

WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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
Local Sales Manager	1-7, 9-11, 13-14, 16-19, 21, 23-29, 31-33, 35-37	36
Producer	1-7, 9-11, 13-14, 16-19, 21-22, 24-29, 31-33, 35-37	36
Producer	1-7, 9-11, 13-14, 16-19, 21-22, 24-29, 31-33, 35-37	36
Consumer Investigative Reporter	1-7, 9-11, 13-14, 16-19, 21, 24-29, 31-33, 35-37	36
IT System Administrator	1-11, 13-14, 16-19, 21, 24-29, 31-33, 35-37	8
Weekend MMJ	1-7, 9-11, 13-14, 16-19, 21, 24-33, 35-37	36
Meteorologist	1-7, 9-11, 13-14, 16-19, 21, 24-29, 31-33, 35-37	36
Multi-Platform Producer	1-7, 9-11, 13-14, 16-19, 21, 24-29, 31-33, 35-37	36
Account Executive	1-7, 9-11, 13-14, 16-19, 21-22, 24-29, 31-33, 35-37	36
Photographer	1-7, 9-19, 21, 24-29, 31-33, 35-37	15
Photographer	1-7, 9-14, 16-19, 21, 24-29, 31-33, 35-37	12
Account Executive	17, 19, 22, 25, 36	36
Producer	1-11, 13-14, 16-19, 21-22, 24-37	19
Account Executive	1-7, 9-11, 13-14, 16-22, 24-29, 31-33, 35-37	20
Account Executive	12, 17, 19, 25, 36	12
Sports Anchor	1-7, 9-11, 13-14, 16-19, 21, 24-29, 31-33, 35-37	36
National Multimedia Sales Assistant	1-7, 9-11, 13-14, 16-19, 21, 24-29, 31-33, 35-37	36
Producer	1-7, 9-11, 13-14, 16-19, 21, 24-29, 31-33, 35-37	36

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Digital Producer	1-11, 13-14, 16-19, 21-22, 24-29, 31-33, 35-37	36
Associate Producer	1-5, 7, 9-14, 16-19, 21, 24-29, 31-33, 35-37	12
Associate Producer	1-5, 7, 9-14, 16-19, 21, 24-29, 31-33, 35-37	12
Account Executive	17, 19, 22, 25, 36	36
Digital Producer	1-5, 7, 9-14, 16-19, 21, 24-29, 31-33, 35-37	12
Producer	1-5, 7, 9-14, 16-19, 21, 24-29, 31-33, 35-37	36
Reporter	1-5, 7-14, 16-19, 21, 24-29, 31-33, 35-37	12

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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	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
2	American Sports Caster Association 225 Broadway Suite 2030 New York, New York 10007 Phone : 2122278080 Email : lschwa8918@aol.com Louis Schwartz	N	0
3	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
4	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
5	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
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813/254-9695 Email : bille@michaelsmedia.com Michael Bille	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
7	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
8	Current Employee - Transfer/Promotion	N	6
9	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
10	Edward Waters College Communications Department 1658 Kings Road Jacksonville, Florida 32209 Phone : (904) 355-3030 Email : amstarke@gmail.com Career Services	N	0
11	Emma Bowen Foundation 1221 Avenue of the Americas New York, New York 10020 Phone : 2126643486 Email : michael.barham@nbcuni.com Michael Barham	N	0
12	Employee Referral	N	11
13	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	1
14	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
15	Former Employee Referral	N	1

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16	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
17	Graham Media Group 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 3129176260 Email : careers@grahammedia.com Julie Dreixler	N	0
18	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
19	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : https://www.ihire.com Career Listing Manual Posting	N	4
20	Internship Program	N	1
21	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	LinkedIn.com unknown unknown, Florida Phone : 9045551212 Url : www.linkedin.com none none Manual Posting	N	22
23	MediaLine P. O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
24	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
25	NABEF - Broadcast Career Link 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0
26	National Lesbian & Gay Journalists Assn. 1420 K Street NW Suite 920 Washington, DC, North Carolina 20005 Phone : (202) 588-9888 Email : info@nljga.org Lynette Spencer	N	0
27	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

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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	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
29	Stetson University Career Services Flagler Hall, Room 100 Deland, Florida Phone : (386) 822-7315 Email : career@stetson.edu Annette Accorto	N	0
30	Talent Dynamics 106 N. Denton Tap Road Suite 210-222 Coppell, Texas 75019 Phone : 214-640-3139 Sandra Connell	N	2
31	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
32	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
33	University of Florida College of Communications P. O. Box 118400 Gainesville, Florida Phone : (352) 392-0289 Email : kgraham@jou.ufl.edu Katrice Graham	N	3

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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 Missouri- Columbia no listing Columbia, Missouri 65211 Phone : 573-882-2121 Fax : 1-573-882-9907 University of Missouri- Columbia University of Missouri- Columbia	N	3
35	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
36	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	47
37	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:			101

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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	10/1/2022	Participation in other activities designed by the station employment unit	Station Runs on-air EEO announcement year-round	0	
2	10/1/2022	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
3	10/1/2022	Establishment of training programs for station personnel	Storm Track Truck Training - All new news photographers	1	Chief Photographer
4	10/1/2022	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
5	10/1/2022	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	10/1/2022	Establishment of training programs for station personnel	Photographer Training Each new photographer goes through 2-3 week intense training	1	Chief Photographer
7	10/10/2022	Participation in Job Fairs	Flagler College Job Fair	3	HR Administrator Program Manager Program Producer
8	10/18/2022	Participation in Job Fairs	University of Florida Communications Career Fair	3	HR Administrator News Director Assistant News Director
9	10/24/2022	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	77	Reporters Producers Associate Producers
10	10/26/2022	Participation in Job Fairs	FAMU Career Fair	2	New Director Asst. News Director
11	10/27/2022	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	77	Reporters Producers Associate Producers

