

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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
News Photographer	31, 78, 89	31
News Producer	1-5, 7-9, 11-14, 16, 18-21, 23, 26-27, 29-30, 32-37, 39, 41-47, 51-56, 60, 62-68, 70-79, 81, 83-88, 90, 92-94, 96-102, 104-105, 108, 110, 113	108
Animator/Producer	25	25
Special Projects Producer	1-5, 7-9, 11-14, 16, 18-21, 23-24, 26-27, 29-39, 41-47, 50-52, 54-57, 62-65, 67-68, 70-71, 73-79, 81, 83-88, 90-94, 96-98, 100-105, 107, 110, 113	107
Digital/New Business Sales Mgr.	1-5, 7-9, 11-14, 16, 18-21, 23, 26-27, 29-30, 34-37, 41-47, 49, 54-56, 62-65, 67-68, 70-71, 73-79, 81, 83, 85-88, 90, 92-94, 96, 98, 100-106, 110, 112-114	114
Assignment Editor	1-5, 7-9, 11-14, 16, 18-21, 23, 26-30, 32, 34-37, 40-47, 49, 52, 54-57, 62-65, 67-68, 70-71, 73-79, 81, 83, 85-88, 90-94, 96-98, 100-105, 110, 113	91
Investigative News Reporter	1-4, 7-14, 16, 18-21, 23-24, 26-27, 29-30, 33-37, 39, 41-47, 49, 54-56, 62-65, 67-68, 70-71, 73-79, 81, 83, 85-88, 90, 92-94, 96-98, 100-105, 108, 110, 112-113	112
Account Executive	1-5, 7-9, 11-14, 16, 18-21, 23, 26-27, 29-30, 32-39, 41-47, 49, 54-56, 62-65, 67-68, 70-71, 73-79, 81, 83, 85-88, 90, 92-94, 96-98, 100-105, 110, 113	78
Promotion Manager	1-5, 7-9, 11-14, 16-21, 23, 26-27, 29-30, 32-39, 41-47, 49, 55-56, 58-60, 62-65, 67-71, 73-76, 78-81, 83, 85-88, 90, 92-94, 96-98, 100-105, 109-110, 112-114	17
News Photographer	1-3, 5, 7-9, 11-16, 18-21, 23, 26-27, 29-39, 41-46, 49, 55-56, 58, 60, 62-65, 67-71, 73-76, 78-79, 81, 83, 85-88, 90, 92-94, 96-98, 100-105, 110, 113	31
Assignment Manager	1-2, 4, 7-9, 11-14, 16, 18-21, 23, 26-27, 29-30, 32-37, 39, 41-46, 49, 55-58, 60-65, 67-71, 73-76, 78-79, 81-83, 85-88, 90, 92-94, 96-98, 100-105, 110, 112-113	57

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Assignment Manager	1-2, 4, 7-9, 11-14, 16, 18-21, 23, 26-27, 29-30, 32-37, 39, 41-46, 49, 55-58, 60-65, 67-71, 73-76, 78-79, 81-83, 85-88, 90, 92-94, 96-98, 100-105, 110, 112-113	82
Account Executive	1-2, 4, 7-9, 11-14, 16-21, 23, 26-27, 29-30, 32, 34-38, 41-46, 49, 55-56, 58, 60, 62-65, 67-71, 73-76, 78-79, 81, 83, 85-88, 90, 92-94, 96-98, 100-105, 110, 113	17
IT Administrator/Technician	1-2, 4, 7-9, 11-14, 16, 18-21, 23, 26-27, 29-37, 39, 41-46, 48-49, 54-56, 58, 60, 62-65, 67-71, 73-76, 78-79, 81, 83, 85-88, 90, 92-94, 96, 98, 100-106, 110, 113	78
News Editor	1-2, 4, 6-9, 11-14, 16, 18-21, 23, 26-27, 29-30, 32-39, 41-46, 49, 55-56, 58, 60, 62-65, 67-71, 73-76, 78-79, 81, 83, 85-88, 90, 92-94, 96-98, 100-105, 110, 112-113	112
News Producer	1-2, 4, 7-9, 11-14, 16-21, 23, 26-27, 29-30, 32-39, 41, 43-46, 49, 55-56, 58, 60, 62-65, 67-71, 73-76, 78-79, 81, 83, 85-88, 90, 92-94, 96, 98, 100-103, 105-106, 110, 113	17
News Producer	1-2, 4, 7-9, 11-14, 16-21, 23, 26-27, 29-30, 32-39, 41, 43-46, 49, 55-56, 58, 60, 62-65, 67-71, 73-76, 78-79, 81, 83, 85-88, 90, 92-94, 96, 98, 100-103, 105-106, 110, 113	106
News Reporter	1-2, 4, 7-9, 11-14, 16-23, 26-27, 29-30, 32-39, 41-46, 49, 55-56, 58, 60, 62-65, 67-71, 73-76, 78-79, 81, 83, 85-88, 90, 92-96, 98, 100-103, 105-106, 110, 112-113	69
News Reporter	1-2, 4, 7-9, 11-14, 16-23, 26-27, 29-30, 32-39, 41-46, 49, 55-56, 58, 60, 62-65, 67-71, 73-76, 78-79, 81, 83, 85-88, 90, 92-96, 98, 100-103, 105-106, 110, 112-113	106
News Reporter	1-2, 4, 7-9, 11-14, 16-23, 26-27, 29-30, 32-39, 41-46, 49, 55-56, 58, 60, 62-65, 67-71, 73-76, 78-79, 81, 83, 85-88, 90, 92-96, 98, 100-103, 105-106, 110, 112-113	22

