

**WKMG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 - September 30, 2018**

WKMG-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WKMG-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
Reporter	1-2, 4-12, 14-19, 21-22, 26, 28-39, 43-51, 53-73, 75-78, 80-85, 89-90	34
Producer	1-12, 14-19, 21-22, 26, 28-39, 43-51, 53-58, 60-71, 73, 75-78, 80-85, 89-90	14
Assignment Editor Trainee	1-12, 14-22, 28-29, 31-35, 37-39, 43-45, 47-58, 61-63, 65-71, 73, 75-85, 89-90	67
Promotion Producer - Exempt	1-12, 14-22, 25-29, 31-35, 37, 39, 42-58, 61-63, 65-71, 73, 75-85, 87, 89-90	25
Promotion Producer - Exempt	1-12, 14-22, 25-29, 31-35, 37, 39, 42-58, 61-63, 65-71, 73, 75-85, 87, 89-90	14
Inventory Control Analyst	1-12, 14-22, 24-29, 31-35, 37, 39, 43-45, 47-58, 61-63, 65-71, 73, 75-84, 89-90	24
Media Sales Planner	1-2, 4-6, 8-9, 11-12, 14-22, 25, 27-29, 31-35, 37, 39, 41, 43-45, 47-55, 57, 61-63, 65-67, 69-71, 73, 75-78, 80, 83-84, 89-90	25
Account Executive	1-12, 14-23, 25, 27-29, 31-35, 37, 39, 43-58, 61-63, 65-71, 73, 75-84, 89-90	47
Station Traffic Specialist	1-2, 4-22, 25, 27-29, 31-35, 37, 39, 43-58, 61-63, 65-71, 75-84, 89-90	25
Multi Media Journalist	1-6, 8-23, 25-29, 31-35, 37, 39, 43-45, 47-58, 61-63, 65-72, 75-80, 82-85, 89, 91	45
Promotion Manager	1-6, 8-12, 14-22, 25-29, 31-35, 37, 39, 43-58, 61-63, 65-71, 75-84, 87, 89-91	25
Digital Multi Media Journalist	1-2, 5-6, 8-9, 11-12, 14-20, 22, 24, 26-29, 31-35, 37, 39-40, 44-45, 47-57, 61-63, 65-67, 69-71, 75-82, 84, 89, 91	24
Executive Producer	1-6, 8-12, 14-22, 26-29, 31-35, 37, 39, 42, 44-58, 61-63, 65-71, 75-83, 88-91	42
Social Media Producer	1-6, 8-12, 14-22, 26-29, 31-35, 37, 39, 44-45, 47-57, 61-63, 65-71, 75-83, 89-91	14

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**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
News Reporter	1-6, 8-12, 14-22, 26-29, 31-35, 37, 39, 44-45, 47-57, 61-63, 65-71, 75-83, 85, 89-91	14
News Producer	1-6, 8-12, 14-22, 25-29, 31-35, 37, 39, 44-45, 47-58, 61-63, 65-71, 75-83, 85, 87, 89-91	14
News Producer	1-6, 8-12, 14-22, 25-29, 31-35, 37, 39, 44-45, 47-58, 61-63, 65-71, 75-83, 85, 87, 89-91	87
News Producer	1-6, 8-12, 14-22, 25-29, 31-35, 37, 39, 44-45, 47-58, 61-63, 65-71, 75-83, 85, 87, 89-91	80
News Photographer	1-6, 8-12, 14-22, 24-29, 31-35, 37, 39-40, 44-45, 47-57, 61-63, 65-71, 75-83, 85, 89-91	85
Assignment Editor	1-6, 8-12, 14-22, 25-29, 31-35, 37, 39, 44-57, 61-63, 65-71, 75-83, 87, 89, 91	14
Producer Trainee	1-6, 8-12, 14-22, 26-29, 31-35, 37, 39, 44-57, 61-63, 65-71, 75-83, 85, 89-91	85
Maintenance Engineer	1-6, 8-12, 14-22, 26-29, 31-35, 37, 39-41, 44-58, 61-63, 65-71, 75-83, 85, 89, 91	41
Maintenance Engineer	1-6, 8-12, 14-22, 26-29, 31-35, 37, 39-41, 44-58, 61-63, 65-71, 75-83, 85, 89, 91	34
Assignment Editor Trainee	25	25
Accountant	1-6, 8-12, 14-22, 24, 26-29, 31-35, 37, 39-40, 44-45, 47-58, 61-63, 65-71, 74-83, 86, 89-91	24

