

WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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
News Planner/Producer	1, 3-10, 12-14, 16-18, 20-23, 26-27, 29-30, 32-46	16
Promotion Producer	1, 3-4, 6-10, 14, 17-18, 20-23, 26-30, 32-34, 36-46	45
Photographer	1, 3-4, 6-12, 14, 17-18, 20-24, 26-27, 29-32, 34, 36-46	40
Account Executive - WCWJ	1, 3-4, 6-10, 12-14, 16-18, 20-24, 26-32, 34, 36-38, 40-46	45
Account Executive - WCWJ	1, 3-4, 6-10, 12-14, 16-18, 20-24, 26-32, 34, 36-38, 40-46	45
IT System Administrator	1, 3-4, 6-10, 12-15, 17-18, 20-24, 26-27, 29-32, 34, 36-38, 40-46	45
IT System Administrator	1, 3-4, 6-10, 12-15, 17-18, 20-24, 26-27, 29-32, 34, 36-38, 40-46	45
Weekend Mobile Journalist /Reporter	1-4, 6-10, 12-14, 17-18, 20-24, 26-27, 29-32, 34, 36-38, 40-46	2
News Producer	1, 3-4, 6-10, 14, 17-18, 20-23, 26-30, 32, 34, 36-38, 40-43, 45-46	28
Broadcast Maintenance Engineer	1, 3-4, 6-15, 17-22, 24, 26-27, 29-31, 34, 36-38, 40-46	19
Multi Media Sales Planner	1, 3-4, 6-10, 12, 14-15, 17-18, 20-22, 24, 26-27, 29-31, 34, 36-38, 40-46	45
Multi Media Sales Planner	1, 3-4, 6-10, 12, 14-15, 17-18, 20-22, 24, 26-27, 29-31, 34, 36-38, 40-46	45
Director of Technology	1, 3-4, 6-9, 11-12, 15, 17-18, 20-22, 24, 26-27, 29-31, 34, 36-38, 40-46	11
Weekend MMJ/Reporter	1-4, 6-10, 12, 14-15, 17-18, 20-22, 24, 26-27, 29-31, 34, 36-38, 40-46	2
Weekend MMJ/Reporter	1-4, 6-10, 12, 14-15, 17-18, 20-22, 24, 26-27, 29-31, 34, 36-38, 40-46	2
News Producer	1, 3-4, 6-12, 14-15, 17-18, 20-22, 24, 26-27, 29-31, 34, 36-38, 40-46	11
Photographer	1, 3-4, 6-10, 12, 14-15, 17-18, 20-22, 24, 26-27, 29-31, 34, 36-38, 40-46	21

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Assistant Director of Broadcast Technology	1, 3-4, 6-12, 14-15, 17-18, 20-22, 24, 26-27, 29-31, 34, 36-38, 40-46	11
Account Executive	1, 3-4, 6-10, 12, 14-15, 17-18, 20-22, 24, 26-27, 29-31, 34, 36-38, 40-46	45
Web/Social Media/News Associate Producer	1, 3-4, 6-10, 12, 14-15, 17-18, 20-22, 24, 26, 29-31, 34, 36-38, 40-46	45
Weekend Anchor/Reporter	2-4, 6-10, 12, 14-15, 17-18, 20-22, 24, 26, 29-31, 34, 36-38, 40-46	2
Investigative Reporter	2-4, 6-10, 12, 14-15, 17-18, 20-22, 24, 26, 29-31, 34, 36-38, 40-46	2
Account Executive	3-4, 6-10, 12, 14-18, 20-22, 24-26, 28-31, 34, 36-38, 40-46	16
Photographer	3-4, 6-10, 12, 14-22, 24, 26, 29-31, 34, 36-38, 40-46	45
Associate Producer	3-4, 6-10, 12, 14-15, 17-18, 20-22, 24, 26, 29-31, 34, 36-38, 40-41, 43-46	45
Associate Producer	3-4, 6-10, 12, 14-15, 17-18, 20-22, 24, 26, 29-31, 34, 36-38, 40-41, 43-46	43
News Producer	3-4, 6-12, 14-15, 17-18, 20-22, 24, 26, 29-31, 34, 36-38, 40-41, 43-46	11
News Producer	3-4, 6-12, 14-15, 17-18, 20-22, 24, 26, 29-31, 34, 36-38, 40-41, 43-46	11

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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	Agency Referral	N	5
3	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
4	American Sports Caster Association 225 Broadway Suite 2030 New York, New York 10007 Phone : 2122278080 Email : lschwa8918@aol.com Louis Schwartz	N	0
5	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
6	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
7	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

