

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2012 - September 30, 2013

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-3, 5-8, 12-17, 19-22, 24, 26-27, 29-46, 50, 54-56, 58-73, 75-83, 85, 87-93, 95-97, 99-101, 105-107	31
News Producer	1-3, 5-8, 12-15, 18-22, 24, 26-27, 29-46, 50-51, 54-56, 58-73, 75-83, 85, 87-93, 95-97, 99-100, 105-106	31
News Photographer	1-3, 5-8, 12-15, 18-22, 24, 26-27, 29, 31-46, 50-51, 54-56, 58-75, 77-83, 85, 87-92, 95-97, 99-100, 105-106	18
Executive Producer	1-3, 5-8, 12-17, 19-27, 29-30, 33-46, 50-51, 54-56, 59-73, 75, 77-83, 85, 87-92, 95-97, 99-100, 105-106	23
Executive Producer	1-3, 5-8, 12-17, 19-27, 29-30, 33-46, 50-51, 54-56, 59-73, 75, 77-83, 85, 87-92, 95-97, 99-100, 105-106	23
Social Media Producer	1-3, 5-8, 12-17, 19-22, 24-27, 29-30, 33-46, 50-52, 54-56, 59-73, 75, 77-83, 85, 87-92, 95-97, 99-100, 105-106	52
Animator/Producer	1-3, 5-8, 12-22, 24, 26-27, 29-32, 34-38, 40-46, 50-51, 54-56, 58-73, 75, 77-83, 85, 87-92, 95-100, 105-106	31
Special Projects Producer	1-3, 5-9, 12-22, 24, 26-27, 29-30, 32-46, 50-51, 54-56, 58-73, 75-77, 79-83, 85, 87-92, 95, 97-100, 106	18
Special Projects Producer	1-3, 5-9, 12-22, 24, 26-27, 29-30, 32-46, 50-51, 54-56, 58-73, 75-77, 79-83, 85, 87-92, 95, 97-100, 106	18
News Photographer	31, 74, 84	31
News Reporter	1-9, 11-14, 16-17, 19-22, 24, 26-27, 29-30, 32, 34-38, 40-46, 51, 54-56, 59-62, 64-67, 69-77, 79-83, 85, 87-89, 91-93, 95-100, 105-106	4
News Producer	1-3, 5-9, 11-14, 16-17, 19-22, 24, 26-27, 29-30, 32-37, 39-46, 51-56, 58-77, 79-83, 85, 87-89, 91-97, 99-100, 103, 105-106	94
Animator/Producer Commercial	1-3, 5-9, 11-14, 16-17, 19-22, 24, 26-27, 29-37, 39-46, 51, 54-56, 58-77, 79-83, 85, 87-89, 91-93, 95-97, 99-100, 105-106	31

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News Reporter	1-3, 5-9, 11-14, 16-17, 19-24, 26-27, 29-36, 39-47, 51, 54-56, 59-62, 64-67, 69-77, 79-80, 82-83, 85-89, 91-93, 95-97, 99-101, 103-106	31
News Reporter	1-3, 5-9, 11-14, 16-17, 19-24, 26-27, 29-36, 39-47, 51, 54-56, 59-62, 64-67, 69-77, 79-80, 82-83, 85-89, 91-93, 95-97, 99-101, 103-106	101
News Reporter	1-3, 5-9, 11-14, 16-17, 19-24, 26-27, 29-36, 39-47, 51, 54-56, 59-62, 64-67, 69-77, 79-80, 82-83, 85-89, 91-93, 95-97, 99-101, 103-106	101
News Reporter	1-3, 5-9, 11-14, 16-17, 19-24, 26-27, 29-36, 39-47, 51, 54-56, 59-62, 64-67, 69-77, 79-80, 82-83, 85-89, 91-93, 95-97, 99-101, 103-106	23
Special Projects Producer	1-3, 5-9, 11-14, 16-17, 19-22, 24-27, 29-46, 49, 51-52, 54-57, 59-62, 64-67, 69-77, 79-83, 85-89, 91-93, 95-100, 102, 105-106	25
News Reporter	1-14, 16-17, 19-22, 24-30, 32, 34-38, 40-46, 48-49, 54-56, 59-62, 64-67, 69-75, 77, 80-82, 87-89, 91, 95, 99-100, 105-106	25
News Reporter	1-14, 16-17, 19-22, 24-30, 32, 34-38, 40-46, 48-49, 54-56, 59-62, 64-67, 69-75, 77, 80-82, 87-89, 91, 95, 99-100, 105-106	10
Investigative News Reporter	1-3, 5, 7-14, 16-17, 19-22, 24-27, 29-30, 33-37, 39-46, 48, 54-56, 59-62, 64-67, 69-77, 80-83, 85, 87-89, 91-93, 95-100, 103, 105-106	10

