

**WCWJ, WJXT-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2019 - September 30, 2020**

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
Promotion Editor	1-2, 4-9, 11-13, 16-18, 21-23, 25-27, 30-31, 34-50	49
Reporter	14, 20, 22, 24, 32, 49	49
Photographer	1-2, 4-9, 12-13, 16-18, 21-23, 26-28, 30-31, 33-35, 37-43, 45-50	49
Accountant	1-2, 4-9, 12-14, 16-19, 21-23, 26-28, 30-31, 33-43, 45-50	14
Multimedia Sales Planner	10, 14, 22, 24, 32, 49	14
Creative Services Associate Producer	20, 22, 24, 32, 49	20
Reporter	22, 24, 32, 49	49
Reporter	22, 24, 32, 49	49
News Producer	1-2, 5-14, 16-17, 20-24, 27-28, 30-32, 34, 37, 39, 41-46, 48-50	14
News Producer	1-2, 5-14, 16-17, 20-24, 27-28, 30-32, 34, 37, 39, 41-46, 48-50	10
News Producer	1-2, 5-14, 16-17, 20-24, 27-28, 30-32, 34, 37, 39, 41-46, 48-50	14
News Producer	1-2, 5-14, 16-17, 20-24, 27-28, 30-32, 34, 37, 39, 41-46, 48-50	49
News Producer	1-2, 5-14, 16-17, 20-24, 27-28, 30-32, 34, 37, 39, 41-46, 48-50	10
Producer in Training	1-3, 5-11, 13, 16-17, 21-24, 27-28, 30-32, 34, 37, 39, 41, 43-46, 49-50	10
Web/Social Media/News Associate Producer F/T	1-3, 5-9, 11-13, 16-17, 21-24, 27-32, 34, 37, 39, 41, 43-46, 49-50	29
Digital Sales Planner	1-3, 5-11, 13, 15-17, 21-24, 27-28, 30-32, 34, 37, 39, 41, 43-46, 49-50	10

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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	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
5	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
6	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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7	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
8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813/254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
9	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
10	Current Employee	N	5
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	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
13	Edward Waters College Communications Department 1658 Kings Road Jacksonville, Florida 32209 Phone : (904) 355-3030 Email : amstarke@gmail.com Career Services	N	0
14	Employee Referral	N	5

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15	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	1
16	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
17	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
18	Florida State College at Jacksonville 101 W. State Street Jacksonville, Florida Phone : (904) 646-2300 Career Services Manual Posting	N	0
19	Former Employee	N	1
20	Former Intern	N	3
21	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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22	Graham Media Group 161 North Clark Suite 2900 Chicago, Illinois 60601 Phone : 3129176260 Email : careers@grahammedia.com Julie Dreixler	N	2
23	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
24	IHire 41 E All Saints St Frederick, Maryland 21701 Phone : 9043994000 WJXT Station Website Manual Posting	N	0
25	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
26	Jacksonville University Career Services 2800 University Blvd.N. Jacksonville, Florida Phone : (904) 256-7000 Career Services Manual Posting	N	0
27	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

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28	Leadership Institute Broadcast Media Placement 1101 North Highland Street Arlington, Virginia 22201 Phone : 703-647-3207 Email : bwoodward@leadershipinstitute.org Ben Woodward	N	0
29	Linkedin.com unknown unknown, Florida Phone : 9045551212 Url : www.linkedin.com none none Manual Posting	N	5
30	MediaLine P. O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
31	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
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

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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
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	RCI Employment Services P. O. Box 19249 Jacksonville, Florida 32245 Phone : (904) 743-1002 Email : rciemploymentservices@rbhsinc.com Career Services	N	0
37	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
38	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
39	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

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40	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
41	Stetson University Career Services Flagler Hall, Room 100 Deland, Florida Phone : (386) 822-7315 Email : career@stetson.edu Annette Accorto	N	0
42	Syracuse University 215 University Place Syracuse, New York 13244 Phone : (315) 443-9092 Email : careers@syr.edu Debi Walker	N	0
43	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	4
44	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
45	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

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46	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
47	University of Missouri Columbia, MO 65211 Columbia, , Missouri 65211 Phone : 9045551212 Url : http://missouri.edu/ Website Website Manual Posting	N	0
48	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	2
49	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	20
50	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>49</b>

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**III. RECRUITMENT INITIATIVES**

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1	10/1/2019	Establishment of training programs for station personnel	Ad Taxi Sales Training (Quarterly) Digital Products	20	Account Executive General Sales Manager Local Sales Manager National Sales Manager
2	10/1/2019	Establishment of training programs for station personnel	All new News employees are trained on the Arc Web Publishing content management system.	1	Web Manager
3	10/1/2019	Establishment of training programs for station personnel	Sales Account Executives attend monthly Sales Seminar Webcast Target how to sale to particular Client Category	15	Account Executive
4	10/1/2019	Establishment of training programs for station personnel	Storm Track Truck Training - All new news photographers	1	Chief Photographer
5	10/1/2019	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	10/1/2019	Establishment of training programs for station personnel	Photographer Training Each new photographer goes through 2-3 week intense training.	1	Chief Photographer
7	10/1/2019	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	10/1/2019	Establishment of training programs for station personnel	Weekly Sales Product Training Reviewing new available products & how to sell to clients	15	Account Executive
9	10/1/2019	Establishment of a mentoring program	The station has developed a Producer in Training position.	1	Assistant News Director
10	10/1/2019	Establishment of a mentoring program	The station has developed a full-time Photographer in Training Position	1	Chief Photographer
11	10/1/2019	Establishment of training programs for station personnel	The station offers a Tuition Reimbursement program to encourage full time employees to further their education and help advance their careers.	1	HR

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12	10/1/2019	Establishment of an intern program designed to assist members of the community	Participant in the Margaret Crawford Internship Program	1	HR
13	10/1/2019	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
14	10/1/2019	Participation in other activities designed by the station employment unit	Station runs on-air EEO announcement year-round	0	
15	10/1/2019	Participation in other activities designed by the station employment unit	Year-Round tours of the television broadcast facility	1	Special Projects
16	10/3/2019	Establishment of training programs for station personnel	LTE Training on Radio/Microwave units in all news vehicles	8	IT Specialist Asst Director of Technology Maintenance Engineer
17	10/3/2019	Participation in events or programs sponsored by educational institutions	Participated in FAMU's School of Journalism & Graphic Communication career fair	1	Creative Service Director
18	10/8/2019	Participation in events or programs sponsored by educational institutions	Participated in Florida State University Fall Career Fair	1	Creative Services Director
19	10/10/2019	Establishment of training programs for station personnel	Ad Mall Category Research Sales Training Prospecting tools for customary client research	19	Account Executive General Sales Manager Local Sales Manager
20	10/16/2019	Participation in events or programs sponsored by educational institutions	Participated in University of Florida Careers in Communication Fair	2	HR Creative Services Producer
21	10/17/2019	Establishment of training programs for station personnel	IRE Data Training	2	Reporter Executive Producer
22	10/18/2019	Establishment of training programs for station personnel	Comscore Sales Training - How to pull rankers	15	Account Executive