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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	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
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813/254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
10	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
11	Current Employee - Transfer/Promotion	N	10
12	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
13	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
14	Edward Waters College Communications Department 1658 Kings Road Jacksonville, Florida 32209 Phone : (904) 355-3030 Email : amstarke@gmail.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
15	Emma Bowen Foundation 1221 Avenue of the Americas New York, New York 10020 Phone : 2126643486 Email : michael.barham@nbcuni.com Michael Barham	N	0
16	Employee Referral	N	5
17	Florida A & M University 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida Phone : 850.599.3700 Email : delores.dean@famuedu Delores Dean	N	0
18	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
19	Former Employee Referral	N	2
20	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
21	Graham Media Group 161 North Clark Suite 2900 Chicago, Illinois 60601 Phone : 3129176260 Email : careers@grahammedia.com Julie Dreixler	N	2
22	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

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23	IHire 41 E All Saints St Frederick, Maryland 21701 Phone : 9043994000 WJXT Station Website Manual Posting	N	0
24	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : https://www.ihire.com Career Listing Manual Posting	N	0
25	indeed.com none none, Florida none Phone : 9045551212 Url : www.indeed.com none none Manual Posting	N	1
26	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
27	Leadership Institute Broadcast Media Placement 1101 North Highland Street Arlington, Virginia 22201 Phone : 703-647-3207 Email : bwoodward@leadershipinstitute.org Ben Woodward	N	0
28	Linkedin.com unknown unknown, Florida Phone : 9045551212 Url : www.linkedin.com none none Manual Posting	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	MediaLine P. O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
30	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
31	NABEF 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0
32	NABEF - Broadcast Career Link 1 M Street SE Washington, District of Columbia 20003 Phone : 9043994000 WJXT Station Website Manual Posting	N	0
33	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
34	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	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
36	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
37	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
38	Stetson University Career Services Flagler Hall, Room 100 Deland, Florida Phone : (386) 822-7315 Email : career@stetson.edu Annette Accorto	N	0
39	Syracuse University 215 University Place Syracuse, New York 13244 Phone : (315) 443-9092 Email : careers@syr.edu Debi Walker	N	0
40	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	2

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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	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
42	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
43	University of Florida College of Communications P. O. Box 118400 Gainesville, Florida Phone : (352) 392-0289 Email : kgraham@jou.ufl.edu Katrice Graham	N	1
44	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
45	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	26
46	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:			58

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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	10/1/2020	Establishment of training programs for station personnel	Jim Brandy News Digital Training	4	Digital Executive Producer Asst News Director Web Manager
2	10/1/2020	Establishment of training programs for station personnel	Omne Digital Training - Monthly	15	Account Executives Sales Managers General Sales Manager
3	10/1/2020	Establishment of training programs for station personnel	All new News employees are trained on the Arc Web Publishing content management system.	1	Web Manager
4	10/1/2020	Establishment of training programs for station personnel	Storm Track Truck Training - All new news photographers	1	Chief Photographer
5	10/1/2020	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
6	10/1/2020	Establishment of training programs for station personnel	Photographer Training Each new photographer goes through 2-3 week intense training.	1	Chief Photographer
7	10/1/2020	Participation in scholarship programs	Participant in the Emma Bowen Internship Program which provides on the job training/scholarship to minority students pursuing a career in broadcasting.	1	HR
8	10/1/2020	Establishment of training programs for station personnel	Weekly Sales Product Training Reviewing new available products & how to sell to clients	15	Account Executives Sales Managers General Sales Manager
9	10/1/2020	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
10	10/1/2020	Participation in other activities designed by the station employment unit	Station runs on-air EEO announcement year-round	0	
11	10/1/2020	Participation in other activities designed by the station employment unit	Year-Round tours of the television broadcast facility	1	Special Projects Director

