

WTLV/WJXX
EEO PUBLIC FILE REPORT
September 21, 2018 - September 20, 2019

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
Producer	1-6, 8-9, 11, 14-16, 19-23, 26, 28-30, 34, 36, 38-42, 44-51, 53-54	15
Account Executive	1-6, 8-9, 11, 13-14, 16-17, 19-23, 26, 28-30, 34, 36, 38-42, 44, 46-51, 53-54	49
Talk Show Co-Host (First Coast Living)	1-6, 8-9, 11, 14, 16, 19-23, 26, 28-30, 34, 36, 38-42, 44, 46-48, 50-51, 53-54	6
Broadcast Director	1-6, 8-9, 11, 14, 16-17, 19-23, 26, 28-29, 34, 36, 38-42, 44, 47-51, 53-54	17
Broadcast Director	1-6, 8-9, 11, 14, 16, 19-23, 25-26, 28-29, 34, 36, 38-42, 44, 47-48, 50-51, 53-54	25
Digital Producer	1-6, 8-9, 11, 14, 16, 19-23, 26, 28-29, 32, 34, 36, 38-42, 44, 47-51, 53-54	32
Producer	1-6, 8-9, 11, 14, 16, 19-23, 26, 28-29, 31, 34, 36, 38-44, 47-51, 53-54	43
Associate Producer/Editor	1-6, 8-9, 11, 14, 16, 19-23, 26, 28-29, 34, 36-42, 44, 47-48, 50-51, 53-54	37
Assistant News Director	1-6, 8-9, 11-14, 16, 19-23, 26, 28-29, 31, 34, 36, 38-42, 44, 47-51, 53-54	12
Photojournalist	1-6, 8-9, 11, 14, 16-17, 19-23, 26, 28-29, 31, 34, 36, 38-42, 44, 47-51, 53-54	49
Multiskilled Journalist	1-9, 11, 16, 19-23, 26, 28-29, 31, 34, 36, 38-44, 47-48, 50-51, 53-54	7
Multiskilled Journalist	1-6, 8-9, 11, 16, 19-23, 26, 28-29, 31, 34, 36, 38-42, 44-45, 47-48, 50-51, 53-54	45
Multiskilled Journalist	1-6, 8-9, 11, 14, 16-24, 26-31, 33-34, 36, 38-42, 44, 47-48, 50-51, 53-54	17
Producer in Residence	1-9, 11-12, 14, 16, 19-23, 26, 28-29, 31, 34-42, 44, 47-48, 50-51, 53-54	12
Producer in Residence	1-9, 11-12, 14, 16, 19-23, 26, 28-29, 31, 34-42, 44, 47-48, 50-51, 53-54	12
Broadcast Director - 007055	1-6, 8-9, 11, 16, 19-23, 26, 28-29, 31-32, 34, 36, 38-42, 44, 47-51, 53-54	32
Broadcast Director - 007055	1-6, 8-9, 11, 16, 19-23, 26, 28-29, 31, 36, 38-42, 44, 47-51, 53-54	49
Multimedia Photojournalist - 007178	1-6, 8-9, 11, 16, 19-24, 26, 28-29, 31, 34, 36, 38-42, 44, 47-48, 50-54	52
Multimedia Photojournalist - 007178	1-6, 8-9, 11, 16, 19-23, 26, 28-29, 31, 34, 36, 38-42, 44, 47-51, 53-54	49
Multimedia Photojournalist - 007178	1-6, 8-9, 11, 16, 19-23, 26, 28-29, 31, 34, 36, 38-42, 44, 47-51, 53-54	49

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Account Executive - 007162	1-6, 8-9, 11, 16, 19-23, 26, 28-29, 31-32, 34, 36, 38-42, 44, 47-51, 53-54	32
It Specialist - 007409	1-6, 8-11, 16, 19-23, 26, 28-29, 31-32, 36, 38-44, 47-48, 50-51, 53-54	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	Bay Area Media Network P.O. Box 20261 Tampa, Florida 33622 Phone : 813-555-1212 Url : bayareamedianetwork.org Email : contact@bayareamedianetwork.org Fax : 1-813-740-3228 Job Postings	N	0
3	Bethune Cookman College, Career Dev. Office 640 Dr Bethune Blvd Daytona Beach, Florida Phone : 386-481-2143 Email : bonnerd@cookman.edu Fax : 1-386-481-2139 Davita Bonner	N	0
4	Broadcast Meteorology Program at Mississippi State Florida Fax : 1-662-325-2657 Career Service	N	0
5	Call-In/Walk-In/Mail-In Florida Career Service Manual Posting	N	0
6	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	3
7	Career Fair	N	2

