

WKMG-TV
EEO PUBLIC FILE REPORT
October 3, 2016 - October 2, 2017

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Account Executive	1-5, 7-8, 11-17, 19-20, 22, 24-27, 29-30, 32-36, 38, 40, 42-45, 48-50, 53-61, 63-64, 67, 69-73, 75-79, 81, 83-87, 90-92, 94-96, 99-100	29
Digital/Local Sales Manager	1-5, 7-8, 11-17, 19-22, 24-27, 30-38, 40, 42-45, 48-50, 53-61, 63-64, 67, 69-73, 75-79, 81, 83-87, 91-97, 100	21
Assignment Editor Trainee	1-5, 7-9, 11-17, 19-20, 22, 24-25, 27, 30-40, 42-45, 48-50, 52-57, 59-61, 63-64, 67-73, 75-79, 81, 84-86, 91-95, 99-100	16
Investigative Producer	1-5, 7-9, 11-17, 19-20, 22, 24-25, 27, 29-30, 32-36, 38-40, 42-45, 48-50, 52-57, 59-61, 63-64, 67-73, 75-79, 81, 84-86, 91-95, 99-100	29
WEB PRODUCER/MULTIMEDIA JOURNALIST	1-5, 7-9, 11-14, 16-17, 19-20, 22, 24-25, 27, 29-40, 42-45, 48-50, 52-57, 59-61, 63-64, 67-73, 75-79, 81, 84-86, 91-95, 99-100	16
WEB PRODUCER/MULTIMEDIA JOURNALIST	1-5, 7-9, 11-14, 16-17, 19-20, 22, 24-25, 27, 29-40, 42-45, 48-50, 52-57, 59-61, 63-64, 67-73, 75-79, 81, 84-86, 91-95, 99-100	16
News Photographer	1-5, 7-9, 11-17, 19-20, 22, 24-25, 27, 29-40, 42-46, 48-50, 53-57, 59-61, 63-64, 67-73, 75-79, 81, 84-86, 91-92, 94-95, 99-100	29
Reporter	1-5, 7-9, 11-17, 19-20, 22, 24-25, 27, 30-40, 42-45, 48-50, 52-57, 59-64, 67-73, 75-79, 81-82, 84-86, 91-96, 99-100	63
Computer Support Specialist	1-5, 7-10, 12-17, 19-20, 22, 24-25, 30-40, 42-46, 48-50, 52-57, 59-64, 67-73, 75-79, 81, 84-86, 88, 91-95, 99-100	53
Promotion Producer	1-5, 7-10, 12-17, 19-20, 22, 24-25, 29-45, 48-50, 52-57, 59-64, 67, 69-73, 75-79, 81, 84-86, 88, 91-96, 99-100	1

