

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

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
Investigative Reporter	1-3, 5-9, 11-13, 15-19, 21-23, 25-35, 38-39, 41-42, 45, 47-54, 56-60, 62-66, 69-71, 73-76, 78, 82-84	15
Web-News Producer	1-3, 5-9, 13, 16, 19-21, 23, 25-29, 31, 34-35, 37, 41, 45, 47-50, 52-53, 55-66, 69, 71, 74-78, 80, 82-84	82
Director	1-3, 5-11, 13, 15-16, 19-21, 23, 25-29, 31, 34-35, 37, 41, 45, 47-50, 52-53, 55-66, 69, 71, 74-75, 77-78, 80-84	15
Reporter/Multi Media Journalist	1-3, 5-10, 13, 15-16, 19-21, 23, 25-29, 33-37, 41, 43, 45-50, 52-53, 55-69, 71-72, 74-78, 80-84	45
Reporter/Multi Media Journalist	1-3, 5-10, 13, 15-16, 19-21, 23, 25-29, 33-37, 41, 43, 45-50, 52-53, 55-69, 71-72, 74-78, 80-84	15
Reporter/Multi Media Journalist	1-3, 5-10, 13, 15-16, 19-21, 23, 25-29, 33-37, 41, 43, 45-50, 52-53, 55-69, 71-72, 74-78, 80-84	45
Account Executive	1-3, 5-11, 13-16, 20-21, 23, 25-29, 31, 34-35, 37, 41, 44-45, 47-50, 52-53, 55-66, 68-69, 71, 74-78, 80-81, 83-84	15
Executive Producer II	1-3, 5-10, 13-16, 19-20, 23, 25-29, 31, 34-35, 37, 41, 44, 47-50, 52-53, 55-56, 58-62, 64-66, 69, 71, 74-75, 80, 83	15
Web-News Producer	1-3, 5-11, 13, 15-16, 20-21, 23, 25-29, 31, 34-35, 37, 41, 44, 47-50, 52-53, 55-66, 69, 71, 74-78, 80, 83	15
Account Executive	1-3, 5-10, 13, 15-16, 20-21, 23, 25-29, 31, 34-35, 37, 41, 44-45, 47-50, 52-53, 55-56, 58-62, 64-66, 69, 71, 74-76, 80, 82-84	45
Promotion Producer	1-3, 5-10, 13, 16, 19-20, 23, 25-29, 31, 34-35, 37, 40-41, 44-45, 47-50, 52-53, 55-56, 58-62, 64-66, 69, 71, 74-75, 79-81, 83-84	40

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multi Media Sales Assistant	1-3, 5-10, 13, 15-16, 19-20, 23, 25-29, 31, 34-35, 37, 41, 44, 47-50, 52-53, 55-56, 58-62, 64-66, 69, 71, 74-75, 80-84	82
Photographer	1-3, 5-10, 13, 15-16, 20, 23, 25-29, 31, 34-35, 37, 41, 44-45, 47-50, 52-53, 55-56, 58-62, 64-66, 69, 71, 74-75, 80-81, 83-84	15
Photographer	1-3, 5-10, 13, 15-16, 20, 23, 25-29, 31, 34-35, 37, 41, 44-45, 47-50, 52-53, 55-56, 58-62, 64-66, 69, 71, 74-75, 80-81, 83-84	15
Assignment Editor	1-3, 5-11, 13, 15-16, 20-21, 23, 25-29, 31, 34-35, 37, 41, 44-45, 47-50, 52-53, 55-66, 69, 71, 74-78, 80-81, 83-84	45
Producer Trainee	1-3, 5-10, 13-16, 20, 23, 26-29, 31, 34-35, 37, 41, 44-45, 47-50, 52-53, 55-56, 58-62, 64-66, 69, 71, 74-76, 78, 80-81, 83-84	37
Producer	2-11, 13-16, 20-21, 23, 25, 27-29, 31, 33-34, 37, 41, 44-45, 47-50, 52-53, 55-66, 68-69, 71, 74-78, 80-81, 83-84	33
Assignment Editor Trainee	2-7, 9-11, 13-16, 20-21, 23-25, 27-29, 31, 34, 37, 40-41, 44-50, 52-53, 55-66, 69, 71, 74-78, 80-81, 83-84	78