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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 Florida Phone : 602-954-8373 Url : slizik@602communications.com Email : slizik@602communications.com Sandy Lizik	N	2
2	AAJA Florida Chapter Florida Url : <a href="http://chapters.aaja.org/Florida/FLAAJA.html">http://chapters.aaja.org/Florida/FLAAJA.html</a> Email : aajaflorida@gmail.com Gail Rayos	N	0
3	Alabama State University P.O. Box 271 Montgomery, Alabama Phone : (334) 229-4493 Url : <a href="http://www.alasu.edu">www.alasu.edu</a> Fax : 1-334-229-4976 David Okeowo	N	0
4	American Institute of Graphic Arts 164 6th Avenue Manhattan, New York 10010 Phone : (212) 807-1990 Fax : 1-212-807-1799 Career Services	N	0
5	B-Roll.net 243 17th Street SE Washington, District of Columbia 20003 Url : <a href="http://www.b-roll.net">www.b-roll.net</a> Career Services Manual Posting	N	0
6	Broadcast Employment Services ( <a href="http://tvjobs.com">tvjobs.com</a> / <a href="http://amfm.com">amfm.com</a> / <a href="http://digitaltalent.tv">digitaltalent.tv</a> ) Florida Phone : (800)374-0119 Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	0
7	Broadcast Image Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : 2108286664 Email : <a href="mailto:sleventhal@broadcastimage.com">sleventhal@broadcastimage.com</a> Fax : 1-210-828-6225 Sheryl Leventhal	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
8	CareerSource Northeast Florida 215 N. Market Street 2nd Floor Jacksonville, Florida 32202 Email : info@careersourcenefl.com C. Moody	N	0
9	Catholic Charities of Central Florida 1819 N. Semoran Blvd. Orlando, Florida 32807 Phone : 4072771938, ext. 1117 Url : www.cflcc.org Email : Daisy.Clemente@cflcc.org Fax : 1-407-277-3744 Daisy Clemente	N	0
10	Center for Independent Living 720 N. Denning Drive Winter Park, Florida 32789 Phone : (407)623-1070, ext.143 Url : www.cilorlando.org Email : shartman@cilorlando.org Fax : 1-407-623-1390 Sarah Hartman	N	0
11	Central Florida Association of Black Journalists P.O. Box 7445 Orlando, Florida 32802 Url : http://cfabj.wordpress.com Career Services Manual Posting	N	0
12	Central Florida Employment Council 450 Seminola Blvd. Casselberry, Florida 32707 Phone : (407)834-4223 Url : www.cfec.org Email : cfec@cfec.org Paulette Weir	N	1
13	Classified Ad-Spots n Dots Ads@spotsndots.com Kennesaw, Georgia Phone : 407-521-1256 Url : www.spotsndots.com Donna Ansley Manual Posting	N	0

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14	clickorlando.com 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1200 Email : ddahm@wkmg.com Fax : 1-407-521-1204 Daniel Dahm	N	28
15	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : (813)-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
16	Columbia College 1001 Rogers Street Columbia, Missouri 65216 Phone : (573) 875-7421 Url : http://www.ccis.edu/ Email : dgmalsen@ccis.edu Don Malson	N	0
17	Columbia Graduate School of Journalism 2950 Broadway New York, New York 10027 Phone : (212)854-4422 Url : www.journalism.columbia.edu Email : careers@jrn.columbia.edu Ernest Sotomayor	N	0
18	Connecticut School of Broadcasting 7087 Grand National Drive Suite 100 Orlando, Florida 32819 Phone : 407-704-8910 Url : www.gocsb.com Email : rconley@gocsb.com Ryan Conley	N	0
19	Cuban American National Counsel 300 SW 12th Avenue 3rd Floor Miami, Florida 33130 Phone : (305)642-3484 Url : http://www.cnc.org/ Email : slopez@cnc.org Cris Santana	N	0

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20	Daytona State College 1200 International Speedway Blvd. Daytona Beach, Florida 32114 Phone : (386) 506-3610 Url : <a href="http://www.dbcc.cc.fl.us/">http://www.dbcc.cc.fl.us/</a> Email : NeroBe@daytonastate.edu Fax : 1-386-506-3150 Becky Nero-Wall	N	0
21	Dept. of Labor & Unemployment 1809 Art Museum Drive #201 Jacksonville, Florida 32207 Phone : (904) 348-2730 Fax : 1-904-348-2737 Carol Michael	N	0
22	Doug Olin WINK-TV 2824 Palm Beach Blvd. Fort Myers, Florida 33916 Phone : 1-239-9600 Url : <a href="http://www.winknews.com">www.winknews.com</a> Doug Olin Manual Posting	N	0
23	Emma Bowen Fund for Minority Int. in Media 30 Rockefeller Plaza 1221 Ave. of the Americas, 28th FL New York, New York 10112 Phone : (212) 664-3392 Url : <a href="http://www.emmabowenfoundation.com/">http://www.emmabowenfoundation.com/</a> Email : <a href="mailto:sandra.rice@nbcuni.com">sandra.rice@nbcuni.com</a> Fax : 1- - - Sandra Rice	N	0
24	Employee Promotion 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1256 Email : <a href="mailto:dansley@wkmg.com">dansley@wkmg.com</a> Donna Ansley	N	4
25	Employee Referral 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1256 Donna Ansley	N	20

