

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Maintenance Engineer	1-13, 16-19, 21-22, 27-30, 32-33, 35, 37-42, 44-53, 55-69, 72-74, 76-83, 85, 87, 89	47
Maintenance Engineer	1-2, 6-13, 15-19, 21-22, 27-30, 32-33, 35, 37-41, 44-53, 55-69, 72-82, 85, 87-89	15
Multimedia Sales Planner	1-2, 6-13, 15-19, 21-23, 25-30, 32-35, 37-41, 44-51, 53, 55-69, 72-79, 81-83, 85, 87, 89	25
Multimedia Sales Planner	1-2, 6-13, 15-19, 21-23, 25-30, 32-35, 37-41, 44-51, 53, 55-69, 72-79, 81-83, 85, 87, 89	25
Assistant News Director	1-2, 6-13, 15-23, 25-30, 32-41, 43-51, 53-70, 72-79, 81-83, 85-87, 89	43
MultiMedia Journalist	1-2, 6-13, 15-19, 21-23, 27-30, 32-38, 40-41, 44-51, 53, 55-69, 72-82, 85, 87-89	15
Assignment Manager	1-2, 6-13, 15-19, 21-24, 27-30, 32-35, 37-38, 40-41, 44-51, 53, 55-69, 71-75, 77-82, 85, 87, 89	24
Photographer	1-2, 6-10, 12-13, 15-19, 22-23, 25, 27-30, 32-35, 37-38, 40-41, 44-51, 53, 55-58, 60-65, 67-69, 72-75, 77-80, 85, 87, 89	25
Photographer	1-2, 6-10, 12-13, 15-19, 22-23, 25, 27-30, 32-35, 37-38, 40-41, 44-51, 53, 55-58, 60-65, 67-69, 72-75, 77-80, 85, 87, 89	15
Web-News Producer	1-2, 6-13, 15-19, 21-24, 28-30, 32-35, 37-38, 40-41, 44-51, 53, 55-69, 72-75, 77-82, 85, 87, 89	24
Producer	1-2, 6-13, 15-19, 21-23, 25, 27-30, 32-35, 37-38, 40-41, 44-51, 53, 55-69, 72-75, 77-83, 85, 87, 89	25

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer	1-2, 6-13, 15-19, 21-23, 25, 27-30, 32-35, 37-38, 40-41, 44-51, 53, 55-69, 72-75, 77-83, 85, 87, 89	25
Producer Trainee	1-2, 6-13, 15-19, 21-23, 27-30, 32-35, 37-38, 40-41, 44-51, 53, 55-63, 65-69, 72-75, 77-82, 85, 87, 89	80
Assignment Editor Trainee	1-2, 6-23, 27-38, 40-41, 44-45, 47-51, 53, 55-63, 65-69, 72, 74-75, 77-82, 84-85, 87, 89	15

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	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	Adams Broadcast Consulting 10040 E. Happy Valley Road Unit 483 Scottsdale, Arizona 85255 Phone : 707-938-8362 Email : dana@adamsconsulting.tv Dana Adams	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	B-Roll.net 243 17th Street SE Washington, District of Columbia 20003 Url : www.b-roll.net Career Services Manual Posting	N	0
7	Bienstock, A United Talent Agency Co. 250 West 57th Street New York, New York 10107 Phone : 407-521-1256 Donna Ansley Manual Posting	N	0

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
8	Broadcast Employment Services (tvjobs.com/amfm.com/digitaltalent.tv) Florida Phone : (800)374-0119 Email : admin@tvjobs.com Mark Holloway	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	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
12	Central Florida Association of Black Journalists P.O. Box 7445 Orlando, Florida 32802 Url : http://cfabj.wordpress.com Career Services Manual Posting	N	0
13	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