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	CareerSource Northeast Florida 215 N. Market Street 2nd Floor Jacksonville, Florida 32202 Email : info@careersourcenefl.com C. Moody	N	0
9	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
10	CBK Media Management 179 Red Knot Lane Mount Pleasant, South Carolina 29464 Phone : 412-770-6749 Url : www.broadcastcareerlink Email : info@cbkmedia.net CJ Kane	N	1
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, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	42
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, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
20	Daytona State College 1200 International Speedway Blvd. Daytona Beach, Florida 32114 Phone : (386) 506-3610 Url : <a href="http://www.dbcc.cc.fl.us/">http://www.dbcc.cc.fl.us/</a> 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 : <a href="http://www.winknews.com">www.winknews.com</a> 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	Equal Employment Opportunity Commission 501 E. Polk Street Suite 1000 Tampa, Florida 33602 Phone : (305)808-1851 Url : <a href="http://www.eeoc.gov/">http://www.eeoc.gov/</a> Fax : 1-305-808-1855 Career Services	N	0
25	Federal Communications Commission 445 12th Street SW Washington, District of Columbia 20554 Phone : (866)225-5322 Url : <a href="http://www.fcc.gov/">http://www.fcc.gov/</a> Fax : 1-866-418-0232 Barbara Kreisman	N	0

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
26	Flagler College P.O. Box 1027 St. Augustine, Florida Phone : (904) 819-6286 Url : <a href="http://www.flagler.edu/">www.flagler.edu/</a> Email : <a href="mailto:CEverly@flagler.edu">CEverly@flagler.edu</a> Fax : 1-904-826-8515 C. Everly	N	0
27	Florida A & M University 100 Student Union Plaza Tallahassee, Florida 32301 Phone : 850.599.3700 Url : <a href="http://www.famu.edu/">http://www.famu.edu/</a> Email : <a href="mailto:delores.dean@famu.edu">delores.dean@famu.edu</a> Delores Dean	N	0
28	Florida Atlantic University 777 Glades Road Bldg. SU 80, Room 220 Boca Raton, Florida 33431 Phone : (561) 297-3533 Url : <a href="http://www.fau.edu/">www.fau.edu/</a> Email : <a href="mailto:tackerman@fau.edu">tackerman@fau.edu</a> Fax : 1-561-297-2740 Traci Ackerman	N	0
29	FSU Nole Network Florida State University Dunlap Success Center Tallahassee, Florida 32306 Phone : 850-644-6431 Url : <a href="http://career.fsu.edu/">http://career.fsu.edu/</a> Email : <a href="mailto:FSUCareerCenter@csm.symplicity.com">FSUCareerCenter@csm.symplicity.com</a> Scott Maynard	N	0
30	Full Sail Placement 3300 University Blvd. Suite 160 Orlando, Florida 32792 Phone : 866-807-3140 Url : <a href="http://www.fullsail.com/">www.fullsail.com/</a> Email : <a href="mailto:ktrudeau@fullsail.com">ktrudeau@fullsail.com</a> Fax : 1-407-671-2240 Karen Trudeau	N	0

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
31	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 407-679-0100 Email : nbarefield@fullsail.com Neenah Barefield	N	0
32	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
33	Graham Media Group 161 North Clark Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	3
34	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
35	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
36	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



**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
37	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : <a href="https://www.ihire.com">https://www.ihire.com</a> Career Listing Manual Posting	N	11
38	ihire.com 4466 John Young Pkwy Orlando, Florida 328804 Phone : 407-521-1256 Donna Ansley Manual Posting	N	0
39	ihirebroadcasting.com 41 East All Saints Street Fredrick, Maryland 21701 Phone : 877-840-5456, ext 204 Url : <a href="http://ihirebroadcasting.com">ihirebroadcasting.com</a> Lori Cole Manual Posting	N	0
40	Indeed.com c/o Donna Ansley Orlando, Florida Phone : 407-521-1256 Email : <a href="mailto:dansley@wkmg.com">dansley@wkmg.com</a> Fax : 1-407-521-1251 Donna Ansley	N	5
41	Jacksonville University 2800 University Blvd., N Career Services Jacksonville, Florida Phone : (904) 256-7000 Url : <a href="https://ju-csm.symplicity.com/employers/">https://ju-csm.symplicity.com/employers/</a> Email : <a href="mailto:careerservices@ju.edu">careerservices@ju.edu</a> Career Services	N	0
42	John Butte & Associates P.O. Box 477 Lakewood, Ohio 44107 Phone : 216-650-2258 John Butte Manual Posting	N	0