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Equal Employment Opportunity Commission 501 E. Polk Street Suite 1000 Tampa, Florida 33602 Phone : (305)808-1851 Url : <a href="http://www.eeoc.gov/">http://www.eeoc.gov/</a> Fax : 1-305-808-1855 Career Services	N	0
27	Federal Communications Commission 445 12th Street SW Washington, District of Columbia 20554 Phone : (866)225-5322 Url : <a href="http://www.fcc.gov/">http://www.fcc.gov/</a> Fax : 1-866-418-0232 Barbara Kreisman	N	0
28	Flagler College P.O. Box 1027 St. Augustine, Florida Phone : (904) 819-6286 Url : <a href="http://www.flagler.edu/">www.flagler.edu/</a> Email : <a href="mailto:CEverly@flagler.edu">CEverly@flagler.edu</a> Fax : 1-904-826-8515 C. Everly	N	0
29	Florida A & M University 100 Student Union Plaza Tallahassee, Florida 32301 Phone : 850.599.3700 Url : <a href="http://www.famu.edu/">http://www.famu.edu/</a> Email : <a href="mailto:delores.dean@famu.edu">delores.dean@famu.edu</a> Delores Dean	N	0
30	Florida Association of Broadcasters 201 S. Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : (850)681-6444 Url : <a href="http://www.fab.org/">http://www.fab.org/</a> Career Services	N	0
31	Florida Atlantic University 777 Glades Road Bldg. SU 80, Room 220 Boca Raton, Florida 33431 Phone : (561) 297-3533 Url : <a href="http://www.fau.edu/">www.fau.edu/</a> Email : <a href="mailto:tackerman@fau.edu">tackerman@fau.edu</a> Fax : 1-561-297-2740 Traci Ackerman	N	0

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32	Full Sail Placement 3300 University Blvd. Suite 160 Orlando, Florida 32792 Phone : 866-807-3140 Url : www.fullsail.com/ Email : ktrudeau@fullsail.com Fax : 1-407-671-2240 Karen Trudeau	N	0
33	Goodwill Jobs Connection 3911 E. Colonial Drive Orlando, Florida 32803 Phone : 407-872-0770 Url : www.goodwillcfl.org Email : nbarefield@goodwillcfl.org Fax : 1-407-872-0256 Neenah Barefield	N	0
34	Graham Media Group 161 North Clark Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	5
35	Grambling State University Dept. of Mass Communications Box 4292 Grambling, Louisiana 71245 Phone : 318-274-2189 Email : dunns@gram.edu Dr, Sharon Ford-Dunn	Y	0
36	Hispanic Achievers P.O. Box 160912 Altamonte Springs, Florida 32716 Phone : 407-228-7267 Url : www.hispanicachievers.org Email : hajobs@bellsouth.net Danny Ramos	N	0
37	Hispanic Link News Service, Inc. 1420 N. Street, N.W. Washington, District of Columbia 20005 Phone : (407)428-5870 Url : http://www.hispaniclink.org/Hispanic_Link/Front_Pa Email : lgarcia@hispanicchamber.net Marilyn Linley	N	0



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38	Howard University School of Communications 525 Bryant Street Washington, District of Columbia 20059 Phone : (202) 806-5806 Url : www.communications.howard.edu Email : cdudley@howard.edu Fax : 1-202-986-2911 Carol Dudley	N	0
39	IBEW, Local 606 820 Virginia Drive Orlando, Florida 32803 Phone : (407)896-7271 Url : www.ibew606.org Email : rcopple@earthlink.net Rosemary Copple	N	0
40	ihirebroadcasting.com 41 East All Saints Street Fredrick, Maryland 21701 Phone : 877-840-5456, ext 204 Url : ihirebroadcasting.com Lori Cole Manual Posting	N	2
41	Indeed.com c/o Donna Ansley Orlando, Florida Phone : 407-521-1256 Email : dansley@wkmg.com Fax : 1-407-521-1251 Donna Ansley	N	4
42	Inhouse Promotion 4466 John Young Pkwy. Orlando, Florida Phone : 4075211256 Donna Ansley	N	2
43	ITT Technical Institute 1400 International Pkwy. South Lake Mary, Florida 32746 Phone : (407)660-2900 Url : www.itt-tech.edu Email : kpoaletti@itt-tech.edu Kim Poaletti	N	0

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44	Jacksonville University 2800 University Blvd., N Career Services Jacksonville, Florida Phone : (904) 256-7000 Url : <a href="https://ju-csm.symplicity.com/employers/">https://ju-csm.symplicity.com/employers/</a> Email : <a href="mailto:careerservices@ju.edu">careerservices@ju.edu</a> Career Services	N	0
45	John Butte & Associates P.O. Box 477 Lakewood, Ohio 44107 Phone : 216-650-2258 John Butte Manual Posting	N	1
46	Latino Leadership 8617 E. Colonial Drive Orlando, Florida 32803 Phone : 407-895-0801 Url : <a href="http://www.latinoleadership.org">www.latinoleadership.org</a> Fax : 1-407-895-0803 Barbara Betancourt	N	0
47	LinkedIn` LinkedIn LinkedIN, Florida Phone : 407-521-1256 Donna Ansley Manual Posting	N	15
48	mediabizjobs.com Florida Url : <a href="http://www.mediabizjobs.com">www.mediabizjobs.com</a> John Stipe Manual Posting	N	0
49	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : (800) 237-8073 Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
50	mediamatch.com Florida Url : <a href="http://www.mediamatch.com">www.mediamatch.com</a> Career Services Manual Posting	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
51	MediaRecruiter.com 9457 So. University Blvd. Suite #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
52	Medill Northwestern 1845 Sheridan Road Evanston, Illinois 60208 Phone : 847-491-2049 Email : medillcareerservices@northwestern.edu Beverly Stewart	N	0
53	monster.com 4466 John Young Pkwy. Orlando, , Florida 32804 Donna Ansley Manual Posting	N	0
54	Morris Brown College 643 Martin L. King Drive NW Career Planning Atlanta, Georgia 30314 Phone : (404) 739-1123 Url : www.morrisbrown.edu/ Email : Todd.blackburn@morrisbrown.edu Todd Blackburn	N	0
55	NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21215 Url : http://www.naACP.org/content/main/ Mr. John Johnson Manual Posting	N	0
56	NAB Education Foundation 1771 N Street, NW Washington, District of Columbia 20036 Phone : 202-429-5361 Url : www.nabef.org Email : MDuke@nab.org Fax : 1-202-517-1617 Michelle Duke	N	0

