

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

WCWJ, WJXT-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WCWJ, WJXT-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
Executive Producer I	1, 3-7, 9-10, 12, 14, 16, 18-19, 21, 23-25, 27-30, 33-36, 39-40, 42, 44, 46, 48-51, 53-63	62
Reporter	1, 4-7, 9-10, 14, 16-19, 22-24, 27-29, 34-35, 39-40, 42, 44, 46, 48-51, 53-62, 64	62
Sales Assistant	26, 62	26
Producer	1, 5-7, 9-10, 14, 16-19, 22-24, 27-29, 33-36, 39-40, 44, 46, 48-51, 53-56, 58-62	62
Producer	1, 5-7, 9-10, 14, 16-19, 22-24, 27-29, 33-36, 39-40, 44, 46, 48-51, 53-56, 58-62	62
Executive Producer	1, 5-7, 9-10, 14, 16-19, 22-24, 27-29, 33-35, 39-40, 44, 46, 48-51, 53-62, 64	56
Producer	1, 5-7, 9-10, 14, 16-19, 22-24, 27-29, 33-36, 39-40, 44, 46, 48-51, 53-62, 64	62
Photographer	1, 5-7, 9-10, 14, 16-19, 22-24, 27-29, 32-36, 39-40, 44, 46-51, 53-62, 64	56
Photographer	1, 5-7, 9-10, 14, 16-19, 22-24, 27-29, 32-36, 39-40, 44, 46-51, 53-62, 64	62
Photographer	1, 5-7, 9-10, 14, 16-19, 22-24, 27-29, 32-36, 39-40, 44, 46-51, 53-62, 64	62
Promotion Editor	1, 5-7, 9-10, 14, 16-19, 22-24, 27-29, 33-35, 39-40, 44, 46, 48-51, 53-62, 64	56
Reporter	3, 20, 62	3
Reporter	3, 20, 62	20
Account Executive	1, 5-7, 9-10, 14, 16, 18-19, 22-24, 27-29, 34-37, 39-40, 42, 44, 46, 49-51, 53-56, 58-62	62
Account Executive	1, 5-7, 9-10, 14, 16, 18-19, 22-24, 27-29, 34-37, 39-40, 42, 44, 46, 49-51, 53-56, 58-62	62

*This report was timely filed on October 1, 2019, and was reuploaded on September 24, 2020 to address certain clerical errors.

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Account Executive	1, 5-7, 9-10, 14, 16, 18-19, 22-24, 27-29, 34-37, 39-40, 42, 44, 46, 49-51, 53-56, 58-62	37
Associate Producer	28, 62	62
Associate Producer	28, 62	62
Sales Manager	28, 62	62
Sales Manager	28, 62	62
Reporter	20, 26, 28, 31, 41, 62	26
Reporter	20, 26, 28, 31, 41, 62	20
Reporter	20, 26, 28, 31, 41, 62	62
Producer	1, 4-7, 9-10, 14, 16, 18-19, 22-24, 26-29, 34-36, 39-40, 42, 44, 46, 49, 51, 53-56, 58-62	62
Producer	1, 4-7, 9-10, 14, 16, 18-19, 22-24, 26-29, 34-36, 39-40, 42, 44, 46, 49, 51, 53-56, 58-62	26
Account Executive	1, 5-7, 9-10, 14, 16, 18-20, 22-24, 27-29, 34-36, 39-40, 42, 44, 46, 49, 51, 53-56, 58-62, 64	20
Account Executive	1, 5-7, 9-10, 14, 16, 18-20, 22-24, 27-29, 34-36, 39-40, 42, 44, 46, 49, 51, 53-56, 58-62, 64	20
Account Executive	1, 5-7, 9-10, 14, 16, 18-20, 22-24, 27-29, 34-36, 39-40, 42, 44, 46, 49, 51, 53-56, 58-62, 64	20
Account Executive	1-2, 4-11, 13-19, 22-24, 27-30, 32-40, 42-46, 48-62	37

