

WFLA-TV, WTTA-TV
EEO PUBLIC FILE REPORT
September 29, 2015 - September 23, 2016

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
Production Technician I	1, 3-4, 6, 8-12, 14-15, 18-22, 24, 26, 28-30, 32-42, 44-48, 50-59, 61-63, 65, 68-69, 71-72, 74-85	20
Production Technician I	1, 3-4, 6, 8-12, 14-15, 18-22, 24, 26, 28-30, 32-42, 44-48, 50-59, 61-63, 65, 68-69, 71-72, 74-85	20
Anchor/Reporter	1, 3-4, 6, 8-12, 14-15, 18-19, 21-22, 24, 26, 28-30, 32-42, 44-48, 50-63, 65, 68-69, 71-72, 74-85	40
Editor / Videographer	1, 3-4, 6, 8-12, 14-15, 18-22, 24, 26, 28-30, 32-42, 44-48, 50-63, 65, 68-69, 71-72, 74-85	40
Promotions Producer	1, 3-4, 6, 8-12, 14-16, 18-22, 24, 26, 28-30, 32-38, 40-42, 45-48, 50-53, 55-59, 61-63, 65, 68-69, 71-72, 74-85	16
Account Executive	1, 3-4, 6, 8-12, 14-15, 18-19, 21-22, 24, 26, 28-30, 33-36, 38-42, 45-48, 50-53, 55-59, 61-63, 65, 68-69, 71-72, 74-85	85
Digital Journalist	1, 3-4, 6, 8-12, 14-15, 18-19, 21-22, 24, 26, 28-30, 33-36, 38-42, 45-48, 50-53, 55-59, 61-63, 65, 68-69, 71-72, 74-85	85
Production Technician I	1, 3-4, 6, 8-12, 14-15, 18-19, 21-22, 24, 26, 28-30, 33-36, 38-42, 45-48, 50-53, 55-59, 61-63, 65, 68-69, 71-72, 74-85	85
Photojournalist	1, 3-4, 6, 8-12, 14-15, 18-19, 21-22, 24, 26, 28-30, 33-36, 38-42, 45-48, 50-53, 55-59, 61-63, 65, 68-69, 71-72, 74-85	40
Writer/Producer	1, 3-4, 6, 8-12, 14-15, 18-19, 21-22, 24, 26, 28-30, 33-36, 38-42, 45-48, 50-53, 55-59, 61-63, 65, 68-69, 71-72, 74-85	40
Graphic Designer	1, 3-4, 6, 8-12, 14-15, 18-19, 21-22, 24, 26, 28-30, 33-36, 38-42, 45-48, 50-53, 55-59, 61-63, 65, 68-69, 71-72, 74-85	40
Weathercaster-weekends	1, 3-4, 6, 8-12, 14-15, 18-19, 21-22, 24, 26, 28-30, 33-36, 38-42, 45-48, 50-53, 55-59, 61-63, 65, 68-69, 71-72, 74-85	40
Weathercaster-weekends	1, 3-4, 6, 8-12, 14-15, 18-19, 21-22, 24, 26, 28-30, 33-36, 38-42, 45-48, 50-53, 55-59, 61-63, 65, 68-69, 71-72, 74-85	40
Content Coordinator/Video Editor	1, 3-4, 6, 8-12, 14-15, 18-19, 21-22, 24, 26, 28-30, 33-36, 38-42, 45-48, 50-53, 55-59, 61-63, 65, 68-69, 71-72, 74-85	40

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Digital Content Designer	1, 3-4, 6, 8-12, 14-15, 18-19, 21-22, 24, 26, 28-30, 33-36, 38-42, 45-48, 50-53, 55-59, 61-63, 65, 68-69, 71-72, 74-85	40
Producer	1, 3-4, 6, 8-10, 12, 14-15, 18-19, 21, 23-24, 26-30, 32-36, 38-42, 45-48, 50-52, 55-59, 61-63, 65, 68-69, 71-72,	85
Account Exective	1-8, 10-15, 17-19, 21-22, 24-26, 28-35, 38-43, 45-53, 55-59, 61-85	40