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
43	KSAT-TV 1408 N. St. Mary's Street San Antonio, Texas 78215 Phone : (210) 351-1248 Url : www.ksat.com Kathy Felix Manual Posting	N	2
44	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
45	Linkedin` Linkedin LinkedIN, Florida Phone : 407-521-1256 Donna Ansley Manual Posting	N	19
46	LornaDave Agency P.O.Box 368 Orefield, Pennsylvania 18069 Phone : 610-248-1317 Url : https://www.lornadave.com Email : john@lornadave.com John Derr	N	1
47	mediabizjobs.com Florida Url : www.mediabizjobs.com John Stipe Manual Posting	N	0
48	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
49	mediamatch.com Florida Url : www.mediamatch.com Career Services Manual Posting	N	0

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
50	MediaRecruiter.com 9457 So. University Blvd. Suite #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
51	monster.com 4466 John Young Pkwy. Orlando, , Florida 32804 Donna Ansley Manual Posting	N	0
52	Morris Brown College 643 Martin L. King Drive NW Career Planning Atlanta, Georgia 30314 Phone : (404) 739-1123 Url : <a href="http://www.morrisbrown.edu/">www.morrisbrown.edu/</a> Email : <a href="mailto:Todd.blackburn@morrisbrown.edu">Todd.blackburn@morrisbrown.edu</a> Todd Blackburn	N	0
53	NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21215 Url : <a href="http://www.naACP.org/content/main/">http://www.naACP.org/content/main/</a> Mr. John Johnson Manual Posting	N	0
54	NAB Education Foundation 1771 N Street, NW Washington, District of Columbia 20036 Phone : 202-429-5361 Url : <a href="http://www.nabef.org">www.nabef.org</a> Email : <a href="mailto:MDuke@nab.org">MDuke@nab.org</a> Fax : 1-202-517-1617 Michelle Duke	N	0
55	NABEF 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : <a href="http://nabef.org">nabef.org</a> Career Listing Manual Posting	N	0

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
56	Napoli Management Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-385-8221 Laurie Jacoby Manual Posting	N	0
57	National Assn. of Black Broadcasters 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : <a href="http://www.nabob.org/">http://www.nabob.org/</a> Fax : 1-301-314-1714 Career Services	N	0
58	National Lesbian & Gay Journalists Assn. 1420 K Street Suite 910 Washington, District of Columbia 20005 Phone : (202) 588-9888 Email : <a href="mailto:info@nljja.org">info@nljja.org</a> Lynette Spencer	N	0
59	National Urban League Black Executive Exchange Program 120 Wall Street New York, New York 10005 Phone : (212)558-5300 Url : <a href="http://www.nulbeep.org/">http://www.nulbeep.org/</a> Email : <a href="mailto:DWEST@NUL.ORG">DWEST@NUL.ORG</a> Dale West	N	0
60	Native American Journalist Association Univ. of Oklahoma 395 West Lindsey Norman, Oklahoma 73019 Phone : 918-652-5612 Url : <a href="http://www.naja.com">www.naja.com</a> Email : <a href="mailto:rlandsberry@gmail.com">rlandsberry@gmail.com</a> Fax : 1-405-325-6945 Becca Landsberry	N	0
61	No Posting WKMG-TV Orlando, Florida 32804 Phone : 407-521-1256 Email : <a href="mailto:dansley@wkmg.com">dansley@wkmg.com</a> Donna Ansley	N	0

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
62	Pennsylvania State University College of Communications 205 Carnegie Bldg. University Park, Pennsylvania 16802 Phone : (814) 865-2377 Url : <a href="http://www.psu.edu/">www.psu.edu/</a> Email : <a href="mailto:rpm163@psu.edu">rpm163@psu.edu</a> Fax : 1-814-863-8044 Robert Martin	N	0
63	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Fax : 1-904-924-1684 Sharon Robinson	N	0
64	Ringling School of Art and Design 2700 N. Tamiami Trail Sarasota, Florida 34234 Phone : 941-359-7502 Url : <a href="http://www.collegecentral.com/ringling/Employer.cf">http://www.collegecentral.com/ringling/Employer.cf</a> Cyndi Flannagan Manual Posting	N	0
65	Society of Broadcast Engineers 9247 N. Meridian Street Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : <a href="http://www.sbe.org/">www.sbe.org/</a> Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> Scott Jones	N	0
66	Society of Broadcast Engineers-Chapter 42 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1200 Frank Torbert Manual Posting	N	0
67	Sound of Life Media 61 Ridgelawn Road Asheville, South Carolina 28806 Phone : 828-713-2871 Url : <a href="http://www.soundoflifemedia.com">www.soundoflifemedia.com</a> John Kirtley Manual Posting	N	1