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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	Central Florida Assoc. of Black Journalist P.O.Box 745 Orlando, Florida Phone : 407/872-0656 Url : http://cfabj.wordpress.com Email : Chetglover@cfl.rr.com Fax : 1-407-872-5763 Chester Glover	N	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	Community Connections of Jacksonville, Admin. Office 327 East Duval Jacksonville, Florida Phone : 904-727-6460 Email : nbryant@communityconnectionsjax.org Fax : 1-904-350-9775 Nicole Bryant	N	0
11	Connecticut School of Broadcasting 3901 Coconut Palm Drive, Ste. 105 Tampa, Florida 33619 Phone : 813-443-5037 Email : slance@gocsb.com Shayna Lance	N	0
12	Corporate Recruiter	N	3
13	Current Employee	N	2
14	Daytona State College 1200 W. International Speedway Blvd. Room 205, Bldg 100 Daytona Beach, Florida 32120 Phone : 386/506-3687 Url : http://www.daytonastate.edu Email : ManninD@daytonastate.edu Fax : 1-386-506-3150 Debra Manning	N	0
15	E-mail Inquiry	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : deangelisl@easternflorida.edu Linda DeAngelis	N	0
17	Employee Referral	N	5
18	Everest University - North Orlando 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407/683-4358 Url : http://www.everest.edu Email : ian.kreeger1@cci.edu Fax : 1-407-539-0089 Ian Kreeger	N	0
19	FAMU-Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : (850) 599-3700 Fax : 1-850-599-3353 Career Center Career Center	N	0
20	First Coast News 1070 E Adams St Jacksonville , Florida 33202 Url : https://career4.successfactors.com/career?company= Yauna Williams Manual Posting	N	0
21	FL Association of Broadcasters 201 South Monroe Street Ste. 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : intern@fab.org Lindsay Varn	N	0
22	Florida A & M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : 850-599-8808 Url : http://www.famu.edu Email : cecile.washington@famuc.edu Cecile Washington	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
23	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 850/681-6444 Url : http://www.fab.org Email : Lvarn@fab.org Fax : 1-850-222-3957 Lindsay Varn	N	0
24	Florida Southern College Career Center 111 Lake Hollingsworth Drive Lakeland, Florida Phone : 863-680-4390 Email : xcoso@southern.edu Fax : 1-863-680-5121 Xuchitl Coso	N	0
25	Former Employee	N	1
26	Full Sail University 3300 University Blvd Winter Park, Florida Phone : 866.807.3140 Url : http://www.fullsail.com/ Email : ktrudeau@fullsail.com Fax : 1-407-671-2240 Karen Trudeau	N	0
27	Goodwill Industries-Self-Sufficiency Job Center 515 W. Central Blvd. Orlando, Florida 32801 Phone : 407/872-0770 Url : http://www.goodwillcfl.org Email : ossc@goodwillcfl.org Fax : 1-407-872-0256 Daisy Gonzalez	N	0
28	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com Email : slizik@602communications.com Career Services	N	0

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29	Hillsborough Community College Career Planning and Placement P.O. Box 30030 Tampa, Florida Phone : 813-253-7275 Url : www.collegecentral.com/hilsborough Email : lcanalejo@hccfl.edu Fax : 1-813-259-6047 Lorraine Canalejo	N	0
30	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5870 Email : CPena@HispanicChamber.net Christine Pena	N	0
31	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : charlie@hispaniclink.org Charlie Ericksen-Mendoza	N	0
32	Indeed.com	N	6
33	ITT Technical Institute 7011 A.C. Skinner Pkwy #140 Jacksonville, Florida Phone : 904-674-2871 Url : www.itt-tech.edu Email : trizzo@it-tch.edu Fax : 1-904-573-0512 Tracy Rizzo	N	0
34	Jacksonville University 2800 University Blvd N Jacksonville, Florida 332211 Phone : 904-256-7000 Url : http://www.collegecentral.com Email : careerservices@ju.edu Employer Relations Coordinator	N	0
35	Job posting on internet	N	1

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36	Jones College, Career Development 5353 Arlington Expressway Jacksonville, Florida Phone : (904)743-1122 x143 Email : cd@jones.edu Fax : 1-904-371-1138 Rick Smith, CWDP, GCDF	N	0
37	Linked In	N	2
38	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
39	Metropolitan Orlando Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7643 x331 Email : sminnis@cful.org Shelly Minnis	N	0
40	Nat. Assn. of TV Arts & Sciences P. O. Box 840738 Pembroke Pines, Florida 33024 Phone : 954-322-3171 Email : emmysuncst@aol.com Karla MacDonald	N	0
41	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : membership@ncnw.org Cassandra Wint	N	0
42	NATPE (National Association of Television Program Executives) 5757 Wilshire Boulevard, Penthouse 10 Los Angeles, California Phone : 310-453-4440 Url : http://www.natpe.org Fax : 1-310-453-5258 Career Service	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
43	Other Source	N	5
44	Pace Center for Girls 2916 University Blvd. W. Jacksonville, Florida Phone : (904) 421-8585 Url : www.pacecenter.org Fax : 1-904-421-8599 Career Service	N	0
45	Recruiter	N	3
46	Rollins College Crummer Graduate School 1000 Holt Avenue Camp Box 2722 Winter Park, Florida Phone : 407/646-2335 Url : http://www.rollins.edu/careerservices Email : careerdevelopment@Rollins.edu Fax : 1-407-646-2311 Erin Pianko	N	0
47	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu David Telleria	N	0
48	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southerntech.edu Stacy Peek	N	0
49	Station Website	N	25
50	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0