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
14	Classified Ad-Spots n Dots Ads@spotsndots.com Kennesaw, Georgia Phone : 407-521-1256 Url : www.spotsndots.com Donna Ansley Manual Posting	N	0
15	clickorlando.com 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1200 Email : ddahm@wkmg.com Fax : 1-407-521-1204 Daniel Dahm	N	17
16	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : (813)-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
17	Columbia College 1001 Rogers Street Columbia, Missouri 65216 Phone : (573) 875-7421 Url : http://www.ccis.edu/ Email : dgmalsen@ccis.edu Don Malsen	N	0
18	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
19	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

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
20	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
21	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
22	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
23	Emma Bowen Foundation 1221 Avenue of the Americas New York, New York 10020 Phone : 212-664-0199 Email : Michael.Barham@nbcuni.com Michael Barham	N	0
24	Employee Promotion 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1256 Email : dansley@wkmg.com Donna Ansley	N	2
25	Employee Referral 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1256 Donna Ansley	N	9

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
26	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
27	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
28	Flagler College P.O. Box 1027 St. Augustine, Florida Phone : (904) 819-6286 Url : www.flagler.edu/ Email : CEverly@flagler.edu Fax : 1-904-826-8515 C. Everly	N	0
29	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
30	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

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
31	FSU Nole Network Florida State University Dunlap Success Center Tallahassee, Florida 32306 Phone : 850-644-6431 Url : http://career.fsu.edu/ Email : FSUCareerCenter@csm.symplicity.com Scott Maynard	N	0
32	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
33	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 407-679-0100 Email : nbarefield@fullsail.com Neenah Barefield	N	0
34	Goodwill Job Center 4516 West State Road 46 Sanford, Florida 32771 Phone : (407)936-0469 Url : www.goodwillcfl.org Email : sssc@goodwillcfl.org Fax : 1-407-936-0480 Tony Brown	N	0
35	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
36	Graham Media Group 161 North Clark Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	0

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
37	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
38	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
39	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
40	ihire.com 4466 John Young Pkwy Orlando, Florida 328804 Phone : 407-521-1256 Donna Ansley Manual Posting	N	0
41	ihirebroadcasting.com 41 East All Saints Street Fredrick, Maryland 21701 Phone : 877-840-5456, ext 204 Url : ihirebroadcasting.com Lori Cole Manual Posting	N	0
42	Indeed.com c/o Donna Ansley Orlando, Florida Phone : 407-521-1256 Email : dansley@wkmg.com Fax : 1-407-521-1251 Donna Ansley	N	2

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
43	Inhouse Promotion 4466 John Young Pkwy. Orlando, Florida Phone : 4075211256 Donna Ansley	N	1
44	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
45	John Butte & Associates P.O. Box 477 Lakewood, Ohio 44107 Phone : 216-650-2258 John Butte Manual Posting	N	0
46	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
47	Linkedin` Linkedin LinkedIN, Florida Phone : 407-521-1256 Donna Ansley Manual Posting	N	3
48	mediabizjobs.com Florida Url : www.mediabizjobs.com John Stipe Manual Posting	N	0
49	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
50	mediamatch.com Florida Url : www.mediamatch.com Career Services Manual Posting	N	0
51	MediaRecruiter.com 9457 So. University Blvd. Suite #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
52	Medill Northwestern 1845 Sheridan Road Evanston, Illinois 60208 Phone : 847-491-2049 Email : medillcareerservices@northwestern.edu Beverly Stewart	N	0
53	monster.com 4466 John Young Pkwy. Orlando, , Florida 32804 Donna Ansley Manual Posting	N	0
54	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
55	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
56	NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21215 Url : http://www.naACP.org/content/main/ Mr. John Johnson Manual Posting	N	0

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
57	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
58	Napoli Management Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-385-8221 Laurie Jacoby Manual Posting	N	0
59	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
60	National Lesbian & Gay Journalists Assn. 1420 K Street Suite 910 Washington, District of Columbia 20005 Phone : (202) 588-9888 Email : info@nljja.org Lynette Spencer	N	0
61	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
62	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

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
63	No Posting WKMG-TV Orlando, Florida 32804 Phone : 407-521-1256 Email : dansley@wkmg.com Donna Ansley	N	0
64	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
65	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
66	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Fax : 1-904-924-1684 Sharon Robinson	N	0
67	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
68	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