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications Florida Phone : 602-954-8373 Url : slizik@602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
2	AAJA Florida Chapter Florida Url : http://chapters.aaja.org/Florida/FLAAJA.html Email : aajaflorida@gmail.com Gail Rayos	N	0
3	AAJA National Chapter 1182 Market St. Suite 320 San Francisco, California 94102 Url : http://www.aaja.org/ Fax : 1-415-346-6343 Career Services	N	0
4	Agency Referral Napoli Mgt. Group	N	5
5	Alabama State University P.O. Box 271 Montgomery, Alabama Phone : (334) 229-4493 Url : www.alasu.edu Fax : 1-334-229-4976 David Okeowo	N	0
6	American Institute of Graphic Arts 164 6th Avenue Manhattan, New York 10010 Phone : (212) 807-1990 Fax : 1-212-807-1799 Career Services	N	0
7	B-Roll.net 243 17th Street SE Washington, District of Columbia 20003 Url : www.b-roll.net Career Services 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
8	Broadcast Employment Services (tvjobs.com/amfm.com/digitaltalent.tv) Florida Phone : (800)374-0119 Email : admin@tvjobs.com Mark Holloway	N	0
9	Broadcast Image Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : 2108286664 Email : sleventhal@broadcastimage.com Fax : 1-210-828-6225 Sheryl Leventhal	N	0
10	Career Fair Steve Hyvonen	N	4
11	Catholic Charities of Central Florida 1771 N. Semoran Blvd. Suite A Orlando, Florida 32807 Phone : 4072771938 Email : kkanashiro@cfcc.org Fax : 1-407-277-3744 Karen Kanashiro	Y	0
12	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
13	Central Florida Association of Black Journalists P.O. Box 7445 Orlando, Florida 32802 Url : http://cfabj.wordpress.com Career Services Manual Posting	N	0
14	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	City College 1401 W. Cypress Creek Rd. Ft. Lauderdale, Florida 33309 Phone : 1(866)314-5681 Url : www.citycollege.edu Email : zag@citycollege.edu Career Services	N	0
16	Classified Ad-Spots n Dots Ads@spotsndots.com Kennesaw, Georgia Phone : 407-521-1256 Url : www.spotsndots.com Donna Ansley Manual Posting	N	1
17	Classified Ad-Spots n Dots Ads@spotsndots.com Kennesaw, Georgia Phone : 407-521-1256 Url : www.spotsndots.com Donna Ansley Manual Posting	N	4
18	clickorlando.com 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1256 Url : www.clickorlando.com Donna Ansley	N	19
19	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : (813)-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
20	Columbia College 1001 Rogers Street Columbia, Missouri 65216 Phone : (573) 875-7421 Url : http://www.ccis.edu/ Email : dgmalsen@ccis.edu Don Malson	N	0

