

WKMG-TV
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
News Producer	1-2, 6-8, 10, 13-17, 19-27, 30-36, 39-43, 50-51, 53-59, 61-65, 68-77, 80-84, 86, 88-91, 95-98	30
News Producer	1-2, 6-8, 10, 13-17, 19-27, 30-36, 39-43, 50-51, 53-59, 61-65, 68-77, 80-84, 86, 88-91, 95-98	30
News Producer	1-2, 6-8, 10, 13-17, 19-27, 30-36, 39-43, 50-51, 53-59, 61-65, 68-77, 80-84, 86, 88-91, 95-98	30
News Producer	1-2, 6-8, 10, 13-17, 19-27, 30-36, 39-43, 50-51, 53-59, 61-65, 68-77, 80-84, 86, 88-91, 95-98	30
Accounting Assistant	1-2, 6-8, 10, 13-17, 19-27, 29, 31-36, 39-43, 50-51, 53-59, 61-64, 68-77, 80-84, 86, 88-90, 96-98	29
News Photographer	1-2, 6-8, 10, 13-17, 19-27, 30-36, 39-43, 45, 47, 50-51, 53-59, 61-65, 68-77, 80-84, 86, 88-90, 94, 96-98	19
Reporter	1-2, 6-10, 13-17, 19-27, 31-36, 39-43, 45, 48, 50-59, 61-65, 68-77, 80-86, 88-91, 94, 96-98	48
Reporter	1-2, 6-10, 13-17, 19-27, 31-36, 39-43, 45, 48, 50-59, 61-65, 68-77, 80-86, 88-91, 94, 96-98	9
Account Executive	1-2, 6-8, 10, 13-27, 30-36, 39-43, 45, 50-51, 53-59, 61-64, 68-77, 79-84, 86, 88-90, 94, 96-98	30
Account Executive	1-2, 7-8, 10, 13-28, 30-31, 33-36, 39-43, 45, 50-51, 53-59, 61-62, 64, 68-77, 79-83, 86, 88, 90, 94, 96, 98	53
Account Executive	1-2, 7-8, 10, 13-28, 30-31, 33-36, 39-43, 45, 50-51, 53-59, 61-62, 64, 68-77, 79-83, 86, 88, 90, 94, 96, 98	53
Multi Media Journalist	1-2, 6-8, 10, 13-17, 19-27, 31-36, 39-43, 45, 50-51, 53-59, 61-64, 68-77, 80-84, 86, 88-90, 96-98	19

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Web-News Producer	1-2, 6-8, 10, 13-17, 19-28, 30-36, 39-43, 45, 50-51, 53-59, 61-64, 68-77, 80-84, 86, 88-91, 96-98	19
Photographer	1-2, 6-8, 10, 13-17, 19-28, 30, 32-36, 39-43, 45, 50-51, 53-59, 61-64, 68-77, 79-84, 86, 88, 90, 94, 96, 98	30
Computer Support Specialist	1-4, 6-8, 10, 13-27, 32-36, 39-43, 45, 47, 50-51, 53-59, 61-65, 68-77, 80-84, 86, 88-90, 96, 98	53
Promotion Producer - Exempt	1-3, 6-8, 10, 13-17, 19-27, 30, 32-36, 39-45, 47, 50-59, 61-65, 68-77, 80-84, 86, 88-91, 96-98	47
News Photographer	1-3, 6-8, 10, 13-17, 19-24, 26-27, 32-36, 39-45, 47, 50-59, 61-65, 68-77, 80-82, 84, 86, 89-90, 96, 98	47
Assignment Editor Trainee	1-3, 6-8, 10, 13-17, 19-24, 26-28, 32-36, 39-45, 47, 50-59, 61-65, 68-77, 80-84, 86, 89-91, 96, 98	19
Weather Producer/Anchor	40, 91	40
Sports Videographer/Editor	1-3, 6-10, 13-17, 19-24, 26-27, 30, 32-37, 39-42, 44-45, 50-59, 61-66, 68-77, 80-91, 96-98	19
Promotion Producer - Exempt	1-3, 6-10, 13-17, 19-24, 26-27, 32-37, 39-42, 44-45, 47, 50-59, 61-65, 68-77, 80-87, 89-90, 96-98	47
Reporter	1-3, 5-10, 13-24, 26-27, 32-42, 44-45, 50-59, 61-65, 68-77, 80-90, 96-98	5
Artist/Promotion Producer	1-3, 6-24, 26-27, 32-37, 39-42, 44-47, 49-78, 80-82, 84-87, 89-93, 96-98	47

