

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" ("MRSL") 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 ("MRSL")

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 Pheonix, 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 DeLaFuenta	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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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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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@nlgja.org Lynette Spencer	N	0
29	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
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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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 Leles	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