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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 E. Colter Street Phoenix, Arizona 85018 Phone : 919-217-4438 Sandy Lizik Manual Posting	N	0
2	Alabama A&M University 4900 Meridian Street Normal, Alabama 35762 Url : http://www.aamu.edu/ Email : Cassandra.Ross@aamu.edu Fax : 1-256-372-5881 Cassandra Tarver-Ross	N	0
3	Alabama State University P.O. Box 271 Montgomery, Alabama 36101 Phone : 334-229-4493 Email : dokeowo@alasu.edu A. David Okeowo, Ph. D.	N	0
4	Alliance for Women in Media 1250 24th St NW Suite 300 Washington, District of Columbia 20037 Phone : 202-750-3664 Email : heidi.gandy@boxwoodtech.com Molly Peak	Y	0
5	Bethune-Cookman University 640 Dr. Mary McLeod Bethune Boulevard Daytona, Florida 32114 Phone : 386-481-2088 Url : http://www.cookman.edu/ Email : Gibsonja@cookman.edu Jamie Gibson	N	0
6	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-662-5400 Url : http://www.bishop.edu Email : jwomack@bishop.edu Juliette Womack	Y	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
7	Broadcast Education Association 1771 N Street NW Washington, District of Columbia 20036 Email : Heather@BEAweb.org Fax : 1-202-609-9940 Heather Birks	N	0
8	CareerBuilder.com 200 North LeSalle Street Chicago, Illinois 60601 Phone : 773-527-3600 Career Board Manual Posting	N	0
9	CareerSource Pinellas 2312 Gulf to Bay Blvd. Clearwater, Florida 33765 Phone : 727-524-4344 Administrative Offices Manual Posting	N	0
10	CareerSource Tampa Bay 9215 N. Florida Ave. #101 Tampa, Florida 33612 Phone : 813-930-7400 Career Board Manual Posting	N	0
11	Center for Asian American Media 145 Ninth St. Suite 350 San Francisco, California 94103 Phone : 415-863-0814 Email : dng@caamedia.org Career Board	N	0
12	Centre for Women 305 Hyde Park Tampa, Florida 33606 Phone : 813-251-8437 Email : athompson@thecentre.org Alice Thompson	N	0
13	Concordia College-Selma 1712 Broad Street Selma, Alabama 36701 Phone : 3348745700 Fax : 1-334-874-5755 Dexter Jackson	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
14	Corporation to Develop Communities of Tampa 1907 E. Hillsborough Ave. Tampa, Florida 33610 Phone : 813-231-4362 Email : freddy.barton@cdcoftampa.org Freddy Barton	Y	0
15	Ct. School of Broadcasting 3901 Coconut Palm Dr. Suite 105 Tampa, Florida 33619 Phone : 813-443-5307 Email : jperkins@gocsb.com Jennifer Perkins	Y	0
16	Current Employee - Transfer/Promotion	N	1
17	Dept. of Education Division of Vocational Rehab. 1313 N. Tampa Street Suite 801 Tampa, Florida 33602 Phone : 813-233-3635 Url : http://www.rehabworks.org Email : VRBusinessRep@vr.fldoe.org Milton Moss	Y (as of 5/29/2016)	0
18	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Phone : 252-737-1238 Url : http://www.ecu.edu Email : brownjo@ecu.edu Lee Brown	Y	0
19	Eckerd College 4202 54th Avenue S. St. Petersburg, Florida 33711 Phone : 727-864-8258 Email : fogartkm@eckerd.edu Krystle Fogarty	N	0
20	Employee Referral	N	15
21	Erwin Technical Center 2010 E. Hillsborough Ave. Tampa, Florida 33610 Phone : 813-769-5180 Email : debbie.hoy@sdhc.k12.fl.us Debbie Hoy	N	0