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23	10/24/2019	Establishment of training programs for station personnel	Lou Michaels Workshop	24	Anchors Reporters
24	10/28/2019	Establishment of training programs for station personnel	Stratus Workflow Training - Newsroom recording and editing system	8	IT Specialist Asst Director of Technology Maintenance Engineer
25	11/4/2019	Establishment of training programs for station personnel	Stratus Operational Training - Newsroom recording/editing system	8	IT Specialist Asst Director of Technology Maintenance Engineer
26	11/11/2019	Establishment of training programs for station personnel	Scarborough Sales Training - Report Builder How to pull reports from Nielsen	23	Account Executive Sales Coordinators Local/National/General Sales Manager Research/Marketing Director
27	11/12/2019	Establishment of training programs for station personnel	Ad Mall Sales Training Selling local accounts	19	Sales Coordinator Account Executive
28	12/9/2019	Establishment of training programs for station personnel	GMG Digital Sales Training - Client Calls	24	Account Executive Sales Coordinators Local/National/General Sales Manager Research/Marketing Director
29	12/11/2019	Establishment of training programs for station personnel	Ad Taxi Sales Training - New Products	24	Account Executive Sales Coordinators Local/National/General Sales Manager Research/Marketing Director
30	1/13/2020	Establishment of training programs for station personnel	Burke Training - Remote control for the station's transmitter	2	Maintenance Engineer Engineering Supervisor
31	1/20/2020	Establishment of training programs for station personnel	Lynnsey Gardner Reporter Workshop/Training	3	Meteorologist Reporter Reporter
32	1/21/2020	Establishment of training programs for station personnel	Lou Michaels Workshop	24	Reporters Anchors
33	1/28/2020	Establishment of training programs for station personnel	Ad Taxi Sales Training Client education for digital products	20	Account Executive General Sales Manager Local Sales Manager National

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34	2/3/2020	Establishment of training programs for station personnel	Jive Phone System Training - New company phone system that allows personnel to have access the phone on their desk, through their computer/laptop or cell phone.	8	IT Specialist Asst Director of Technology Maintenance Engineer
35	2/10/2020	Establishment of training programs for station personnel	GMG Reach Summit - Manager training/Team building	12	GM/Business Manager General/Local/Nationa Sales Mgr Chief Engineer/News Director Research/Creative Services Directors/Digital EP
36	2/24/2020	Establishment of training programs for station personnel	Weather Summit Training	5	Meteorologist
37	3/3/2020	Participation in other activities designed by the station employment unit	Participant in University of North Florida Career Fair	2	News Director Charles Chunn
38	3/4/2020	Establishment of training programs for station personnel	Wide Orbit Sales Training System Training	19	Account Executive Sales Coordinators
39	3/4/2020	Establishment of training programs for station personnel	602 Communication Training Weather	5	Meteorologist
40	3/5/2020	Establishment of training programs for station personnel	Wide Orbit Sales Training System Training	7	General Sales Manager Research/Marketing Director Local Sales Manager National Sales Manager
41	3/5/2020	Participation in events or programs sponsored by educational institutions	Participated in the University of North Florida STEM Career Fair	3	Asst Director of Technology HR IT Manager
42	3/6/2020	Establishment of training programs for station personnel	Wide Orbit Sales Training System Training Individual one on one follow up	10	Account Executive Sales Coordinators
43	3/24/2020	Establishment of training programs for station personnel	Omne Training Launching new digital agency Rebranding of all digital products	26	Sales Coordinator Account Executive Local/National/Genera l Sales Manager Research/Marking Director

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44	3/31/2020	Establishment of training programs for station personnel	GMG Trust Index Training - Fight against misinformation	14	Reporter Web Team Executive Producer News/Asst News Director
45	4/3/2020	Establishment of training programs for station personnel	Omne Play Digital Training Digital Video Product Training	26	Sales Coordinator Account Executive National/Local/General Sales Manager Research/Marketing Director
46	4/8/2020	Establishment of training programs for station personnel	602 Communication Training News	23	Producer Associate Producer
47	4/15/2020	Establishment of training programs for station personnel	Buzz Board Digital Prospect Training How to sell digital products to clients	26	Account Executive Sales Coordinators Local/National/General Sales Manager Research/Marketing Director
48	4/27/2020	Establishment of training programs for station personnel	Lou Michaels Workshop	24	Reporters Anchors
49	5/18/2020	Establishment of training programs for station personnel	Handshake 101 for Employers Training Training on the Handshake website, that allows you to post job openings and connect with colleges/universities throughout the US	3	Business Manager VP/Chief HR Officer HR
50	5/20/2020	Establishment of training programs for station personnel	602 Communication Training	27	Reporters Anchors
51	5/21/2020	Establishment of training programs for station personnel	Borrell & Associates Crisis Training How to sell to clients who are reopening during a crisis	26	Sales Coordinator Account Executive Local/National/General Sales Manager Research/Marketing Director
52	6/11/2020	Establishment of training programs for station personnel	GMG Digital Branding Content Training How to sell branded content to clients	24	Sales Coordinator Account Executive Local/National/General Sales Manager Research/Marketing Director

