

WFLX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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 |
|-------------------------------------|--|-------------------------------|
| Sales Assistant | 1, 3, 6-9, 11, 14, 16-24, 26 | 24 |
| Digital Sales Manager | 1-4, 6-9, 11-14, 16-23, 26 | 4 |
| Account Executive | 1, 3, 5-9, 11-23, 26 | 5 |
| Account Executive | 1, 3, 5-9, 11-23, 26 | 5 |
| Local Sales Manager | 3, 5, 7-8, 11, 18, 20, 26 | 5 |
| Digital Content Producer | 3, 7-9, 11, 18, 20, 26 | 11 |
| ACCOUNT EXECUTIVE - WFLX | 1, 3, 5-10, 14, 16-18, 20-23, 25-26 | 5 |
| TRAFFIC MANAGER - WFLX | 1-3, 5, 7-10, 12-14, 17-23, 25-26 | 7 |
| SALES ASSISTANT - WFLX | 1, 3, 6-10, 14, 16-18, 20-23, 25-26 | 7 |
| EDITOR/VIDEOGRAPHER/PRODUCER - WFLX | 1, 3, 5-10, 14, 16-18, 20-23, 25-26 | 8 |

WFLX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 1 | (FAB) FL Assoc of Broadcasters 201 S Monroe St Suite 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Url : http://www.fab.org Email : cproberts@fab.org Pat Roberts | N | 0 |
| 2 | Asian American Journalist Association 5 Third St. Suite 1108 San Francisco, California 94103 Diversity Posting Manual Posting | N | 0 |
| 3 | CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting | N | 0 |
| 4 | Corporate Recruiter | N | 1 |
| 5 | Employee Referral | N | 8 |
| 6 | Florida Atlantic University 777 Glades Rd Boca Raton, Florida 33431 Phone : 561-297-3533 Url : http://www.joinhandshake.com Jennifer Fabricius Manual Posting | N | 0 |
| 7 | Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting | N | 9 |
| 8 | Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting | N | 4 |

WFLX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 9 | Job Searcher 2232 Dell Range Blvd Suite 245-3220 Cheyenne, Wyoming 82009 Phone : 307-333-0912 Url : http://www.jobsearcher.com Station Website Manual Posting | N | 0 |
| 10 | Linkedin 1000 W Maude Sunnyvale, California 94085 Phone : 850-477-3900 Url : http://www.linkedin.com Station Website Manual Posting | N | 6 |
| 11 | LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting | N | 1 |
| 12 | National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting | N | 0 |
| 13 | National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW Washington, District of Columbia 20036 Diversity Posting Manual Posting | N | 0 |
| 14 | National Coalition of 100 Black Women - WPB Chapter PO Box 15292 West Palm Beach, Florida 33416 Phone : 561-312-0539 Url : http://www.ncbw-wpbchapter.org Email : ncbwwpbcorrsec@gmail.com Justine Hampton | N | 0 |
| 15 | Native American Journalists Association 395 W. Lindsey Street Norman, Oklahoma 73019 Url : https://najanewsroom.com/ Diversity Posting Manual Posting | N | 0 |

WFLX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 16 | Palm Beach State College 4200 Congress Ave Lake Worth, Florida 33461 Phone : 561-207-5351 Url : http://www.collegecentral.com David Jenks Manual Posting | N | 0 |
| 17 | Perception Is Everything 8741 Bearing Point West Palm Beach, Florida 33411 Phone : 561-422-3549 Url : http://www.pieinc.org Email : cgilroy@pieinc.org Clover Henry-Gilroy | Y | 0 |
| 18 | Showbiz Jobs 3579 E Foothill Blvd Pasadena, California 91107 Phone : 626-798-4533 Url : http://www.showbizjobs.com Station Website Manual Posting | N | 0 |
| 19 | Spots N Dots 1635 Old Hwy 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : http://www.spotsndots.com Job Editor Manual Posting | N | 0 |
| 20 | TVB Broadcasters 120 Wall Street 15th Floor New York, New York 10005 Phone : 212-486-1111 Url : http://www.tvb.org Station Website Manual Posting | N | 0 |
| 21 | TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 877-988-9808 Url : http://www.tvjobs.com Station Website Manual Posting | N | 0 |

WFLX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|--|--|---|
| 22 | Urban League of Palm Beach County 1700 N Australian Ave West Palm Beach, Florida 33407 Phone : 561-833-1461 ext 3025 Url : http://www.ulpbc.org Email : tevangelista@ulpbc.org Tomas Evangelista | Y | 0 |
| 23 | Vickers House 811 Palm Beach Lakes Blvd West Palm Beach, Florida 33401 Phone : 561-804-4971 Url : http://www.wpb.org/vickershouse Email : lkemp@wpb.org Lisa Kemp | Y | 0 |
| 24 | Word of Mouth Referral | N | 1 |
| 25 | 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 |
| 26 | ZipRecruiter 401 Wilshire Blvd 11th Floor Santa Monica, California 90401 Phone : 877-252-1062 Url : http://www.ziprecruiter.com Station Website Manual Posting | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 30 |

WFLX
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|---------------|---|---|-------------------------------------|---|
| 1 | Ongoing Event | Listing of each upper-level category opening in a job bank or newsletter | Job postings sent to various diversity organizations on a continual basis: Vickers House, Urban League of Palm Beach County, Perception Is Everything, National Coalition of 100 Black Women WPB Chapter, National Association of Black Journalists, National Association of Hispanic Journalist and Asian American Journalist Association. | 1 | Business Office Coord |
| 2 | 12/27/2022 | Participation in other activities designed by the station employment unit | A student interested in broadcasting toured our station to learn about the different jobs involved in running a TV station and had the opportunity to job shadow our Content Producer. | 2 | Local Sales Manager Digital Content Producer |
| 3 | Ongoing Event | Participation in other activities designed by the station employment unit | WFLX broadcasts monthly on-air announcements asking community-based organizations to send us their information so that we can provide them with any jobs that are open at the station. | 1 | General Manager |
| 4 | 3/9/2023 | Participation in Job Fairs | South Florida Career Fair hosted by The Broward County Chamber of Commerce in Ft. Lauderdale, FL | 1 | General Manager |
| 5 | 4/17/2023 | Establishment of training programs for station personnel | Gray Business Development: Leadership Training in Charlotte, NC | 2 | Local Sales Manager Digital Sales Manager |
| 6 | 4/20/2023 | Provision of training to management | The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Stations presented by Joan Stewart on 4/30/23 | 2 | General Manager Business Office Coord |