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
68	Spots n Dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> Emily McKay Manual Posting	N	0
69	Stetson University 421 N. Woodland Blvd. Deland, Florida 32723 Phone : (386) 822-7315 Url : <a href="http://www.stetson.edu/">www.stetson.edu/</a> Email : <a href="mailto:career@stetson.edu">career@stetson.edu</a> Annette Accorto	N	0
70	Syracuse University 215 University Place Syracuse, New York 13244 Phone : (315) 443-9092 Url : <a href="http://www.syr.edu/">www.syr.edu/</a> Email : <a href="mailto:careers@syr.edu">careers@syr.edu</a> Debi Walker	N	0
71	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3180 Url : <a href="http://www.talentedynamics.com">www.talentedynamics.com</a> Email : <a href="mailto:pumphrey@talentedynamics.com">pumphrey@talentedynamics.com</a> Julie Pumphrey	N	0
72	The Naso Group, LLC 19501 East Country Club Drive Suite 108 Aventura, Florida 33180 Phone : 305-682-0564 Url : <a href="http://www.nasogroupcom">http://www.nasogroupcom</a> Fax : 1-305-932-7392 Michael Naso	N	1
73	The NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 David Christopher Manual Posting	N	0

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
74	TVjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a> Mark Holloway Manual Posting	N	0
75	United Talent Agency 888 Seventh Avenue 7th Floor New York, New York 10106 Phone : 212-651-5513 Rick Ramage Manual Posting	N	0
76	University of Central Florida Career Resource Center P.O. Box 160165 Orlando, Florida 32816 Phone : (407) 823-2361 Url : <a href="http://www.career.ucf.edu">www.career.ucf.edu</a> Email : <a href="mailto:career@mail.ucf.edu">career@mail.ucf.edu</a> Fax : 1-407-823-5909 Tracy Thomas	N	3
77	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Email : <a href="mailto:Christine.Mahoney@Colorado.EDU">Christine.Mahoney@Colorado.EDU</a> Fax : 1-303-492-0969 Christine Mahoney	N	0
78	University of Florida Knight Division, Career Svcs. 1080 Weimer Hall Gainesville, Florida 32611 Phone : (352) 392-0289 Url : <a href="http://www.ufl.edu/">http://www.ufl.edu/</a> Email : <a href="mailto:charris@jou.ufl.edu">charris@jou.ufl.edu</a> Fax : 1-352-846-2484 Charles Harris	N	1
79	Unknown Unknown Unknown, Florida 32804 Phone : 4075211256 Donna Ansley	N	1

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
80	Weber International University P.O. Box 96 Babson Park, Florida 33827 Phone : 863-638-2936 Url : <a href="http://www.webber.edu/">http://www.webber.edu/</a> Email : <a href="mailto:whitetl@webber.edu">whitetl@webber.edu</a> Tonya White	N	0
81	Welle Dunne! Blog 100 Amphitheatre Parkway Mountain View, California 94043 Kate Bacon Manual Posting	N	0
82	WKMG-TV 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-5211256 Url : <a href="http://www.clickorlando.com">www.clickorlando.com</a> Email : <a href="mailto:dansley@wkmg.com">dansley@wkmg.com</a> Fax : 1-407-521-1204 Donna Ansley	N	8
83	Workforce One-Stop Career Center 707 Mendham Blvd. Suite 250 Orlando, Florida 32825 Phone : (407)531-1222 Url : <a href="http://www.workforcecentralflorida.com/oscc/locati">http://www.workforcecentralflorida.com/oscc/locati</a> Sergio Leon Manual Posting	N	0
84	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>101</b>



**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	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
2	10/1/2020	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 New Web/Social Media departments. Over the years, several interns have been hired to fill open positions.	3	Production Manager Intern Intern
3	Ongoing Event	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 relating 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.	1	News Producer

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
4	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.	6	Web Managing Editor Web Producer Web Producer Web Producer
5	10/1/2020	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	HR Administrator
6	10/1/2020	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 Asst. Sales Asst