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
69	Society of Broadcast Engineers-Chapter 42 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1200 Frank Torbert Manual Posting	N	1
70	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	0
71	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	0
72	Stetson University 421 N. Woodlawn Blvd. Deland, Florida 32723 Phone : (386) 822-7315 Url : www.stetson.edu/ Email : career@stetson.edu Annette Accorto	N	0
73	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
74	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3180 Url : www.talentedynamics.com Email : pumphrey@talentedynamics.com Julie Pumphrey	N	0

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
75	The NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 David Christopher Manual Posting	N	0
76	The NWT Group 2110 Elmwood Bryan , Tennessee 77802 Phone : 817-987-3600 Fax : 1-888-374-7907 Carolyn Kane	N	0
77	The NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 Sandra Richardson Manual Posting	N	0
78	TVjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	0
79	United Talent Agency 888 Seventh Avenue 7th Floor New York, New York 10106 Phone : 212-651-5513 Rick Ramage Manual Posting	N	0
80	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	1

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
81	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
82	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
83	Unknown Unknown Unknown, Florida 32804 Phone : 4075211256 Donna Ansley	N	10
84	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
85	Welle Dunne! Blog 100 Amphitheatre Parkway Mountain View, California 94043 Kate Bacon Manual Posting	N	0
86	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	1

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
87	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
88	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
89	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			47

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in other activities designed by the station employment unit	WKMG-TV hosts tours of the station for local schools and community organizations on an on-going basis to educate the public about careers in broadcasting. Participants are advised about the education and experience needed to obtain a job in broadcasting. Tour participants are given a tour of the station and informed about the various departments and job duties/skills to produce a live newscast. Tours cover the News, Production and Engineering Departments. They have the opportunity to watch a live newscast in progress, as well as, the chance to participate in Question/Answer sessions with the news anchors, studio technicians, meteorologists, as well as production managers.	4	Asst. Production Mgr News Anchor News Anchor Meteorologist
2	10/1/2019	Participation in other activities designed by the station employment unit	Graham Media Group/WKMG-TV offers a Trainee Program for employees and applicants to learn the specifics of certain job areas. The Trainee positions are posted as job openings and applicants are interviewed for the positions. WKMG has hired 2 trainees in 2020 to learn the job skills for Assignment Desk Editor and News Producer positions. The former News Producer Trainee was promoted to a FT News Web Producer after completing the Trainee program. The Trainee program offers a paid position with a maximum duration of one year.	4	News Director News Producer Trainee Assignment Editor Trainee Assignment Manager

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	10/1/2019	Establishment of a mentoring program	Alan, Sawyer, Sales Manager, mentors sales personnel about the television sales process by hosting formal training sessions for newly hired sales employees, new to the broadcasting industry. Participants include sales assistants, media sales planners and account executives. They review the basics for effective television advertising sales, including basic TV sales, ratings terminology, sales prospecting practices, sales integration practices, relationship building, ratings/research and long term sales success strategies.	3	Sales Manager Account Executive Account Executive
4	10/1/2019	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 be placed on the station 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.	2	Sales Manager Media Sales Asst
5	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	News Director Allison McGinley is a Board Member of the RTDNA Region 13 organization. She participates in the RTDNA meetings where continuing education, ethics guidelines and industry innovations are discussed. She is regularly called upon by Florida and Georgia newsrooms about questions and legal assistance about RTDNA initiatives. She mentors young news industry talent and assists with educational conferences on behalf of RTDNA.	1	News Director