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Operations Engineer	1-5, 7-10, 12-14, 16-17, 19-20, 22, 24-25, 30-45, 47-50, 52-57, 59-64, 67-79, 81, 84-86, 88, 91-95, 99-100	47
Photographer	1-5, 7-10, 12-14, 16-17, 19-20, 22, 24-25, 29-45, 48-50, 52-57, 59-64, 67-76, 78-79, 81, 84-86, 88, 91-95, 99-100	29
Investigative News Reporter	1-5, 7-10, 12-14, 16-17, 19-20, 22, 24-25, 29-30, 32-45, 48-50, 52-57, 59-64, 67-73, 75-76, 78-79, 81, 84-86, 88-89, 91-96, 98-100	29
Technician-2	1-5, 7-10, 12-17, 19-20, 22, 24-25, 30-45, 47-50, 52-57, 59-64, 67-73, 75-76, 78-79, 81, 84-86, 88, 91-95, 99-100	47
Assignment Associate	1-5, 7-10, 12-14, 16-17, 19-20, 22, 24-25, 29-45, 48-50, 52-57, 59-64, 67-73, 75-76, 78-79, 81, 84-86, 88, 91-95, 99-100	16
Maintenance Engineer	1-5, 7-10, 12-14, 16-20, 22, 24-25, 30-45, 48-50, 52-57, 59-64, 67-73, 75-76, 78-79, 81, 84-86, 88, 91-96, 99-100	91
Assignment Manager	1-5, 7-10, 12-14, 16-20, 22, 24-25, 28, 30-45, 48-50, 53-57, 59-64, 66-73, 75-76, 78-79, 81, 84-86, 88, 91-96, 99-100	28
Research Director	1-10, 12-20, 22, 24-25, 29-45, 48-50, 52-57, 59-64, 66-73, 75-76, 78-79, 81-82, 84-86, 88, 91-95, 99-100	29
Executive Producer II	1-5, 7-10, 12-14, 16-20, 22, 24-25, 28-30, 33-36, 38-45, 48-57, 59-64, 66-73, 75-76, 78-79, 81, 84-86, 88, 91-95, 99-100	28
Reporter	1-2, 4-5, 7-10, 12-14, 16-20, 22, 24-25, 30, 33-36, 38-45, 48-50, 52-57, 59-73, 75-76, 78-81, 84-86, 88, 91-96, 99-100	80
Producer	1-5, 7-10, 12-14, 16-20, 22, 24-25, 30, 33-36, 38-45, 48-50, 52-57, 59-64, 66-73, 75-76, 78-79, 81, 84-86, 88, 91-95, 99-100	40

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Sports Anchor	1-5, 7-10, 12-14, 16-20, 22-25, 29-30, 33-36, 38-41, 43-45, 48-50, 52-57, 59-64, 66-73, 75-76, 78-79, 81, 84-86, 88-89, 91-95, 99-100	29
Photographer	1-5, 7-10, 12-14, 16-20, 22-25, 28-30, 33-36, 38-41, 43-46, 48-50, 52-57, 59-64, 66-73, 75-76, 78-79, 81, 84-86, 88-89, 91-95, 99-100	28
Local Sales Manager	1-5, 7-10, 12-20, 22-25, 30, 33-36, 38-41, 43-44, 48-50, 52-57, 59-64, 66-73, 75-76, 78-79, 81-82, 84-86, 88-89, 91-95, 99-100	40
Editor	1-2, 4-5, 7-10, 12-14, 16-20, 22-25, 29-30, 33-34, 36, 38-41, 43-46, 48-50, 52-57, 59-64, 66-73, 75-76, 78-79, 81, 84-86, 88-89, 91-95, 99-100	29

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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	1
2	AAJA Florida Chapter Florida Url : http://chapters.aaja.org/Florida/FLAAJA.html Email : aajaflorida@gmail.com Gail Rayos	N	0
3	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
4	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
5	B-Roll.net 243 17th Street SE Washington, District of Columbia 20003 Url : www.b-roll.net Career Services Manual Posting	N	0
6	Brevard Community College-Career Center 3865 N. Wickham Road Melbourne, Florida Phone : (321)433-7070 Url : http://www.brevard.cc.fl.us/ Email : coirom@brevard.edu Mariela Coiro	N	0
7	Broadcast Employment Services (tvjobs.com/amfm.com/digitaltalent.tv) Florida Phone : (800)374-0119 Email : admin@tvjobs.com Mark Holloway	N	0

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8	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
9	CareerSource Northeast Florida 215 N. Market Street 2nd Floor Jacksonville, Florida 32202 Email : info@careersourcenefl.com C. Moody	N	0
10	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
11	Catholic Charities of Central Florida, Inc. 1819 N. Semoran Blvd. Orlando, Florida 32807 Phone : 407-277-1938, ext 2321 Email : Daisy.Clemente@cflcc.org Fax : 1-407-277-3744 Daisy Clemente	N	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

