

WTXL ABC 27**EEO PUBLIC FILE REPORT**

October 1, 2017 - September 30, 2018

I. VACANCY LISTSee **Master Recruitment Source List** for recruitment source data

Job Title	Recruitment Sources (RS) Used to List Vacancy	RS Referring Hiree
Account Executive	1-4, 6, 8, 9, 13-27, 29, 33, 34, 36	28
Anchor/Reporter	1, 9, 13-27, 29, 34, 36	39
Digital Content Producer	1, 13-27, 29, 34, 36	35
Editor/Photographer	1, 34, 36	39
Executive Producer	1-3, 9-27, 31, 34, 35, 36, 41, 44, 45	39
Marketing Producer	1, 7, 8, 34, 36	36
MMJ/Reporter	1, 9, 13-27, 29, 34, 36	37
Newscast Director	36	36
Producer #1	1, 9-27, 29, 31, 33, 34, 35, 36, 41, 44, 45	36
Producer #2	3, 6, 7, 9-27, 31, 35, 36, 41-43, 46	36
Producer #3	3, 6, 9-27, 28, 31, 34, 35, 36, 41-42, 44-46	36
Producer #4	3, 6, 9-27, 28, 31, 34, 35, 36, 40, 42, 44-46	37
Success Manager	1-3, 6, 8, 9, 13-27, 29, 34, 36	39
Tech Dir (2)	1-3, 9-27, 31, 34, 35, 36	36 (Both)
Traffic Assistant	1, 34, 36	36

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II. MASTER RECRUITMENT LIST

<u>*SRC NO</u>	<u>Organization Name</u> <u>Mailing Address</u>	<u>Contact Person</u>	<u>Mailing/Email Address</u>	<u>Website</u>	<u>Phone No.</u>	<u>#/INT</u>
COMMUNITY SOURCES						
1	Employ Florida Marketplace			www.employflorida.com		1
2	CUNY			https://brooklyncollege-csm.symplicity.com/employers		
3	Flagler College			https://www.myinterfase.com/flagler/employer		
4	Keiser University			http://www.collegecentral.com/keiser		
5	Philip Merrill			aflynn1@umd.edu		
6	Tallahassee Community College			http://tcc-csm.symplicity.com/		
7	University of Florida			https://ufl-csm.symplicity.com/employers/		
8	Valdosta State University			https://app.purplebriefcase.com/pb/account/login?s=Valdosta		

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II. MASTER RECRUITMENT LIST

Handshake Colleges

9	Alabama A & M University			https://app.joinhandshake.com/login		
10	Auburn University			https://app.joinhandshake.com/login		
11	Barry University			https://app.joinhandshake.com/login		
12	Bethune-Cookman University			https://app.joinhandshake.com/login		
13	Central Michigan University			https://app.joinhandshake.com/login		
14	Columbia University			https://app.joinhandshake.com/login		
15	FAMU			https://app.joinhandshake.com/login		
16	FIU			https://app.joinhandshake.com/login		
17	FSU			https://app.joinhandshake.com/login		2
18	Georgia State University			https://app.joinhandshake.com/login		
19	Jacksonville University			https://app.joinhandshake.com/login		
20	Morehouse College			https://app.joinhandshake.com/login		
21	Stanford University			https://app.joinhandshake.com/login		
22	University of Alabama			https://app.joinhandshake.com/login		
23	University of Georgia			https://app.joinhandshake.com/login		
24	University of Miami			https://app.joinhandshake.com/login		
25	University of Michigan			https://app.joinhandshake.com/login		
26	University of South Florida			https://app.joinhandshake.com/login		
27	Valparaiso University			https://app.joinhandshake.com/login		

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ADDITIONAL SOURCES

28	LinkedIn			www.linkedin.com		5
29	MediaMatch			https://www.mediamatch.com/usa/media/login.php		
30	MediaRecruiter			art@mediarecruiter.com		
31	NAHJ			nahjcareercenter.com		
32	SBE.org			www.sbe.org/jl_submit.php		
33	SmartRecruiters			www.smartrecruiters.com		
34	TVJobs			www.tvjobs.com		2

STATION SOURCES

35	WTXL Website			http://www.wtxl.com/info/employment/		5
36	Raycom Website			https://careers-raycommedia.icims.com/jobs/		38
37	Intern Program					3
38	Internal Promotion/Transfer					
39	Other - Referrals/Walk-Ins/Not Listed Above					17