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications Florida Phone : 602-954-8373 Url : slizik@602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
2	AAJA Florida Chapter Florida Url : http://chapters.aaja.org/Florida/FLAAJA.html Email : aajaflorida@gmail.com Gail Rayos	N	0
3	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	Adams Broadcast Consulting 10040 E. Happy Valley Road Unit 483 Scottsdale, Arizona 85255 Phone : 707-938-8362 Dana Adams Manual Posting	N	0
5	Adams Broadcast Consulting 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 707-983-8362 Email : dana@adamsconsulting.tv Dana Adams	N	1
6	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
7	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

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8	B-Roll.net 243 17th Street SE Washington, District of Columbia 20003 Url : www.b-roll.net Career Services Manual Posting	N	0
9	Bienstock, A United Talent Agency Co. 250 West 57th Street New York, New York 10107 Phone : 407-521-1256 Donna Ansley Manual Posting	N	1
10	Broadcast Employment Services (tvjobs.com/amfm.com/digitaltalent.tv) Florida Phone : (800)374-0119 Email : admin@tvjobs.com Mark Holloway	N	0
11	Broadcast Image Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : (210) 828-6664 Url : www.broadcastimage.com Email : ricket@broadcastimage.com Larry Rickel	N	0
12	CareerSource Central Florida 390 N. Orange Avenue Suite 700 Orlando, Florida 32801 Phone : 407-531-1222 Url : www.careersourcecentralflorida.com Email : brodiguez@careersourcecf.com Fax : 1-407-708-1395 Barbara Rodriguez	N	0
13	CareerSource Northeast Florida 215 N. Market Street 2nd Floor Jacksonville, Florida 32202 Email : info@careersourcenefl.com C. Moody	N	0

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14	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
15	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
16	Central Florida Association of Black Journalists P.O. Box 7445 Orlando, Florida 32802 Url : http://cfabj.wordpress.com Career Services Manual Posting	N	0
17	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
18	Classified Ad-Spots n Dots Ads@spotsndots.com Kennesaw, Georgia Phone : 407-521-1256 Url : www.spotsndots.com Donna Ansley Manual Posting	N	0
19	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	21

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20	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : (813)-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
21	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
22	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
23	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
24	Cuban American National Counsel 300 SW 12th Avenue 3rd Floor Miami, Florida 33130 Phone : (305)642-3484 Url : http://www.cnc.org/ Email : slopez@cnc.org Cris Santana	N	0
25	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

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26	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
27	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
28	Emma Bowen Fund for Minority Int. in Media 30 Rockefeller Plaza 1221 Ave. of the Americas, 28th FL New York, New York 10112 Phone : (212) 664-3392 Url : http://www.emmabowenfoundation.com/ Email : sandra.rice@nbcuni.com Fax : 1 - - - Sandra Rice	N	0
29	Employee Promotion 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1256 Email : dansley@wkmg.com Donna Ansley	N	1
30	Employee Referral 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1256 Donna Ansley	N	23
31	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