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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
15	Classified Ad-Spots n Dots Ads@spotsndots.com Kennesaw, Georgia Phone : 407-521-1256 Url : www.spotsndots.com Donna Ansley Manual Posting	N	0
16	clickorlando.com 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1200 Email : ddahm@wkmkg.com Fax : 1-407-521-1204 Daniel Dahm	N	32
17	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : (813)-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
18	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
19	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

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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	Connecticut School of Broadcasting 7087 Grand National Drive Suite 100 Orlando, Florida 32819 Phone : 407-704-8910 Url : www.gocsb.com Email : rconley@gocsb.com Ryan Conley	N	0
21	Consultant Referral	N	4
22	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
23	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
24	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
25	Doug Olin WINK-TV 2824 Palm Beach Blvd. Fort Myers, Florida 33916 Phone : 1-239-9600 Url : www.winknews.com Doug Olin 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
26	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
27	Emma Bowen Fund for Minority Int. in Media 30 Rockefeller Plaza 1221 Ave. of the Americas, 28th FL New York, New York 10112 Phone : (212) 664-3392 Url : http://www.emmabowenfoundation.com/ Email : sandra.rice@nbcuni.com Fax : 1 - - - Sandra Rice	N	0
28	Employee Promotion 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1256 Email : dansley@wkmg.com Donna Ansley	N	3
29	Employee Referral 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1256 Donna Ansley	N	33
30	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
31	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

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32	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
33	Flagler College P.O. Box 1027 St. Augustine, Florida Phone : (904) 819-6286 Url : www.flagler.edu/ Email : JFurlong@flagler.edu Fax : 1-904-826-8515 Jess Furlong	N	0
34	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
35	Florida Association of Broadcasters 201 S. Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : (850)681-6444 Url : http://www.fab.org/ Career Services	N	0
36	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
37	Florida State University University Center 4100 Career Center Tallahassee, Florida 32306 Phone : (850) 644-6431 Ms. Jamie Flora	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
38	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
39	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
40	Graham Media Group 161 North Clark Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	3
41	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
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	Indeed.com c/o Donna Ansley Orlando, Florida Phone : 407-521-1256 Email : dansley@wkmg.com Fax : 1-407-521-1251 Donna Ansley	N	5
47	Inhouse Promotion 4466 John Young Pkwy. Orlando, Florida Phone : 4075211256 Donna Ansley	N	2
48	ITT Technical Institute 1400 International Pkwy. South Lake Mary, Florida 32746 Phone : (407)660-2900 Url : www.itt-tech.edu Email : kpoaletti@itt-tech.edu Kim Poaletti	N	0
49	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

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50	John Butte & Associates P.O. Box 477 Lakewood, Ohio 44107 Phone : 216-650-2258 John Butte Manual Posting	N	1
51	KPRC-TV 8181 Southwest Freeway P.O. Box 2222 Houston, Texas 77074 Phone : (713) 778-4748 Url : www.click2houston.com Will Gough Manual Posting	N	1
52	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
53	Linkedin` Linkedin LinkedIN, Florida Phone : 407-521-1256 Donna Ansley Manual Posting	N	18
54	mediabizjobs.com Florida Url : www.mediabizjobs.com John Stipe Manual Posting	N	0
55	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
56	mediamatch.com Florida Url : www.mediamatch.com Career Services Manual Posting	N	0

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57	MediaRecruiter.com 9457 So. University Blvd. Suite #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
58	Metropolitan Orlando Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407841-7654 Fax : 1-407-841-9114 Shellie Ann Minnis	N	0
59	monster.com 4466 John Young Pkwy. Orlando, , Florida 32804 Donna Ansley Manual Posting	N	0
60	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
61	NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21215 Url : http://www.naACP.org/content/main/ Mr. John Johnson Manual Posting	N	0
62	NAB Education Foundation 1771 N Street, NW Washington, District of Columbia 20036 Phone : 202-429-5361 Url : www.nabef.org Email : MDuke@nab.org Fax : 1-202-517-1617 Michelle Duke	N	0