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Assignment Editor	1-2, 4, 7-9, 11-14, 16-21, 23, 26-27, 29-39, 41-46, 49, 54-55, 58, 60, 62-65, 67-71, 73-76, 78-79, 81, 83, 85-88, 90, 92-94, 96, 98, 100-103, 105, 111, 113	17
News Reporter	1-2, 4, 7-9, 11-14, 16-21, 23, 26-27, 29-30, 32-39, 41-46, 49, 54-55, 58, 60, 62-65, 67-71, 73, 75-76, 78-79, 81, 83, 85-88, 90, 92-94, 96, 98, 100-103, 105, 111-114	112
Accounts Payable/Accounting Asst.	1-2, 4, 7-9, 11-14, 16, 18-21, 23, 26-27, 29-37, 39, 41-46, 49, 54-55, 58, 60, 62-65, 67-71, 73, 75-76, 78-79, 81, 83, 85-88, 90, 92-94, 96, 100-103, 105, 111, 113	31

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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	3
2	AAJA Florida Chapter Florida Url : http://chapters.aaaja.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.aaaja.org/ Fax : 1-415-346-6343 Career Services	N	0
4	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
5	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
6	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
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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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 NABJ	N	3
11	Catholic Charities of Central Florida 1771 N. Semoran Blvd. Suite A Orlando, Florida 32807 Phone : 4072771938 Email : kkanashiro@cflcc.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	5

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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	4
17	clickorlando.com 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1256 Url : www.clickorlando.com Donna Ansley	N	28
18	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : (813)-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
19	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
20	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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21	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
22	Consultant Referral	N	1
23	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
24	Current Employee Allison McGinley	N	4
25	Current Intern	N	1
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	Did not indicate (Source Unknown) Raquel Giorgio	N	1
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

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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	14
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
35	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

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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	Former Intern Raquel Giorgio	N	1
41	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	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
43	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
44	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
45	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
46	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
47	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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48	Indeed.com c/o Donna Ansley Orlando, Florida Phone : 407-521-1256 Email : dansley@wkmg.com Fax : 1-407-521-1251 Donna Ansley	N	4
49	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
50	Internal Posting Allison McGinley	N	1
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 tvjobs.com	N	7
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 : kpoaletti@itt-tech.edu Kim Poaletti	N	1

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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	5
58	John Butte & Associates P.O. Box 477 Lakewood, Ohio 44107 Phone : 216-650-2258 John Butte Manual Posting	N	0
59	KPRC-TV 8181 Southwest Freeway P.O. Box 2222 Houston, Texas 77074 Phone : (713) 778-4748 Url : www.click2houston.com Email : skittrell@kprc.com Susan Kittrell	N	0
60	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
61	Linkedin` Linkedin LinkedIN, Florida Phone : 407-521-1256 Donna Ansley Manual Posting	N	1