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57	Napoli Management Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-385-8221 Laurie Jacoby Manual Posting	N	2
58	National Assn. of Black Broadcasters 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : <a href="http://www.nabob.org/">http://www.nabob.org/</a> Fax : 1-301-314-1714 Career Services	N	0
59	National Assn. of Hispanic Journalists 1000 National Press Bldg. Washington, District of Columbia 20045 Phone : (202) 662-7145 Email : <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> Marco Botero	N	0
60	National Association of Broadcasters 1771 N Street, NW Washington, District of Columbia 20036 Phone : 2024295424 Url : <a href="http://www.nab.org">www.nab.org</a> Email : <a href="mailto:asmith@nab.org">asmith@nab.org</a> Amanda Smith	N	0
61	National Lesbian & Gay Journalists Assn. 1420 K Street Suite 910 Washington, District of Columbia 20005 Phone : (202) 588-9888 Email : <a href="mailto:info@nlgja.org">info@nlgja.org</a> Lynette Spencer	N	0
62	National Urban League Black Executive Exchange Program 120 Wall Street New York, New York 10005 Phone : (212)558-5300 Url : <a href="http://www.nulbeep.org/">http://www.nulbeep.org/</a> Email : <a href="mailto:DWEST@NUL.ORG">DWEST@NUL.ORG</a> Dale West	N	0

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63	Native American Journalist Association Univ. of Oklahoma 395 West Lindsey Norman, Oklahoma 73019 Phone : 918-652-5612 Url : www.naja.com Email : rlandsberry@gmail.com Fax : 1-405-325-6945 Becca Landsberry	N	0
64	Native American Public Telecommunication P.O. Box 83111 Lincoln, Nebraska 68501 Phone : (402) 472-3522 Url : http://www.namac.org/node/4297 Fax : 1-402-472-8675 Career Services	N	0
65	No Posting WKMG-TV Orlando, Florida 32804 Phone : 407-521-1256 Email : dansley@wkmg.com Donna Ansley	N	0
66	Orlandojobs.com 43 East Pine Street Orlando, Florida 32801 Phone : 4076454224 Url : www.orlandojobs.com Email : christie@orlandojobs.com Fax : 1-866-656-9907 Christie Johnson	N	0
67	Pennsylvania State University College of Communications 205 Carnegie Bldg. University Park, Pennsylvania 16802 Phone : (814) 865-2377 Url : www.psu.edu/ Email : rpm163@psu.edu Fax : 1-814-863-8044 Robert Martin	N	1
68	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Fax : 1-904-924-1684 Sharon Robinson	N	0

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69	Ringling School of Art and Design 2700 N. Tamiami Trail Sarasota, Florida 34234 Phone : 941-359-7502 Url : <a href="http://www.collegecentral.com/ringling/Employer.cf">http://www.collegecentral.com/ringling/Employer.cf</a> Cyndi Flannagan Manual Posting	N	0
70	Society of Broadcast Engineers 9247 N. Meridian Street Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : <a href="http://www.sbe.org/">www.sbe.org/</a> Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> Scott Jones	N	3
71	Society of Broadcast Engineers-Chapter 42 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-521-1200 Frank Torbert Manual Posting	N	0
72	Sound of Life Media 238 Sand Hill Road Asheville, North Carolina 28806 Phone : 828-713-2871 Url : <a href="http://www.soundoflifemedia.com">www.soundoflifemedia.com</a> Email : <a href="mailto:john@woundoflifemedia.com">john@woundoflifemedia.com</a> John Kirtley	N	2
73	South Asian Journalists Association Columbia Graduate School 2950 Broadway New York, New York 10027 Phone : (212) 854-5979 Url : <a href="http://www.saja.org/">www.saja.org/</a> Email : <a href="mailto:sree@sree.net">sree@sree.net</a> Career Services	N	0
74	Spots n Dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> Emily McKay Manual Posting	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
75	Stetson University 421 N. Woodlland Blvd. Deland, Florida 32723 Phone : (386) 822-7315 Url : www.stetson.edu/ Email : career@stetson.edu Annette Accorto	N	0
76	Syracuse University 215 University Place Syracuse, New York 13244 Phone : (315) 443-9092 Url : www.syr.edu/ Email : careers@syr.edu Debi Walker	N	0
77	Talent Dynamics 600 E. Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3181 Url : www.talentedynamics.com Email : michaels@talentedynamics.com Lou Michaels	N	0
78	The NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 David Christopher Manual Posting	N	1
79	The NWT Group 2110 Elmwood Bryan , Tennessee 77802 Phone : 817-987-3600 Fax : 1-888-374-7907 Carolyn Kane	N	0
80	TVjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/ Mark Holloway Manual Posting	N	2