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21	Columbia Graduate School of Journalism 2950 Broadway New York, New York 10027 Phone : (212)854-4422 Url : www.journalism.columbia.edu Email : careers@jrn.columbia.edu Ernest Sotomayor	N	0
22	Connecticut School of Broadcasting 5323 Millenia Lakes Office Pk. Suite 120 Orlando, Florida 32839 Phone : 1(800)881-2346 Url : www.gocsb.com Email : csborlando@gocsb.com Nichole Parsons	N	0
23	Consultant Referral Broadcast Image Consultants	N	16
24	Cuban American National Counsel 300 SW 12th Avenue 3rd Floor Miami, Florida 33130 Phone : (305)642-3484 Url : http://www.cnc.org/ Email : slopez@cnc.org Cris Santana	N	0
25	Current Employee Steve Hyvonen	N	9
26	Daytona Beach Community College P.O. Box 2811 Daytona Beach, Florida 32120 Phone : (386) 506-3687 Url : http://www.dbcc.cc.fl.us/ Email : ruizm@DaytonaState.edu Fax : 1-386-506-3150 Miriam Ruiz	N	0
27	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
28	E-mail Inquiry Steve Hyvonen	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
29	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York 10019 Phone : (202) 637-4494 Url : http://www.emmabowenfoundation.com/ Email : sdrice@cbs.com Sandra Rice	N	0
30	Emma Bowen Fund for Minority Int. in Media 700 New Jersey Avenue, NW Suite 700 Washington, District of Columbia 20001 Phone : (202) 637-4494 Url : http://www.emmabowenfoundation.com/ Fax : 1-202-524-6411 Phyllis Eagle-Oldson	N	0
31	Employee Referral 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1256 Donna Ansley	N	17
32	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
33	FAMU-Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : (850) 599-3700 Email : deloresdean@famuedu Fax : 1-850-599-3353 Delores Dean	N	0
34	Federal Communications Commission 445 12th Street SW Washington, District of Columbia 20554 Phone : (202)418-1600 Url : http://www.fcc.gov/ Barbara Kreisman Manual Posting	N	0

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35	Flagler College P.O. Box 1027 St. Augustine, Florida Phone : (904) 819-6286 Url : www.flagler.edu/ Fax : 1-904-826-8515 Tara Stevenson	N	0
36	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
37	Florida Association of Broadcasters 201 S. Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : (850)681-6444 Url : http://www.fab.org/ Fax : 1-850-644-3273 Career Services	N	0
38	Florida Atlantic University 777 Glades Road Suite 220 Boca Raton, Florida 33431 Phone : (561) 297-3533 Url : www.fau.edu/ Fax : 1-561-297-2740 Carl Melby	N	0
39	Florida State University University Center 4100 Career Center Tallahassee, Florida 32306 Phone : (850) 644-6431 Email : jflora@fsu.edu Fax : 1-850-644-3273 Ms. Jamie Flora	N	0
40	Full Sail Placement 3300 University Blvd. Suite 160 Orlando, Florida 32792 Phone : 866-807-3140 Url : www.fullsail.com/ Email : ktrudeau@fullsail.com Fax : 1-407-671-2240 Karen Trudeau	N	0

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41	Goodwill Job Center 515 W. Central Ave. Orlando, Florida 32801 Phone : 407872-0770 Email : ossc@goodwillcfl.org Fax : 1-407-872-0256 Daisy Gonzalez	N	0
42	Hispanic Achievers P.O. Box 160912 Altamonte Springs, Florida 32716 Phone : 407-228-7267 Url : www.hispanicachievers.org Email : hajobs@bellsouth.net Danny Ramos	N	0
43	Hispanic Link News Service, Inc. 1420 N. Street, N.W. Washington, District of Columbia 20005 Phone : (407)428-5870 Url : http://www.hispaniclink.org/Hispanic_Link/Front_Pa Email : lgarcia@hispanicchamber.net Marilyn Linley	N	0
44	Howard University School of Communications 525 Bryant Street Washington, District of Columbia 20059 Phone : (202) 806-5806 Url : www.communications.howard.edu Email : cdudley@howard.edu Fax : 1-202-986-2911 Carol Dudley	N	0
45	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
46	Image Broadcast Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : 210-828-6664 Url : www.broadcastimage.com Email : mgrant@broadcastimage.com Michelle Grant	N	0