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	10/1/2019	Establishment of an intern program designed to assist members of the community	WKMG-TV/Graham Media Group offers a year round, paid internship to students pursuing a career in broadcasting. Students who participate in the internship program receive school credit while getting on-the-job training and useful experience. Interns work along side employees assisting with the daily operation of the station. They also have the opportunity to apply for open positions within the station for which they qualify. Internships are offered in the Production, News and News/Web/Social Media departments. Over the years, several interns have been hired to fill open positions. Each semester, 6-9 interns participate in the GMG Internship Program at WKMG-TV.	4	Production Manager News Director News Web Supervisor Business Manager
7	10/1/2019	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 pursuing a career in Broadcasting. This Intern/Scholarship program is a 4 year, paid program whereby the student interns with the station in all departments to get a rounded view of station operations and interactions between departments. It is a paid program and the station contributes the intern's earnings back to the Emma Bowen Foundation to assist the student with ongoing college expenses. Interns under the Emma Bowen Foundations' program work during the Summer and School Holiday breaks. The resent participant is working in the 3rd year of this intern/job/scholarship effort.	4	Business Manager News Director Creative Svcs. Director Production Manager

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	10/1/2019	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 their careers to enhance job skills. The tuition reimbursement program covers courses at recognized educational institutions to help employees complete degrees, obtain a graduate degree that relates to their job, vocation training and to obtain a high school diploma. The maximum benefit for tuition reimbursement is \$5250 per calendar year. The program is available to all FT employees.	160	Human Resources Adm. News Producer
9	10/1/2019	Listing of each upper-level category opening in a job bank or newsletter	Upper level positions such as managers and on-air talent are listed with minority organizations, as all other job openings. There are approximately 90 organizations notified for each job opening that include colleges, minority and broadcasting organizations. A complete list is included with this report.	1	Human Resources Adm.
10	10/1/2019	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 practices. The training is required of each new hire within the first 30 days of employment and existing employees are required to re-train every 2 years. The training ensures all employees have an understanding of the company practices in order to promote a respectful workplace, how to report a violation of company policies and to keep company information secure.	160	VP/GM Business Manager News Director Director of Technology
11	Ongoing Event	Participation in other activities designed by the station employment unit	Station Tour Lawton Chiles Middle School-Group 1 Contact: Barbara Miller, ETF/TV Production Class 407-871-7023	4	Asst. Production Mgr News Anchor News Anchor Meteorologist

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	1/9/2020	Participation in other activities designed by the station employment unit	Station Tour Lawton Chiles Middle School-Group 2 Contact: Barbara Miller ETF/TV Production Class 407-871-7023	4	Asst. Production Mgr News Anchor News Anchor Meteorologist
13	Ongoing Event	Participation in other activities designed by the station employment unit	Station Tour Elon University Contact: Amber Moser, School of Communications amoser2@elon.edu	4	Asst. Production Mgr News Anchor Meteorologist News Anchor
14	Ongoing Event	Participation in other activities designed by the station employment unit	Station Tour Westridge Middle School Contact: David B. Arias, TV Production Teacher 407-354-2640, ext. 5282514	4	Asst. Production Mgr News Anchor News Anchor Meteorologist
15	2/6/2020	Participation in other activities designed by the station employment unit	Station Tour Orlando Gifted Academy Contact: Tiffany McRae, Resource Teacher tiffanymcrae@ocps.net 407-897-6410	4	Asst. Production Mgr News Anchor News Anchor Meteorologist
16	2/7/2020	Participation in other activities designed by the station employment unit	Orange County High School student, Ruby Johnson, participated in a job shadowing program with the WKMG-TV Production Dept. She spent a half day with Director, Christina Palacios-Ahrens learning about the duties of a director and floor direction in the studio with robotic cameras and the teleprompter. She was able to see the production of 2 live newscasts and have her questions about production careers answered by the production manager and director, she is considering an education for video production.	2	Production Manager Director
17	Ongoing Event	Participation in other activities designed by the station employment unit	Station Tour Deltona High School-Group 1 Contact: Ms. McElhaney, Teacher SKMcElha@volusia.k12.fl.us	4	Asst. Production Mgr News Anchor News Anchor Meteorologist
18	Ongoing Event	Participation in other activities designed by the station employment unit	Station Tour Ocoee High School Contact: Derrick Charleston, Video Production Instructor derrick.charleston@ocps.net	4	Asst. Production Mgr News Anchor News Anchor Meteorologist