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 4349 East Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	AARP Foundation Senior Employment Center 134 East Church Street Jacksonville, Florida 32202 Phone : (904) 353-2301 Email : james_walker@experienceworks.org James Walker	N	0
3	Agency Referral	N	2
4	Ai Miami International University of Art & Design 1501 Biscayne Blvd, Suite 100 Miami, Florida 33132 Phone : 305-428-5973 Url : www.mymiu.edu Email : hprociv@aui.edu Maria Carballo	N	0
5	Alabama State University Department of Communications P. O. Box 271 Montgomery, Alabama Phone : (334) 229-4140 Url : www.alasu.edu Email : etucker@alasu.edu Fax : 1-334-229-4985 Ella Tucker	N	0
6	American Sportscasters Assn., Inc. 225 Broadway Suite 2030 New York, New York 10007 Phone : (212) 227-8080 Url : www.americansportscastersonline.com/ Email : LSchwa891@aol.com Fax : 1-212-571-0556 Louis Schwartz	N	0
7	Arizona State University 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 602.527.0820 Url : http://cronkite.asu.edu/ Email : mike.wong@asu.edu Michael Wong	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	ASU/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Phone : 606.527.0820 Email : mike.wong@asu.edu Mike Wong	N	0
9	Bethune-Cookman College 640 Second Avenue Daytona Beach, Florida 32015 Phone : (386) 481-2143 Email : bonnerd@cookman.edu Fax : 1-386-481-2139 Davita Bonner	N	0
10	Black College Community Association Florida A&M University 428 Tucker Hall Tallahassee, Florida 32307 Phone : (850) 599-3000 Email : kindrea.hill@famu.edu Fax : 1-850-599-3086 Kindrea Hill	N	0
11	Bowen Fund for Minority Int. in Media 700 New Jersey Avenue, NW Suite 700 Washington, DC, Washington 20001 Phone : (202)524-6709 Email : triciataylor@nbcuni.com Tracy Taylor	N	0
12	Broadcast Image Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : (210) 828-6664 Fax : 1-210-828-6225 Career Services	N	0
13	CCNMA:Latino Journalists of California USC Annenberg School of Journalism 727 W. 27th Street, Room 201 Los Angeles, California Phone : (213) 821=0075 Email : ccnmainfo@ccnma.org Sylvia Wells	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813/254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
15	Columbia College 1001 Rogers Street Columbia, Missouri 65216 Phone : (573) 875-7421 Email : dgmalsen@ccis.edu Don Malson	N	0
16	Columbia University Graduate School of Journalism 2960 Broadway New York, New York 10027 Phone : 212-854-4422 Email : cujsschool.careers@gmail.com Jacqueline DeLaFuenta	N	0
17	Daytona Beach Community College Career Devt. & Placement P. O. Box 2811 Daytona Beach, Florida 32120 Phone : 3865063073 Email : careerservices@daytonastate.edu Faith Bryant	N	0
18	Dept. of Labor & Unemployment Division of Blind Services 1809 Art Museum Drive, #201 Jacksonville, Florida 32207 Phone : (904) 348-2730 Fax : 1-904-348-2737 Carol Michael	N	0
19	Edward Waters College Communications Department 1658 Kings Road Jacksonville, Florida 32209 Phone : (904) 355-3030 Email : amstarke@gmail.com Career Services	N	0
20	Employee Referral	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Flagler College P. O. Box 1027 St Augustine, Florida Phone : (904) 819-6286 Url : www.flagler.edu/ Email : jfurlong@flagler.edu Fax : 1-904-826-8515 Tara Stevenson	N	0
22	Florida A & M University 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida Phone : 850.599.3700 Email : delores.dean@famu.edu Delores Dean	N	0
23	Florida Atlantic University Associate Director SSB222, P. O. Box 3091 Boca Raton, Florida 33431 Phone : (561) 297-3533 Email : career@fau.edu Fax : 1-561-297-2740 Jennifer Berman	N	0
24	Florida State College at Jacksonville 101 W. State Street Jacksonville, Florida Phone : (904) 646-2300 Career Services Manual Posting	N	0
25	Florida State University Career Center University Center, Suite A400 Tallahassee, Florida Phone : (850) 644-6431 Jamie Flora	N	0
26	Former Intern	N	3
27	Full Sail University 3300 University Blvd Suite 160 Winter Park, Florida 32792 Phone : 866.807.3140 Url : www.fullsail.com/ Email : toberdick@fullsail.com Fax : 1-407-671-2240 Tom Oberdick	N	0