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47	Inhouse Promotion 4466 John Young Pkwy. Orlando, Florida Phone : 4075211256 Donna Ansley	N	1
48	Int'l. Academy of Design/Technology 6039 S. Rio Grande Orlando, Florida 32809 Phone : 4075136315 Url : www.iadt.edu Email : sramnarain@iadt.edu Fax : 1-407-888-4006 Sandy Ramnarain	Y	0
49	Internal Posting Allison McGinley	N	2
50	International Academy of Art & Design 6039 S. Rio Grande Ave. Orlando, Florida 32809 Phone : (813)699-5206 Url : http://www.academy.edu/ Email : cstorek@academy.edu Carl Storck	N	0
51	International Academy of Design & Technology 6039 S. Rio Grande Avenue Orlando, Florida 32809 Phone : 407-515-2568 Url : www.iadt.edu Email : tcoleman@iadt.edu Fax : 1-407-888-4006 Turea Coleman	Y	0
52	Internet Ad Sean McNamara	N	8
53	Interoffice Job Posting WJXT-TV	N	1
54	ITT Technical Institute 1400 International Pkwy. South Lake Mary, Florida 32746 Phone : (407)660-2900 Url : www.itt-tech.edu Email : kpolaletti@itt-tech.edu Kim Poaletti	N	0

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55	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
56	Jacksonville Urban League 903 West Union Street Jacksonville, Florida 32204 Phone : (904) 356-8336 Url : http://www.jaxul.org/ Fax : 1-904-356-8369 Michelle Foster	N	0
57	Job posting on internet Allison McGinley	N	1
58	Latino Leadership 1010 Executive Center Drive Suite 100 Orlando, Florida 32803 Phone : 407-895-0801 Url : www.latinoleadership.org Fax : 1-407-895-0803 Career Services	N	0
59	mediabizjobs.com Florida Url : www.mediabizjobs.com John Stipe Manual Posting	N	4
60	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
61	mediamatch.com Florida Url : www.mediamatch.com Career Services Manual Posting	N	0

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62	Metropolitan Orlando Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407841-7654 Fax : 1-407-841-9114 Shellie Ann Minnis	N	0
63	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
64	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
65	NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21215 Url : http://www.naACP.org/content/main/ Mr. John Johnson Manual Posting	N	0
66	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
67	National Association of Broadcasters 1771 N Street, NW Washington, District of Columbia 20036 Phone : 2024295424 Url : www.nab.org Email : asmith@nab.org Amanda Smith	N	0

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68	National Business & Disability Council-Abilities, Inc. 201 I.U. Willets Road Albertson, New York 11507 Phone : (212)558-5300 Url : http://www.business-disability.com/index.aspx Fax : 1-212-785-4513 Jennifer Towels	N	0
69	National Lesbian & Gay Journalists Assn. 1420 K Street Suite 910 Washington, District of Columbia 20005 Phone : (202) 588-9888 Email : info@nlgja.org Lynette Spencer	N	0
70	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
71	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
72	Native American Public Telecommunication P.O. Box 83111 Lincoln, Nebraska 68501 Phone : (402) 472-3522 Url : http://www.namac.org/node/4297 Fax : 1-402-472-8675 Career Services	N	0
73	Orlando Tech 301 W. Amelia Street Orlando, Florida 32801 Phone : (407)317-3431 Url : www.orlandotech.ocps.net/ Email : robin.oliver@ocps.net Robin Oliver	N	0

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74	Orlandojobs.com 43 East Pine Street Orlando, Florida 32801 Phone : 4076454224 Url : www.orlandojobs.com Email : Heather@OrlandoJobs.com Fax : 1-866-656-9907 Heather Deyrieux	N	15
75	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
76	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Fax : 1-904-924-1684 Sharon Robinson	N	0
77	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
78	Rollins College 1000 Holt Avenue Winter Park, Florida 32789 Phone : 407-646-2195 Url : www.rollins.edu/ Email : ccruzver@gmua.edu Christine Cruzvergara	N	0
79	RTNDA 1600 K Street, NW Suite 700 Washington, District of Columbia 20006 Phone : 202-659-6510 Url : http://www.rtdna.org/ Kathleen Graham	N	0