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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
81	University of Central Florida Career Resource Center P.O. Box 160165 Orlando, Florida 32816 Phone : (407) 823-2361 Url : <a href="http://www.career.ucf.edu">www.career.ucf.edu</a> Email : <a href="mailto:career@mail.ucf.edu">career@mail.ucf.edu</a> Fax : 1-407-823-5909 Tracy Thomas	N	0
82	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Email : <a href="mailto:Christine.Mahoney@Colorado.EDU">Christine.Mahoney@Colorado.EDU</a> Fax : 1-303-492-0969 Christine Mahoney	N	0
83	University of Florida Knight Division, Career Svcs. 1080 Weimer Hall Gainesville, Florida 32611 Phone : (352) 392-0289 Url : <a href="http://www.ufl.edu/">http://www.ufl.edu/</a> Email : <a href="mailto:charris@jou.ufl.edu">charris@jou.ufl.edu</a> Fax : 1-352-846-2484 Charles Harris	N	0
84	University of North Florida 4567 St. Johns Bluff Road, South Jacksonville, Florida 32224 Phone : (904) 620-2955 Url : <a href="http://www.unf.edu/">http://www.unf.edu/</a> Email : <a href="mailto:CareerWings@unf.edu">CareerWings@unf.edu</a> Anamarie Lelis	N	0
85	Unknown Unknown Unknown, Florida 32804 Phone : 4075211256 Donna Ansley	N	18
86	Welle Dunne! Blog 100 Amphitheatre Parkway Mountain View, California 94043 Kate Bacon Manual Posting	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
87	WJXT-TV 4 Broadcast Place Jacksonville, Florida 32207 Phone : 904-399-4000 Email : kbarnard@wjxt.com Keira Barnard	N	6
88	WKMG-TV 4466 N. John Young Pkwy. Orlando, Florida 32804 Phone : 407-5211256 Url : www.clickorlando.com Email : dansley@wkmg.com Fax : 1-407-521-1204 Donna Ansley	N	5
89	Workforce One-Stop Career Center 707 Mendham Blvd. Suite 250 Orlando, Florida 32825 Phone : (407)531-1222 Url : <a href="http://www.workforcecentralflorida.com/oscc/locati">http://www.workforcecentralflorida.com/oscc/locati</a> Sergio Leon Manual Posting	N	0
90	WPLG-TV 3401 West Hallendale Beach Blvd. Pembroke Park, Florida 33023 Phone : (954) 364-2500 Url : www.justnews.com Email : rvasco@wplg.com Rosie Vasco-Brito	N	0
91	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>124</b>

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1	10/1/2017	Participation in other activities designed by the station employment unit	WKMG-TV, along with our digital tier stations, WKMG-DT6.2 and WKMG-DT6.3, broadcasts on-air :10 community service/EEO announcements to invite organizations to be placed on the station job notification list. The :10 community service announcements are scheduled throughout the year, as time permits, on all the above mentioned channels. We endeavor to air the announcements on a weekly basis.	1	Sales Assistant
2	10/1/2017	Establishment of training programs for station personnel	Graham Media Group/WKMG-TV offers a Tuition Reimbursement program to encourage full time employees to further their education and help advance in their careers by enhancing job skills. The tuition reimbursement program covers courses at recognized education institutions to help employees complete degrees, obtain a graduate degree that relates to their job, vocation training and to obtain a high school diploma . The maximum benefit for tuition reimbursement is \$5250 per calendar year.	1	Production Technician

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3	10/1/2017	Establishment of an intern program designed to assist members of the community	WKMG-TV/Graham Media Group offers a year round, paid internship to students pursuing a career in broadcasting. Students who participate in the internship program receive school credit while getting on-the-job training and experience. Interns have the opportunity to learn about the day-to-day operations of a television station and also to apply for positions open within the station. Internships are offered in our Production, News, Social Media departments where they get hands-on experience learning the daily operations of a television station. Several interns have been hired for positions within the station in the news, social media and production departments, after receiving the training needed to qualify for open positions. Recent openings for a news producer, production technician and social media producer have been filled by former interns.	4	Production Manager Executive Producer Managing Web Editor News Director
4	10/1/2017	Listing of each upper-level category opening in a job bank or newsletter	Upper level positions such as managers and on-air talent are listed with minority organizations, as all other job openings. There are approximately 90 organizations notified for each opening that includes colleges, minority and broadcast industry organizations. A complete list is included with this report.	1	HR Administrator