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62	mediabizjobs.com Florida Url : www.mediabizjobs.com John Stipe Manual Posting	N	0
63	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone	N	1
64	mediamatch.com Florida Url : www.mediamatch.com Career Services Manual Posting	N	0
65	Metropolitan Orlando Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407841-7654 Fax : 1-407-841-9114 Shellie Ann Minnis	N	0
66	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
67	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
68	NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21215 Url : http://www.naACP.org/content/main/ Mr. John Johnson Manual Posting	N	0

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69	Napoli Management Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-385-8222 Liz Sherwin Manual Posting	N	1
70	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
71	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
72	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
73	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
74	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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75	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
76	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
77	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
78	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	21
79	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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80	Post-Newsweek Stations, Inc. 550 W. Lafayette Blvd. 2nd Floor Detroit, Michigan 48226 Phone : (313) 223-2283 Url : http://www.washpostco.com/phoenix.zhtml?c=62487&p= Email : jkatona@postnewsweek.com Fax : 1-313-223-2263 Jeanine Katona	N	0
81	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Fax : 1-904-924-1684 Sharon Robinson	N	0
82	Rick Gevers Newsletter 355 E. Ohio St., #303 Indianapolis, Indiana 45204 Phone : 317-769-7900 Email : rick@rickgevers.com Fax : 1-317-769-7900 Rick Gevers	N	4
83	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
84	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
85	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

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86	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
87	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
88	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
89	Special Circumstances 4466 John Young Pkwy. Orlando, Florida 32804 Phone : 4075211256 Donna Ansley	N	1
90	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
91	Station Website Donna Ansley	N	3
92	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
93	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
94	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	2
95	Talent Dynamics 600 Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3139 Fax : 1-214-640-3139 Sandra Connell	N	2
96	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
97	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
98	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
99	Trade Website TVjobs.com	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
100	TVjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	11
101	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
102	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
103	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
104	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
105	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
106	Unknown Unknown Unknown, Florida 32804 Phone : 4075211256 Donna Ansley	N	18
107	Unknown (source not adequately identified upon inquiry by SEU) Steve Hyvonen	N	1
108	Unknown Referral Source	N	6
109	WDIV-TV 550 W. Lafayette Blvd. Detroit, Michigan 48226 Phone : (313)0222-0469 Url : www.clickondetroit.com Email : barbz@wdiv.com Barbara Zielinski	N	0
110	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
111	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 ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
112	WKMG-TV 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-5211256 Url : www.clickorlando.com Email : dansley@wkmg.com Fax : 1-407-521-1204 Donna Ansley	N	23
113	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
114	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:			181

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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	10/1/2013	Establishment of training programs for station personnel	Graham Media Group/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 includes academic or vocational courses related to their position, courses necessary to complete an undergraduate degree or high school diploma, and courses in a graduate degree program, provided the degree is relevant to their position, 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 Sales Analyst IT Specialist Digital Sales Acct. Exec.	1.00
2	10/1/2013	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 listing is included in this report.	1	HR Administrator	1.00
3	10/1/2013	Establishment of an intern program designed to assist members of the community	WKMG offers a year round internship program for college students of junior or senior status. Students who are participating in the internship program receive school credit while also getting on-the-job experience. They are given the opportunity to also make a resume reel. WKMG sponsored approximately 25 students from various universities and technical schools that include UCF, Full Sail, Mississippi State University, Connecticut School of Broadcasting, Spellman College, Syracuse University and Florida State University during this reporting period.	4	Production Manager Business Manager News Director Creative Svcs. Director	1.00

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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
4	10/1/2013	Participation in other activities designed by the station employment unit	WKMG-TV, Local 6, runs on-air EEO announcements to invite organizations to be placed on the station's job notification mailing list. The :10 second community service announcements are aired at least once a week.	1	Sales Analyst	1.00
5	10/1/2013	Provision of training to personnel of unaffiliated non-profit organizations	Emma Bowen Foundation and WKMG-TV cooperate in an effort to provide on-the-job training for a minority student who is interested in pursuing a career in Broadcasting. WKMG-TV has sponsored a student from the University of Central Florida for the past 3 years. This is an on-going paid internship until the student graduates from college. The student was selected from a pool of applicants for the training experience and scholarship program. She was chosen because of her academic excellence and community involvement. The student works at the station during school breaks and has worked in the News, Sales, Administration, Marketing/Promotion departments during her internship. She will have the opportunity to apply for open positions within the Company with the experience and training to qualify for the position. The station also provides matching funds in the amount of her earnings to the Emma Bowen Foundation to assist with her college expenses. In 2013, \$5480 was contributed on her behalf.	4	Business Manager News Director General Sales Manager Creative Services Director	1.00
6	10/1/2013	Participation in scholarship programs	Station participates in the Emma Bowen Foundation Scholarship/Internship Program. A donation matching the earnings of our Emma Bowen intern is matched and contributed to the Emma Bowen Scholarship fund each year.	2	Emma Bowen Intern Emma Bowen Intern	1.00