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63	Napoli Management Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-385-8221 Laurie Jacoby Manual Posting	N	3
64	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
65	National Assn. of Hispanic Journalists 1000 National Press Bldg. Washington, District of Columbia 20045 Phone : (202) 662-7145 Email : jobbank@nahj.org Marco Botero	N	0
66	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
67	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
68	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

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69	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
70	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
71	No Posting WKMG-TV Orlando, Florida 32804 Phone : 407-521-1256 Email : dansley@wkmg.com Donna Ansley	N	0
72	Orlandojobs.com 43 East Pine Street Orlando, Florida 32801 Phone : 4076454224 Url : www.orlandojobs.com Email : christie@orlandojobs.com Fax : 1-866-656-9907 Christie Johnson	N	0
73	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

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74	RecruitMilitary.com 422 West Loveland Avenue Loveland, Ohio 45140 Phone : 859-869-1064 Url : www.RecruitMilitary.com Email : dgolden@recruitmilitary.com Doug Golden	N	0
75	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Fax : 1-904-924-1684 Sharon Robinson	N	0
76	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
77	Seminole State College 100 Weldon Blvd. Sanford, , Florida 32773 Phone : 407-708-2649 Url : www.myinterfase.com/seminolecc/employer Email : sauttern@seminolestate.edu Fax : 1-407-708-2034 Donna Dantzier	N	0
78	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
79	Society of Broadcast Engineers-Chapter 42 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1200 Frank Torbert Manual Posting	N	7

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80	Sound of Life Media 238 Sand Hill Road Asheville, North Carolina 28806 Phone : 828-713-2871 Url : www.soundoflifemedia.com Email : john@woundoflifemedia.com John Kirtley	N	1
81	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
82	Spots n Dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : http://www.spotsndots.com Emily McKay Manual Posting	N	10
83	St. Augustine Technical Center Career Services 2980 Collins Avenue St. Augustine, Florida 32095 Phone : (904) 824-4401 Url : www.fctc.edu Fax : 1-904-547-3506 Christine Cothron	N	0
84	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
85	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

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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
86	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3181 Url : www.talentedynamics.com Email : michael@talentedynamics.com Lou Michaels	N	0
87	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
88	The NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 David Christopher Manual Posting	N	1
89	The NWT Group 2110 Elmwood Bryan , Tennessee 77802 Phone : 817-987-3600 Fax : 1-888-374-7907 Carolyn Kane	N	1
90	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
91	TVjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	1

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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
92	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	2
93	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
94	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
95	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
96	Unknown Unknown Unknown, Florida 32804 Phone : 4075211256 Donna Ansley	N	8
97	WJXT-TV 4 Broadcast Place Jacksonville, Florida 32207 Phone : 904-399-4000 Email : kbarnard@wjxt.com Keira Barnard	N	0

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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
98	WKMG Resumes On File 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 4075211256 Email : dansley@wkmg.com Donna Ansley	N	3
99	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
100	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			140