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32	Federal Communications Commission 445 12th Street SW Washington, District of Columbia 20554 Phone : (866)225-5322 Url : http://www.fcc.gov/ Fax : 1-866-418-0232 Barbara Kreisman	N	0
33	Flagler College P.O. Box 1027 St. Augustine, Florida Phone : (904) 819-6286 Url : www.flagler.edu/ Email : CEverly@flagler.edu Fax : 1-904-826-8515 C. Everly	N	0
34	Florida A & M University 100 Student Union Plaza Tallahassee, Florida 32301 Phone : 850.599.3700 Url : http://www.famu.edu/ Email : delores.dean@famu.edu Delores Dean	N	0
35	Florida 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
36	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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37	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 407-679-0100 Email : nbarefield@fullsail.com Neenah Barefield	N	0
38	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
39	Goodwill Jobs Connection 3911 E. Colonial Drive Orlando, Florida 32803 Phone : 407-872-0770 Url : www.goodwillcfl.org Email : nbarefield@goodwillcfl.org Fax : 1-407-872-0256 Neenah Barefield	N	0
40	Graham Media Group 161 North Clark Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	6
41	Grambling State University Dept. of Mass Communications Box 4292 Grambling, Louisiana 71245 Phone : 318-274-2189 Email : dunns@gram.edu Dr, Sharon Ford-Dunn	Y	0
42	Hispanic Link News Service, Inc. 1420 N. Street, N.W. Washington, District of Columbia 20005 Phone : (407)428-5870 Url : http://www.hispaniclink.org/Hispanic_Link/Front_Pa Email : lgarcia@hispanicchamber.net Marilyn Linley	N	0

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43	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
44	ihire.com 4466 John Young Pkwy Orlando, Florida 328804 Phone : 407-521-1256 Donna Ansley Manual Posting	N	0
45	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
46	Image Broadcast Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : 210-828-6664 Url : www.broadcastimage.com Email : mgrant@broadcastimage.com Michelle Grant	N	0
47	Indeed.com c/o Donna Ansley Orlando, Florida Phone : 407-521-1256 Email : dansley@wkmg.com Fax : 1-407-521-1251 Donna Ansley	N	24
48	Inhouse Promotion 4466 John Young Pkwy. Orlando, Florida Phone : 4075211256 Donna Ansley	N	1

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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	N	0
50	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
51	John Butte & Associates P.O. Box 477 Lakewood, Ohio 44107 Phone : 216-650-2258 John Butte Manual Posting	N	0
52	Latino Leadership 8617 E. Colonial Drive Orlando, Florida 32803 Phone : 407-895-0801 Url : www.latinoleadership.org Fax : 1-407-895-0803 Barbara Betancourt	N	0
53	Linkedin` Linkedin LinkedIN, Florida Phone : 407-521-1256 Donna Ansley Manual Posting	N	26
54	mediabizjobs.com Florida Url : www.mediabizjobs.com John Stipe Manual Posting	N	0

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55	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
56	mediamatch.com Florida Url : www.mediamatch.com Career Services Manual Posting	N	0
57	MediaRecruiter.com 9457 So. University Blvd. Suite #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
58	Medill Northwestern 1845 Sheridan Road Evanston, Illinois 60208 Phone : 847-491-2049 Email : medillcareerservices@northwestern.edu Beverly Stewart	N	0
59	monster.com 4466 John Young Pkwy. Orlando, , Florida 32804 Donna Ansley Manual Posting	N	0
60	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
61	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

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62	NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21215 Url : http://www.naacp.org/content/main/ Mr. John Johnson Manual Posting	N	0
63	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
64	Napoli Management Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-385-8221 Laurie Jacoby Manual Posting	N	0
65	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
66	National Assn. of Hispanic Journalists 1000 National Press Bldg. Washington, District of Columbia 20045 Phone : (202) 662-7145 Email : jobbank@nahj.org Marco Botero	N	0
67	National Association of Broadcasters 1771 N Street, NW Washington, District of Columbia 20036 Phone : 2024295424 Url : www.nab.org Email : asmith@nab.org Amanda Smith	N	0

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

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73	Pennsylvania State University College of Communications 205 Carnegie Bldg. University Park, Pennsylvania 16802 Phone : (814) 865-2377 Url : www.psu.edu/ Email : rpm163@psu.edu Fax : 1-814-863-8044 Robert Martin	N	1
74	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Fax : 1-904-924-1684 Sharon Robinson	N	0
75	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
76	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
77	Society of Broadcast Engineers-Chapter 42 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1200 Frank Torbert Manual Posting	N	0
78	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

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79	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
80	Stetson University 421 N. Woodlland Blvd. Deland, Florida 32723 Phone : (386) 822-7315 Url : www.stetson.edu/ Email : career@stetson.edu Annette Accorto	N	0
81	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
82	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
83	The NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 David Christopher Manual Posting	N	0
84	The NWT Group 2110 Elmwood Bryan , Tennessee 77802 Phone : 817-987-3600 Fax : 1-888-374-7907 Carolyn Kane	N	0