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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
7	10/1/2013	Participation in events or programs sponsored by educational institutions	WKMG-TV provides station tours to schools and colleges for students who are interested in a career in broadcasting. They are given a tour of the station with explanations about the many positions needed to produce a newscast. They also watch a live Noon News broadcast and are given the opportunity to question the news team about their jobs and education, as well as weather forecasting and technical equipment/personnel. A few of the many schools who attended a station tour include Round Lake Elementary media students, First Academy High School media students, Valencia College, Deland High School, UCF Professional Business Fraternity Alpha Kappa Psi, Embry Riddle Aeronautical College meteorology students, and the UCF Nicholson School of Broadcasting students.	6	Asst. Production Manager News Anchor Meteorologist Production Manager	0.25
8	10/1/2013	Participation in other activities designed by the station employment unit	WKMG-TV broadcasts on-air EEO announcements to invite organizations to be placed on the stations job notification list. The :10 second community service announcements are aired on an on-going basis, at least once a week.	1	Sales Analyst	1.00
9	10/1/2013	Listing of each upper-level category opening in a job bank or newsletter	All upper level job openings, on-air talent, management positions are promoted on the clickorlando.com website, in-house, at job fairs, some to talent agencies and sent to several minority recruitment organizations. During this reporting period, we listed positions for news anchors, news reporters, digital sales manager and promotion manager. There are approximately 120 organizations notified for each job posting that include colleges, minority and broadcast industry websites. A complete mailing list is included with this report.	4	HR Administrator News Director Creative Svcs. Director General Sales Manager	1.00

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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
10	10/2/2013	Participation in events or programs sponsored by educational institutions	Special Projects Producer, Lauren Sweeney, participated in a panel discussion at Florida Gulf Coast University in Ft. Myers, via Skype, and in person a few days later, to discuss the efforts involved reporting the George Zimmerman trial. Students were told about the efforts of the Local 6 news department and the various positions needed to cover the trial and associated information provided on daily newscasts. This effort is part of an ongoing series the school is beginning on behalf of the Robert McCormick Foundation. Q&A with students.	1	Special Projects Producer	0.25
11	10/17/2013	Participation in other activities designed by the station employment unit	Students from Foundation Academy participated in a behind the scene station tour and educational review of the WKMG-TV Storm Tracking Center and forecasting technology. The 7th and 8th grade students are members of the First Lego League, a robotics league that focuses students on using math, science, critical thinking skills and teamwork to solve challenges in our society. Student's research include the processes of planning for and rebuilding after a major weather event. They met with Meteorologist Troy Bridges who reviewed the forecasting technology, toured the weather center and participated in a Q&A session.	2	Meteorologist Account Executive	1.00
12	11/21/2013	Co Sponsoring Job Fair	Orlandojobs.com Career Fair. This is the first year WKMG-TV co-sponsored the Job Fair held at the Amway Center. The Job Fair was attended by approximately 3000 job seekers. WKMG-TV promoted job openings and collected resumes for Account Executive, IT Specialist, News Photographer and News Producer positions. We made a hire for the Account Executive position from the resumes collected at this job fair.	4	Business Manager News Director General Sales Manager Promotion Manager	1.00