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80	Seminole State College 100 Weldon Blvd. Sanford, , Florida 32773 Phone : 407-708-2649 Url : www.myinterfase.com/seminolecc/employer Email : sauttern@seminolestate.edu Nancy Sautter	Y	0
81	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
82	South Asian Journalists Association Columbia Graduate School 2950 Broadway New York, New York 10027 Phone : (212) 854-5979 Url : www.saja.org/ Email : sree@sree.net Career Services	N	0
83	Southern Career College 8711 Lone Star Road Jacksonville, Florida 32211 Phone : (904) 724-2229 Url : http://www.ftcjacksonville.com/ Email : ilatimer@southerncareercollege.edu Fax : 1-904-520-7295 Irma Latimer	N	0
84	Special Circumstances 4466 John Young Pkwy. Orlando, Florida 32804 Phone : 4075211256 Donna Ansley	N	1
85	St. Augustine Technical Center Career Services 2980 Collins Avenue St. Augustine, Florida 32095 Phone : (904) 824-4401 Url : www.ftc.edu Fax : 1-904-547-3506 Christine Cothron	N	0
86	Station Website Steve Hyvonen	N	2

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87	Stetson University 421 N. Woodland Blvd. Deland, Florida 32723 Phone : (386) 822-7315 Url : www.stetson.edu/ Email : career@stetson.edu Annette Accorto	N	0
88	Syracuse University 215 University Place Syracuse, New York 13244 Phone : (315) 443-9092 Url : www.syr.edu/ Email : careers@syr.edu Debi Walker	N	0
89	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3181 Url : www.talentedynamics.com Email : michaels@talentedynamics.com Lou Michaels	N	0
90	Television Bureau of Adversing 3 East 54th Street New York, New York Phone : 212-486-1111 Url : http://www.tvb.org/nav/build_frameset.aspx Fax : 1-212-935-5631 Career Services	N	0
91	Texas Tech University College of Mass Communications P.O. Box 43082 Lubbock, Texas 79409 Phone : (806) 742-3385 Url : www.ttu.edu/ Email : aleesa.ross@ttu.edu Aleesa Ross	N	0
92	The Art Institute of Fort Lauderdale 1799 South East 17th St. Ft. Lauderdale, Florida 33316 Phone : (954)463-3000 Url : http://www.artinstitutes.edu/fort-lauderdale/Defau Fax : 1-954-525-2602 Career Services	N	0

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93	The Poynter Institute for Media Studies 801 Third Street St. Petersburg, Florida 33701 Url : http://www.poynter.org/ Fax : 1-727-553-4679 Career Services	N	0
94	Trade Website TVjobs.com	N	1
95	TVjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	3
96	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
97	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
98	University of Florida Knight Division, Career Svcs. 1080 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

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
99	University of Miami P.O. Box 249175 Coral Gables, Florida 33124 Phone : 305-284-6905 Url : http://www.miami.edu/ Email : ziffinfo@miami.edu Career Services	N	0
100	University of North Florida 4567 St. Johns Bluff Road, South Jacksonville, Florida 32224 Phone : (904) 620-2955 Url : http://www.unf.edu/ Email : CareerWings@unf.edu Anamarie Lelis	N	0
101	Unknown Unknown Unknown, Florida 32804 Phone : 4075211256 Donna Ansley	N	3
102	Unknown (source not adequately identified upon inquiry by SEU) Steve Hyvonen	N	1
103	Unknown Referral Source	N	7
104	Walk In Steve Hyvonen	N	1
105	Weber International University P.O. Box 96 Babson Park, Florida 33827 Phone : 863-638-2936 Url : http://www.webber.edu/ Email : whitetl@webber.edu Tonya White	N	0
106	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
107	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	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			128

