

WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Assistant Chief Meteorologist	1-8, 11-13, 15-16, 18-21, 23, 25-31, 33-39	38
Account Executive	2-8, 11-16, 18-31, 33-39	38
Account Executive	2-8, 11-16, 18-31, 33-39	38
Photographer	2-8, 11-21, 23, 25-31, 33-39	14
News Producer	2-8, 10-13, 15-16, 18-21, 23-34, 36-39	10
Vice President/General Manager	10, 19, 21, 27, 38	38
Producer in Training	2-8, 10-13, 15-16, 18-21, 23, 25-31, 33-34, 36-39	10
Web/Social Media/News Associate Producer F/T	2-8, 10-13, 15-16, 18-21, 23-31, 33-34, 36-39	38
Web/Social Media/News Associate Producer F/T	2-8, 10-13, 15-16, 18-21, 23-31, 33-34, 36-39	10
Executive Producer	2-9, 11-13, 15-16, 18-21, 23, 25-31, 33-34, 36-39	9
Floor Director	2-8, 11-16, 18-21, 23, 25-31, 33-34, 36-39	38
Morning News/Traffic Anchor, General Assignment Re	2-8, 11-13, 15-16, 18-21, 23, 25-31, 33-34, 36-39	38
Broadcast Maintenance Engineer	2-8, 10-13, 15-16, 18-21, 23, 25-31, 33-34, 36-39	10
Broadcast Maintenance Engineer	2-8, 10-13, 15-16, 18-21, 23, 25-31, 33-34, 36-39	38
Web - News Producer	2-8, 11-13, 15-16, 18-21, 23, 25-31, 33-34, 36-39	38
Account Executive	19, 21, 27, 38	38
Account Executive	19, 21, 27, 38	38
Human Resources Administrator	2-8, 11-13, 15-16, 18-21, 23-24, 26-31, 33-34, 36-39	24
Local Sales Manager	2-8, 11-13, 15-16, 18-21, 23-24, 26-31, 33-34, 36-39	38
Photographer	2-8, 10-13, 15-16, 18-21, 23, 26-31, 33-34, 36-39	38

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News Producer	2-8, 11-13, 15-16, 18-21, 23-24, 26-31, 33-34, 36-39	24
Lifestyle Show Host	2-8, 11-16, 18-21, 23, 26-31, 33-34, 36- 39	38
Account Executive	2-8, 11-13, 15-16, 18-21, 23, 26-29, 31, 33-34, 36-39	38
Multimedia Sales Planner	2-8, 11-13, 15-16, 18-21, 23, 26-31, 33- 34, 36-39	38
Floor Director	19, 21, 27, 38	38
Creative Services Producer	2-8, 11-16, 18-21, 23-24, 26-31, 33-34, 36-39	24
Associate Producer	2-8, 10-13, 15-16, 18-21, 23, 26-31, 33- 34, 36-39	10
Producer in Training	2-8, 10-13, 15-16, 18-21, 23-31, 33-34, 36-39	10
Associate Producer	2-8, 11-16, 18-21, 23, 26-31, 33-34, 36- 39	14

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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	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
3	American Sports Caster Association 225 Broadway Suite 2030 New York, New York 10007 Phone : 2122278080 Email : lschwa8918@aol.com Louis Schwartz	N	0
4	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
5	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
6	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813/254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
8	Columbia University Graduate School of Journalism 2960 Broadway New York, New York 10027 Phone : 212-854-4422 Email : cujsschool.careers@gmail.com Jacqueline DeLaFuentes	N	0
9	Consultant Referral	N	1
10	Current Employee - Transfer/Promotion	N	14
11	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
12	Edward Waters College Communications Department 1658 Kings Road Jacksonville, Florida 32209 Phone : (904) 355-3030 Email : amstarke@gmail.com Career Services	N	0
13	Emma Bowen Foundation 1221 Avenue of the Americas New York, New York 10020 Phone : 2126643486 Email : michael.barham@nbcuni.com Michael Barham	N	0
14	Employee Referral	N	7
15	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	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
17	Former Employee Referral	N	1
18	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
19	Graham Media Group 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 3129176260 Email : careers@grahammedia.com Julie Dreixler	N	0
20	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
21	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : https://www.ihire.com Career Listing Manual Posting	N	7

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	indeed.com none none, Florida none Phone : 9045551212 Url : www.indeed.com none none Manual Posting	N	1
23	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
24	Linkedin.com unknown unknown, Florida Phone : 9045551212 Url : www.linkedin.com none none Manual Posting	N	28
25	MediaLine P. O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
26	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
27	NABEF - Broadcast Career Link 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0