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51	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352.294.0809 Url : http://www.jou.ufl.edu/ Email : pwilkerson@jou.ufl.edu Alexandria Wilkerson	N	0
52	Walk In	N	2
53	Worksource 215 North Market Street Jacksonville, Florida Phone : (904) 798-9229 x2204 Url : www.employflorida.com Email : jbox@worksourcefl.com Fax : 1-904-359-6756 Jerry Box	N	0
54	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			61

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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	10/1/2018	Participation in other activities designed by the station employment unit	Meteorologist has done the following visits to schools to promote STEM jobs and broadcasting jobs: 10/2 Gregory Drive Elementary visit 10/23 Chaffee Trail Elementary visit 2/19 Oceanway Elementary visit 2/20 Chets Creek Elementary visit 2/22 Fernandina Beach Christian Academy Science Fair judging/visit 3/12 Crystal Lakes Elementary visit via Skype	1	Meteorologist
2	10/17/2018	Participation in Job Fairs	Dir of Technology and HRBP attend UF job/career fair	2	Dir of Tech HRBP
3	10/29/2018	Establishment of training programs for station personnel	10/29 10-12p Audience Market Place (with Josh from Visto) 11/7 12p-1p Targeted Email Count Tool 11/8 10a-11a CTV/OTT - PREMION Training 1.0 11/9 10a-11a CTV/OTT - PREMION Training 1.0 11/13 12p-1p CTV/OTT - PREMION Training 2.0 11/13 1:30p-2:30p Targeted Email Count Tool 11/14 9:30a-10a Targeted Email Count Tool 11/15 1:30p-2:30p CTV/OTT - PREMION Training 2.0 12/11 1p-2p Facebook Sponsored Post 12/14 2:30p-3:30p TEGNA Unified Dashboard 12/17 11a-12p TEGNA Unified Dashboard 12/19 9a-10a TEGNA Unified Dashboard	20	DOS LSM NSM DM
4	11/14/2018	Establishment of training programs for station personnel	Chief Photog trained all MMJ and photogs 3 point lighting.	25	Chief Photog MMJ MMP MMP

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	1/10/2019	Establishment of training programs for station personnel	1/10 9a-10a Facebook Sponsored Post 1/17 9a-10a Facebook Sponsored Post 1/17 3p-4p TEGNA Training Webinar 2/21 3p-4p TEGNA Training Webinar - PREMION	20	DOS LSM NSM DM
6	2/13/2019	Establishment of training programs for station personnel	Overview of meetings: <ul style="list-style-type: none"> • A concrete plan for sales leadership and top performers. • A faster path to high-conversion, high-retention clients. • Insights from a dozen+ market-leading entrepreneurs. • Immediately applicable strategies & case histories that create raving fans. • Unmatched retail and biz intel. • ROI-centric media solutions with highly predictive results. 	3	LSM AE Bus Develop Mgr
7	2/25/2019	Establishment of training programs for station personnel	GM and DOS National Sales Meeting in New Orleans	2	GM DOS
8	3/7/2019	Participation in Job Fairs	HRBP and Digital Recruiter attend UNF college of communication career fair.	2	HRBP Digital Recruiter
9	3/13/2019	Establishment of training programs for station personnel	Conduct drone visual observer (VO) classes this coming Wednesday, March 13 at 1:45 p.m. and next Wednesday, March 20 at 8:45 a.m. Both will be in the conference room attached to the newsroom.	25	Anchor/MSJ
10	3/20/2019	Participation in Job Fairs	HRBP and Digital Recruiter participate at UF career fair.	2	HRBP Digital Recruiter