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22	Everest University-Tampa 3319 W. Hillsborough Ave. Tampa, Florida 33614 Phone : 813-879-6000 Url : http://www.everest.edu Fax : 1-813-871-2483 Regina Hodgson	Y	0
23	FAMU-Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : (850) 599-3700 Email : deloresdean@famu.edu Fax : 1-850-599-3353 Delores Dean	N	0
24	Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : 850-599-3700 Email : careercenter@famu.edu Melony Washington	N	0
25	Florida A&M University 1601 S. Martin L. King Jr. Blvd Tallahassee, Florida 32307 Url : http://www.famu.edu/ Fax : 1-850-561-2080 Human Resources	N	0
26	Florida Southern College 111 Lake Hollingsworth Drive Lakeland, Florida 33801 Phone : 863-680-4390 Url : http://www.flsouthern.edu Email : careercenter@flsouthern.edu Marge Colton	Y	0
27	Florida State University University Center 4100 Career Center Tallahassee, Florida 32306 Phone : (850) 644-6431 Email : jflora@fsu.edu Fax : 1-850-644-3273 Ms. Jamie Flora	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	Foundation for Minority Interests In Media 30 Rockefeller Plaza 1221 Ave of Americas 28th Fl New York, New York 10112 Phone : 212-664-3486 Email : sandra.rice@nbcuni.com Sandra Dorsey Rice	N	0
29	HCC Ybor Campus Career Center 2112 North 15th St. Tampa, Florida 33605 Phone : 813-253-7755 Email : akeaton@hccfl.edu Alisa Keaton	N	0
30	Hillsborough Community College P.O. Box 30030 Tampa, Florida 33600 Phone : 813-253-7275 Email : lragdsdale@hccfl.edu Laurie Ragsdale	N	0
31	Hillsborough County Employment & Training 9350 Bay Plaza Blvd Ste 121 Tampa, Florida 33619 Phone : 813-930-7832 Email : cobba@careersourcetampabay.com Career Board	N	0
32	Hillsborough NAACP 308 E. MLK Jr. Blvd. Suite C Tampa, Florida 33603 Phone : 813-234-8683 Url : http://www.hillsboroughnaacp.org Email : empowerment@hillsboroughnaacp.org Caroline Collins	Y	0
33	Hispanic Alliance for Career Enhancement 330 S. Wells Suite 1104 Chicago, Illinois 60606 Phone : 312-435-0498 Url : http://www.haceonline.org Email : info@haceonline.org Career Services	Y	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
34	Hope Services Incorporated P.O. Box 7388 Wesley Chapel, Florida 33544 Phone : 813-629-9717 Email : cindybray@verizon.net Cindy Bray	Y	0
35	Howard University 2400 6th Street NW Washington, District of Columbia 20001 Phone : 202-806-7513 Email : jmbrowne@howard.edu Joan Browne	N	0
36	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 6901 Phone : 203-328-2691 Career Board Manual Posting	N	0
37	International Academy of Design-Campus 5104 Eisenhower Blvd. Tampa, Florida 33634 Phone : 813-889-3406 Url : http://www.iadt.edu/tampa Fax : 1-813-626-0392 Lee Silverstein	Y	0
38	Journalismjobs.com 72 Plaza Drive Floor 2 Berkeley, California 94705 Phone : 510-653-1521 Career Board Manual Posting	N	0
39	Latino Employment Center 2000- 14th Street, NW Washington, District of Columbia 20009 Phone : 202-671-2825 Email : ingrid.gutierrez@dc.gov Ingrid Gutierrez	N	0
40	Media General Website 333 East Franklin Street Richmond, Virginia 23293 Phone : 804-887-5000 Career Board Manual Posting	N	33

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41	MediaBistro.com 770 Broadway 15th Floor New York, New York 10003 Phone : 212-389-2000 Career Board Manual Posting	N	0
42	MediaRecruiter.com 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
43	Miles College 5500 Myron Massey Boulevard Fairfield, Alabama 35064 Phone : 205-929-1440 Url : www.miles.edu Email : vtate@miles.edu Verlanda Tate	N	0
44	Minorities in Broadcasting Training Program PO Box 67132 Century City, California 90067 Phone : 310-652-0271 Email : emailus@thebroadcaster.com Career Board	N	0
45	Monster.com 622 3rd Avenue 39th Floor New York, New York 10017 Phone : 800-666-7837 Career Board Manual Posting	N	1
46	NAACP Bradenton P.O. Box 937 Bradenton, Florida 34206 Phone : 941-447-2189 Email : manateenaacp5113@gmail.com Ted Jenkins	N	0
47	NAACP Miami-Dade P.O. Box 54315 Opa Locka, Florida 33054 Phone : 305-685-7152 Email : swillis@miami-dadenaacp.org Stephenia Willis	N	0

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48	National Association of Black Journalists P.O. Box 172092 Tampa, Florida 33672 Phone : 813-419-2490 Email : tampabayabj@gmail.com Ken Knight	N	0
49	National Association of Black Journalists 1100 Knight Hall College Park, Maryland 20742 Phone : 301-405-2573 Email : jlwooten@nabj.org JoAnne Lyons Wooten	N	0
50	National Association of Hispanic Journalists 1193 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7145 Email : kolivas@nahj.org Kevin Olivas	Y	0
51	National Hispanic Media Coalition 55 South Grand Ave. Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Career Services	Y	0
52	New House School of Public Communications 215 University Pace Syracuse, New York 13244 Phone : 315-443-3270 Email : belichti@syr.edu Bridget Lichtinger	N	0
53	New School of Radio & Television 7 Harriman Campus Rd. Albany, New York 12206 Phone : 518-438-7682 Email : admin@newschoolalbany.edu Career Board	N	0
54	New York State Broadcasters Association 1805 Western Ave. Albany, New York 12203 Phone : 518-456-8888 Email : sandy@nysbroadcasters.org Career Board	N	0