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
7	10/1/2020	Participation in other activities designed by the station employment unit	Graham Media Group offers a Trainee Program to provide structured development opportunities for entry level professionals. The training program is a maximum of 12 months whereby they are a paid employee with established appropriate salary and eligible for company benefits. They are given specific job duties and learning opportunities for their designated training assignment. They are advised in writing of the specifics of the program and there is no guarantee of employment beyond their training commitment. WKMG-TV has hired 3 Trainees for training as an Assignment Editor, Web Producer and Production Technician since Oct. 2020. In this reporting period, WKMG hired a Trainee for a full time position as a Web Producer.	4	News Director Assignment Manager Web Managing Editor Production Manganer
8	10/3/2020	Establishment of a mentoring program	WKMG-TV News Photographers and Mobile Journalists attended a one day Virtual Workshop led by Chief Photographer. This is a mentoring/training project to help them become better storytellers. The workshop included a round table where they shared ideas and tips about creating fair, unbiased news stories. They also had a presentation from Digital Dominance about the 7 C's of Journalism and received a Photojournalist Handbook. They discussed tips and tricks, how to make presets, line tool, key frames and how to use one drive, along with live truck tips.	35	Chief News Photographer Mobile Journalist Mobile Journalist News Photographer

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
9	11/19/2020	Provision of training to management	WKMG-TV employees and managers attended a webinar on Diversity/Equity and Inclusion presented by BRBS World, LLC. The webinar discussed Diversity in the workplace and the attendees participated in group sessions to discuss various scenarios about how people are perceived and recognized by others, as well as, how we also have common human feelings/traits/interests. The webinar was attended by 56 employees who learned about unconscious bias and the importance of showing respect and acceptance of all people both in the workplace, and life in general, to promote a respectful workplace for all employees.. This was a mandatory training session for all employees of Graham Media Group.	56	Asst. Chief Engineer HR Administrator Operations Manager Sales Project Manager
10	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

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
11	3/12/2021	Provision of training to personnel of unaffiliated non-profit organizations	Production Manager, Robert Kotek, was invited to participate on an Advisory Panel by the Florida Institute of Recording Sound and Technology to participate in a new program called Digital Filmmaking and Video Production. The Panel also included various members of the local broadcast community and asked for their advice and feedback on the new curriculum. The Panel reviewed the school's plans and new curriculum available both online and on campus to prepare students for an education for TV production/technology careers. After the initial group panel discussion, a follow up Zoom call was made to each panel member to provide feedback.	1	Production Manager
12	3/22/2021	Participation in events or programs sponsored by educational institutions	Executive News Producer, Angel Blazquez and Ashleigh Riggio, Producer, attended the University of Central Florida Intern Pursuit to advise students of available internships with WKMG-TV. Broadcast Journalism Students seeking internships attended 15 minute interview sessions and presented their resumes and videos for consideration of internships for the Fall semester 2021.	2	Executive News Producer News Producer

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
13	3/23/2021	Provision of training to management	Corporate Counsel, Jane Marshall and VP/Chief Human Resources Officer, Julie Dreixler for Graham Media Group hosted a virtual training session for the hiring managers at WKMG-TV. Attendees included the Vice President/General Mgr., Business Mgr., News Director, Director of Information Technology, Production Mgr., Creative Services Director, General. Sales Mgr. and HR Administrator, along with several other hiring managers. The Company's Best Hiring Practices, as well as, the FCC Requirements for recruiting, hiring and recording interviews were reviewed to ensure managers are informed and practice the correct, proper hiring procedures. The presentation included direction/information about Job posting requirements, EEO/ADA statements, notifications of job postings to a broad pool of applicants, recordkeeping of applicants, Outreach efforts about internships, mentoring, job fairs, employee training and annual EEO Report for station license renewal.	15	VP/GM Business Manager News Director General Sales Mgr.
14	5/7/2021	Establishment of training programs for station personnel	Darran Caudle, Chief News Photographer, oversees training to all newly hired news photographers about ENG live truck training and procedures that consist of raising and lowering the mast of a live news truck transmitter operation, IFB, Internet connection and live truck transmissions and operation. He advised about safety procedures of operating a live news truck. Two photographers hired in this reporting period received the live truck safety and procedure training.	3	Chief News Photographer News Photographer News Photographer