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12	11/16/2022	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	77	Reporters Producers Associate Producers
13	11/17/2022	Establishment of training programs for station personnel	Tricaster equipment training	4	Digital Director Asst. News Director Producer News Director
14	11/18/2022	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	77	Reporters Producers Associate Producers
15	11/21/2022	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	77	Reporters Producers Associate Producers
16	11/22/2022	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	77	Reporters Producers Associate Producers
17	12/8/2022	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	77	Reporters Producers Associate Producers
18	12/13/2022	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	77	Reporters Producers Associate Producers
19	1/4/2023	Establishment of training programs for station personnel	Blue Ocean Brain - New Year, New Mindset	163	All employees
20	1/11/2023	Establishment of training programs for station personnel	Blue Ocean Brain - A Call to Serve - Martin Luther King Jr. Day	163	All employees
21	2/1/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Uncomfortable Conversations	163	All employees
22	2/3/2023	Participation in Job Fairs	Howard University	2	News Director Producer
23	3/1/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Celebrating Women's History Month in America	161	All employees
24	3/1/2023	Participation in Job Fairs	Flagler College Career Fair	2	Promotion Producer Promotion Manager

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25	3/6/2023	Participation in Job Fairs	UNF Career Fair	2	HR Administrator Promotion Producer
26	3/7/2023	Participation in Job Fairs	Media Sales Academy Career Fair	2	General Sales Manager Local Sales Manager
27	3/8/2023	Participation in Job Fairs	Bold City High School Career Fair	1	Reporter
28	3/9/2023	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	2	Reporters
29	3/16/2023	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	2	Reporters
30	3/20/2023	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	1	Reporters
31	3/21/2023	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	1	Reporters
32	3/28/2023	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	2	Reporters
33	3/28/2023	Participation in Job Fairs	University of Florida Career Fair	2	New Director Asst. News Director
34	3/30/2023	Participation in Job Fairs	Syracuse University, Newhouse School Spring Career Fair (virtual)	2	Asst News Director EP
35	4/12/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Stories @ Work: Arab Trailblazers	161	All employees
36	4/24/2023	Establishment of training programs for station personnel	Boss School	4	HR Administrator Program Manager Executive Producer Local Sales Manager
37	4/26/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Great Minds Don't Think Alike	161	All employees
38	5/10/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Asian American & Pacific Islander Heritage Month	157	All employees

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39	5/16/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporter Photographer Reporter Web Producer
40	5/23/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
41	5/24/2023	Establishment of training programs for station personnel	Blue Ocean Brain -Managing your Energy for Mental Well-Being	157	All employees
42	6/6/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web Producer
43	6/13/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
44	6/20/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
45	6/21/2023	Participation in Job Fairs	Emma Bowen Foundation - Virtual Job Fair	6	HR Administrator
46	6/22/2023	Participation in Job Fairs	IRE - Investigative Reporters and Editors	15	Reporters Editors
47	6/22/2023	Establishment of training programs for station personnel	NABJ - National Association of Black Journalists	7	VP Chief Human Resources Officer News Director DEI Director
48	6/22/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Celebrating Juneteenth at Work	159	All employees
49	6/27/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
50	6/28/2023	Establishment of training programs for station personnel	Up Your Culture - Work Shop #1	21	Business Manager General Sales Manager Creative Services Director News Director

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51	6/28/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Pride Month	159	All employees
52	7/11/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
53	7/12/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Allyship in Action	161	All employees
54	7/12/2023	Establishment of training programs for station personnel	Up Your Culture - Work Shop #2	21	Business Manager General Sales Manager Creative Services Director News Director
55	7/12/2023	Participation in Job Fairs	NAHJ -National Association of Hispanic Journalists	7	DEI Director EP CHRO
56	7/18/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
57	7/19/2023	Participation in Job Fairs	AAJA - Asian American Journalist Association	7	DEI Director EP CHRO
58	7/25/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
59	7/26/2023	Establishment of training programs for station personnel	Up Your Culture - Work Shop #3	21	Business Manager General Sales Manager Creative Services Director News Director
60	7/26/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Valuing All Abilities in the Workplace	161	All employees
61	8/1/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
62	8/8/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers

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63	8/8/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
64	8/9/2023	Establishment of training programs for station personnel	Talent Dynamics Coaching	6	Reporters
65	8/9/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Bringing the Vision to Life: Getting From Strategy to Execution	154	All employees
66	8/9/2023	Establishment of training programs for station personnel	Up Your Culture - Work Shop #4	21	Business Manager General Sales Manager Creative Services Director News Director
67	8/10/2023	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	2	Producers
68	8/14/2023	Establishment of training programs for station personnel	REACH '23 Leadership Training	10	Leadership
69	8/15/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
70	8/22/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
71	8/23/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Choosing Your Words	154	All employees
72	8/24/2023	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	2	Producers Associate Producers
73	8/24/2023	Participation in Job Fairs	ONA (Online News Association)	1	Digital Director
74	8/29/2023	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	3	Producers Associate Producers

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75	8/29/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
76	9/6/2023	Establishment of training programs for station personnel	Blue Ocean Brain - The Benefits of Small Kindness: Using Micro-Affirmations	154	All employees
77	9/7/2023	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	1	Producers
78	9/12/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
79	9/19/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
80	9/20/2023	Participation in Job Fairs	RTDNA - Radio Television Digital News Association	2	Chief Human Resources Officer News Director
81	9/20/2023	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	1	Associate Producers
82	9/20/2023	Establishment of training programs for station personnel	Up Your Culture - Work Shop #5	21	Director Of Finance General Sales Manager Creative Services Director News Director
83	9/26/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers