

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

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

## I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
IT Specialist	2-3, 5-13, 15-16, 18-20, 22-26, 28-30, 32-33, 35, 38-44, 46-54, 56-60, 62-71, 73, 75	15
Human Resources Administrator	2-3, 5-8, 10-16, 18-27, 29-30, 32-33, 35-38, 40-41, 43-44, 46-54, 56-66, 68-75	21
Assignment Editor	2-3, 5-8, 10-16, 18-20, 22-27, 29-30, 32-33, 35-38, 40-41, 43-44, 46-54, 56-66, 68-75	15
Multi Media Journalist	2-8, 10-16, 18-20, 22-27, 29-30, 32-33, 35-38, 40-41, 43-44, 46-54, 56-66, 68-75	15
Accountant	3, 5-8, 10-16, 18-20, 22-27, 29-30, 32-33, 35-41, 43-44, 46-54, 56-75	39
Production Technician	3, 5-8, 10-27, 29-30, 32-33, 35-38, 40-41, 43-44, 46-54, 56-75	17
Account Executive	3, 5-8, 10-16, 18-27, 29-30, 32-33, 35-38, 40-41, 43-44, 46-49, 51-54, 56-75	21
Sales Manager	3, 5-8, 10-16, 18-20, 22-27, 29-30, 32-33, 35-38, 40-41, 43-44, 46-49, 51-54, 56-66, 68-75	15
Photographer	3, 5-8, 10-16, 18-27, 29-30, 32-33, 35-38, 40-41, 43-44, 46-53, 56-75	21
Account Executive	3, 5-8, 10-16, 18-20, 22-30, 33, 35-38, 40-41, 43-44, 46-53, 56-73, 75	15
Account Executive	3, 5-8, 10-16, 18-20, 22-30, 33, 35-38, 40-41, 43-44, 46-53, 56-73, 75	15
Weekend Morning Meteorologist	3, 5-8, 10-16, 18-27, 29-30, 33, 35-38, 40-41, 43-44, 46-53, 56-75	21
Multi Media Sales Assistant	3, 5-8, 10-16, 18-27, 29-30, 33, 35-38, 40-41, 43-44, 46-50, 52-53, 56-75	21
News Producer Trainee	3, 5-8, 10-16, 18-20, 22-27, 29-30, 33-38, 40-41, 43-44, 46-53, 56-75	34
Producer	3, 5-8, 10-16, 18-20, 22-27, 29-30, 33, 35-38, 40-41, 43-44, 46-53, 56-74	15

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Assignment Editor Trainee	1, 3, 5-8, 10-16, 18-27, 29-30, 33-38, 40-41, 43-44, 46-53, 56-75	15
Account Executive	3, 5-8, 10-15, 17-20, 22-27, 29-30, 32- 33, 35-44, 46-53, 56-75	15
Account Executive	3, 5-8, 10-15, 17-20, 22-27, 29-33, 35- 38, 40-41, 43-53, 56-75	17
General Sales Manager	3, 5-8, 10-15, 17-20, 22-27, 29-30, 33, 35-38, 40-41, 43-44, 46-53, 55-75	15

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**October 1, 2022 - September 30, 2023**

**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	0
4	Agency Referral	N	1
5	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
6	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
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**  
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8	Broadcast Employment Services (tvjobs.com/amfm.com/digitaltalent.tv) , Florida Phone : (800)374-0119 Email : admin@tvjobs.com Mark Holloway	N	0
9	Career Fair	N	1
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	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	0
12	Center for Independent Living 720 N. Denning Drive Winter Park, Florida 32789 Phone : (407)623-1070, ext.143 Url : www.cilorlando.org Email : shartman@cilorlando.org Fax : 1-407-623-1390 Sarah Hartman	N	0
13	Central Florida 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**  
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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	26
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	Current Employee - Transfer/Promotion	N	8
18	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
19	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

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
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20	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	1
21	Employee Referral	N	7
22	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
23	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
24	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 : delores.dean@famu.edu Delores Dean	N	0
25	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 : tackerman@fau.edu Fax : 1-561-297-2740 Traci Ackerman	N	0