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
19	Ongoing Event	Participation in other activities designed by the station employment unit	Station Tour Ocoee Middle School Contact: Victoria Hladik, Digital Media Instructor 407-877-5035, ext. 5212420	4	Asst. Production Mgr News Anchor News Anchor Meteorologist
20	Ongoing Event	Participation in other activities designed by the station employment unit	Station Tour Deltona High School, Group 2 Contact: Ms. McElhaney, Teacher SKMcElha@volusia.k12.fl.us	4	Asst. Production Mgr News Anchor News Anchor Meteorologist
21	Ongoing Event	Participation in other activities designed by the station employment unit	Station Tour Deland High School, Communications Academy Contact: Jim Lowenstein, Digital Video Production Teacher 386-822-6909, ext. 23373	4	Asst. Production Mgr News Anchor News Anchor Meteorologist
22	3/5/2020	Participation in events or programs sponsored by educational institutions	University of North Florida hosted a Career Fair for students and employers at their Jacksonville, FL campus. The Career Fair was attended by students in the College of Computing, Engineering and Construction. Frank Zielinski, IT Manager attended the job fair and promoted station internships and job openings. He gave advice to students seeking a career in IT and broadcasting.	1	IT Manager
23	3/11/2020	Establishment of a mentoring program	News Photographer, Joshua Chaney completed ENG Live Truck Training and procedures that consist of raising and lowering the mast of a live news truck, transmitter operation, IFB and Internet connection, live truck transmission and operation, along with safety procedures of operating a live news truck.	3	Chief News Photographer News Photographer Maintenance Engineer

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
24	Ongoing Event	Establishment of a mentoring program	The News Web Team completes training on the ARC Web Publishing System for content management of the station website, clickorlando.com. The entire team completes this training at hire and on an on-going basis as needed. ARC is a tool used to write and post articles to the station website that allows the team to write and post stories, upload images and videos and to create pages on the station website. WKMG-TV Trainee, Erin Dobrzyn, was promoted to FT, regular, Web Producer and has completed the ARC training and established web personnel also review as needed.	6	Web Managing Editor Web Producer Web Producer Web Producer
25	3/24/2020	Establishment of a mentoring program	News Photographer, Megan Neeley, completed ENG live truck training and procedures that consist of raising and lowering the mast of a live news truck, transmitter operations, IFB and Internet connection, live truck transmission, operations, as well as, the safety procedures of operating a live news truck.	3	Chief News Photographer News Photographer Maintenance Engineer
26	4/21/2020	Participation in events or programs sponsored by educational institutions	Mark Portilla, Account Executive, attended the 18 Week Course, "Digital Marketing Boot Camp" sponsored by UCF. The course covered how to create and execute marketing strategies, campaign development, digital advertising, content marketing, SEO, and more. The training will help him to develop successful ad campaigns, and optimize digital sales tools such as Google ADs, Google Analytics, Facebook Ads Manager and WordPress.	1	Account Executive

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
27	4/21/2020	Participation in events or programs sponsored by educational institutions	Sales Manager Jennifer Rhodes, completed the University of Central Florida Digital Marketing Boot Camp in an 18 week course. The course covered marketing strategies by teaching how to create and execute campaign development, user acquisition, digital advertising, content marketing, retention strategy and optimization. The class addressed tools and technologies such as Google ADs, Google Analytics, Facebook Ads Manager and WordPress. This training will assist her with advanced digital marketing efforts for the station, as well as improved training for the sales staff..	1	Sales Manager
28	4/29/2020	Participation in events or programs sponsored by educational institutions	Zoom Webinar for Orange County Public School Teachers WKMG Lighting director, Anand Nathoo, was the guest lecturer in a Zoom Webinar to 30 Orange County Public School Teachers. He led a demonstration of basic studio and field lighting for both Middle and High School teachers by using studio lighting instruments and the lighting mannequin for his demonstration. Webinar participants were able to ask questions about careers, education to the Production Manager, Robert Kotek and Assistant Production Manager Richard Byrnes	3	Production Manager Asst. Production Manager Studio/Lighting Technician