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53	6/23/2020	Establishment of training programs for station personnel	Legal Seminar	80	Producer/Executive Producer All News Managers Photographers/Editors Creative Service
54	7/13/2020	Participation in events or programs sponsored by educational institutions	Emma Bowen Foundation Virtual Conference. Held a virtual booth to speak with students who participate in the Emma Bowen Scholarship Program about careers in broadcasting and connecting with our stations for open positions.	3	HR HR HR
55	7/15/2020	Establishment of training programs for station personnel	Legal Seminar	80	Producer/Executive Producer All News Managers Photographers/Editors Creative Services
56	7/23/2020	Establishment of training programs for station personnel	TVB Success Training How to sell to Furniture Business'	18	Account Executive Research/Marketing Director Local/National/General Sales Manager
57	7/30/2020	Establishment of training programs for station personnel	602 Communications Tease Writing Training	22	Producer Associate Producer
58	8/5/2020	Participation in job banks, internet programs and other programs designed to promote outreach	Participated in NABJ/NAHJ Career Fair Conference National Association of Black Journalist National Association of Hispanic Journalist	4	Executive Producer Producer Assignment Editor Manager News Director
59	8/10/2020	Establishment of training programs for station personnel	Local Media Association Webinar Training Media manager training Changes in the industry Digital Trends Recruiting Automotive	26	Sales Coordinator Account Executive Local/National/General Sales Manager Research/Marketing Director
60	8/13/2020	Establishment of training programs for station personnel	Associated Press Newsroom Tools Training	32	Assignment Manager New Director/Asst News Director Producer Executive Producer
61	8/17/2020	Establishment of training programs for station personnel	602 Communication Training - Weather	5	Meteorologist

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62	9/4/2020	Establishment of training programs for station personnel	Ad Taxi Political Training Rules to selling political advertising	6	Local Sales Manager General Sales Manager Research Director Marketing Director
63	9/9/2020	Establishment of training programs for station personnel	Alphonso Training - TV Scheduling Values New audience measurements	26	Sales Coordinator Account Executive Local/National/General Sales Manager Research/Marketing Director
64	9/9/2020	Establishment of training programs for station personnel	GMG Chartbeat Training News/Web	1	Web Manager
65	9/16/2020	Provision of training to management	BRBS World Training: Diversity, Equity & Inclusion Dialogue and Learning Leadership Session 2 hour interactive training session on unconscious bias and how to build an inclusive, trusting culture to better work with others to create a better business environment for all.	11	GM/Bus Mgr/News Director Chief Engineer/Creative Services Director Local/National/General Sales Manager Research Director/Web News EP
66	9/21/2020	Establishment of training programs for station personnel	IRE Investigative Reporter/Editor Training	3	Reporter Reporter Reporter/Anchor
67	9/24/2020	Establishment of training programs for station personnel	Diversity, Equity & Inclusion Dialogue and Learning Session for Newsroom and Creative Services Employees 90 minute interactive training session on unconscious bias and how to build an inclusive, trusting culture to better work with others to create a better business environment for all.	1	Newsroom Creative Services
68	9/25/2020	Establishment of training programs for station personnel	Diversity, Equity & Inclusion Dialogue and Learning Session for Newsroom and Creative Services Employees 90 minute interactive training session on unconscious bias and how to build an inclusive, trusting culture to better work with others to create a better business environment for all.	1	Newsroom Creative Services