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12	10/2/2020	Establishment of training programs for station personnel	Kevin Bends Diversity Equity & Inclusion Training	80	All of News
13	10/8/2020	Establishment of training programs for station personnel	Kevin Brands Diversity Equity & Inclusion Training	9	News Management Creative Services Director
14	10/14/2020	Establishment of training programs for station personnel	Alphonso Sales Training - TV Scheduling Vales	24	Sales Coordinator Account Executive Local/National/General Sales Manager Research/Marketing Director
15	10/14/2020	Establishment of training programs for station personnel	Alphonso Training Research & TV Ratings	20	Account Executives Sales Managers Sales Assistants General Sales Manager
16	10/15/2020	Establishment of training programs for station personnel	Alphonso Sales Training - TV Scheduling Values	24	Sales Coordinator Account Executive Local/National/General Sales Manager Research/Marketing Director
17	10/19/2020	Establishment of training programs for station personnel	Diversity Equity & Inclusion Training - Sales	20	Account Executives Sales Managers Sales Assistants General Sales Manager
18	10/27/2020	Establishment of training programs for station personnel	Ad Taxi Training Order Entry	20	Account Executives Sales Managers Sales Assistants General Sales Manager
19	11/2/2020	Establishment of training programs for station personnel	GMG - Misinformation News Training	2	News Director Asst News Director
20	11/19/2020	Establishment of training programs for station personnel	Lou Michaels Workshop	28	Anchors Reporters
21	11/19/2020	Establishment of training programs for station personnel	Lou Michaels Workshop	28	Anchors Reporters
22	12/1/2020	Establishment of a mentoring program	602 Communications Mary Cox Training	44	Anchors Reporters Photographers

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23	12/2/2020	Establishment of training programs for station personnel	Borrell Training Local Advertising & Research	20	Account Executives Sales Managers Sales Assistants General Sales Manager
24	12/3/2020	Establishment of training programs for station personnel	Omni Digital Sales Training	15	Account Executives Sales Managers General Sales Manager
25	12/11/2020	Establishment of training programs for station personnel	602 Communication Mary Cox Weather Training	4	Meteorologist
26	12/20/2020	Establishment of training programs for station personnel	Omni Digital Sales Training	15	Account Executives Sales Managers General Sales Manager
27	1/19/2021	Establishment of training programs for station personnel	GMG - Security Training	2	News Director General Manager
28	1/26/2021	Establishment of training programs for station personnel	Sales Excel Training	20	Account Executives Sales Managers Sales Assistants General Sales Manager
29	1/27/2021	Establishment of training programs for station personnel	602 Communication Mary Cox Training	80	News Department
30	2/23/2021	Establishment of training programs for station personnel	Lou Michaels Workshop	28	Anchors Reporters
31	2/23/2021	Participation in Job Fairs	UNF Osprey Career Fair Spring 2021	1	HR
32	2/24/2021	Establishment of training programs for station personnel	Lou Michaels Workshop	28	Anchors Reporters
33	2/24/2021	Participation in Job Fairs	UNF Osprey STEM Career Fair Spring 2021	1	HR
34	2/26/2021	Establishment of training programs for station personnel	E Accelerate Local: Strategies for TV Broadcasters Workshop	15	Account Executives Sales Managers General Sales Manager
35	3/1/2021	Establishment of training programs for station personnel	Spotloader Training with Frank Torbert	20	Account Executives Sales Managers Sales Assistants General Sales Manager
36	3/2/2021	Establishment of training programs for station personnel	602 Communication Mary Cox Training	80	News Department

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37	3/4/2021	Establishment of training programs for station personnel	Diversity Equity & Inclusion Training Focus Group Studies	80	All of News
38	3/5/2021	Participation in Job Fairs	Newhouse Diversity Comm Career Fair	3	Assignment Manager Asst. News Director Web Manager
39	3/11/2021	Establishment of training programs for station personnel	Diversity Equity & Inclusion Training Focus Group Studies	80	All of News
40	3/16/2021	Establishment of training programs for station personnel	Wide Orbit Analytics Training	1	General Sales Manager
41	3/17/2021	Establishment of training programs for station personnel	Wide Orbit Analytics Training	1	General Sales Manager
42	3/18/2021	Establishment of training programs for station personnel	Diversity Equity & Inclusion Training Focus Group Studies	80	All of News
43	3/24/2021	Establishment of training programs for station personnel	FCC EEO Training	13	GM/GSM/HR Sales Managers/Research DOT/Ops Mgr/News Director Ast News Director
44	3/24/2021	Establishment of training programs for station personnel	Graham Digital training on ATSC 3.0 (NextGenTV)	15	Account Executives Sales Managers General Sales Manager
45	4/1/2021	Participation in Job Fairs	Prairie View A&M Communications Week Career Fair	3	HR News Director
46	4/8/2021	Establishment of training programs for station personnel	Media Monitors Refresher Training Competitor Ad Spending Data	20	Account Executives Sales Managers Sales Assistants General Sales Manager
47	4/8/2021	Establishment of training programs for station personnel	Graham Digital Auto Training Auto Industry	20	Account Executives Sales Managers Sales Assistants General Sales Manager
48	4/15/2021	Establishment of training programs for station personnel	Graham Digital Auto Training Sales Training for the Auto Category	20	Account Executives Sales Managers Sales Assistants General Sales Manager
49	4/21/2021	Establishment of training programs for station personnel	LGBTQ Diversity Equity & Inclusion Training PFLAG	80	All of News