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II. MASTER RECRUITMENT LIST

ADDED SOURCES FOR 2017-18

40	AAJA			www.aja.org		
41	Augusta University			https://app.joinhandshake.com/login		
42	Indeed.com			www.indeed.com		1
43	NAJA			www.naja.com		
44	University of North Georgia			https://app.joinhandshake.com/login		
45	University of South Alabama			https://app.joinhandshake.com/login		
46	WWSB Website			www.mysuncoast.com		
TOTALS						
Total Interviewees for EEO Reporting Period, Oct. 1, 2017 - Sep. 30, 2018						74

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of the Initiative:

EEO Outreach Statement (Aired)

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

The station broadcasts a public service announcement as well as maintaining a posting on its website at www.wtvl.tv to advise local organizations of the availability of job listings from WTVL, as follows: WTVL, an Equal Opportunity Employer, is dedicated to providing broad outreach regarding job vacancies at the station. We seek the help of local organizations in referring qualified applicants to our station. Organizations that wish to receive our vacancy information should contact Human Resources at WTVL by calling 850-893-3127.

Names and Titles of Station Personnel Involved in Initiative:

Jason Wildenstein, General Manager
Tonya Herron, Creative Services Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 28-Nov-17

Describe Nature of the Initiative:

EEO Webinar/Training

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Attended Webinar Training on EEO matters. Webinar was conducted by Raycom Media and covered requirements for EEO recruitment and reporting.

Names and Titles of Station Personnel Involved in Initiative:

Christie Cratty, EEO Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 7-Nov-17

Describe Nature of the Initiative:

CareerSource Capital Region Paychecks for Patriots Hiring Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

On November 7, 2017, station personnel participated in the CareerSource Capital Region Paychecks for Patriots Hiring Fair, where they meet with job seekers, discussed current and potential upcoming positions, and accepted resumes from interested candidates.

Names and Titles of Station Personnel Involved in Initiative:

Jason Shervey, Digital Sales Manager; Christie Cratty, EEO Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 8-Nov-17

Describe Nature of the Initiative:

Tallahassee Community College Fall Job & Internship Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

On November 8, 2017, station personnel participated in the Tallahassee Community College Fall Job & Internship Fair, where they met with job seekers, discussed current and potential upcoming positions, and accepted resumes from interested candidates.

Names and Titles of Station Personnel Involved in Initiative:

Jason Shervey, Digital Sales Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 6-Dec-17

Describe Nature of the Initiative:

Florida A & M University Last Strike Career Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

On December 6, 2017, station personnel participated in the Florida A & M University's Last Strike Career Fair, where they met with job seekers, discussed current and potential upcoming positions, and accepted resumes from interested candidates.

Names and Titles of Station Personnel Involved in Initiative:

Jason Shervey, Digital Sales Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 6-Feb-18

Describe Nature of the Initiative:

Florida State University College of Communications and Information Spring Career Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

On February 6, 2018, station personnel participated in the Florida State University College of Communications and Information's Spring Career Fair, where they met with job seekers, discussed currently open and potential upcoming positions, and accepted resumes from interested candidates.

Names and Titles of Station Personnel Involved in Initiative:

Jason Shervey, Digital Sales Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 1-Aug-18

Describe Nature of the Initiative:

Gadsden County Hiring Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

On August 1, 2018, station personnel participated in the Gadsden County Hiring Fair, where they met with job seekers, discussed currently open and potential upcoming positions, and accepted resumes from interested candidates.

Names and Titles of Station Personnel Involved in Initiative:

Jason Shervey, Digital Sales Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of the Initiative:

Cross-Training Programs

Describe Nature of the initiative:

At WTXL, we have developed programs to allow staff members to seek and attain skills necessary for higher positions through cross-training within each department. For example, all personnel within the Production and Operations Departments are cross-trained in other positions throughout the departments, and each person is provided the opportunity to train on the core skills needed to perform each others' jobs. This allows us to identify individuals who qualify for advancement as positions become available either within the same department or in other departments within the station and other stations within the group. It also helps ensure coverage of shifts when personnel are absent due to vacations, illness, family emergencies, etc., as well as providing motivation and fostering teamwork within the departments as each individual develops a well-rounded skill set and gains a working knowledge of the others' functions within the department. Such cross-training is also done in the News, Engineering, and Sales Departments.

Names and Titles of Station Personnel Involved in Initiative:

All current station personnel are encouraged to participate.