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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
13	2/4/2014	Establishment of training programs for station personnel	WKMG has contracted with Noll & Associates to present training seminars to the Sales Staff, including Sales Managers. Noll & Associates present on site sales technique training sessions, as well as, quarterly satellite webinars covering a broad sample of industry topics. They provide access to an online archive of sales products including presentation and sales strategies. The training enhances selling techniques and helps the sales staff to advance and excel in their sales efforts.	15	General Sales Manager Local Sales Manager Acct. Executive Acct. Executive	1.00
14	2/18/2014	Participation in events or programs sponsored by educational institutions	Reporter Kristin Giannas spoke to UCF Journalism students about being a multimedia journalist. She spoke about the training and education needed to become a mobile journalist. The event was held at Kiwi in Oviedo and part of the proceeds went to the RTNDA organization at UCF. This was a fund raising event to support the RTNDA efforts at UCF.	1	Mobile Journalist	0.25
15	3/5/2014	Participation in events or programs sponsored by educational institutions	Flagler College Career Expo, March 5, 2014 held at Flagler College. HR Administrator from Sister Station, WJXT, promoted the current job openings at WKMG-TV and provided job postings to interested parties. The job openings were for Account Executive, IT Specialist, Assignment Manager, News Photographer and News Producer positions. Resumes received were forwarded to the WKMG hiring managers for review and consideration.	1	HR Administrator/WJXT	0.25
16	6/3/2014	Establishment of training programs for station personnel	Noll & Associate Training Seminar for Sales staff. Satellite training seminar, "The Digital Auto Dealer." Overview of the latest trends in digital dealer marketing, share success stories and teach Acct. Executives about the digital language auto dealers expect from their media suppliers.	15	General Sales Manager Acct. Executive Acct. Executive Local Sales Manager	1.00

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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
17	6/15/2014	Participation in other activities designed by the station employment unit	Recent graduate with a BA in Radio/TV from UCF job shadowed news reporters to learn about the daily job requirements and education needed to become a news reporter.	1	Asst. News Director	1.00
18	7/9/2014	Co Sponsoring Job Fair	WKMG-TV helped co-sponsor the Central Florida Employment Council Job Fair at the Central Florida Fairgrounds, 12:00pm-4:00pm. Donna Ansley, HR Administrator and Kathleen Carnesella, Digital Sales Manager, attended the job fair to promote the current job openings at the station. An estimated 3400 job seekers attended this event and approximately 150 resumes were collected and forwarded to the WKMG hiring managers for review and consideration. The open positions promoted at this job fair included News Producer, News Reporter, Assignment Editor, Account Executive, Accounting Assistant and Creative Services Brand Producer. WKMG serves as a co-sponsor by promoting the CFEC's Job Fairs and Events on our clickorlando.com website under the Community Calender listings of local events. The Central Florida Employment Council assists unemployed local residents with finding employment and educational training.	2	HR Administrator Digital Sales Manager	1.00
19	7/28/2014	Participation in Job Fairs	National Association of Hispanic Journalists Convention, San Antonio, TX. Executive Producer, Angel Blazquez, attended the convention to promote current job openings at the station, as well as, give advice about obtaining a job in the broadcast industry. He also reviewed and critiqued resumes and tapes for interested attendees. Julie Dreixler, Chief HR Officer of Graham Media Group was also in attendance.	2	Executive Producer Chief HR Officer-GMG	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
20	7/30/2014	Participation in Job Fairs	National Association of Black Journalists Convention, July 30-August 2 in Boston. News Director, Steve Hyvonen attended the annual convention and met with attendees seeking employment in the broadcasting field. Many of the attendees are college students. He reviewed resume tapes and offered feedback of their work and conducted on-site interviews for open positions at the station. He offered advice about getting a job in the TV news industry. Julie Dreixler, Chief HR Officer for Graham Media Group also attended the Convention.	2	News Director Chief HR Officer-GMG	0.25
21	8/5/2014	Establishment of training programs for station personnel	Noll & Associates Satellite Training Seminar, "Creating An All In Culture" attended by Sales managers and account executives. The seminar provided information about effective recognition by showing how constructive praise and meaningful rewards empower employees to excel.	15	General Sales Manager Local Sales Manager Digital Sales Manager Acct. Executive	1.00
22	9/23/2014	Establishment of training programs for station personnel	Noll & Associates Training Seminar, "Outlook." This was an on-site training seminar presented for sales managers and account executives. The course reviewed the skills and concepts taught in Outlook 2007 about how to customize Outlook and work with address books. Information was provided about how to search and filter mail folders, apply and customize categories, as well as, working with personal, public and offline folders.	15	General Sales Manager Local Sales Manager Acct. Executive Acct. Executive	1.00
TOTAL POINTS OVER REPORTING PERIOD:						17.50