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

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26	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 : FSUCareerCenter@csm.symplicity.com Scott Maynard	N	0
27	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 407-679-0100 Email : nbarefield@fullsail.com Neenah Barefield	N	0
28	Goodwill Jobs Connection 3911 E. Colonial Drive Orlando, Florida 32803 Phone : 407-872-0770 Url : <a href="http://www.goodwillcfl.org">www.goodwillcfl.org</a> Email : nbarefield@goodwillcfl.org Fax : 1-407-872-0256 Neenah Barefield	N	0
29	Graham Media Group 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	1
30	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
31	Hispanic Achievers P.O. Box 160912 Altamonte Springs, Florida 32716 Phone : 407-228-7267 Url : <a href="http://www.hispanicachievers.org">www.hispanicachievers.org</a> Email : hajobs@bellsouth.net Danny Ramos	N	0

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32	IBEW, Local 606 820 Virginia Drive Orlando, Florida 32803 Phone : (407)896-7271 Url : <a href="http://www.ibew606.org">www.ibew606.org</a> Email : <a href="mailto:rcopple@earthlink.net">rcopple@earthlink.net</a> Rosemary Copple	N	0
33	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	0
34	Internship Program	N	3
35	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
36	KPRC-TV 8181 Southwest Freeway P.O. Box 2222 Houston, Texas 77074 Phone : (713) 778-4748 Url : <a href="http://www.click2houston.com">www.click2houston.com</a> Maria Yanez Manual Posting	N	0
37	KSAT-TV 1408 N. St. Mary's Street San Antonio, Texas 78215 Phone : (210) 351-1248 Url : <a href="http://www.ksat.com">www.ksat.com</a> Kathy Felix Manual Posting	N	0



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38	Latino Leadership 8617 E. Colonial Drive Orlando, Florida 32803 Phone : 407-895-0801 Url : <a href="http://www.latinoleadership.org">www.latinoleadership.org</a> Fax : 1-407-895-0803 Barbara Betancourt	N	0
39	Linkedin` Linkedin LinkedIN, Florida Phone : 407-521-1256 Rosie Vasco Manual Posting	N	2
40	LornaDave Agency P.O.Box 368 Orefield, Pennsylvania 18069 Phone : 610-248-1317 Url : <a href="https://www.lornadave.com">https://www.lornadave.com</a> Email : <a href="mailto:john@lornadave.com">john@lornadave.com</a> John Derr	N	0
41	mediabizjobs.com , Florida Url : <a href="http://www.mediabizjobs.com">www.mediabizjobs.com</a> John Stipe Manual Posting	N	0
42	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	1
43	mediamatch.com , Florida Url : <a href="http://www.mediamatch.com">www.mediamatch.com</a> Career Services Manual Posting	N	0
44	MediaRecruiter.com 9457 So. University Blvd. Suite #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0

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45	Morehouse College 830 Westview Drive SW Career Planning Atlanta, Georgia 30314 Phone : (404) 681-2800 Url : <a href="http://www.morehouse.edu/">www.morehouse.edu/</a> Email : <a href="mailto:kblackbu@morehouse.edu">kblackbu@morehouse.edu</a> Kelly Blackburn	N	0
46	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
47	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
48	NABEF - Broadcast Career Link 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
49	Napoli Management Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-385-8221 Laurie Jacoby Manual Posting	N	0
50	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

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51	National Lesbian & Gay Journalists Assn. 1420 K Street Suite 910 Washington, District of Columbia 20005 Phone : (202) 588-9888 Email : JobBoard@nljja.org Lynette Spencer	N	0
52	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 : DWEST@NUL.ORG Dale West	N	0
53	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 : rlandsberry@gmail.com Fax : 1-405-325-6945 Becca Landsberry	N	0
54	No Posting WKMG-TV Orlando, Florida 32804 Phone : 407-521-1256 Email : dansley@wkmg.com Donna Ansley	N	0
55	Non-Employee Referral	N	1
56	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 : rpm163@psu.edu Fax : 1-814-863-8044 Robert Martin	N	0