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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
28	National Lesbian & Gay Journalists Assn. 1420 K Street NW Suite 920 Washington, DC, North Carolina 20005 Phone : (202) 588-9888 Email : info@nljja.org Lynette Spencer	N	0
29	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Email : sharonr@uwnfl.org Fax : 1-904-924-1684 Sharon Robinson	N	0
30	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
31	Stetson University Career Services Flagler Hall, Room 100 Deland, Florida Phone : (386) 822-7315 Email : career@stetson.edu Annette Accorto	N	0
32	Talent Dynamics 106 N. Denton Tap Road Suite 210-222 Coppell, Texas 75019 Phone : 214-640-3139 Sandra Connell	N	2
33	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	0

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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
34	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
35	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
36	University of Florida College of Communications P. O. Box 118400 Gainesville, Florida Phone : (352) 392-0289 Email : kgraham@jou.ufl.edu Katrice Graham	N	2
37	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
38	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	67
39	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

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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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			130

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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	10/1/2021	Participation in other activities designed by the station employment unit	Station runs on-air EEO announcement year-round	0	
2	10/1/2021	Participation in other activities designed by the station employment unit	Year-Round tours of the television broadcast facility	1	Special Projects Director
3	10/1/2021	Establishment of training programs for station personnel	Individual 1/1 training for new hires in the sales department: 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
4	10/1/2021	Establishment of training programs for station personnel	Photographer Training Each new photographer goes through 2-3 week intense training	1	Chief Photographer
5	10/1/2021	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 News Director Operations Manager General Sales Manager
6	10/1/2021	Establishment of training programs for station personnel	Storm Track Truck Training - All new news photographers	1	Chief Photographer
7	10/1/2021	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
8	10/5/2021	Establishment of training programs for station personnel	Mary Cox Training - how to identify appealing stories that can be conveyed clearly and concisely across all platforms	22	Reporter
9	10/13/2021	Establishment of training programs for station personnel	Blue Ocean Brain learning session - Valuing All Abilities in the Workplace	172	All employees
10	10/27/2021	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Be sure to check your Blind Spots	172	All employees
11	11/2/2021	Establishment of training programs for station personnel	GMG Copyright fair use legal training	109	News Staff

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12	11/2/2021	Establishment of training programs for station personnel	GMG Copyright fair use legal training	4	Sales Managers
13	11/10/2021	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Veterans	171	All employees
14	11/24/2021	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Giving, Thanks, & Gratitude	171	All employees
15	12/1/2021	Establishment of training programs for station personnel	Mary Cox Training - how to identify appealing stories that can be conveyed clearly and concisely across all platforms	20	Reporter
16	12/8/2021	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Workplace Actualization	171	All employees
17	12/10/2021	Establishment of training programs for station personnel	Mary Cox Training - how to identify appealing stories that can be conveyed clearly and concisely across all platforms	20	Reporter
18	12/13/2021	Establishment of training programs for station personnel	CSS Training - The Center for Sales Strategy - Sales Training	4	Sales Managers
19	12/22/2021	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - What if Every Year Had 366 Days?	171	All employees
20	1/12/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity, A Call to Serve. Martin Luther King, Jr. Day	171	All employees
21	1/26/2022	Establishment of training programs for station personnel	GMG webinar CRT education American history and civil dialogs	15	Sales Department
22	1/27/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - The Year of the Tiger. Celebrating Lunar new year	171	All employees
23	2/2/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity. Celebrating Black History Month	170	All employees
24	2/2/2022	Establishment of training programs for station personnel	GMG legal presentation political FCC roles	3	Sales Managers
25	2/9/2022	Establishment of training programs for station personnel	CSS Training - The Center for Sales Strategy - Sales Training	7	Account Executives Sales Managers

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
26	2/16/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Words that still Resonate. A spotlight on James Baldwin	170	All employees
27	2/16/2022	Establishment of training programs for station personnel	Barry Carpenter - Consultant Training on Performance	25	Anchor Reporter
28	2/17/2022	Establishment of training programs for station personnel	Barry Carpenter - Consultant Training on Performance	25	Anchor Reporter
29	2/24/2022	Establishment of training programs for station personnel	GMG Black History Month webinar	14	Sales Department
30	3/1/2022	Participation in Job Fairs	UNF Career Fair	3	New Director Anchor Video Journalist
31	3/1/2022	Establishment of training programs for station personnel	GMG Apprise	172	All employees
32	3/2/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity. Celebrating Women's History Month	172	All employees
33	3/16/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Women @ work. Closing the Confidence Gap	172	All employees
34	3/16/2022	Establishment of training programs for station personnel	GMG Women's initiative network webinar	16	Sales Department
35	3/22/2022	Establishment of training programs for station personnel	GMG Apprise	172	All employees
36	3/23/2022	Establishment of training programs for station personnel	Salesforce training	8	Account Executives Sales Managers
37	3/30/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Lessons From Indra Nooyi	172	All employees
38	4/13/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity. Celebrating Arab American Heritage Month	169	All employees
39	4/19/2022	Establishment of training programs for station personnel	GMG Apprise	169	All employees
40	4/27/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Learning About Culture	169	All employees