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28	Graham Media Group 161 North Clark Suite 2900 Chicago, Illinois 60601 Phone : 3129176260 Email : careers@grahammedia.com Julie Dreixler	N	2
29	Grambling State University Box 4292 Dept of Mass Communication Grambling, Louisiana 71245 Phone : 318-274-2189 Email : dunns@gram.edu Dr. Sharon Ford-Dunn	N	0
30	Howard University School of Communications 525 Bryant Street Washington, DC, Washington 20059 Phone : (202) 806-5806 Url : www.communications.howard.edu Email : cdudley@howard.edu Fax : 1-202-986-2911 Carol Dudley	N	0
31	IHire 41 E All Saints St Frederick, Maryland 21701 Phone : 9043994000 WJXT Station Website Manual Posting	N	0
32	indeed.com none none, Florida none Phone : 9045551212 Url : www.indeed.com none none Manual Posting	N	2
33	Jacksonville Job Corps Center 4811 Payne Stewart Drive Jacksonville, Florida 32209 Phone : (904) 360-8200 Url : jacksonville.jobcorps.org Email : moore.stan@jobcorps.org Fax : 1-904-632-5498 Stan Moore	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Jacksonville University Career Services 2800 University Blvd.N. Jacksonville, Florida Phone : (904) 256-7000 Career Services Manual Posting	N	0
35	Jacksonville Urban League Employment Coordinator 903 West Union Street Jacksonville, Florida 32204 Phone : (904) 366-6494 Email : jhwilson@jaxul.org Fax : 1-904-356-8369 Julia Wilson	N	0
36	Leadership Institute Broadcast Media Placement 1101 North Highland Street Arlington, Virginia 22201 Phone : 703-647-3207 Email : bwoodward@leadershipinstitute.org Ben Woodward	N	0
37	Linked In	N	2
38	Linkedin.com unknown unknown, Florida Phone : 9045551212 Url : www.linkedin.com none none Manual Posting	N	0
39	MediaLine P. O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
40	Medill News Service 1325 G Street NW Suite 730 Washington, DC, North Carolina Phone : (202) 347-8700 Email : shearer@northwestern.edu Fax : 1- - - Ms Shearer	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	NABEF - Broadcast Career Link 1 M Street SE Washington, District of Columbia 20003 Phone : 9043994000 WJXT Station Website Manual Posting	N	0
42	National Assn. Of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : (301) 405-0248 Fax : 1-301-314-1714 Career Services	N	0
43	National Assn. of Hispanic Journalists 1000 National Press Building Washington, DC, North Carolina Phone : (202) 662-7145 Email : jobbank@nahj.org Marco Botero	N	0
44	National Lesbian & Gay Journalists Assn. 1420 K Street NW Suite 920 Washington, DC, North Carolina 20005 Phone : (202) 588-9888 Email : info@nljga.org Lynette Spencer	N	0