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85	The NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 Sandra Richardson Manual Posting	N	1
86	TVjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	1
87	United Talent Agency 888 Seventh Avenue 7th Floor New York, New York 10106 Phone : 212-651-5513 Rick Ramage Manual Posting	N	0
88	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
89	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
90	University of Florida Knight Division, Career Svcs. 1080 Weimer Hall Gainesville, Florida 32611 Phone : (352) 392-0289 Url : http://www.ufl.edu/ Email : charris@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris	N	0

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91	Unknown Unknown Unknown, Florida 32804 Phone : 4075211256 Donna Ansley	N	15
92	Valencia Community College P.O. Box 3028, Mail Code 5-1 Orlando, Florida 32802 Phone : 407-5822037 Url : http://valenciacc.edu/ Email : vhunt@valenciacc.edu Verterlla Hunt	N	0
93	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
94	Welle Dunne! Blog 100 Amphitheatre Parkway Mountain View, California 94043 Kate Bacon Manual Posting	N	0
95	WJXT-TV 4 Broadcast Place Jacksonville, Florida 32207 Phone : 904-399-4000 Email : kbarnard@wjxt.com Keira Barnard	N	1
96	Workforce One-Stop Career Center 707 Mendham Blvd. Suite 250 Orlando, Florida 32825 Phone : (407)531-1222 Url : http://www.workforcecentralflorida.com/oscc/locati Sergio Leon Manual Posting	N	0

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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
97	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
98	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			123

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2018	Establishment of a mentoring program	Sales Manager, Alan Sawyer, mentors sales personnel who need to learn about the television sales process by hosting formal training sessions for newly hired sales employees, new to the broadcasting industry. Participants include sales assistants and account executives. He reviews 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	Digital Acct. Exec. Acct. Exec. Media Sales Planner
2	10/1/2018	Participation in other activities designed by the station employment unit	WKMG-TV, along with our Digital Tier Stations, WKMG-DT6.2 and WKMG-DT6.3, broadcasts on-air :10 community service/EEO announcements to invite organizations to be placed on the station job notification list. The :10 community service announcements are scheduled throughout the year, as time permits, on all of the above mentioned channels. We endeavor to air the announcements on a weekly basis.	1	Multi Media Sales Asst.
3	10/1/2018	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 and 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.	1	News Reporter
4	10/1/2018	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 opening that include colleges, minority and broadcasting organizations. A complete list is included with this report.	1	HR Administrator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	10/1/2018	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 everyday functions 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 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.	4	Production Manager News Director Web/Internet Supervisor Business Manager
6	10/1/2018	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 where the student interns with the station in all departments to get a rounded view of station operations and the interactions between departments. It is a paid program whereby 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 Foundation's program work during the Summer and School Holiday breaks. The present participant is working in the 2nd year of this intern/job training effort.	2	Production Manager Business Manager

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7	10/1/2018	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 2018-2019 to learn the job skills for Assignment Desk Editor and News Producer. The News Producer Trainee was promoted to FT News Producer after completing the Trainee program and the Assignment Desk Trainee assumes another Trainee position to learn to be a News Producer. The Trainee program is paid program with a maximum duration of one year. We have also hired another Assignment Desk and Producer Trainee to fill the above Trainee positions.	4	News Director Assignment Desk Mgr. Assignment Desk Trainee News Producer Trainee
8	10/1/2018	Provision of training to management	Graham Holdings Company, requires on-line training of all employees, including managers, regarding the Company's Code of Business Conduct, Ethics, Harassment and Discrimination and Information Security/Privacy practices.. The training is 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.	165	VP/Gen. Mgr. Business Manager News Director Creative Svcs. Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	10/15/2018	Participation in events or programs sponsored by educational institutions	Corie Murray, News 6 photographer, gave a presentation to the students of Dream Lake Elementary about how to become a news photographer and the education and skills needed to obtain a job. He told the students about a day in the life of a news photographer and how news stories are gathered and presented for on-air presentation. He demonstrated the different lighting techniques with different backgrounds and shot b-roll during the presentation so they could experience a live edit session.	1	News Photographer
10	11/13/2018	Participation in events or programs sponsored by educational institutions	Adrianna Iwasinski, Investigative Reporter, was invited to deliver a presentation during the Teach-In event at Lawton Chiles Middle School. She spoke to 7th and 8th graders about a day in the life of a television news team and investigative reporter. She included pictures of the station, shared stories and video links from clickorlando.com and created an interactive Q&A session. Approximately 50 students attended her presentation.	1	Investigative Reporter
11	1/4/2019	Participation in job banks, internet programs and other programs designed to promote outreach	News Director, Allison McGinley, participated in a leadership podcast, Ignite Podcast. The podcast is dedicated to leadership development across various industries. She was interviewed by Host Vicky Guy about what it takes to run a newsroom, make editorial decisions all while making employees feel valued and challenged.	1	News Director