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
29	4/29/2020	Participation in events or programs sponsored by educational institutions	Zoom Webinar for Full Sail University WKMG-TV Production Manager Bob Kotek was the guest lecturer in a Zoom Webinar for approximately 45 Full Sail University students, alumni, faculty and career development staff. The webinar was focused on the hiring process, resumes, securing an interview, best practices for interviewing and the interview follow up. He also spoke in depth about the benefits of internships and internship opportunities at WKMG. He held a Q&A to answer questions with the participants about internships and degrees to obtain jobs in broadcasting..	1	Production Manager
30	5/13/2020	Provision of training to personnel of unaffiliated non-profit organizations	Zoom Webinar to Orange County Middle and High School teachers who teach video classes. A 40 minute Zoom presentation was given by news producer, Erika Brigulio, to explain presentation and preparation to produce a live newscast. This presentation will enable the teachers to better prepare students for a career in broadcasting.	2	Production Manager News Producer
31	5/18/2020	Participation in job banks, internet programs and other programs designed to promote outreach	Zoom Presentation, "Handshake 101 for Employers" was hosted by Sean Pritchard of Handshake and attended by Graham Media Group HR Administrators, Business Managers, and the VP/Chief Human Resources Officer. The Handshake website assists employers with promoting job openings/internships to several colleges/universities throughout the U.S. He reviewed the value of using the Handshake website to attract interns and job applicants, how to get jobs posted on their website and how to contact students for interviews. The Handshake website posts job openings/internships with colleges throughout the U.S. to assist with student's job search or apply for internships and help employers attract job applicants for open positions.	3	Business Manager HR Administrator VP/Chief HR Officer

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
32	7/13/2020	Participation in events sponsored by community groups	Emma Bowen Career Fair. HR Representatives from the Graham Media Group attended the virtual career fair to collect resumes and notify students of the participation with the Emma Bowen Foundation. Graham Media stations support a student with a 4 year, paid internship where they have the opportunity to work in the various departments in the station throughout the internship. Resumes were collected and forwarded to the GMG stations for consideration of an internship. WMKG-TV's Emma Bowen Intern will complete her internship this year and we are seeking another applicant to replace her once she graduates from college and her internship is completed at the end of 2020.	3	Business Manager HR Administrator, GMG HR Administrator, GMG
33	7/21/2020	Establishment of training programs for station personnel	News Managers attended a webinar, "Practicing Inclusive Journalism" presented by RTDNA. It was a 90 minute webinar about understanding bias and empathy relating to our news stories and presentations. The webinar focused on how journalists can do a better job relating to the local community, how to improve relations with law enforcement agencies and how to accurately cover protests in our newscasts with empathy and sensitivity. Discussions included civil disobedience, violence and riots and the impact on the viewer, how to hold law enforcement agencies accountable and fairly represent their perspective, to make the right word choices in reporting and how to have difficult newsroom conversations about race and inclusion.	4	News Director Asst. News Director Executive Producer Assignment Manager
34	7/24/2020	Participation in events sponsored by community groups	Director of Technology, Frank Torbert, attended the SMPTE (Society of Motion Picture and Television Engineers) Florida Section Meeting. The meeting included a presentation by the Grass Valley company about maintaining efficiency in the remote work world.	1	Director of Technology