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
15	6/23/2021	Provision of training to management	<p>Webinar: hosted by Asurint Background Screening Solutions to address the changes in the workplace and how employers and employees can adapt to processes in the changing workplace, work-from-home and hybrid schedules, "The Evolution of Employee Onboarding in a Post-Pandemic Hybrid Workplace."</p> <p>Elizabeth Mayer, HR Business Partner and Erin Deal, Manager of Learning and Development shared their knowledge and experience with Graham Media Group Managers and Human Resources team.</p> <p>The discussion included topics about creating a positive candidate experience to help with long-term employee retention, ideas about building a structured onboarding process that include virtual and on-site procedures. They presented onboarding tips and expectations of new hires, issues facing hybrid workers, i.e., technical barriers, communications, interactions with managers. How to ensure communication and keep actions consistent and providing the tools for the new employee to succeed in their job.</p>	2	GMG Chief Human Resources HR Administrator

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
16	6/30/2021	Provision of training to management	ERG-LGBTQ Learning Webinar: Employee Resource Group Webinar, "GMG Pride LGBTQ+ Allies Learning Webinar" with guest speakers from the LGBTQ+ Community who presented information about their community and the issues and actions needed for dialog and acceptance for change in our society, as well as, how media can report stories in a fair and accurate way to support Equity Diversity and Inclusion. Robert Salcedo, Executive Director of Pride Center in San Antonio, TX, Raquel Willis, Activist/Media Strategist who founded Black Trans Circles and Writer Barbara Simon, Head of News Campaigns, GLAAD, an organization that works for cultural change to accept and communicate how the media can help provide dialog for the LBGTQ+ community. Graham Media Group Managers and Members of the Employee Resource Group attended the webinar for understanding and direction needed to hire and support members of the LGBTQ+ society. Discussion included the history and struggles of the Pride movement and the life rights and value of acceptance by Society. Discussion included how the LBGTQ+ community can be supported by the media to report about their issues, resources to recruit talent for reporter and anchor positions, as well as, legal issues.	3	GMG Chief Human Resouces GMG Senior Director DEI HR Administrator/WKMG-TV



**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
17	7/1/2021	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 retrain 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. All employees were required to retrain in 2021.	165	Vice President/Gen. Mgr. News Director Creative Svcs. Director Business Manager
18	7/14/2021	Participation in Job Fairs	NABJ Career Fair. Graham Media Group sponsored a virtual booth and 3 employees from WKMG were in attendance to promote jobs and internships at the station, targeting Television and Online Media members. They interviewed several potential candidates who ranged from recruiters to several reporter candidates seeking employment. The station presentation included available job opportunities and information about the GMG Company culture. Contact information was given to the interested participants for further contact and to send resumes. Open jobs at WKMG included Account Executive, TV News Producer and PT Production Technician.	3	Executive News Producer Executive News Producer News Producer

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
19	7/15/2021	Participation in events sponsored by organizations representing the community	National Association of Hispanic Journalists Convention held July 15-17. Executive Producer Angel Blazquez attended the NAHJ Convention, a national group of journalists who represent Hispanic Journalists and assist with networking and educating members about broadcasting jobs and issues. The NAHJ members networked with other journalists to learn new ways to improve storytelling. He met one-on-one with prospective hires, evaluated their work and coached them on how to improve. Resumes for potential job applicants were collected for consideration of open positions.	1	Executive News Producer
20	9/9/2021	Participation in events sponsored by organizations representing the community	NLGJA Convention, 9/10/2021 Executive Producer Phil Landeros and Reporter Erik Sandoval attended the National Lesbian and Gay Journalists Association's convention to meet with potential job candidates and provide coaching to recruit members of the LGBTQ+ community to work for Graham Media Group/WKMG-TV. The Association provides resources for reporting on LGBTQ+ issues and promotes hiring of the NLGJA journalists. They spoke to convention attendees about the company's commitment to LGBTQ+ journalists and coverage of LGBTQ+ issues. They collected resumes for consideration of open positions in the News Dept.	3	Executive News Producer Reporter Sr. Dir. Diversity, Equity & Inclusion, GMG

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
21	9/22/2021	Participation in job banks, internet programs and other programs designed to promote outreach	<p>RTDNA Conference: Allison McGinley, News Director participated in the RTDNA 2021 Conference as the chair-elect. She helped to design conference education sessions, met and mentored more than a dozen college age scholarship winners, and met with a half dozen potential future hires. She distributed her business cards for further contact with both students and potential team members. Graham Media Group was one of the Silver sponsors for the RTDNA 21 Conference. She held conversations with individuals and participated in educational sessions presented by others.</p> <p>RTDNA is a professional industry association dedicated to responsible journalism. The membership is more than 1500 strong. It caters to news managers, mid-level professionals, and emerging journalism students.</p>	1	News Director