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12	1/9/2019	Sponsorship of events in the community designed to increase public awareness	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 and 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, and meteorologists.	4	Asst. Production Mgr Production Manager News Anchor Meteorologist
13	1/10/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Lawton Chiles Middle School Contact: Barbara Miller, 407-871-7023	4	Production Manager Asst. Production Mgr. Anchor Meteorologist
14	1/10/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Lawton Chiles Middle School Contact: Barbara Miller, 407-871-7023	4	Production Manager Asst. Production Mgr. Anchor Meteorologist
15	1/10/2019	Participation in events or programs sponsored by educational institutions	Alan Sawyer, Sales Manager, participated with the UCF Sports Business School Senior Night. The UCF Devos Sports Business School brings in past alumni and local speakers to help inspire the current senior class with "real world" discussion about how to best succeed beyond graduation. He presented a 15 minute speech based on the premise, "Eat or be Eaten: How to Win in Business." This was followed up by a Q&A and a pitch for WKMG and future employment opportunities within the Graham Media Group.	1	Sales Manager

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16	1/14/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour: Elon University 2020 Campus Box Elon, N.C. 27244 Contact: Amber Moser 336-278-5869	4	Production Manager Asst. Production Mgr. Anchor Meteorologist
17	1/23/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Liberty Middle School Contact: Mario Boza 407-249-6440	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
18	1/24/2019	Participation in events or programs sponsored by educational institutions	Samara Cokinos, Meteorologist, gave a presentation to the Windermere School about severe types of weather and how to prepare for storms and stay safe. She spoke to 3 classes of 5th grade students about careers in meteorology.	1	Meteorologist
19	1/25/2019	Participation in events or programs sponsored by educational institutions	Samara Cokinos, Meteorologist, spoke to 6th grade class at Hinson Middle School about her job in Meteorology and education.	1	Meteorologist
20	1/26/2019	Establishment of a mentoring program	Angel Blazquez, Senior Executive Producer/News & Special Projects, attended the Graham Media sponsored Producing Seminar presented to the station group's news producers. The seminar reintroduces producers to station producing missions and holds discussions on how to improve rundowns, presentation on ratings and rating systems, along with graphics, communication and showcasing stories for on air presentation. Exercises and feedback were presented about research and goals, control room questions, and assignment desk communication.	1	Executive News Producer
21	2/1/2019	Participation in events or programs sponsored by educational institutions	News Anchor, Justin Warmoth, served as the MC for the Seminole County Teacher of the Year Awards Ceremony. The event was attended by Seminole County teachers and their families. He spoke about being a student of the Seminole County Public School system and his career path. He also presented the awards to the winners and nominees.	1	News Anchor

