalism Training	154	All Employees
43	6/28/2022	Establishment of training programs for station personnel	Kevin Benz Inclusive Journalism Training	154	All Employees
44	6/28/2022	Establishment of training programs for station personnel	GMG Apprise	154	All Employees
45	7/13/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Using a Growth Mindset to Expand Inclusion	154	All Employees
46	7/26/2022	Establishment of a mentoring program	UF Media Day Mentoring students on future careers in broadcasting	3	College Professor Director of Media
47	7/27/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Mother of the Disability Movement. A spotlight on Judith Huemann	154	All Employees
48	8/3/2022	Participation in Job Fairs	NABJ/NAHJ (National Association of Black Journalists / National Association of Hispanic Journalists)	15	Chief Human Resources Officer News Director Digital Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
49	8/10/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - The Case for Embracing Change	154	All Employees
50	8/16/2022	Establishment of training programs for station personnel	GMG Apprise	154	All Employees
51	8/17/2022	Establishment of a mentoring program	GMG-HR Summit HR training/refresher for all of GMG HR Adminstrators	10	Chief Human Resources Officer HR Administrator/HRIS Legal Counsel DEI Senior Director
52	9/8/2022	Participation in Job Fairs	NLGJA (Association of LGBTQ Journalists) Conference	2	Chief Human Resources Officer EP
53	9/14/2022	Participation in Job Fairs	RTDNA (Radio Television Digital News Association) Conference	2	News Director Chief Human Resources Officer
54	9/14/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity. Hispanic Heritage Month	154	All Employees
55	9/20/2022	Establishment of training programs for station personnel	GMG Apprise	154	
56	9/21/2022	Participation in Job Fairs	ONA (Online News Association) Conference	15	Chief Human Resources Officer Digital Director Audience Development Lead Web News Producer