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55	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 216-447-9117 Email : dclark@beonair.com Don Clark	Y	0
56	One Hundred Black Men 141 Auburn Ave. Atlanta, Georgia 30303 Phone : 404-688-5100 Email : info@100bmoa.org Career Board	N	0
57	Pinellas Technical College 6100 154th Avenue N. Clearwater, Florida 33760 Phone : 727-538-7167 Fax : 1-727-538-7203 Regina Caton	N	0
58	Remington College 500 International Pkwy Ste 200 Heathrow, Florida 32745 Phone : 800-734-2490 Email : online.careers@remingtoncollege.edu Career Board	N	0
59	Remington College 6302 E. MLK Jr. Blvd Suite 400 Tampa, Florida 33619 Phone : 813-935-5700 Url : http://www.remingtoncollege.edu Email : deborah.hoffman@remingtoncollege.edu Debbie Hoffman	Y	0
60	Santa Fe Community College 3000 NW 83rd St. N. #309 Gainesville, Florida 32606 Phone : 352-395-7346 Email : mable.baker@sfcollege.edu Mable Baker	N	0
61	SmartRecruiters.com 56 Tehama Street San Francisco, California 94105 Phone : 602-954-8373 Jobs Listing Manual Posting	N	0

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62	Society of Broadcast Engineers 9102 N. Meridian St. Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Email : kjones@sbe.org Scott Jones	N	0
63	South Asian Journalists Association 2950 Broadway New York, New York 10027 Phone : 415-800-4666 Email : sree@sree.net Sreenath Sreenivasan	N	0
64	Southwest Florida College 3910 Riga Blvd. Tampa, Florida 33619 Phone : 813-630-4401 Email : humanresources@fsw.edu Tami Hearn	N	0
65	SpotsnDots.com 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Jobs Listing Manual Posting	N	0
66	Stillman College 3601 Stillman Blvd Tuscaloosa, Alabama 35401 Phone : 205-247-8150 Url : http://www.stillman.edu/ Email : mpwilson@stillman.edu Patricia Wilson	N	0
67	Talladega College 627 Battle Street West Talladega, Alabama 35160 Url : http://www.talladega.edu/ Email : brhoden@talladega.edu Fax : 1-256-761-6450 Human Resources	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
68	Tampa Bay Job Links 4100 West Kennedy Suite 206 Tampa, Florida 33609 Phone : 813-344-0200 Url : http://www.tampabay-job-links.org Email : anysia@tampabay-job-links.org Anysia Welsh	Y	0
69	Television Bureau of Advertising, Inc. 3 East 54th Street 10th Floor New York, New York 10022 Phone : 212-486-1111 Career Board Manual Posting	N	0
70	The Art Institute of Ft. Lauderdale 1799 SE 17th Street Fort Lauderdale, Florida 33316 Phone : 954-308-2615 Url : http://www.artinstitutes.edu/fort-lauderdale Email : aifladm@aia.edu Fax : 1-954-728-8637 Luwin Sanchez	Y (as of 5/29/2016)	0
71	The Meganet (MG Intranet) 200 S. Parker Street Tampa, Florida 33606 Phone : 813-221-5763 Human Resources Manual Posting	N	0
72	The Tampa Tribune 202 S. Parker St. Tampa, Florida 33606 Phone : 813-259-7751 Sharon Singer Manual Posting	N	0
73	Tuskegee University 1200 W Montgomery Rd Tuskegee, Alabama 36088 Email : sbrown@mytu.tuskegee.edu SHIRLEY BROWN	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
74	TVJOBS.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Listing Manual Posting	N	0
75	United Black Fund 2500 Martin Luther King Jr. Ave. SE Washington, District of Columbia 20020 Phone : 202-783-9300 Email : unitedblackfund@ubfinc.org Career Board	N	0
76	United States Pan Asian American Chamber of Commerce 1329 18th Street NW Washington, District of Columbia 20036 Phone : 202-296-5221 Email : info@uspaacc.com Career Board	N	0
77	University of Tampa Career Center 401 West Kennedy Blvd Tampa, Florida 33606 Phone : 813-253-6236 Url : http://www.ut.edu Email : hireut@ut.edu Holley Conte	Y	0
78	US Army Wounded Warrior Program 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
79	USF Career Center 4202 E. Fowler Ave. SVC 2088 Tampa, Florida 33620 Phone : 813-974-2171 Email : recruitusf@usf.edu Career Board	N	0
80	USF Career Center 4202 E. Fowler Ave. SVC 2088 Tampa, Florida 33620 Phone : 813-974-2171 Url : http://www.usf.edu Fax : 1-813-974-5332 Career Services	Y	0