45	Native American Journalist Association U of Oklahoma, Gaylord College 395 West Lindsey Norman, Oklahoma 73019 Phone : (405) 325-9008 Fax : 1-405-325-6945 Ronnie Washines	N	0
46	Pennsylvania State University College of Communications 205 Carnegie Building University Park, Pennsylvania 16802 Phone : (814) 863-6081 Fax : 1-814-863-8044 Joseph Selden	N	0
47	Previous Employee	N	1
48	RCI Employment Services P. O. Box 19249 Jacksonville, Florida 32245 Phone : (904) 743-1002 Email : rciemploymentservices@rbhsinc.com Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Email : sharonr@uwnefl.org Fax : 1-904-924-1684 Sharon Robinson	N	0
50	Shiloh Metropolitan Baptist Church 1118 West Beaver Street Jacksonville, Florida 32204 Phone : (904) 353-8829 Url : www.smbcjax.com/ Email : receptionist@smbcjax.com Fax : 1-904-353-2015 Merilyn Reed	N	0
51	South Asian Journalists Association Columbia Graduate School 2950 Broadway New York, New York 10027 Phone : (212) 854-5979 Email : sree@sree.net Career Services	N	0
52	St. Augustine Technical Center Career Services 2980 Collins Avenue St. Augustine, Florida 32095 Phone : (904) 824-4401 Url : www.ftc.edu Fax : 1-904-547-3506 Christine Cothron	N	0
53	St. Johns River Community College Career Services 2990 College Drive St. Augustine, Florida 32095 Phone : (386) 312-4259 Melissa O'Connell Manual Posting	N	0
54	Stetson University Career Services Flagler Hall, Room 100 Deland, Florida Phone : (386) 822-7315 Email : career@stetson.edu Annette Accorto	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
55	Syracuse University 215 University Place Syracuse, New York 13244 Phone : (315) 443-9092 Email : careers@syr.edu Debi Walker	N	0
56	TV Jobs Broadcast Employment Services P. O. Box 4116 Oceanside, California 92052 Phone : (760) 754-8177 Url : www.tvjobs.com Email : jobs@tvjobs.com Mark Holloway	N	3
57	University of Central Florida Career Resource Center 4000 Central Fl Blvd,Bldg7F,Rm185 Orlando, Florida 32816 Phone : (407) 823-2361 Url : www.career.ucf.edu Email : career@ucf.edu Fax : 1- - - Career Services	N	0
58	University of Colorado at Boulder 1511 University Avenue # 478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Email : Christine.Mahoney@Colorado.EDU Christine Mahoney	N	0
59	University of Florida College of Communications P. O. Box 118400 Gainesville, Florida Phone : (352) 392-0289 Email : kgraham@jou.ufl.edu Katrice Graham	N	0
60	University of Missouri Columbia, MO 65211 Columbia, , Missouri 65211 Phone : 9045551212 Url : http://missouri.edu/ Website Website Manual Posting	N	0

