

ANNUAL EEO PUBLIC FILE REPORT
WCWJ
October 1, 2013 - September 30, 2014

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WCWJ

The information contained in this Report covers the time period beginning October 1, 2013 to and including September 30, 2014 (the "Applicable Period"). The FCC's EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled "Recruitment Sources Utilized" refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed "filled" when the hiree began work. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from October 1, 2013 – September 30, 2014

Station(s) Comprising the Station Employment Unit: WCWJ

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Account Executive	10/7/13	B	5	A-L, N-OO
2	Account Executive (2)	1/6/14 & 1/13/14	II (2)	3	A-L, N-LL
3	General Sales Manager	1/29/14	U	10	A-L, N-MM
4	Account Executive	2/25/14	II	1	A-T, V-LL
5	Sales Assistant	3/3/14	II	2	A-T, V-LL

Total Number of Persons Interviewed During Applicable Period: 21

Appendix 2 to Annual EEO Public File Report

Covering the Period from October 1, 2013 – September 30, 2014

Station(s) Comprising the Station Employment Unit: WCWJ

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	WCWJ station bulletin boards	Ginny Routzahn	9117 Hogan Road Jacksonville, FL 32216	(904) 641-1700	N	0
B	WCWJ-TV www.yourjax.com	Ginny Routzahn	9117 Hogan Road Jacksonville, FL 32216	(904) 646-5026	N	5
C	Nexstar Broadcasting Website	Terri Bush	www.nexstar.tv	(972) 373-8800	N	4
D	Employ Florida Marketplace	website	www.employflorida.com	N/A	Y	0
E	University of North FL Career site	Online posting	www.myinterfase.com/unf/employer	N/A	Y	0
F	Jacksonville University Career Site	Online posting	https://ju-csm.symplicity.com/employers	N/A	Y	0
G	Flagler College Career Site	Online posting	www.myinterfase.com/flagler/employer	N/A	Y	0
H	WCWJ-TV station on air	David Hall,	9117 Hogan Road	(904) 646-5015	Y	0

	announcement	Creative Services Dir.	Jacksonville, FL 32216			
I	Jacksonville Urban League	Clorinda Sanders	903 W. Union Street Jacksonville, FL 32204	(904) 366-6494	Y	0
J	Florida State College - South Campus	N. Karnes	11901 Beach Blvd. Jacksonville, FL 32216	(904) 646-2283	N	0
K	Work Source	Kathy	215 N. Market Street Jacksonville, FL 32202	(904) 359-6080	Y	0
L	Florida State College - North Campus	Ellen Allen	4501 Capper Road Jacksonville, FL 32218	(904) 766-6779	N	0
M	Simply Hired	Online	Pushed through Nexstar Career site		N	0
N	Jacksonville University	Devon Coughlin	2800 University Blvd. N. Jacksonville, FL 32211	(904) 256-7054	Y	0
O	Office of Career Services Flagler College	Jenny Breasley Preffer	PO Box 1027 St. Augustine, FL 32085	(904) 819-6286	Y	0
P	Florida State College Jacksonville	Online career site	http://www.collegecentral.com/fscjdowntown/	NA	N	0
Q	Edward Waters College	Kathy	Career Placement Services 1658 Kings Road Jacksonville, FL 32209	(904) 470-8007	Y	0
R	Client Referral				N	1
S	NAACP/Jacksonville Chapter	Sandra Thompson	1725 Oakhurst Ave. Ste 401 Jacksonville, FL 32208	(904) 764-7578	Y	0
T	First Coast Black Business	Latrice Wright	218 W. Adams Street Jacksonville, FL 32201	(904) 634-0543	Y	0
U	Spots n Dots	Gene McKay	FAX (607) 729-7331	(888) 884-2630	N	2
V	Emma L. Bowen Foundation for Minority	Phyllis Eagle-Oldson	300 New Jersey Ave. NW Suite 700	(202) 524-6409	Y	0