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/3/2016	Participation in scholarship programs	WKMG-TV cooperates with the Emma Bowen Foundation in an effort to provide on-the-job training and a scholarship for a minority student who is pursuing a career in Broadcasting. This is a 4 year program where the student interns with the station in all departments to get a rounded view of the industry. Our current intern is in her 4th year of the program and attends Spelman University. She has worked in News, Promotion, Business, Engineering/Production departments, over the past 4 years getting hands-on experience. Once she obtains her college degree, she will have the opportunity to apply for open positions within the Company, prepared with the skills and experience to qualify for a position. The Co. provides matching funds equaling the student's earnings to the Emma Bowen Foundation, which, in return, assists the student with ongoing college expenses.	1	Emma Bowen Intern
2	10/3/2016	Establishment of an intern program designed to assist members of the community	Graham Media Group/WKMG-TV offers a year round paid internship program for college students of junior or senior status. Students who participate in the internship program receive school credit while getting on-the-job training and experience. Interns have the opportunity to learn about the day to day operations of a television station and also to apply for open positions. WKMG hosts 6-8 interns per semester and has hired several of our interns for regular positions within the station.	4	Production Manager News Director Creative Services Director Business Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	10/3/2016	Participation in other activities designed by the station employment unit	WKMG-TV, along with our digital tier stations, WKMG-DT6.2 and WKMG-DT6.3, broadcasts on-air :10 community service/EEO announcements to invite organizations to be placed on the station's job notification list. The :10 community service announcements are scheduled throughout the year, as time permits, on all of the above mentioned channels. We endeavor to air the announcements on a weekly basis.	1	Sales Analyst
4	10/3/2016	Listing of each upper-level category opening in a job bank or newsletter	Upper level positions, on-air talent and management job postings are listed with minority organizations. There are approximately 80 organizations notified for each opening that include colleges, minority and broadcast industry organizations. A complete list is included in this report.	1	HR Administrator
5	10/3/2016	Provision of training to management	Graham Holdings Company requires on-line training of all employees, including managers, regarding the Company's Code of Business Conduct, Ethics, Harassment and Discrimination and Information Security/Privacy practices. The training is a condition of employment for every employee and is required of each new hire within the first 30 days of employment. Employees are required to complete the training every 2 years for re-certification. This training ensures all employees have an understanding of the Company practices in order to promote a respectful workplace, understand security policies to keep company information secure and how to report a violation of a Company policy.	160	Vice President/Gen. Mgr. Business Manager News Director Chief Engineer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	10/3/2016	Establishment of training programs for station personnel	Graham Media Group/WKMG-TV offers a Tuition Reimbursement program to encourage full time employees to further their education and help advance in their careers by enhancing job skills. The tuition Reimbursement program covers courses at recognized educational institutions to help employees complete degrees, obtain a graduate degree that relates the their job, vocational training and to obtain a high school diploma. The maximum benefit for tuition reimbursement is \$5250 per calendar year.	3	Sales Asst. Promotion Producer Production Technician
7	10/24/2016	Participation in events or programs sponsored by educational institutions	UCF Intern Pursuit: University of Central Florida hosted an Internship event to attract employers in the hiring of interns. Students meet with employers to review the how the internships work, what internships are available and the qualities employers require of interns. Executive Producer, Angel Blazquez and Social Media Producer, Shannon McLellan gave one-on-one interviews to approximately 15 students interested in an internship with WKMG-TV/News 6..	2	Executive News Producer Social Media Producer
8	10/28/2016	Establishment of training programs for station personnel	Kennen Williams of Noll & Associates presented a half day training session exploring the principles of productive idea-sharing and brainstorming, with a focus on developing ideas that get client results. He reviewed how to choose the best marketing and creative ideas, while learning to communicate positive work in a non-critical fashion. This training session was presented to the sales managers and account executives.	12	General Sales Manager Local Sales Manager National Sales Manager Account Executive