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
35	8/5/2020	Participation in job banks, internet programs and other programs designed to promote outreach	NABJ/NAHJ Conference Career Fair. Angel Blazquez, Executive Producer, Producer Donovan Myrie and Assignment Editor Manager Robert Brown attended the 3 day, virtual conference and interviewed approximately 20 potential candidates about job openings in the News Dept. through Zoom. They collected the applicants information and forwarded the resumes to the News Director for consideration.	4	Executive News Producer News Producer Assignment Manager News Director
36	Ongoing Event	Participation in other activities designed by the station employment unit	Station Tour The First Academy Contact: Terri Morabito, Broadcast Media Instructor, Upper School the first academy.org, 407-206-8759	4	Asst. Production Mgr News Anchor News Anchor Meteorologist
37	Ongoing Event	Participation in other activities designed by the station employment unit	Station Tour St. Catherine's School, Sebring, FL Contact; Steve Cullipher stevecullipher@outlook.com 407-376-6620	4	Asst. Production Mgr News Anchor News Anchor Meteorologist
38	8/26/2020	Establishment of training programs for station personnel	Maintenance Engineer Larry Bornacelli attended a course on Radio Frequency Propagation offered by the Society of Broadcast Engineers to enhance his job skills.. The SBE is a group of broadcast engineers who help with training and issues regarding the engineering side of the TV and Radio industry. This course is part of a series of courses offered to educate about the changes in broadcast engineering and will help employees to gain knowledge of the ever changing technology.	1	Maintenance Engineer
39	9/16/2020	Provision of training to management	WKMG-TV Managers attended a 2 hour, interactive training session about how to build an Inclusive, trusting culture to better work with employees and create a better business environment. . The training webinar was presented by BRBS World, LLC, a consulting firm who advises Employers/Companies about Diversity, Equity and Inclusion in the workplace.	10	Vice President/Gen. Mgr. Business Manager News Director Director of Technology

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
40	9/21/2020	Provision of training to management	WKMG-TV News Dept. and Creative Services managers and team members attended a 90 minute presentation, "Diversity, Equity & Inclusion" Training presented by BRBS World, LLC. They learned about the meaning and impact of words in news reporting and in daily life relating to Diversity, Equity and Inclusion. The goal of this training is to ensure WKMG continues to be reflective of the community and the broadcast entity we represent. 14 Employees attended the training session.	14	News Director Creative Services Director Asst. News Director Executive Producer
41	9/23/2020	Provision of training to management	WKMG-TV News Dept. and Creative Services managers and team members attended a 90 minute presentation, "Diversity, Equity & Inclusion" presented by BRBS World, LLC. They learned about the meaning and impact of words in news reporting and in daily life relating to Diversity, Equity and Inclusion. The goal of this training is to ensure WKMG continues to be reflective of the community and the broadcast entity we represent. 35 Employees attended this training session.	35	News Director Promotion Manager Promotion Producer Promotion Producer
42	9/24/2020	Provision of training to management	WKMG-TV News Dept. and Creative Services managers and team members attended a 90 minute presentation, "Diversity, Equity & Inclusion" Training presented by BRBS World, LLC. They learned about the meaning and impact of words in news reporting and in daily life relating to Diversity, Equity and Inclusion. The goal of this training is to ensure WKMG continues to be reflective of the community and the broadcast entity we represent. 48 Employees attended this training session.	45	News Director Assignment Manager Web Managing Editor Chief Photographer

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
43	9/25/2020	Provision of training to management	Managers from the News Dept. and Creative Services Dept. attended 3 training sessions on 9/25/20, 9/28/20 and 9/29/20, titled "News Workshop", specifically designed for the GMG news departments. The webinars are presented by Kevin Benz from The Kneeland Project for Responsible Journalism. The workshop includes a news audit and open dialogue based on the assessments, best practices specific to the WKMG news room, along with a Q&A session. The Workshop discusses news coverage and how to fairly represent minorities in the writing and videos in our news stories. GMG is committed to providing diversity and inclusion training for station employees and to practice fairness and accuracy in all of our news reports.	50	News Director Creative Services Director Asst. News Director Executive Producer
44	Ongoing Event	Establishment of a mentoring program	Alan Sawyer, Sales Manager, oversees training session each week for newly hired sales employees. They review sales strategies, sales tools such as Wide Orbit, Ad taxi, Salesforce, TvB, Ad Mall, Comscore, Scarborough; review broadcast and sales terminology, rating systems and sales processes. He advises about the selling process, makegoods and challenges of the job. This training prepares them to become an effective Media Sales Planner and also the qualifications to apply for promotion to Account executive positions. Steven Reese and Christina Buro, Media Sales Planners attend the training on an ongoing basis.	3	Sales Manager Media Sales Planner Media Sales Planner