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5	10/1/2017	Provision of training to management	Graham Holding Company requires on-line training of all employees, including managers, regarding the the Company's Code of Business Conduct, Ethics, Harassment and Discrimination and Information Security/Privacy practices. The training is required of each new hire within the first 30 days of employment and existing employees are required to retrain every 2 years. The training ensures all employees have an understanding of the company practices in order to promote a respectful workplace, how to report a violation of company policies and to keep company information secure.	160	General Manager Business Manager News Director Production Manager
6	10/1/2017	Participation in scholarship programs	WKMG-TV cooperates with the Emma Bowen Foundation in an effort to provide on-the-job training and a scholarship for a minority student who is pursuing a career in Broadcasting. This is a 4 year program where the student interns with the station in all departments to get a rounded view of station operations and the interactions between departments. The current Emma Bowen intern began her first year with us in Summer of 2018 where she began in the Production Dept. The station will contribute her earnings back to the Emma Bowen Foundation to assist with her ongoing college expenses. Emma Bowen interns work during the Summer and School Holiday breaks.	2	Business Manager Production Manager

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7	11/28/2017	Sponsorship of events in the community designed to increase public awareness	WKMG-TV hosts tours of the station for local students on an on-going basis. The intent is to educate about the various jobs in broadcasting and education required to obtain a job in TV broadcasting.. Students are given a tour of the station and informed about the various departments and job duties to produce a live newscast. They tour the News, Production and Engineering Departments. News Anchors and Meteorologists participate in a Question/Answer session with the students and they watch a live newscast.  Tour for Embry Riddle Aeronautical students.	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
8	1/10/2018	Sponsorship of events in the community designed to increase public awareness	WKMG provided a high school student from The Master's Academy to job shadow an employee in the Production Department. The Job Shadow was granted to help the student determine whether a career path in broadcasting would be a good fit for him. He job shadowed Director Christina Palacios-Ahrens who was the floor director for the newscast. He followed her and she prepared for and executed her floor director duties for the noon newscast. He was able to ask questions and watch first-hand how a live newscast is prepared.	2	Production Manager Director
9	1/10/2018	Sponsorship of events in the community designed to increase public awareness	Station Tour for Elon University Students. Purpose is to educate students on how a newscast comes together from concept to completion, as well as, the education required to obtain a job in broadcasting.	4	Production Manager Meteorologist Anchor Anchor
10	1/10/2018	Sponsorship of events in the community designed to increase public awareness	Station Tour for Leadership Lake County, a group of community members who want to educate, inspire and develop impassioned leaders with the county. The tour was designed to show the group how a newscast come together from concept to completion.	4	Asst. Production Mgr. Production Manager Meteorologist Anchor

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11	1/11/2018	Sponsorship of events in the community designed to increase public awareness	Station Tour for students from Wolf Lake Middle School. The purpose is to educate students on how a newscast comes together from concept to completion and the education/experience needed to obtain a job in broadcasting. Students visited the news conference room, news room, control room, master control and studios. the tour watched a live broadcast of News 6 at Noon and participated in a Q&A with employees.	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
12	1/11/2018	Sponsorship of events in the community designed to increase public awareness	Student from Masters Academy who is interested in a career in broadcasting participated in a one day job shadow in the Production Dept. He shadowed a Director through the everyday responsibilities of executing a live newscast by learning about floor directing and producing a live newscast.. He toured the Engineering, Production and News departments.. He learned about the functions of the control room, how various departments interact to prepare and air a live newscast.	2	Production Manager Director
13	1/11/2018	Participation in events or programs sponsored by educational institutions	Sales Manager Alan Sawyer, was invited to speak to the Devoss School of Sports Management at UCF. The topic was "Eat or Be Eaten," pertaining to the competitive world of sales and business. He discussed how competitive the real world of business can be and how the students can prepare for it. He held a Q&A about how to compete with other job candidates, getting their first job and how to learn/grow/excel in their chosen profession. Approximately 70 students attended.	1	Sales Manager
14	1/12/2018	Sponsorship of events in the community designed to increase public awareness	Station Tour for students from Bridgewater Middle School. The purpose is to educate students on how a newscast comes together from concept to completion and the education/experience needed to obtain a job in broadcasting.	4	Production Manager Asst. Production Mgr. Anchor Anchor

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15	1/15/2018	Sponsorship of events in the community designed to increase public awareness	Station Tour and luncheon for non-profit group, A Gift for Teaching. The group was educated on how a newscast is planned and produced from concept to completion. They visited the news room control room, master control and studios; and, watched a live noon newscast. They were given the opportunity to question news personnel about jobs in broadcasting.	4	Production Manager Asst. Production Mgr. Anchor Anchor
16	1/16/2018	Sponsorship of events in the community designed to increase public awareness	Station Tour for students from Wolf Lake Middle School. The purpose is to educate on how a newscast comes together from concept to completion and the various jobs in broadcasting. They visited the news room, control room, master control and studios; watched a live newscast and participated in a Q&A with news anchors and production personnel.	4	Production Manager Asst. Production Mgr. Anchor Anchor
17	1/18/2018	Sponsorship of events in the community designed to increase public awareness	Station Tour for non-profit, Kerri Anne DeMott Foundation. The group visited the news room, production and engineering departments to see how a newscast goes from concept to completion and the various jobs needed to prepare for it. They watched a live noon newscast and met with anchors and meteorologist for a Q&A session.	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
18	2/1/2018	Sponsorship of events in the community designed to increase public awareness	WKMG provided an opportunity for a Lake Highland Prep High School student to job shadow personnel in the Production Department for a noon newscast. She was provided a brief tour of the station and then was paired up with Director Christina Palacios-Ahrens who was the assigned Floor Director for the Noon News. She shadowed Christina as she prepared for and executed her role as the Floor Director. After the show, the student had the opportunity to meet with other crew and anchors from the station and ask questions about their jobs and responsibilities..	2	Production Manager Director