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81	Valdosta State University 1500 North Patterson Street Powell West 2nd Floor Valdosta, Georgia 31698 Phone : 229-333-5942 Url : http://www.valdosta.edu Email : dhargett@valdosta.edu Delois Hargett	Y	0
82	Vocational Rehabilitation 9215 N. Florida Ave. Suite 106 Tampa, Florida 33612 Phone : 813-930-7494 Fax : 1-813-930-7854 Career Board	N	0
83	WFLA Website 200 S. Parker Street Tampa, Florida 33606 Phone : 813-228-8888 Jobs Listing Manual Posting	N	0
84	Work Net Pinellas 2312 Gulf to Bay Blvd. Clearwater, Florida 33765 Phone : 727-319-7927 Url : http://www.worknetpinellas.org Email : twashington@worknetpinellas.org Antoinette Washington	Y	0
85	Workforce Tampa 9215 N. Florida Avenue Tampa, Florida 33612 Phone : 813-930-7664 Url : http://www.workforcetampa.com Email : suarezm@workforcetampa.com Maria Suarez	Y	18
TOTAL INTERVIEWS OVER REPORTING PERIOD:			68

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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	10/6/2015	Participation in events or programs sponsored by educational institutions	Students from University of Tampa came for a station tour, meet and greet with anchors/reporters. They were able to ask questions about television and production.	2	Marketing Community Manager
2	12/2/2015	Participation in events sponsored by community groups	Leadership of Tampa Group came for a station tour, meet and greet with anchors/reporters. They were able to ask questions about television and production.	2	Marketing Community Manager
3	12/11/2015	Participation in events sponsored by community groups	Participated in the Great American Teach-in at Pasco Middle School. The Teach-In introduces students to career options they might never have considered, hobbies they might never have discovered and activities they might never have experienced. Students learn from professionals, trades people, parents, community members and other students.	2	Marketing Community Manager
4	1/14/2016	Participation in events sponsored by community groups	Students from Pasco Middle School came for a station tour, meet and greet with anchors/reporters. This is a follow up from the Great American Teach In from December. They were able to ask questions about television and production.	2	Marketing Community Manager
5	5/23/2016	Establishment of a mentoring program	The Emma Bowen Foundation partners with Media General (along with other media organizations) to provide minority high school seniors and college students, interested in pursuing a career in media, multi-year paid internships throughout the duration of their undergraduate career. Scholarship Match at the end of each summer or winter internship round, corporate will match each student's gross income earned, dollar for dollar, and send it to the EBF. The foundation will then deposit the funds into the student's scholarship fund account.	2	Business Administrator Asst. News Director

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6	5/30/2016	Establishment of an intern program designed to assist members of the community	Syndication interns worked on all aspects of the production of Daytime and other shows produced by Riverbank Studio.	1	Program Manager
7	5/31/2016	Participation in events or programs sponsored by educational institutions	Students from Hillsborough Community College interned from 5/31/2015 to 8/1/2016. The students submitted articles for posting online, gathered interviews and news in the field and wrote copy that used we in our newscasts. Although their actual work could not appear on air, they each wrote and produced several stories when out on assignment for use as resume reels to seek future employment.	2	Supervisor of Directors Assignment Desk Manager Cheif Photographer Asst. News Director
8	5/31/2016	Participation in events or programs sponsored by educational institutions	Production interns with the production department 2 learn about all aspects of producing live news broadcasts working along side staff.	2	Supervisor of Directors
9	6/6/2016	Establishment of a mentoring program	News department interns worked on all aspects of the production of news broadcast shows. The 4 am, 5 am, 6 am, 11 am, 5 pm, 6 pm, 11 pm, and all the breaking news. They go out with a reporter or photographer to report the news.	2	Cheif Photographer Assignment Desk Manager Asst. News Director
10	8/3/2016	Co Sponsoring Job Fair	Florida State Representative Janet Cruz 3 Job fair for district of West Tampa.	2	Business Adminstrator Community Marketing Manager
11	8/4/2016	Provision of training to management	Business Administrator attended a webinar training provided by Media General, Inc. Associate General Counsel Henry Gola. The training was an overviewed and explained the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	2	Business Administrator
12	9/23/2016	Participation in events sponsored by community groups	College teachers from Japan came for a station tour, meet and greet with anchors/reporters. They were able to ask questions about television and production.	2	Marketing Community Manager

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