

WFLX
EEO PUBLIC FILE REPORT
October 1, 2021 – September 30, 2022

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
Account Executive	1-24	2
Sr. Digital Sales Specialist	1-24	1
Sales Assistant	1-24	3

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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	Palm Beach State College , Collegecentral.com, David Jenks, 4200 Congress Ave, Lake Worth FL 33461, 561-207-5351, jenksd@palmbeachstate.edu , https://www.collegecentral.com/SE/JobSDetl.cfm?JobID=6545622	N	
2	(FAU) Florida Atlantic University , joinHandshake.com, Jennifer Fabricius, 777 Glades Rd, Boca Raton FL 33431, 561-297-3533, jbermal6@fau.edu , https://app.joinhandshake.com/schools/551	N	
3	Employee/Word of Mouth Referral , Internal Posting by Randall B. Jones, 1100 Banyan Blvd, WPB FL 33401, 561-282-4147, randalljones@wflx.com	N	1
4	WFLX On-Air Ad , John Heislman, 1100 Banyan Blvd, WPB FL 33401, 561-282-4157, jheislman@wflx.com	N	
5	WFLX Walk-in , Receptionist, 1100 Banyan Blvd, WPB FL 33401, 561-845-2929	N	
6	WFLX Website , 1100 Banyan Blvd, WPB FL 33401, 561-845-2929, www.wflx.com	N	1
7	GrayTV Website , Diane E. Douglas (HRS), 4370 Peachtree Rd NE, Atlanta, GA 30319, 334-206-1417, https://gray.tv/careers#currentopenings https://recruiting.ultipro.com/GRA1017GRYT/JobBoard/ae441110-89bd-444d-8ad2-b76c7b9db7a9/OpportunityDetail?opportunityId=775a7fb7-2fd9-46ad-8875-0919d2e7fde5	N	
8	TVJobs.com , PO Box 4116, Oceanside CA 92052, 877-988-9808, www.tvjobs.com	N	
9*	Vickers House , Lisa Kemp, 811 Palm Beach Lakes Blvd, WPB FL 33401, 561-804-4971 direct, 561-804-4970 office, lkemp@wpb.org , www.wpb.org/vickershouse	Y	
10	(FAB) FL Assoc of Broadcasters , Pat Roberts/CEO, 201 S Monroe St. Ste 201, Tallahassee FL 32301, 850-681-6444, cproberts@fab.org , intern@fab.org , www.fab.org , lvarn@fab.org	N	
11*	Urban League of PBC , Tomas Evangelista, 1700 Australian Ave., WPB FL 33407, 561-833-1461 ext. 3025, tevangelista@ulpbc.org , www.ulpbc.org	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	TVB Broadcasters , 120 Wall Street 15 th Fl., New York, NY 10005-3908, 212-486-1111, www.tvb.org	N	
13*	Perception Is Everything , Clover Henry-Gilroy, 8741 Bearing Point, WPB FL 33411, 561-422-3549, cgilroy@pieinc.org , info@pieinc.org , www.pieinc.org	Y	
14	Spots N Dots , Gene McKay, 1635 Old Hwy 41 NW, Ste. 112-338, Kennesaw, GA 30152, 888-884-2630, ads@spotsndots.com , www.spotsndots.com	N	
15	LinkedIn , 1000 W Maude, Sunnyvale, CA 94085, 850-477-3900, www.linkedin.com/company/wflx-fox-29	N	3
16	Indeed , 1999 Bryan Street – Ste 900, Dallas, TX 75201, 800-462-5842, www.indeed.com , https://www.indeed.com/jobs?q=Broadcast&l=West%20Palm%20Beach%2C%20FL&vjk=8c94cbb1528c0696	N	1
17	National Coalition of 100 Black Women - WPB Chapter , Justine Hampton, PO Box 15292, West Palm Beach, FL 33416, 561-312-0539, ncbwwpbcorrsec@gmail.com , info@ncbw-wpbchapter.org , www.ncbw-wpbchapter.org	N	
18	Showbiz Jobs – 3579 E Foothill Blvd, Pasadena, CA 91107, 626-798-4533, https://showbizjobs.com/search?searchstring=wflx&location=west+palm+beach%2C+fl	N	
19	ZipRecruiter – 401 Wilshire Blvd, 11 th Floor, Santa Monica, CA 90401, 877-252-1062 https://www.ziprecruiter.com/candidate/search?form=jobs-landing&search=wflx&location=West+Palm+Beach%2C+FL	N	
20	Job Searcher , www.jobsearcher.com https://jobsearcher.com/j/account-executive-wflx-at-gray-television-in-west-palm-beach-fl-pkjVm43 https://jobsearcher.com/j/sr-digital-sales-specialist-wflx-at-gray-television-in-west-palm-beach-fl-PVRkEDA	N	
21	Careerbuilder.com – 200 N. LaSalle St. Suite 1100, Chicago, IL 60601, 800-891-8880 https://www.careerbuilder.com/jobs?keywords=wflx&location=West+Palm+Beach%2C+FL	N	
22	(NABJ) National Association of Black Journalists , 8800 Lakewood Dr #117, Windsor, CA, 95492, 626-792-3846, info@nabjcareers.org , www.nabjcareers.org https://www.nabjcareers.org/display-job/66001/ACCOUNT-EXECUTIVE---WFLX.html?searchId=1650990856.03&page=1	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	<p>(NAHJ) National Association of Hispanic Journalist, PO Box 117, Windsor, CA, 95492, 626-792-3846, info@nahjcareers.org , www.nahjcareers.org</p> <p>https://www.nahjcareers.org/display-job/7991/ACCOUNT-EXECUTIVE---WFLX.html?searchId=1650991370.03&page=1</p>	N	
24	<p>(AAJA) Asian American Journalist Association, PO Box 117, Windsor, CA 95492, 626-792-3846, info@aajacareers.org , www.aajacareers.org</p> <p>https://www.aajacareers.org/display-job/7037/ACCOUNT-EXECUTIVE---WFLX.html?searchId=1650991477.78&page=1</p>	N	
(etc.)			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			6

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	FCC EEO Outreach PSA	<p>Initiative Date(s): Continuous</p> <p>WFLX broadcasts monthly on-air announcements asking community-based organizations to send us their information so that we can provide them with any jobs that are open at the station.</p> <p>Participant(s): WFLX General Manager and BOC/EEO Coord.</p>
2	Job postings with minority & women organizations	<p>Initiative Date(s): Continuous</p> <p>Job postings are sent to the following organizations: Vickers House, Perception Is Everything, Urban League of Palm Beach County and the National Coalition of 100 Black Women WPB Chapter to be posted on a continuous basis.</p> <p>Participant(s): BOC/EEO Coord.</p>
3	Management Training	<p>Initiative Date: February 17, 2022</p> <p>Participated in a training webinar called “The FCC’s Equal Employment Opportunity Rules: A Webinar for Gray Television Stations” presented by Wiley Rein, LLP to employees of Gray Television Licensee, LLC.</p> <p>Participant: BOC/EEO Coordinator</p>