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/1/2012	Establishment of an intern program designed to assist members of the community	WKMG-TV offers a year-round internship program for college students of junior or senior status who are participating in the internship program to receive school credits. The station sponsors approximately 15 students per semester in the News and Production departments.	4	Production Manager Managing Editor General Sales Manager Marketing & Promotion Dir	1.00
2	10/1/2012	Participation in other activities designed by the station employment unit	WKMG-TV runs on-air EEO announcements to invite organizations to be placed on the station's job notification mailing list. These :10 second community service announcements are aired at least once a week.	1	Sales Analyst	1.00
3	10/1/2012	Establishment of training programs for station personnel	Post-Newsweek Stations/WKMG-TV provides a Tuition Reimbursement program to encourage full time employees to further their education in order to advance in their careers. The Tuition Reimbursement Plan covers all full time employees who want to take courses at a recognized educational institution. Approved eligibility include academic or vocational courses related to their position, courses necessary to complete an undergraduate degree or high school diploma; courses in a graduate degree program provided the degree is relevant to their job and other courses that will enhance ability to contribute to their current job. The maximum benefit for tuition reimbursement is \$2500 per calendar year.	4	Business Manager Computer Support Specialist Internet Sales Coordinator Sales Analyst	1.00
4	10/1/2012	Listing of each upper-level category opening in a job bank or newsletter	Upper level positions, on-air talent and management job postings are posted with minority organizations. There are approximately 120 organizations notified for each job posting that include colleges, minority and broadcast industry organizations. a complete mailing list is included in this report.	1	Human Resources Adm.	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
5	10/16/2012	Participation in other activities designed by the station employment unit	Oak Ridge High School Tour: WKMG-TV provides opportunities to Central Florida Schools and Organizations to learn about the daily news operation at a broadcast television facility. The station tours are informative about the various careers in broadcasting in hopes of creating student's interest in an education to obtain a job in the radio/TV industry. Groups visit the studio and production areas, as well as the newsroom, news set and weather center. Students are given the opportunity to ask questions about broadcasting and watch a live newscast. They meet the news anchors and also have a photo opportunity.	5	Production Manager Asst. Production Manager News Anchor Meteorologist	1.00
6	10/23/2012	Participation in other activities designed by the station employment unit	Wolf Lake Middle School Tour: WKMG-TV provides opportunities to Central Florida Schools and Organizations to learn about the daily news operation at a broadcast television facility. The station tours are informative about the various careers in broadcasting in hopes of creating student interest in an education to obtain a job in the Radio/TV industry. Groups visit the studio and production areas, as well as the newsroom, news set and weather center. Students are given the opportunity to ask questions about broadcasting and watch a live newscast. They meet the news anchors and also have a photo opportunity.	4	Production Manager Asst. Production Manager News Anchor Meteorologist	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
7	11/8/2012	Participation in other activities designed by the station employment unit	Jewish Academy Station Tour: WKMG-TV provides opportunities to Central Florida Schools and Organizations to learn about the daily news operation at a broadcast television facility. The station tours are informative about the various careers in broadcasting in hopes of creating students interest in an education to obtain a job in the broadcasting industry. Groups visit the studio and production areas, newsroom, news set and weather center. They are given the opportunity to ask questions about broadcasting and watch a live newscast. They meet the news anchors and also have a photo opportunity.	4	Production Manager Asst. Production Manager News Anchor Meteorologist	1.00
8	11/14/2012	Participation in events or programs sponsored by educational institutions	Orange County Public Schools "Teach In 2012" Ocoee Elementary School in Ocoee, FL Production Technician, Ivan Diaz, gave a presentation and description of broadcast television careers to Mr. Griffin's 4th Grade Class and Mr. Singh's 5th Grade class, speaking to a total of 34 students. He gave a brief history of the station and explained how TV signals travel from the station to their home television sets. Mr. Diaz brought several examples of TV gear such as cameras, batteries, video tapes for them to see, touch and encourage engagement from the students. The students received head shots of the on-air Local6 talent and they also received some station promotional items. The Teach In effort is designed to strengthen the bond between the schools and community.	1	Production Technician	0.25