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19	2/8/2018	Sponsorship of events in the community designed to increase public awareness	Station Tour for Deland High School-Communications Academy Jim Lowenstein, digital Video Production Teacher Students learned about the process of creating a newsacst. They toured the WKMG facilities including the newsroom, editing, studios, control room and live shot control.Students were able to ask questions of employees and allowed to sit onset, observe robotic studio camera operation and get a news anchor's perspective. They took part in reading the teleprompter as the anchors would do during a live newscast.	4	Asst. Production Mgr. Meterologist Anchor Production Manager
20	2/13/2018	Sponsorship of events in the community designed to increase public awareness	Wolf Lake Middle School-Station Tour Mark Washington, Journalism Teacher Mark.Washington@OCPS.NET	4	Production Manager Anchor Meteorologist Anchor
21	2/23/2018	Establishment of training programs for station personnel	CITCA Communications Industry Training and Certification Academy provided Tower Training Courses for 3 station engineers. This was an 8 hour course, approved by NATE, to teach safety techniques while climbing TV towers for repairs or installations. Each engineer received a Certificate of Completion as an Authorized Climber.	3	IT Manager Maintenance Engineer Computer Support Specialist
22	2/23/2018	Participation in events or programs sponsored by educational institutions	Sales Manager Alan Sawyer, spoke to a class of approx. 40 Junior and Senior students at University of Central Florida. He reviewed the Sales Process of Television and Digital marketing/advertising campaigns with a focus on time management, dealing with pressure and conducting a Client Needs Analysis. The students in attendance were from the UCF Integrated Business Major Program. He also discussed internships available at the station. A visual presentation was given, he answered questions and conducted role playing sessions with the students.	1	Sales Manager



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23	3/22/2018	Sponsorship of events in the community designed to increase public awareness	Meteorologist Samara Cokinos Clarke was the Keynote Speaker at the Women's History Month Program sponsored by the Office of Community Care for the U.S. Dept. of Veteran's Affairs/Florida Caribbean Consolidated Patient Acct. Center. She spoke about working as a scientist in the public eye and in a male dominated field then held a Q&A session with the group.	1	Meteorologist
24	3/22/2018	Participation in events or programs sponsored by educational institutions	University of Central Florida sponsored "Intern Pursuit" event was attended by Executive Producer Angel Blazquez. He interviewed students who are pursuing a major in Broadcast Journalism. Students presented resumes and videos of their work for consideration of an internship with the station. He explained the basics of applying for an internship and how the program operates. They were also given a quick analysis of their work and how they can continue to work toward their goals. They were encouraged to apply for current and future internships.	1	Executive Producer
25	3/28/2018	Sponsorship of events in the community designed to increase public awareness	The First Academy Station Tour Terri Morabito-Broadcast Media Instructor thefirstacademy.org	4	Production Manager Asst. Production Manager Meteorologist Anchor
26	4/3/2018	Sponsorship of events in the community designed to increase public awareness	Lake Mary Preparatory School Tanna Orgeron-Video Production Teacher tanna.orgeron@lakemaryprep.com	4	Production Manager Asst. Production Mgr. Anchor Meteorologist
27	4/7/2018	Participation in events sponsored by community groups	Chief Engineer, Asst. Chief Engineer and Asst. Production Manager attended the annual National Association of Broadcasters Convention in Las Vegas. They met with vendors and manufacturers of broadcast equipment and learned about the latest advances in equipment and broadcast technology. They attended seminars and classes pertaining to broadcasters workflow for news gathering, video editing, audio, program transmission, commercial production and live sports broadcasting.	3	Chief Engineer Asst. Chief Engineer Asst. Production Manager

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28	4/11/2018	Participation in events or programs sponsored by educational institutions	Allison McGinley, News Director, attended the Syracuse University Job Fair. The Job Fair was held for soon-to-be graduates looking for intern or trainee opportunities. She met with several dozen applicants and looked at resume reels/resumes for constructive criticism, experience advice, etc.	1	News Director
29	4/17/2018	Participation in events or programs sponsored by educational institutions	Meteorologist Samara Cokinos Clarde spoke to K-5th grade students and their parents at Groveland Elementary during STEM Career Night. She discussed the different job paths in Meteorology and relation to TV broadcasting. Students and parents were able to see weather instruments used in forecasting, play games at the WKMG booth and receive WKMG-TV promotional items.	1	Meteorologist
30	4/27/2018	Participation in events or programs sponsored by educational institutions	News Reporter, Amanda Castro, hosted the Univ. of Central Florida Nicholson School of Communications Senior Awards Ceremony. The Senior Salute is held for UCF Seniors who are majoring in Radio/Television, Adv./PR and Print/Digital Journalism. She spoke to the group about working in the TV business and how she uses what she learned at UCF in her daily life and job responsibilities.	1	News Reporter
31	5/2/2018	Sponsorship of events in the community designed to increase public awareness	Station Tour for Sweetwater Elementary School 386-0322-6230	4	Production Manager Asst. Production Mgr. Meteorologist Anchor
32	5/3/2018	Sponsorship of events in the community designed to increase public awareness	Station Tour for Washington Shores elementary School R.C. Lee, School Staff member 407-49-3981  WKMG provided an opportunity for a group of students from a local school to learn about the daily news operation at News 6.	4	Production Manager Asst. Production Mgr. Anchor Meteorologist