	Interests		Washington, DC 20001			
W	Goodwill Industries	Laurie	4527 Lenox Ave. Jacksonville, FL 32225	(904) 384-1361	Y	0
X	DeVry University & Keller School of Management	Catherine Nye	5200 Belfort Rd. Ste 125 Jacksonville, FL 32256	(904) 367-4944	Y	0
Y	National Assoc. of Hispanic Journalists	Anna M. Lopez Buck	1050 Connecticut Ave. NW 10 th floor, Washington, DC 20036	(202) 662-7145	N	0
Z	Native American Public Telecommunications	Lynn Warren	1800 No 33rd St. Lincoln, NE 68503	(402) 472-3522	N	0
AA	University of Florida Journalism Dept.	Patricia Dunn- White	P. O. Box 11840 Gainesville, FL	(352) 392-5968	N	0
BB	Art Institute of Jacksonville	Kathleen Holland	8775 Baypine Rd. Jacksonville, FL 32256	(904) 486-3000	Y	0
CC	AARP Foundation	Jake Barr	134 E. Church Street, Jacksonville, FL 32202	(904) 353-2301	N	0
DD	Bethune Cookman College	Davita Bonner	640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, FL 32114	(386) 481-2143	N	0
EE	St. Johns River Community College	Jolene Taylor	5001 St. Johns Ave. Palatka, FL 32177to www.collegecentral.com/sjstate	(386) 312-4259	Y	0
FF	Jones College	Cynthia Surles	5353 Arlington Expressway Jacksonville, FL 32211	(904) 743-1122	Y	0
GG	Nat'l Federation of Filipino American Assoc.	Jon Melgrito	1322 18 th St. NW Washington, DC 20036	(202) 986-1153	N	0
HH	Military Affairs, Veterans & Disabled Services Division	Robert Moore	City Hall 117 West Duval St. #175 Jacksonville, FL 32202	(904) 630-3680	N	0
II	Employee referral	None	Varies	Varies	N	4

JJ	Indeed.com	Online service	Linked through Hire Centric & Nexstar Career Site	N/A	N	1
KK	Word of mouth				N	2
LL	Broadcast Employment Services (TVJobs.com)	Mark Holloway	P O Box 4116 Oceanside, CA 95052	(760) 754-8177	N	1
MM	Self Referral			N/A	N	0
NN	Career Builder www.careerbuilder.com	Erik Kelley	5550-A Peachtree Parkway, Suite 200 Norcross, GA 30092	(770) 349-2933	N	
OO	Career Fair		City of Jacksonville Job and Resource Fair on 6/10/13	NA		1

Appendix 3 to Annual EEO Public File Report

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WCWJ

	Recruitment Initiative	Description
1	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment (Fall Semester)	Eligible college students are given the opportunity to gain industry experience and course credit training with station personnel. During the Fall Semester the station's Creative Services Dept. hosted one student from Flagler University from 10/1/13 – 12/6/13.
2	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment (Spring Semester)	Eligible college students are given the opportunity to gain industry experience and course credit training with station personnel. During the Spring semester the station's eMedia Dept. hosted one student from University of North Florida from 1/7/2014 - 5/8/14.
3	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment (Summer Semester)	Eligible college students are given the opportunity to gain industry experience and course credit training with station personnel. During the Summer semester the station's Creative Services Dept. hosted one student from Florida State University from 5/27/14 -8/8/14 and one student from University of North Florida from 5/19/14 – 8/8/14.

4	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	Executive Administrative Assistant/HR Contact and Creative Services Director attended the Flagler College “Plan Your Future Fair” on October 16, 2013 where they sought candidates for open positions and internships.
5	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	Executive Administrative Assistant/HR Contact and Creative Services Director attended the Jacksonville University Annual Career Expo on February 26, 2014 where they sought candidates for open positions and internships.
6	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	Executive Administrative Assistant/HR Contact and Creative Services Director attended the Florida State College Jacksonville North Campus Career Fair on April 9, 2014 where they sought candidates for open positions and internships.
7	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	Executive Administrative Assistant/HR Contact and General Sales Manager attended the City of Jacksonville & Congresswoman Corrine Brown 2014 Job and Resource Fair on June 16, 2014 where they sought candidates for open positions and internships.
8	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	Executive Administrative Assistant/HR Contact and Creative Services Director attended the Art Institute of Jacksonville Job Fair on July 23, 2014 where they sought candidates for open positions and internships.
9	Mentoring & Cross-Training Program for Station Personnel	The station maintains a mentoring and cross-training program for new hires and veteran employees. Department heads provide cross-training opportunities for employees from other departments and personally supervise their learning activities to better prepare the cross-trainers for other opportunities at the station. New hires are assigned a mentor to help with their assimilation into the station and its operations.