9	11/14/2012	Participation in events or programs sponsored by educational institutions	Mobile Journalist, Kristin Giannas, spoke to the University of Central Florida Chapter of RTDNA at their November Workshop. Ms. Giannas explained to the group about the duties of performing as a Mobile Journalist and shared tips on how to hone your shooting, editing and reporting skills.	1	Mobile Journalist	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
10	11/16/2012	Co Sponsoring Job Fair	WKMG-TV was co-sponsor of the 3rd Annual Florida Blue Classic Career Expo & Diversity Job Fair on November 16, 2012 at the Amway Arena. Orlandojobs.com hosted the event and estimated 5000 people attended the Job Fair. WKMG-TV accepted approximately 250 resumes for consideration of current job openings that included Executive Producer, News Photographer, News Producer, PT Administrative Asst, and Account Executive. There were several hiring managers in attendance: Robert Kotek/Production Manager, Laura Genette/Business Manager, Erin Martin/Promotion Manager, Steve Adams/Local Sales Manager, Lou Supowitz/General Sales Manager, Internet Sales Manager Diane Politi. Donna Ansley, Human Resources Adm, also attended the event. All collected resumes were sorted and distributed to hiring managers for review and consideration of current openings. Resumes that didn't reflect the experience required for the current job openings were kept on file for future consideration and review.	7	Production Manager General Sales Mgr. Business Manager Local Sales Manager	1.00
11	11/16/2012	Participation in other activities designed by the station employment unit	Piedmont Lakes Elementary Station Tour	4	Production Manager Asst. Production Manager News Anchor Meteorologist	1.00
12	11/26/2012	Establishment of training programs for station personnel	Maintenance Engineers and the Assistant Chief Engineer have attended several training classes within the past year on the maintenance of the stations newsroom video editing systems. Harris Broadcast has provided inhouse training on the editing equipment that is used in the news departments day-to-day operations. The training will enhance the skills of the Engineering Maintenance staff, giving them the training to advance their knowledge of equipment maintenance.	5	Asst. Chief Engineer IT Specialist Maintenance Engineer Maintenance Engineer	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
13	11/27/2012	Participation in other activities designed by the station employment unit	Edgewater High School Station Tour: WKMG-TV provides opportunities to Central Florida Schools and Organizations to learn about the daily news operation at a broadcast television facility. The tours inform the student about the various careers in television and the education necessary to obtain a job in the broadcast industry.	4	Production Manager Asst. Production Manager News Anchor Meteorologist	1.00
14	12/14/2012	Participation in other activities designed by the station employment unit	WKMG-TV provides opportunities to Central Florida Schools and Organizations to learn about the daily news operation at a broadcast television facility. The tours inform the students about the various careers in television and the education necessary to obtain a job in the broadcast industry.	4	Production Manager Asst. Production Manager News Anchor Meteorologist	1.00
15	12/14/2012	Participation in other activities designed by the station employment unit	Apopka Memorial Middle School Station Tour: WKMG-TV provides opportunities to Central Florida Schools to learn about the daily news operation at a broadcast television facility. The tours inform the students about the various careers in television and the education necessary to obtain a job in the broadcast industry.	4	Production Manager Asst. Production Manager News Anchor Meteorologist	1.00
16	1/2/2013	Establishment of training programs for station personnel	WKMG has contracted with Matrix Solutions and Noll & Associates to train the Sales Staff including Sales Managers. Matrix Solutions is a company that teaches software tool training to enable the sales staff to manage sales related activities, track performance, manage account lists and reference revenue information. Noll & Associates present on-site sales technique training sessions, as well as, quarterly satellite webinars covering a broad sample of industry topics. They also provide access to an online archive of sales products including presentation and sales strategies. The Sales Staff attends quarterly satellite webinars and 5 days of on-site sales training annually. The training enhances selling techniques and helps them advance and excel in their sales efforts.	19	General Sales Manager Local Sales Manager National Sales Manager Director of Sales Development	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
17	2/21/2013	Participation in other activities designed by the station employment unit	Bear Lake Elementary Station Tour Group 2: WKMG-TV provides opportunities to Central Florida Schools to learn about the daily news operation at a broadcast television facility. The station tours are informative about the various careers in broadcasting in hopes of creating student interest in a education to obtain a job in the broadcast industry. Groups visit the studio and production areas, as well as the newsroom, news set and weather center. Students are given the opportunity to ask questions about broadcasting and watch a live newscast. They meet the news anchors and also have a photo opportunity.	4	Production Manager Asst. Production Manager News Anchor Meteorologist	1.00