**WKMG-TV**  
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57	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Fax : 1-904-924-1684 Sharon Robinson	N	0
58	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
59	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
60	Society of Broadcast Engineers-Chapter 42 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1200 Frank Torbert Manual Posting	N	0
61	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	0
62	Stetson University 421 N. Woodlawn 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

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63	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
64	The NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 Sandra Richardson Manual Posting	N	0
65	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
66	United Talent Agency 888 Seventh Avenue 7th Floor New York, New York 10106 Phone : 212-651-5513 Rick Ramage Manual Posting	N	0
67	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	0
68	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

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69	University of Florida Knight Division, Career Svcs. 1060M 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	0
70	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:whitel@webber.edu">whitel@webber.edu</a> Tonya White	N	0
71	Welle Dunne! Blog 100 Amphitheatre Parkway Mountain View, California 94043 Kate Bacon Manual Posting	N	0
72	WJXT-TV 4 Broadcast Place Jacksonville, Florida 32207 Phone : 904-399-4000 Email : <a href="mailto:kbarnard@wjxt.com">kbarnard@wjxt.com</a> Keira Barnard	N	0
73	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
74	WPLG-TV 3401 West Hallendale Beach Blvd. Pembroke Park, Florida 33023 Phone : (954) 364-2500 Url : <a href="http://www.justnews.com">www.justnews.com</a> Email : <a href="mailto:rvasco@wplg.com">rvasco@wplg.com</a> Rosie Vasco-Brito	N	0

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75	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>52</b>

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**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

**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	10/1/2022	Participation in scholarship programs	Participate in Emma Bowen Internship program which provides on the job training/scholarship to minority students pursuing a career in broadcasting .	1	HR Administrator Director of Finance Executive Producer
2	10/1/2022	Establishment of an intern program designed to assist members of the community	Station offers a year round internship program for those college students of 3rd or 4th year status who are taking the course for college credit.	4	Production Manager Director of Finance Executive Producer HR Administrator
3	11/10/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session- Veterans	154	All Employees
4	11/23/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Celebrating Native American Heritage.	154	All Employees
5	12/6/2022	Establishment of a mentoring program	Maintenance Engineers attended a training/symposium, put together by the Society of Motion Picture and Television Engineers	9	Director of Technology Assistant Director of Tech. Manager Computer Inform Maintenance Eng.
6	12/7/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session- Why Building a Sense of Community Matters.	154	All Employees
7	12/21/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session- Using Self-Awareness for Better Conversations	154	All Employees
8	1/4/2023	Establishment of training programs for station personnel	Blue Ocean Brain - New Year, New Mindset.	154	All Employees
9	1/11/2023	Establishment of training programs for station personnel	Blue Ocean Brain - A Call to Serve- Martin Luther King Jr. Day	154	All Employees
10	2/1/2023	Establishment of training programs for station personnel	Blue Ocean Brain- Uncomfortable Conversations	154	All Employees
11	2/18/2023	Participation in Job Fairs	CFABJ - Student Journalism Bootcamp	3	News Director Assignment Manager Reporter
12	3/1/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Celebrating Women's Month in America.	154	All Employees
13	3/8/2023	Participation in Job Fairs	UCF Nicholson School Intern Pursuit	4	News Director Executive Producer Executive Producer Producer