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33	5/10/2018	Sponsorship of events in the community designed to increase public awareness	Station Tour: Spring Lake Elementary School Michelle D. Phillips-Educational Technology Facilitator www.springlake.scps.k12.fl.us  WKMG provided an opportunity for a group of students from a local school to learn about the daily news operation at News 6.	4	Production Manager Anchor Meteorologist Director
34	5/10/2018	Sponsorship of events in the community designed to increase public awareness	Station Tour for Umatilla Elementary School Susan Caldwell-Teacher	4	Production Manager Asst. Production Manager Anchor Meteorologist
35	5/24/2018	Sponsorship of events in the community designed to increase public awareness	Anchor Lisa Bell emceed the Annual Gala for the Boys and Girls Clubs of Volusia and Flagler Counties. The Boys and Girls Clubs are located in 8 communities throughout Flagler and Volusia counties and provide a safe environment for kids during non-school hours. She spoke about her experiences as a child growing up with the Boys and Girls Club and the everlasting impact on her life and career as a journalist.	1	Anchor/Reporter
36	6/15/2018	Participation in events or programs sponsored by educational institutions	Reporter Erik Von Ancken participated with Elevate Orlando, a non-profit group that mentors and guides students at urban high schools in Orlando to help them succeed in life. The event was held with participating students on Elevate Orlando Summer Blast Lake Day. Erik spent the day with the students taking them boating and tubing in his boat serving as a mentor to encourage them to advance in their education..	1	Reporter

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37	7/18/2018	Participation in events sponsored by community groups	WKMG-TV News Director attended the annual National Assoc. of Hispanic Journalists convention along with other Graham Media Group news directors. She promoted current job openings and internships, as well as, collected resumes from attendees for current openings. She reviewed resume reels and resumes for constructive criticism, job experience and advice, etc.	1	News Director
38	8/1/2018	Participation in events sponsored by community groups	National Assoc. of Black Journalists Convention, Detroit, MI, Aug. 1-5, 2018. Julie Dreixler, VP/Chief Human Resources Officer for Graham Media Group attended the Convention and promoted jobs within the Company to attendees. She also coordinated a partnership with NABJ and JournalismNext.com for GMG stations to review the NABJ attendees resumes through a free database, nabjcareers.org for a 3 month period.	1	VP/Chief HR Officer-GMG
39	8/1/2018	Participation in events sponsored by community groups	Studio Supervisor/Lighting Director, Videographer, Asst. Production Manager and News Operations Manager attended the Barbizon Lighting Bonanza event in Orlando, FL. They met with vendors and manufacturers of lighting and effects equipment ; learned about the latest advances in light fixtures for studio and ENG/EFP and LED lighting, motion light fixtures and how they operate.	4	Studio Supervisor/Lighting Director Asst. Production Manager Videographer News Operations Manager
40	8/3/2018	Establishment of a mentoring program	Sales Manager Alan Sawyer mentors sales personnel who need to learn more about the television sales process by hosting a formal training session each week. The participants include 2 Local Digital Acct. Executives, 1 Sales Assistant and the Digital Sales Manager. Each week, he reviews the basics for effective television advertising sales, including basic TV sales, ratings terminology, sales prospecting practices, sales integration practices, relationship building, ratings/research and long term sales success strategies.	5	Sales Manager Digital Sales Manager Digital Acct. Exec. Digital Acct. Exec.

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41	8/3/2018	Participation in events sponsored by community groups	Allison McGinley, News Director, attended the Annual Unity Conference. Nationally recognized associations for minority journalists gather at this joint convention to encourage growth and job opportunities. The event was sponsored by the National Assoc. of Black Journalists and National Assoc. of Hispanic Journalists who provide training and job assistance to their members. She met with several dozen job applicants critiquing their work and discussing job opportunities in broadcast journalism.	1	News Director
42	9/24/2018	Provision of training to management	Graham Media Group hosted a HR/Payroll Administrator Summit Training Event in Houston at KPRC-TV for all of the Company's Human Resources Administrators. Training on the Workday HRIS system, Recruitment module transition, FCC regulations, outreach initiatives, Benefits, FMLA processes, Onboarding and various HR policies/procedures were reviewed/presented to the Group.	1	HR Administrator VP Chief HR Officer GMG Payroll Administrator
43	9/27/2018	Participation in events sponsored by community groups	RTDNA/Excellence in Journalism Convention, Baltimore, MD. News Director Allison McGinley, along with several Graham Media Group representatives, attended the convention to promote WKMG accomplishments, seek applicants for current job openings and learn about new technology/industry efforts to enhance station newscasts, websites and programming. She collected resumes for open positions and gave advice to attendees seeking a job in broadcasting.	1	News Director