18	3/12/2013	Participation in other activities designed by the station employment unit	First Academy Station Tour: WKMG-TV provides opportunities to Central Florida Schools to learn about the daily news operation at a broadcast television facility. The tours inform the students about the various careers in television and the education necessary to obtain a job in the broadcast industry.	4	Production Manager Asst. Production Manager News Anchor Meteorologist	1.00
19	4/18/2013	Participation in other activities designed by the station employment unit	Embry Riddle Aeronautical University Station Tour: WKMG-TV provides opportunities to Central Florida Schools and Colleges to learn about the daily news operation at a broadcast television facility. The tours inform the students about the various careers in television and the education necessary to obtain a job in the broadcast industry.	4	Production Manager Asst. Production Manager News Anchor Meteorologist	1.00
20	4/25/2013	Participation in other activities designed by the station employment unit	Valencia Community College Station Tour: WKMG-TV provides opportunities to Central Florida Schools and Colleges to learn about the daily news operation at a broadcast television facility. The tours inform the students about the various careers n television and the education necessary to obtain a job in the broadcast industry.	4	Production Manager Asst. Production Manager News Anchor Meteorologist	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
21	4/29/2013	Participation in other activities designed by the station employment unit	Castle Creek Elementary: WKMG-TV provides opportunities to Central Florida Schools and Organizations to learn about the daily news operation at a broadcast television station. The station tours are informative about the various careers in broadcasting in hopes of creating student's interest in an education to obtain a job in the Radio/TV industry. Groups visit the studio and production areas, as well as the newsroom, news set and weather center. Students are given the opportunity to ask questions about broadcasting and watch a live newscast. They meet the news anchors and also have a photo opportunity.	4	Production Manager Asst. Production Manager News Anchor Meteorologist	1.00
22	4/30/2013	Participation in other activities designed by the station employment unit	Mount Dora Middle School Station Tour: The group visited all Studio and Production areas, as well as the news room, news set and weather center. All visitors watched the live broadcast of Local 6 News at Noon. After the newscast, students participated in a Question/Answer session with the news talent and production crew and then had a opportunity to take pictures with the news talent.	4	Production Manager Asst. Production Manager News Anchor Meteorologist	1.00
23	5/6/2013	Participation in other activities designed by the station employment unit	Umatilla Elementary Station Tour: WKMG-TV provided the opportunity to students to learn about the daily news operation at a broadcast television facility. The group visited all studio and production areas, including the news room, news set and weather center. They watched a live broadcast of Local 6 News at Noon that was followed by a question/answer session. They met with the news talent and production staff and were given a photo opportunity with the news anchor and meteorologist.	4	Production Manager Asst. Production Manager News Anchor Meteorologist	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
24	7/23/2013	Participation in other activities designed by the station employment unit	WKMG-TV provides opportunities to Central Florida Schools to learn about the daily news operation at a broadcast television facility. The tours inform the students about the various careers in television and the education necessary to obtain a job in the broadcast industry.	4	Production Manager Asst. Production Manager News Anchor Meteorologist	1.00
25	8/1/2013	Participation in Job Fairs	National Association of Black Journalists Convention, Orlando, FL, August 1-3, 2013. Laura Genette, Business Manager, Steve Hyvonen, News Director, Allison McGinley, Executive Producer and Raquel Giorgio, Managing Editor, attended the Convention to promote job openings at the station. They collected resumes and conducted on-site interviews for the open positions of Assignment Editor, Consumer Reporter and News Producer. An applicant from the convention was hired to fill the Consumer Reporter position at WKMG-TV.	4	Business Manager News Director Executive Producer Managing Editor	0.25
26	9/19/2013	Participation in scholarship programs	Station participates in the Emma Bowen Foundation Scholarship/Internship program. A donation in the amount of \$5480 was contributed to the Foundation to assist with the educational expenses on behalf of our Emma Bowen Foundation sponsored intern.	4	Business Manager General Sales Manager News Director Creative Svcs. Director	1.00
TOTAL POINTS OVER REPORTING PERIOD:						23.75