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22	2/7/2019	Sponsorship of events in the community designed to increase public awareness	Edgewater High School Student, Ruby Johnson, job shadowed the WKMG News 6 Production Crew during the 9:00 a.m. and 12:00 p.m. newscasts. She shadowed, Floor Director Christina Palacios-Ahrens to see how the newscasts are planned and executed, how robotic cameras and teleprompters operate. She observed the news anchors and floor crews giving her an overview of the complete process and the work it takes to produce a live newscast.	2	Director Production Manager
23	2/13/2019	Participation in events or programs sponsored by educational institutions	Meteorologist Samara Cokinos Clarke attended Speed Careers Night at the Clermont Boys & Girls Club. She answered questions from Middle School and High School students about meteorology and news gathering and the many jobs in broadcasting.	1	Meteorologist
24	2/14/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Ocoee Middle School Contact: Vickie Hladik 407-877-5035	4	Production Manager Anchor Anchor Meteorologist
25	2/20/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for The First Academy Contact: Terri Morabito 407-206-8759	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
26	2/21/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Union Park Middle School Contact: Frank Burns 604-42-@ocps.net	4	Production Manager Anchor Anchor Meteorologist
27	2/25/2019	Participation in events or programs sponsored by educational institutions	Meteorologists, Tom Sorrells and Samara Cokinos Clarke spoke to 5th and 6th graders from Odyssey Preparatory School . They talked about the how and why they become Meteorologists	2	Meteorologist Meteorologist
28	2/28/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Bridgewater Middle School Contact: Andrew Inches 407-905-3710, ext. 5332263	4	Production Manager Anchor Asst. Production Manager Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
29	3/2/2019	Participation in events or programs sponsored by educational institutions	News Director Allison McGinley served as a Panel Member for the State of the Field event at Syracuse University. The Panel held a discussion regarding workplace safety as it pertains to the #metoo movement and journalists who work alone. There was a Panel discussion and Q&A session presented to the Syracuse University journalism students.	1	News Director
30	3/2/2019	Participation in events or programs sponsored by educational institutions	Reporter Erik Sandoval taught a lesson to graduating UCF Seniors about accessing public records for stories. The student group of RTDNA is focused on studying journalism and seeking to obtain a job in the broadcasting industry upon graduation. He gave a hands-on lesson showing them the process of accessing public records for use in reporting.	1	News Reporter
31	3/5/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Deland High School Contact: Jim Lowenstein 386-822-6909, ext. 23373	4	Production Manager Meteorologist Anchor Anchor
32	3/5/2019	Participation in events or programs sponsored by educational institutions	Meteorologist Samara Cokinos Clarke attended the Groveland Elementary School's STEM Night and hosted a booth at the event. She talked to students about being a meteorologist and the science behind clouds.	1	Meteorologist
33	3/7/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Round Lake Charter School Contact: Elly Garcia 352-385-4399, ext. 2231	4	Production Manager Asst. Production Mgr. Meteorologist Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
34	3/11/2019	Provision of training to management	Graham Media Group, led by Julie Dreixler, VP/Chief Human Resources Officer, presents a Company wide training session for new supervisors and managers hired within the past year; Bosses School. Topics presented include Coaching & Counseling, Employment Law, Interviewing/Hiring, Management Skills, Dealing with Employee and Management issues, Workplace Violence, as well as, reviewing and explaining Company Policies and Management issues. WKMG-TV had 4 newly hired or promoted managers attend the 2019 Bosses School held in Orlando, March 11-14.	4	Sales Manager Sales Manager Assignment Manager Promotion Manager
35	3/13/2019	Participation in events or programs sponsored by educational institutions	Samara Cokinos, Meteorologist, spoke to 2nd graders from the Galileo School for Gifted Learning about the different types of severe weather.	1	Meteorologist
36	3/18/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Sisters Build Network Contact: Dr. Primrose Cameron www.primrosecameron.com	4	Production Manager Meteorologist Asst. Production Mgr. Anchor
37	3/19/2019	Participation in events sponsored by community groups	News Director Allison McGinley, serves on the Board of Directors of RTDNA and participates in various activities sponsored by the organization. She was charged with judging the work of television stations around the country, who submitted entries, to win awards for a Regional or National Edward R. Murrow Award in 2019. The Radio and Television Digital News Association is the world's largest professional organization devoted exclusively to broadcast and digital content.	1	News Director