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9	11/15/2016	Participation in events or programs sponsored by educational institutions	Kirstin O'Connor, Anchor/Reporter, participated with the Teach In at Crystal Lake Elementary School, sponsored by Seminole County Public Schools. She visited students and gave presentations about different careers in broadcasting. She spoke about how she started in News and they practiced impromptu speaking to win prizes. They watched a couple of news reports about video games and the students received News 6 goody bags.	1	Anchor/Reporter
10	11/16/2016	Participation in other activities designed by the station employment unit	Erik Sandoval, Reporter, hosted a "Teach-In" at the station to the Journalism Class from East Ridge High School. He discussed the process of how a news story goes from idea to the finished product; the duties and responsibilities of being a journalist and also how city governments operate.	1	News Reporter
11	1/10/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour for Bridgewater Middle School Contact: Andrew Inches 407-905-3710, ext. 5332263	4	Production Manager Anchor Anchor Meteorologist
12	1/18/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour for School of Friends (1st Group) Contact: Crystal Drummond 407-385-9091	4	Production Manager Meteorologist Anchor Anchor
13	2/1/2017	Participation in events or programs sponsored by educational institutions	Troy Bridges, Meteorologist, hosted the Science Tech-Education, Arts in Math Learning Fair at Wilson Elementary in Sanford, FL . Teachers, Students and Parents attended the event to hear his presentation about Weather forecasting and the process of gathering weather information.	1	Meteorologist
14	2/21/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour for Deland High School, Digital Video Production Class Contact: Jim Lowenstein 386-822-6909, ext. 23373	4	Production Manager Asst. Production Mgr. Anchor Anchor
15	2/21/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour for School of Friends (2nd Group) Contact: Crystal Drummond 407-385-9091	4	Production Manager Asst. Production Mgr. Meteorologist Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	3/7/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour for Bear Lake Elementary School Contact: Ashley Moore 407-746-5574	4	Production Manager Meteorologist Anchor Anchor
17	3/9/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour for Oakridge High School Contact: Jenevieve Jackson 407-852-3200, ext. 6102336	4	Production Manager Asst. Production Mgr. Anchor Anchor
18	3/14/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour for Spring Lake Elementary School Contact: Michelle Phillips 407-746-1610	4	Production Manager Meteorologist Anchor Asst. Production Manager
19	3/16/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour for Olympia High School Contact: Mara Wilson 407-905-6400, ext. 6123158	4	Production Manager Asst. Production Mgr. Anchor Meteorologist
20	3/20/2017	Participation in events or programs sponsored by educational institutions	Executive Producer, Angel Blazquez, attended the University of Central Florida Intern Pursuit event. This event is an opportunity to recruit and hire news, production and digital interns and employees. Students majoring in Journalism at UCF were interviewed and received applications for the Graham Media Group internship program. He discussed the requirements and overview of the News 6 mission and philosophy. He also handed out job applications to students who were interested in applying for open positions at the station...	1	Executive News Producer
21	3/25/2017	Participation in events sponsored by community groups	Erik Sandoval, Reporter, participated in a seminar hosted by the National Lesbian & Gay Journalists Association. NLGJA is the National Lesbian Gay Journalist Association representing LGBT journalists on all platforms. He discussed the coverage of the Pulse nightclub shootings and how WKMG-TV covered the story, the lessons learned, community engagement after the tragedy and how the community is still healing.	1	Reporter