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	4/1/2019	Establishment of training programs for station personnel	<p>Sales Meetings 13 4/1, 4/8, 4/15, 4/22, 4/29, 5/6, 5/13, 5/20, 5/28, 6/3, 6/10, 6/17, 6/24</p> <p>CTV/OTT Training 13 4/3, 4/10, 4/17, 4/24, 5/1, 5/8, 5/15, 5/22, 5/29, 6/5, 6/12, 6/19, 6/26</p> <p>TMS Resource Training 13 4/5, 4/12, 4/19, 4/26, 5/3, 5/10, 5/17, 5/24, 5/31, 6/7, 6/14, 6/21, 6/28</p> <p>TEGNA Training 3 4/18, 5/16, 6/20</p>	13	DOS LSM LSM Bus Devel MGR
12	4/24/2019	Participation in Job Fairs	NB, TEGNA recruiter, attends FAMU School of Journalism and Graphic Communication.	1	Recruiter
13	6/2/2019	Establishment of training programs for station personnel	Attend National Press Photographers Association Conference as part of ongoing learning.	2	Producer MSJ
14	6/3/2019	Establishment of training programs for station personnel	Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	120	GM News Director DOS Head of Tech
15	6/17/2019	Establishment of training programs for station personnel	Attend TEGNA content Summit to strategize on digital transformation and collaborate on best practices.	3	General Manager News Director Dir of Dig

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title																								
16	7/5/2019	Establishment of an intern program designed to assist members of the community	CW, summer intern, in news. TV actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing, but can touch other departments as well.	1	Intern																								
17	7/5/2019	Establishment of an intern program designed to assist members of the community	TT, summer intern, in sales. TV actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing, but can touch other departments as well.	1	Intern																								
18	7/10/2019	Establishment of training programs for station personnel	<table border="0"> <tr> <td>Date</td> <td>Training Topic</td> </tr> <tr> <td>Jul 10</td> <td>CTV/OTT Training</td> </tr> <tr> <td>Jul 18</td> <td>TEGNA Training – Healthcare (non-hospital)</td> </tr> <tr> <td>Jul 18</td> <td>TVB Digital Webinar – Part 1</td> </tr> <tr> <td>Jul 19</td> <td>TMS Resources Training</td> </tr> <tr> <td>Jul 24</td> <td>CTV/OTT Training</td> </tr> <tr> <td>Jul 25</td> <td>TVB Digital Webinar – Part 2</td> </tr> <tr> <td>Aug 7</td> <td>CTV/OTT Training</td> </tr> <tr> <td>Aug 15</td> <td>TEGNA Training – Best Digital Product Solutions</td> </tr> <tr> <td>Aug 16</td> <td>TMS Resource Training</td> </tr> <tr> <td>Aug 28</td> <td>CTV/OTT Training</td> </tr> <tr> <td>Aug 30</td> <td>TMS Resource Training</td> </tr> </table>	Date	Training Topic	Jul 10	CTV/OTT Training	Jul 18	TEGNA Training – Healthcare (non-hospital)	Jul 18	TVB Digital Webinar – Part 1	Jul 19	TMS Resources Training	Jul 24	CTV/OTT Training	Jul 25	TVB Digital Webinar – Part 2	Aug 7	CTV/OTT Training	Aug 15	TEGNA Training – Best Digital Product Solutions	Aug 16	TMS Resource Training	Aug 28	CTV/OTT Training	Aug 30	TMS Resource Training	20	DOS LSM LSM Bus Dev Mgr
Date	Training Topic																												
Jul 10	CTV/OTT Training																												
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Aug 16	TMS Resource Training																												
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19	7/15/2019	Establishment of training programs for station personnel	Conference from NBC Newschannel Hurricane to collaborate on storm coverage as part of ongoing learning.	2	Editor/AP Supervisor
20	7/18/2019	Participation in events or programs sponsored by educational institutions	RM mentoring a HS student in regards to business and leadership.	1	General Manager
21	8/2/2019	Establishment of training programs for station personnel	Ethics and Conflict of Interest Training (protecting corporate assets/information) Training to ensure that employees understand what is a conflict of interest and how to approach scenarios to ensure that we protect company assets and information.	120	General Manager News Director Director of Sales Head of Tech
22	9/12/2019	Establishment of training programs for station personnel	The Online News Association Conference, along with the Online Journalism Awards banquet, has become the premier gathering of highly engaged digital journalists who are shaping the future of media. Record-breaking numbers of journalists travel to ONA's conference each year to learn about new tools, techniques and technologies, to discuss advancements and challenges in the industry, take advantage of the rare opportunity to network face-to-face, and share best practices with peers from all over the map. They also come to soak up the vibrant entrepreneurial spirit that distinguishes ONA conferences. ONA conference attendees are a tech-savvy bunch. They include producers, content editors, technologists, programmers, designers and newsroom decision-makers from major media markets, independent websites and leading academic institutions interested in emerging practices in news gathering, software, hardware, content and distribution platforms.	1	Dir of Dig

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23	9/17/2019	Establishment of training programs for station personnel	SK, TEGNA outside counsel, is coming to Jacksonville for a one-day only appearance! Bring your ethics and legal questions for a one-hour training (but really it's a discussion) session with SK TEGNA outside counsel.	15	MSJ MSJ MSJ MSJ