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38	3/20/2019	Participation in events or programs sponsored by educational institutions	University of Florida Career Day, Gainesville, FL Angel Blazquez, Executive Producer, attended the U of F Career Day and interviewed prospective candidates for paid internships at WKMG-TV. The event consisted of open table and pre-scheduled interviews with approximately 50 groups participating.. He conducted 15, 20 minute interviews with a mix of digital, news and production candidates at Junior and Senior status. He outlined the duties of an the internships, discussed the expectations and discussed resume, cover letter and experience. He accepted applications for the WKMG-TV internship program for consideration of an internship.	1	Executive News Producer
39	3/20/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for UCF/NABJ Organization Contact: Shaya Richburg NABJ President 305-310-9439	4	Production Manager Anchor Meteorologist Anchor
40	3/20/2019	Participation in events sponsored by community groups	Executive Producer Ashleigh Coran represented the News 6 Digital Team at the UCF Internship fair. She spoke with UCF students about their interest and experience while explaining what the News 6 digital Internship entails. She spoke to the Society of Professional Journalists and UCF Chapter of RTDNA. She interviewed students interested in broadcasting internships to obtain future career experience..	1	Executive Producer
41	3/27/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Classical Conversations, Home School from Narcoosee, FL Contact: Amy Metzler 407-267-6644	4	Production Manager Anchor Anchor Meteorologist
42	3/29/2019	Participation in events or programs sponsored by educational institutions	Samara Cokinos Clarke spoke to 5th grade students from Washington Shores Elementary School about weather and how to become a Meteorologist.	1	Meteorologist

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43	4/4/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Embry Riddle Aeronautical University Contact: Rob Eicher 386-226-6856	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
44	4/13/2019	Participation in events sponsored by community groups	Meteorologist Samara Cokinos met with Girl Scout Troop (8-9 year olds) at the WKMG studios and helped educate them about weather issues so they could earn their Meteorology badge.	1	Meteorologist
45	4/15/2019	Establishment of a mentoring program	WKMG-TV hosts a seminar/training session each year for News Producers from Graham Media Stations. The seminar, PROduce, is a 2 day event to train and mentor newly hired News Producers to create and embolden their leadership skills. GMG Producers are taken through breaking news events and make the key decisions about the coverage of the story and presentation on-air. News Director Allison McGinley is the creator and facilitator of the event. She interacts with the group by leading panel discussions and Q&A sessions, and providing guidance about making a news story interesting to viewers. Three news producers from WKMG-TV attended the seminar along with several others from the GMG stations.	4	News Director News Producer News Producer Executive News Producer
46	4/18/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Bear Lake Elementary Contact: Lisa Wallace 407-746-5517	4	Production Manager Meteorologist Anchor Anchor
47	4/20/2019	Participation in events sponsored by community groups	Samara Cokinos was invited to be the guest speaker at the Dept. of Veteran's Affairs monthly meeting, Women's Appreciation Month. She spoke to the group of 50-75 Veterans of all ages about the progression of women in the Meteorology field.	1	Meteorologist
48	4/23/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Dream Lake Elementary Contact: Angle Farran 407-884-2227, ext. 3282227	4	Production Manager Asst. Production Mgr. Meteorologist Anchor

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49	4/25/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Orange Technical College, Avalon Contact: Andy Weeks 407-484-8288	4	Production Manager Anchor Asst. Production Mgr. Meteorologist
50	4/26/2019	Participation in events or programs sponsored by educational institutions	News Photographer, Corie Murray, volunteers his time at Dream Lake Elementary School mentoring students about presentation and communication skills. He helps struggling students with personal interactivity skills and practices eye contact, hand shaking etiquette and presents a current news event for discussions with the students. The effort is to help students with their future leadership skills. He speaks to them about jobs in broadcasting and the education needed to work in broadcasting. As well as his education and work in TV News.	1	News Photographer
51	5/2/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Young at Heart Episcopal Church of the Resurrection, Longwood, FL Contact: Gay Taft gay.taft@gmail.com	4	Production Manager Meteorologist Anchor Anchor
52	5/9/2019	Sponsorship of events in the community designed to increase public awareness	Station Tour for Maitland Middle School Contact Kyle LaRue 407-623-1462, ext. 5172310	4	Production Manager Asst. Production Mgr, Meteorologist Anchor