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61	University of North Florida Director, Career Services 4567 St. Johns Bluff Road South Jacksonville, Florida Phone : (904) 620-2955 Email : csc@unf.edu Anamarie Lelis	N	0
62	WJXT-TV 4 Broadcast Place Jacksonville, Florida 32207 Phone : (904) 393-9832 Url : www.news4jax.com Email : dfox@wjxt.com Fax : 1-904-339-9676 Keira Barnard	N	25
63	Worksource 215 North Market St. Jacksonville, Florida Phone : (904) 798-9229 Url : www.employflorida.com Email : VPhillips@worksourcefl.com Fax : 1-904-356-5627 Vanessa Phillips	N	0
64	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			45

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2018	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	Creative Services Director General Sales Manager Operations Manager Kathryn Bonfield
2	10/1/2018	Establishment of an intern program designed to assist members of the community	Participant in the Margaret Crawford Internship Program	1	HR
3	10/1/2018	Participation in other activities designed by the station employment unit	Year-round tours of the television broadcast facility	1	Special Projects
4	10/1/2018	Establishment of training programs for station personnel	Ad Taxi Sales Training (Quarterly)	15	Account Executive
5	10/1/2018	Establishment of training programs for station personnel	All new News employees are trained on the Lakana content management system.	1	Web Manager
6	10/1/2018	Participation in other activities designed by the station employment unit	Station runs on-air EEO announcement year-round	0	
7	10/1/2018	Establishment of training programs for station personnel	Sales Account Executives attend monthly Sales Seminar Webcast	15	Account Executive
8	10/1/2018	Establishment of training programs for station personnel	Individual 1/1 training for new hires: Reviewing full-service digital capabilities deck and overview of all our vendor products Media Kit for News4jax/.com, website stats, station sponsorships, all website products, rate cards - dashboard training and important links for digital products	1	General Sales Manager
9	10/1/2018	Establishment of an intern program designed to assist members of the community	Participant in the Emma Bowen Internship program	1	HR
10	10/1/2018	Participation in other activities designed by the station employment unit	Station runs on-air EEO announcement year-round	0	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	10/1/2018	Participation in other activities designed by the station employment unit	The station has developed a full-time Sales Trainee Position	1	General Sales Manager
12	10/1/2018	Establishment of training programs for station personnel	Storm Track Truck training (Quarterly)	17	Photographers
13	10/1/2018	Establishment of training programs for station personnel	Monthly Digital Training on new products and product refinement	15	Account Executive
14	10/1/2018	Establishment of training programs for station personnel	Photographer Training Each new photographer goes through 2-3 week intense training.	1	Chief Photographer
15	10/1/2018	Establishment of training programs for station personnel	Ikegami Training annual (Helicopter)	4	Maintance Engineer
16	10/1/2018	Establishment of training programs for station personnel	Storm Track Truck Training	2	Meteorologist Photohgrapher
17	10/1/2018	Establishment of training programs for station personnel	SAT Training	3	Maintance Engineer
18	10/1/2018	Establishment of training programs for station personnel	Weekly Sales Product Training	15	Account Executive
19	10/1/2018	Establishment of training programs for station personnel	Vantage Training for all new operator engineers	1	Chief Engineer
20	10/1/2018	Establishment of training programs for station personnel	Photographer Training Each new photographer goes through 2-3 week intense training.	1	Chief Photographer
21	10/3/2018	Participation in events or programs sponsored by educational institutions	Flagler Career Expo	1	HR
22	10/3/2018	Establishment of training programs for station personnel	Reveal Mobile Sales Training	36	General Sales Manager Sales Coordinator Account Executive Local Sales Manager
23	10/8/2018	Establishment of training programs for station personnel	AR HUB Training	4	Local Sales Manager Local Sales Manager Local Sales Manger General Sales Managers

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24	10/9/2018	Establishment of training programs for station personnel	Legal Seminar	75	Producers/Executive Producer All Managers Photographers Editors/Sales
25	10/17/2018	Establishment of training programs for station personnel	UF Career Day	2	HR Creative Services EP
26	10/22/2018	Participation in events or programs sponsored by educational institutions	Participant UNF Media Week	2	Web Producer Sports Anchor
27	10/28/2018	Establishment of training programs for station personnel	GVG Stratus workflow training	8	Maintance Engineer IT Speicailist
28	10/30/2018	Establishment of training programs for station personnel	Salesforce Training	36	Account Executives Sales Coordinators General Sales Manager Local Sales Manager
29	11/1/2018	Establishment of training programs for station personnel	GVG Stratus system training	8	Maintance Engineer IT Specialist
30	11/14/2018	Establishment of training programs for station personnel	TVB Webinar	36	Local Sales Managers General Sales Manager Account Executives Sales Coordinators
31	11/15/2018	Establishment of training programs for station personnel	Max Engage weather training	6	Meteorologist Digital Executive Producer Web Manager
32	11/30/2018	Establishment of training programs for station personnel	Edius Training	16	Photographers
33	12/5/2018	Establishment of training programs for station personnel	Borrell & Associates - Political Advertising Training	15	Account Executive
34	1/10/2019	Establishment of training programs for station personnel	NAB Broadcast Career Training	1	HR
35	1/11/2019	Establishment of training programs for station personnel	Wide Orbit Sale Training	36	General Sales Manager Local Sales Managers Account Executives Sales Coordinators