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41	5/3/2022	Establishment of training programs for station personnel	GMG Political Summit in D.C.	3	Sales Managers
42	5/11/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Learning About Culture	168	All employees
43	5/19/2022	Establishment of training programs for station personnel	LGBTQ DEI Training	109	News Staff
44	5/24/2022	Establishment of training programs for station personnel	Adcellerant - Digital Training	14	Sales Department
45	5/26/2022	Establishment of training programs for station personnel	GMG Apprise	168	All employees
46	5/31/2022	Establishment of training programs for station personnel	TVB Sales Training – Maximizing Revenue Opportunities	3	Sales Managers
47	6/7/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity. Pride Month	168	All employees
48	6/8/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity. Pride Month	168	All employees
49	6/15/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity. Celebrating Juneteenth at Work	168	All employees
50	6/16/2022	Participation in Job Fairs	Emma Bowen Virtual Job Fair	5	HR Administrator DEI Senior Director
51	6/17/2022	Establishment of training programs for station personnel	Mary Cox Training - how to identify appealing stories that can be conveyed clearly and concisely across all platforms	52	Reporter Producer
52	6/22/2022	Establishment of training programs for station personnel	Investigative Reporter Editor Training	2	Reporter EP
53	6/22/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Inspiring Members of the LGBTQ+ Community	168	All employees
54	6/23/2022	Establishment of training programs for station personnel	GMG AR finance/accounting policy training	15	Sales Department
55	6/24/2022	Establishment of training programs for station personnel	Adcellerant - Digital Training	15	Sales Department

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56	6/27/2022	Establishment of training programs for station personnel	GMG Legal Training for Sweepstakes and contests	3	Sales Managers
57	6/28/2022	Establishment of training programs for station personnel	GMG Apprise	168	All employees
58	6/29/2022	Establishment of training programs for station personnel	Mary Cox Training - how to identify appealing stories that can be conveyed clearly and concisely across all platforms	52	Reporter Producer
59	7/5/2022	Establishment of training programs for station personnel	GMG Political Training	3	Sales Managers
60	7/6/2022	Establishment of training programs for station personnel	Kevin Benz Inclusive Journalism Training	111	News Staff
61	7/7/2022	Establishment of training programs for station personnel	Kevin Benz Inclusive Journalism Training	111	News Staff
62	7/13/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Using a Growth Mindset to Expand Inclusion	169	All employees
63	7/27/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Mother of the Disability Movement. A spotlight on Judith Huemann	169	All employees
64	8/3/2022	Participation in Job Fairs	NABJ/NAHJ (National Association of Black Journalists / National Association of Hispanic Journalists)	15	Chief Human Resources Officer News Director Digital Director
65	8/10/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - The Case for Embracing Change	170	All employees
66	8/15/2022	Establishment of training programs for station personnel	Elevate Training	9	Account Executives Sales Managers
67	8/16/2022	Establishment of training programs for station personnel	GMG Apprise	170	All employees
68	8/18/2022	Establishment of training programs for station personnel	Elevate Training	9	Account Executives Sales Managers
69	8/25/2022	Establishment of training programs for station personnel	Changing Homelessness Training	111	News Staff

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70	9/1/2022	Establishment of training programs for station personnel	Elevate Training	7	Account Executives Sales Managers
71	9/8/2022	Participation in Job Fairs	NLGJA (Association of LGBTQ Journalists) Conference	2	Chief Human Resources Officer EP
72	9/14/2022	Participation in Job Fairs	RTDNA (Radio Television Digital News Association) Conference	2	New Director Chief Human Resources Officer
73	9/14/2022	Establishment of training programs for station personnel	Blue Ocean Brain Learning Session - Appreciating Diversity. Hispanic Heritage Month	168	All employees
74	9/20/2022	Establishment of training programs for station personnel	GMG Apprise	168	All employees
75	9/21/2022	Participation in Job Fairs	ONA (Online News Association) Conference	15	Chief Human Resources Officer Digital Director Audience Development Lead Web News Producers
76	9/22/2022	Establishment of training programs for station personnel	TVB Forward Conference	3	Sales Managers