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
22	3/25/2017	Participation in events or programs sponsored by educational institutions	Graham Media Group news directors and VP/Chief Human Resources Officer attended the annual DC Journalism Job Fair in Washington, DC. The job fair is organized by the Georgetown University Master's of Professional Studies in Journalism program and the Washington D.C. chapters of the National Assoc. of Hispanic Journalists, the Asian American Journalists Assoc., the National Lesbian & Gay Journalists Assoc., the Society of Professional Journalists, the Washington Assoc. of Black Journalists and the Journalism and Women Symposium. This annual event brings together a diverse pool of local and national candidates of all experience levels. Resumes were collected and provided to managers for consideration of filling current job openings within the Graham Media Group.	1	VP/Chief Human Resources Officer
23	3/28/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour: The First Academy Contact: Terri Morabito 407-758-9614	4	Asst. Production Mgr. Meteorologist Anchor Anchor
24	3/28/2017	Participation in Job Fairs	Veteran Career Panel/Networking Event/Job Fair, March 28, 2017, Full Sail University. Business Manager Laura Genette and HR Administrator Donna Ansley attended the Job Fair hosted by Full Sail University and the WWE. The Career Panel and Job Fair was in support for Veterans who are seeking employment. Production Manager Robert Kotek and Assistant Production Manager Rich Byrnes attended the Career Panel to participate in the career coaching workshop. Resumes were collected for open positions within the station and returned to hiring managers for consideration.	4	Business Manager Production Manager Asst. Production Mgr. HR Administrator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
25	3/29/2017	Participation in events sponsored by community groups	Reporter Erik Sandoval attended a Crisis Communications Forum sponsored by the PRSA of Orlando, a professional organization of public relations professionals from for-profit and non-profit organizations in Central Florida. He presented how WKMG-TV and TV news reporters relied on social media for coverage of the Pulse Nightclub shootings for updates from police and first responders. The forum reviewed the lessons learned by first responders, hospitals and non-profit community organizations.	1	Reporter
26	3/29/2017	Participation in events sponsored by community groups	WKMG-TV hosted representatives from the Media Financial Management Association and SHRM for a round table discussion about hiring and attracting Millennials to the workforce. Discussions were held about the younger generation and their expectations of employers, including benefits, workplace environment, corporate culture and recognition practices. Managers from WKMG in attendance included the business manager, news director, production manager, general sales manager and hr administrator.	5	Business Manager Production Manager General Sales Manager News Director
27	3/30/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour: Olympia High School Contact: Mara Wilson 407-905-6400, ext. 6123158	4	Asst. Production Mgr. Meteorologist Anchor Anchor
28	4/4/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour: North Brevard Homeschool Alliance Contact: Denise@nbhalliance@gmail.com	4	Asst. Production Mgr. Anchor Anchor Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
29	4/8/2017	Participation in events sponsored by community groups	Executive Producer, Angel Blazquez, attended the Florida Associated Press Awards Banquet. The ceremony was attended media professionals from around the State, including accomplished speakers in the industry. He had the opportunity to contact and communicate with potential employees and also with industry professionals about delivering presentations to the News 6 staff. He communicated with prospective employees and professionals about News 6 mission and evolution. And, also accepted awards for News 6.	1	Executive News Producer
30	4/12/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour: Lake County Educational Foundation Contact: Carmen Cullen-Batt 352-326-1265	4	Asst. Production Mgr. Anchor Meteorologist Anchor
31	4/20/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour: Seminole Students Shadow for Success Home Schooled Students Contact: Seminole Students Shadow for Success 407-320-0000	4	Asst. Production Mgr. Anchor Anchor Meteorologist
32	4/20/2017	Participation in events sponsored by community groups	Erik Sandoval presented the daily news gathering process for WKMG-TV and how news producers/reporters have to debunk news items before the story is presented on the newscasts. His presentation was given to the Public Relations Association of Brevard County, who hosted the event. He participated on a panel of how journalists sift through news events/stories and determinate what is fake and what is not.	1	Reporter
33	5/4/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour: Umatilla Elementary Contact: Susan Caldwell 352-669-3181, ext. 3726	4	Asst. Production Mgr. Production Manager Meteorologist Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
34	5/8/2017	Participation in events or programs sponsored by educational institutions	Student from Devereaux, FL who is autistic, job shadowed with Meteorologist, Troy Bridges. He was given a tour of the station and spent time in the Weather Center learning about the computers and how the weather forecast is prepared.	1	Meteorologist
35	5/11/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour: Stone Lakes Elementary Contact: Lorri Dempster 407-207-7793, ext. 4142227	4	Production Manager Asst. Production Mgr. Anchor Anchor
36	5/16/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour: Frangus Elementary Contact: Mary Edmonds 407-296-5469, ext.. 3362227	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
37	5/18/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour: Round Lake Elementary Contact: Cindy Coldren ColdrenC@lake.k.12.fl.us	4	Production Manager Asst. Production Mgr. Anchor Anchor
38	5/25/2017	Participation in events or programs sponsored by educational institutions	A student from Lyman High School job shadowed Production Technicians as they prepared for the live 12:00 Noon newscast to gain knowledge on the skill sets required to work as a studio production tech. He was given hands on experience to operate robotic cameras and shown the practices for the floor director and prompter operator. He listened in on the headsets to the director for a better understanding of the teamwork involved behind the scenes.	4	Production Manager Production Technician Production Technician Production Technician
39	6/14/2017	Sponsorship of events in the community designed to increase public awareness	Station Tour: Seminole County Teachers, Educational Support Center 407-320-0000 Teachers participated in a station tour to get a better idea about careers in broadcasting and how a live newscast is prepared.	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
40	6/15/2017	Establishment of training programs for station personnel	Two employees of the WKMG Production Dept were sent to ETC Element training to enhance their skills on the station's lighting system. The enhanced training will help to utilize the ability for color changing lights in the studio and trouble shooting when problems arise.	2	Asst. Production Mgr. Production Technician