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53	6/4/2019	Participation in events sponsored by community groups	Digital Media Tech Leadership Summit: The Summit was held in Tampa, FL and attended by Director of Technology Frank Torbert, News Director Allison McGinley and Operations Manager Time Arnheim. The Summit is a valuable learning experience for television professionals about the latest technology including Cloud and IP and developments in media supply chains. They learned how new technologies will impact workflow, competitive position, security, video production, that will help the company be more flexible, innovative and profitable. Attendees at the Summit included television professionals, vendors and industry speakers. New products, seminars and sales presentations were available to attendees.	3	Director of Technology News Director Director of Operations
54	6/13/2019	Participation in events sponsored by community groups	Director of Technology Frank Torbert and Asst. Chief Engineer Erv Vanags attended the InfoComm 2020 Trade show in Las Vegas. They met with industry vendors to learn about new innovations/technological products to help make informed decisions when purchasing station equipment and new, upcoming technologies in the television industry.	2	Director of Technology Asst. Chief Engineer
55	6/25/2019	Participation in other activities designed by the station employment unit	Station Tour Kids R'Kids Summer Camp Contact: Amber Morlock, 407-366-2100 Asst. Director Kids R' Kids of Oveido	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
56	7/10/2019	Participation in other activities designed by the station employment unit	Station Tour: Valencia College Students Contact: Robert McCaffrey, Professor of Digital Media rmccaffrey@valenciacollege.edu East Campus, 407-582-2784	4	Production Manager Asst. Production Mgr. Anchor Anchor

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57	7/23/2019	Sponsorship of events in the community designed to increase public awareness	Executive Producer, Tara Evans, held a Media Presentation for Orange County Fire and Rescue to train their Battalion Chiefs how to work better with the media during overnight hours when the Public Information Officers are not at work. She attended to help educate the Chiefs on newsroom jobs, what they look for in a story and how to better communicate with the media. She held a Q&A session reviewing different situations/explanations of how the media works and how to work better together.	1	Executive News Producer
58	8/10/2019	Participation in events sponsored by community groups	WKMG-TV Anchor Bridgett Ellison spoke at the NABJ Conference 2019 in Miami participating in a workshop for attendees on finding work/life balance. There was a panel of 5 journalists with different family and job responsibilities sharing how they juggle it all successfully. She shared her experiences with working parents about being an early morning news anchor and raising two children under 4 years of age. The discussion included tips about childcare, time management and career advice.	1	Anchor
59	9/6/2019	Participation in other activities designed by the station employment unit	Station Tour: Dr. Phillips High School Contact: Robert Giguere Robert.Giguere@ocps.net Visual Performing Arts/TV-Film Magnet	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
60	9/6/2019	Participation in other activities designed by the station employment unit	Station Tour: Lake Highland Preparatory School Students Contact: Joseph Kostura Josephk@lhps.org 407-206-1900, ext. 3247	4	Production Manager Asst. Production Mgr. Anchor Meteorologist

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61	9/10/2019	Participation in other activities designed by the station employment unit	<p>Station Tour: Thrive Home School Group Contact: Debbie Kusky, 407-924-7116</p> <p>The tour included the Newsroom Studios, Master Control and the Control Room. The group learned how a newscast goes from concept to completion. The tour culminates with everyone watching a live broadcast of News 6 at Noon. The group then had a brief meet and greet with the anchors and meteorologist.</p>	4	Production Manager Anchor Anchor Meteorologist
62	9/16/2019	Participation in events or programs sponsored by educational institutions	<p>News Director Allison McGinley, spoke to approximately 100 journalism students at UCF. They watched the movie "The Post," about Katharine Meyer Graham and she told the group about the contributions Mrs. Graham made to the media industry. She gave advice to the students about entering the workforce and the challenges facing the media industry. The group consisted of journalism students at the UCF Nicholson School of Communications. The WKMG-TV call letters are in honor of Katherine Meyer Graham.</p>	1	News Director
63	9/24/2019	Establishment of training programs for station personnel	<p>Employees and Managers from the News, Creative Services, Engineering and Production departments attended a 3 day training session on the Ross Xpression Graphics System/Streamline product. The training was presented by Adam Wisniewski from Ross Video, held at the WKMG studios. The station is installing a new and improved graphics system. This training will enhance the graphics skills of all employees who attended the training.</p>	45	Executive News Producer Executive News Producer Manager Information Systems Director