

WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2023 - September 30, 2024

WCWJ, WJXT-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WCWJ, WJXT-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
Account Executive	2-8, 10-12, 15-21, 23, 25-31, 33-36, 38	36
Weekend Morning Multi Media Reporter	2-8, 10-12, 15-20, 22-23, 25-31, 33-36, 38	22
Digital Producer	2-13, 15-20, 23-31, 33-36, 38	36
Account Executive	2-6, 8, 10-12, 15-20, 23, 25-31, 33-36, 38	36
Meteorologist	2-6, 8, 10-12, 15-21, 23, 25-31, 33-36, 38	36
Director	2-6, 8, 10-12, 15-20, 23, 25-31, 33-36, 38	36
Producer	2-6, 8-12, 14-20, 23, 25-36, 38	36
Account Executive	2-6, 8, 10-13, 15-20, 23, 25-31, 33-36, 38	36
Photographer	2-6, 8, 10-13, 15-20, 23, 25-31, 33-36, 38	13
Floor Director	2-6, 8, 10-12, 15-20, 23, 25-31, 33-36, 38	20
Research Director	2-6, 8, 10-12, 15-20, 23, 25-31, 33-36, 38	36
Producer	2-6, 8-12, 15-20, 23, 25-28, 30-31, 33- 36, 38	9
Content Producer	2-6, 8, 10-12, 15-20, 23, 25-31, 33-36, 38	20
Producer	2-6, 8, 10-12, 15-20, 22-23, 25-31, 33- 36, 38	22
Producer	2-6, 8, 10-12, 15-20, 22-23, 25-31, 33- 36, 38	36
Photographer	2-6, 8, 10-13, 15-20, 23, 25-31, 33-36, 38	13
Photographer	2-6, 8, 10-12, 15-21, 23-28, 30-31, 33- 36, 38	35
Photographer	2-6, 8, 10-12, 15-20, 23-31, 33-36, 38	36

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Producer	2-6, 8, 10-12, 15-20, 23, 25-31, 33-36, 38	34
Local Sales Manager	2-6, 8, 10-12, 15-20, 23, 25-31, 33-36, 38	36
Anchor / Reporter	1-6, 8, 10-12, 15-20, 23-31, 33-36, 38	1
Weekend Assignment Editor/News Producer	2-6, 8, 10-12, 15-20, 23, 25-28, 30-31, 33-36, 38	36
Producer	2-6, 8, 10-12, 15-20, 23, 25-31, 33-36, 38	20
General Sales Manager	2-6, 8, 10-12, 15-20, 23, 25-31, 33-36, 38	36
Manager of Content and Coverage	9, 18, 20, 26, 36	36
Manager of Content and Coverage	3-6, 8-12, 15-20, 23, 25-31, 33-36, 38	9
Manager of Content and Coverage	3-6, 8-12, 15-20, 23, 25-31, 33-36, 38	9
Operations Manager	3-6, 8-12, 15-20, 23, 25-31, 33-36, 38	9
Director of Technology	2-6, 8, 10-12, 15-20, 23, 25-31, 33-38	37
Digital Executive Producer	2-6, 8-12, 15-20, 23, 25-31, 33-36, 38	9
Streaming Executive Producer	2-6, 8-12, 15-20, 23, 25-28, 30-31, 33-36, 38	9
Photographer	2-6, 8, 10-12, 15-20, 23, 25-31, 33-36, 38	36
Producer	3-6, 8, 10-12, 15-20, 23, 25-31, 33-36, 38	20
Digital Content Producer	18, 20, 24, 26, 36	20
Director	3-6, 8, 10-12, 15-20, 23, 25-31, 33-36, 38	20
Director	3-6, 8-13, 15-20, 22-23, 25-31, 33-36, 38	13
Content Gatherer	3-6, 8-12, 15-20, 23-31, 33-36, 38	24
Content Gatherer	3-6, 8, 10-12, 15-21, 23, 25-28, 30-31, 33-36, 38	21

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Photographer	3-6, 8, 10-12, 15-20, 23, 25-31, 33-36, 38	20
Editor	3-6, 8, 10-12, 15-20, 23, 25-28, 30-31, 33-36, 38	20