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50	4/22/2021	Establishment of training programs for station personnel	Graham Digital Auto Training Sales Training for the Auto Category	20	Account Executives Sales Managers Sales Assistants General Sales Manager
51	4/27/2021	Establishment of training programs for station personnel	Tapclicks Digital Order training from Graham Digital	15	Account Executives Sales Managers General Sales Manager
52	4/28/2021	Establishment of training programs for station personnel	LGBTQ Diversity Equity & Inclusion Training PFLAG	80	All of News
53	4/29/2021	Participation in Job Fairs	Newhouse Virtual Recruitment Collective	2	Assistant News Director Digital Specialist
54	5/6/2021	Establishment of training programs for station personnel	Omne Sales Training from Graham Digital	15	Account Executives Sales Managers General Sales Manager
55	5/18/2021	Establishment of training programs for station personnel	Lou Michaels Workshop	28	Anchors Reporters
56	5/19/2021	Establishment of training programs for station personnel	Lou Michaels Workshop	28	Anchors Reporters
57	6/14/2021	Establishment of a mentoring program	IRE Investigative Reporters & Editors Conference	3	Anchor Reporter Executive Producer
58	6/14/2021	Establishment of training programs for station personnel	Wide Orbit Media Sales Training – Groups Trainings	20	Account Executives Sales Managers Sales Assistants General Sales Manager
59	6/15/2021	Establishment of training programs for station personnel	Wide Orbit Media Sales Training – Groups Trainings	20	Account Executives Sales Managers Sales Assistants General Sales Manager
60	6/15/2021	Establishment of training programs for station personnel	Wide Orbit Media Sales Training – 1 on 1 Trainings	10	Account Executives Sales Managers Sales Assistants General Sales Manager
61	6/17/2021	Establishment of training programs for station personnel	Wide Orbit Media Sales Training – 1 on 1 Trainings	10	Account Executives Sales Managers Sales Assistants General Sales Manager
62	6/21/2021	Establishment of training programs for station personnel	Wide Orbit Traffic Training	20	Account Executives Sales Managers Sales Assistants General Sales Manager

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63	6/22/2021	Establishment of training programs for station personnel	Wide Orbit Traffic Training	20	Account Executives Sales Managers Sales Assistants General Sales Manager
64	6/23/2021	Establishment of training programs for station personnel	Wide Orbit Traffic Training	20	Account Executives Sales Managers Sales Assistants General Sales Manager
65	6/30/2021	Participation in Job Fairs	Emma Bowen Career Conference	5	HR
66	7/2/2021	Establishment of training programs for station personnel	Barron Weather Training	15	News Management Web Team Meteorologist
67	7/14/2021	Participation in Job Fairs	NAHJ 2021 International Training Conference & Career Fair	4	VP/HR News Director
68	7/14/2021	Establishment of training programs for station personnel	Omne Sales Training from Graham Digital	15	Account Executives Sales Managers General Sales Manager
69	7/19/2021	Establishment of training programs for station personnel	Barron Weather Training	31	Meteorologist Producers Executive Producers
70	7/29/2021	Establishment of training programs for station personnel	TVB training on OTT	15	Account Executives Sales Managers General Sales Manager
71	8/16/2021	Establishment of training programs for station personnel	602 Communication Mary Cox Training	54	Anchors Reporters Producer Executive Producers
72	8/18/2021	Participation in Job Fairs	National Association of Black Journalist Convention & Career Fair	4	
73	8/30/2021	Establishment of training programs for station personnel	Elevate Reboot Sales Prospecting Training	15	Account Executives Sales Managers General Sales Manager
74	8/31/2021	Establishment of training programs for station personnel	Elevate Reboot Sales Prospecting Training	15	Account Executives Sales Managers General Sales Manager
75	8/31/2021	Establishment of training programs for station personnel	602 Communication Mary Cox Training	44	Anchors Reporters Photographers
76	9/9/2021	Participation in Job Fairs	NLGJA: The Association of LGBTQ Journalists 2021 National Convention	1	
77	9/14/2021	Establishment of training programs for station personnel	602 Communication Mary Cox Training	27	News Management Reporters

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
78	9/15/2021	Establishment of training programs for station personnel	Omne Sales Training from Graham Digital	15	Account Executives Sales Managers General Sales Manager
79	9/22/2021	Participation in Job Fairs	RTDNA Conference	2	VP/HR new