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36	1/14/2019	Establishment of training programs for station personnel	Sales Manager Training in Houston	5	General Sales Managers Local Sales Managers
37	2/5/2019	Establishment of training programs for station personnel	Noll Webinar	38	Local Sales Managers General Sales Managers Account Executives Sales Coordinators
38	2/14/2019	Establishment of training programs for station personnel	GMG rich push alert training GMG rich push alert training	5	Web Producer Web Manager
39	2/14/2019	Establishment of training programs for station personnel	Lou Michaels Workshop	24	Anchors Reporters
40	3/2/2019	Establishment of training programs for station personnel	Engage Training Effective News Gathering (A Graham Education)	32	Photographers Reporters
41	3/28/2019	Establishment of training programs for station personnel	WildMoka video clipping training	1	Web Manager
42	4/5/2019	Participation in events or programs sponsored by educational institutions	Participant UNF Media Week	1	Anchor
43	4/16/2019	Establishment of training programs for station personnel	Team Ad Taxi training	32	General Sales Managers Local Sales Managers Account Executives
44	4/24/2019	Establishment of training programs for station personnel	VOD in WildMoka/Arc Goldfish training	5	Web Manager Web Producer
45	4/27/2019	Establishment of training programs for station personnel	Edius Training Lap Top Editing	20	Photographers Multi Media Journalist
46	4/27/2019	Establishment of training programs for station personnel	Edius Training	16	Photographers
47	5/3/2019	Establishment of training programs for station personnel	Admall Training	38	General Sales Manager Local Sales Manager Sales Coordinators Account Executives
48	5/21/2019	Establishment of an intern program designed to assist members of the community	Elevate Sales training	38	General Sales Manager Local Sales Managers Account Executives Sales Coordinators

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49	5/23/2019	Establishment of training programs for station personnel	Tubular video analytics training	2	Executive Producer Executive Producer
50	6/3/2019	Establishment of training programs for station personnel	Arc Goldfish live event training	2	Web Manager Executive Producer
51	6/11/2019	Establishment of training programs for station personnel	Noll webinar	38	General Sales Manager Local Sales Managers Account Executives Sales Coordinators
52	6/13/2019	Establishment of training programs for station personnel	IRE Investigative Reporter Editor Training	4	Reporter Executive Producer Anchor Anchor
53	6/18/2019	Establishment of training programs for station personnel	Imagine IP3 Router technical training	4	Maintance Engineer
54	6/20/2019	Establishment of training programs for station personnel	ComScore Sales Training	19	Account Executives
55	7/10/2019	Establishment of training programs for station personnel	Lou Michaels Workshop	24	Anchors Reporter
56	8/6/2019	Establishment of training programs for station personnel	Team Ad Taxi training	30	General Sales Manager Local Sales Managers Account Executives
57	8/7/2019	Establishment of training programs for station personnel	Viafoura live story/chat training	2	Executive Producer Web Manager
58	8/7/2019	Participation in events or programs sponsored by educational institutions	NABJ - National Association of Black Journalist	1	Executive Producer
59	8/15/2019	Establishment of training programs for station personnel	TVB Sales Training	30	Gerneral Sales Managers Local Sales Managers Account Executives
60	8/19/2019	Establishment of training programs for station personnel	GVG Stratus - Technical training	8	Maintance Engineer IT Specialist
61	9/4/2019	Establishment of training programs for station personnel	GMG Arc CMS training	2	Web Manager Executive Producer

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
62	9/6/2019	Establishment of training programs for station personnel	Media Audit Sales Training	30	General Sales Managers Local Sales Managers Account Executives
63	9/11/2019	Establishment of training programs for station personnel	Ross Xpression technical training	8	Maintenance Engineer IT Specialist
64	9/16/2019	Establishment of training programs for station personnel	Ross Xpression operational training	8	Maintenance Engineer IT Specialist
65	9/17/2019	Establishment of training programs for station personnel	Ross Training (Graphics)	27	Graphic Designers Executive Producers Producers Directors
66	9/18/2019	Establishment of training programs for station personnel	Ross Streamline training	8	Maintenance Engineer IT Specialist
67	9/20/2019	Participation in events or programs sponsored by educational institutions	Ross Ticket training	8	Maintenance Engineer IT Specialist
68	9/20/2019	Establishment of training programs for station personnel	Ross Training (Ticker/Crawls)	10	Executive Producers Directors