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41	6/21/2017	Sponsorship of events in the community designed to increase public awareness	WKMG-TV provides tours to schools and community organizations to inform about the broadcasting industry and the various job opportunities available. The tours include the newsroom studios, master control and the control room with explanations about the college degrees and experience necessary to obtain a job in broadcasting. The tour groups watch a live news broadcast and have a meet and greet session with the news anchors, meteorologists and studio crew to ask questions about their experience and education. The stations hosts several tours throughout the year. This tour was given to the Winter Park Youth Leaders, in cooperation with the Winter Park Chamber of Commerce. The purpose of othe tours is to educate high school students about how a newscast comes together from concept to completion.	4	Production Manager Asst. Production Mgr. Anchor Meteorologist
42	7/17/2017	Participation in events or programs sponsored by educational institutions	Reporter, Nadeen Yanes, was invited to participate on a panel for a Public Relations Media class at University of Central Florida. The students were learning about the interaction of media and public relations with both government and private entities. She served as a member of a panel and spoke on her professional experience with Public Information Officers and how the information is gathered during breaking news. The coverage of the Pulse Nightclub shootings were specifically discussed.	1	Reporter

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43	7/28/2017	Participation in events or programs sponsored by educational institutions	Human Resources Administrator, Donna Ansley, participated with Tim Stiles, Executive Director of Career & Professional Development for Stetson University to review and discuss the Graham Media Group Internship Program and jobs in broadcasting. Topics of discussion included the current hiring trends to assist students and teachers with job preparation and direction. Also discussed was the station website for review of current job openings, the requirements to obtain employment at WKMG-TV and the internship application process.	1	HR Administrator
44	8/17/2017	Establishment of training programs for station personnel	News Photographers were trained by Maintenance Engineer, Tom Robinson, about the operation of live news trucks and the safety requirements. He taught them how to operate a ENG Live Truck and how to stream for broadcast. They reviewed how to turn on the transmitter, dial up IFB, raise the mast and the connection of a laptop to feed and operate Wi-Fi.	3	Maintenance Engineer News Photographer News Photographer
45	8/17/2017	Establishment of a mentoring program	Newly hired Research Director, Miia Ollesh, received mentoring and training for Nielsen products such as Arianna, NLTV, eNames and Ad Intel, related to ratings and viewership. She attended a 3 day training session with the Graham Media Group VP of Research and team, followed by 2 additional full days of training for application. The VP of Research made herself readily available to provide supplementary instruction as projects arose, including scheduled web calls. VP of Research continues to keep herself available for additional help when needed. WKMG-TV Research Director also received several 1 on 1 formal training sessions from the station's Nielsen representative. She is scheduled for continued training on the Nielsen ratings system.	2	Research Director VP of Research-GMG

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46	8/17/2017	Establishment of a mentoring program	Chief Editor, Mike Holland, mentored and trained news photographers on the Harris Velocity Edit System. Topics covered how to take and roll on local and national feeds, send stories to media base and edit stories per script. They also received training on how to send stories to the station from throughout the United States. The training mission was to teach how to edit a scaled down version of a newscast.	8	Chief News Editor News Photographer Chief Photographer News Photographer