**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

**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>
14	3/8/2023	Establishment of a mentoring program	Photographer/Editors participated journalism training.	10	Photographers Chief Photographer
15	3/15/2023	Establishment of an intern program designed to assist members of the community	Student Job Shadow- WKMG hosted a student from Lake Highland Preparatory School. Student shadowed Floor Director and observed as Director prepared to Direct Noon Newscast.	4	Production Manager Floor Director Director Assistant Production Manager
16	3/28/2023	Participation in Job Fairs	UF Journalism Internship/Job Fair	2	News Director Executive Producer
17	4/12/2023	Establishment of training programs for station personnel	Blue ocean Brain - Stories @ Work: Arab Trailblazers	154	All Employees
18	4/14/2023	Participation in events or programs sponsored by educational institutions	Talking to Students about multi-platform journalism. There was a presentation and the Q&A. Students were also given WKMG swag for participating in the conversation.	1	News Producer
19	4/17/2023	Participation in events or programs sponsored by educational institutions	Full Sail University Career Fair.	2	Executive Producer News Director
20	4/24/2023	Establishment of training programs for station personnel	Boss School - Managers Training	2	Executive Producer Executive Producer
21	4/26/2023	Establishment of training programs for station personnel	Blue Ocean Brain- Great Minds Don't Think Alike	155	All Employees
22	5/10/2023	Establishment of training programs for station personnel	Blue Ocean Brain- Asian American & Pacific Islander Heritage Month	155	All Employees
23	5/24/2023	Establishment of training programs for station personnel	Blue Ocean Brain- Managing your Energy for Mental Well - Being.	155	All Employees
24	6/21/2023	Participation in Job Fairs	Emma Bowen Foundation Virtual Job Fair	6	HR Administrator
25	6/22/2023	Establishment of a mentoring program	Investigative Reporter and Editors (IRE) Conference in Orlando	1	Chief Photographer
26	6/22/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Celebrating Juneteenth at Work	155	All Employees
27	6/27/2023	Establishment of training programs for station personnel	Up Your Culture -Work Shop #1	22	Director of Finance General Sales Manager News Director Sales Managers

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

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28	6/28/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Pride Month	155	All Employees
29	7/11/2023	Establishment of training programs for station personnel	Up your Culture - Work Shop #2	22	Director of Finance General Sales Manager News Director General Manager
30	7/12/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Allyship in Action	155	All Employees
31	7/12/2023	Participation in Job Fairs	NAHJ (National Association of Hispanic Journalists) Job Fair	7	DEI Director VP Chief Human Resources Officer Executive Producer
32	7/19/2023	Participation in Job Fairs	AAJA (Asian American Journalists Association)	7	DEI Director EP CHRO
33	7/26/2023	Establishment of training programs for station personnel	Blue ocean Brain - Valuing All Abilities in the Workplace	155	All Employees
34	7/26/2023	Establishment of training programs for station personnel	Blue ocean Brain - Bringing the Vision to Life: Getting From Strategy to Execution.	155	All Employees
35	8/2/2023	Participation in Job Fairs	NABJ ( National Association of Black Journalists) Job Fair	8	VP Chief Human Resources Officer News Director DEI Director Assignment Manager
36	8/8/2023	Establishment of training programs for station personnel	Up Your Culture - Work Shop #3	22	Director of Finance General Sales Manager News Director General Manager
37	8/14/2023	Establishment of training programs for station personnel	REACH '2023 - Leadership Training	10	General Manager General Sales Manager Director of Finance News Director
38	8/23/2023	Establishment of training programs for station personnel	Blue ocean Brain - Choosing Your Words	155	All Employees
39	8/24/2023	Participation in Job Fairs	ONA Career Fair (Online News Association)	1	Director of Digital Operations
40	9/6/2023	Establishment of training programs for station personnel	Blue Ocean Brain - The Benefits of Small Kindness: Using Micro-Affirmation.	155	All Employees

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

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41	9/7/2023	Participation in Job Fairs	NLGJA Career Fair (Association of LGBTQ Journalists)	1	Assistant News Director
42	9/14/2023	Establishment of training programs for station personnel	Up Your Culture - Work Shop #4	22	Director of Finance General Sales Manager News Director General Manager
43	9/19/2023	Establishment of training programs for station personnel	Up Your Culture - Work Shop #5	22	Director of Finance General Sales Manager News Director General Manager
44	9/20/2023	Participation in Job Fairs	RTDNA - Radio Television Digital - News Association	2	Chief Human Resources Officer News Director
45	9/21/2023	Establishment of training programs for station personnel	TVB Virtual Sales Conference	9	Sales Managers Sales Account Executive