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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	Agency Referral	N	1
2	Alabama State University Department of Communications P. O. Box 271 Montgomery, Alabama Phone : (334) 229-4140 Url : www.alasu.edu Email : etucker@alasu.edu Fax : 1-334-229-4985 Ella Tucker	N	0
3	American Sports Caster Association 225 Broadway Suite 2030 New York, New York 10007 Phone : 2122278080 Email : lschwa8918@aol.com Louis Schwartz	N	0
4	Arizona State University 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 602.527.0820 Url : http://cronkite.asu.edu/ Email : mike.wong@asu.edu Michael Wong	N	0
5	Bethune-Cookman College 640 Second Avenue Daytona Beach, Florida 32015 Phone : (386) 481-2143 Email : bonnerd@cookman.edu Fax : 1-386-481-2139 Davita Bonner	N	0
6	Black College Community Association Florida A&M University 428 Tucker Hall Tallahassee, Florida 32307 Phone : (850) 599-3000 Email : kindrea.hill@famu.edu Fax : 1-850-599-3086 Kindrea Hill	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
7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813/254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
8	Columbia University Graduate School of Journalism 2960 Broadway New York, New York 10027 Phone : 212-854-4422 Email : cujsschool.careers@gmail.com Jacqueline DeLaFuenta	N	0
9	Current Employee - Transfer/Promotion	N	18
10	Daytona Beach Community College Career Devt. & Placement P. O. Box 2811 Daytona Beach, Florida 32120 Phone : 3865063073 Email : careerservices@daytonastate.edu Faith Bryant	N	0
11	Edward Waters College Communications Department 1658 Kings Road Jacksonville, Florida 32209 Phone : (904) 355-3030 Email : amstarke@gmail.com Career Services	N	0
12	Emma Bowen Foundation 1221 Avenue of the Americas New York, New York 10020 Phone : 2126643486 Email : michael.barham@nbcuni.com Michael Barham	N	0
13	Employee Referral	N	10
14	Flagler College P. O. Box 1027 St Augustine, Florida Phone : (904) 819-6286 Url : www.flagler.edu/ Email : jfurlong@flagler.edu Fax : 1-904-826-8515 Tara Stevenson	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
15	Florida A & M University 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida Phone : 850.599.3700 Email : delores.dean@famu.edu Delores Dean	N	0
16	Florida Atlantic University Associate Director SSB222, P. O. Box 3091 Boca Raton, Florida 33431 Phone : (561) 297-3533 Email : career@fau.edu Fax : 1-561-297-2740 Jennifer Berman	N	0
17	Full Sail University 3300 University Blvd Suite 160 Winter Park, Florida 32792 Phone : 866.807.3140 Url : www.fullsail.com/ Email : toberdick@fullsail.com Fax : 1-407-671-2240 Tom Oberdick	N	0
18	Graham Media Group 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 3129176260 Email : careers@grahammedia.com Julie Dreixler	N	1
19	Grambling State University Box 4292 Dept of Mass Communication Grambling, Louisiana 71245 Phone : 318-274-2189 Email : dunns@gram.edu Dr. Sharon Ford-Dunn	N	0
20	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : https://www.ihire.com Career Listing Manual Posting	N	52

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Indeed.com none none, Florida none Phone : 9045551212 Url : www.indeed.com none none Manual Posting	N	4
22	Internship Program	N	4
23	Jacksonville Urban League Employment Coordinator 903 West Union Street Jacksonville, Florida 32204 Phone : (904) 366-6494 Email : jhwilson@jaxul.org Fax : 1-904-356-8369 Julia Wilson	N	0
24	Linkedin.com 1000 W. Maude Ave. Sunnyvale, California Url : www.linkedin.com Job Listing Manual Posting	N	10
25	Medill News Service 1325 G Street NW Suite 730 Washington, District of Columbia Phone : (202) 347-8700 Email : shearer@northwestern.edu Ms Shearer	N	0
26	NABEF - Broadcast Career Link 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0
27	National Lesbian & Gay Journalists Assn. 1420 K Street NW Suite 920 Washington, DC, North Carolina 20005 Phone : (202) 588-9888 Email : info@nlga.org Lynette Spencer	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	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Email : sharonr@uwnfl.org Fax : 1-904-924-1684 Sharon Robinson	N	0
29	South Asian Journalists Association Columbia Graduate School 2950 Broadway New York, New York 10027 Phone : (212) 854-5979 Email : sree@sree.net Career Services	N	0
30	Stetson University Career Services Flagler Hall, Room 100 Deland, Florida Phone : (386) 822-7315 Email : career@stetson.edu Annette Accorto	N	0
31	TV Jobs Broadcast Employment Services P. O. Box 4116 Oceanside, California 92052 Phone : (760) 754-8177 Url : www.tvjobs.com Email : jobs@tvjobs.com Mark Holloway	N	0
32	Twitter	N	1
33	University of Central Florida Career Resource Center 4000 Central Fl Blvd,Bldg7F,Rm185 Orlando, Florida 32816 Phone : (407) 823-2361 Url : www.career.ucf.edu Email : career@ucf.edu Career Services	N	0
34	University of Florida College of Communications P. O. Box 118400 Gainesville, Florida Phone : (352) 392-0289 Email : kgraham@jou.ufl.edu Katrice Graham	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	University of North Florida Director, Career Services 4567 St. Johns Bluff Road South Jacksonville, Florida Phone : (904) 620-2955 Email : csc@unf.edu Anamarie Lelis	N	4
36	WJXT-TV 4 Broadcast Place Jacksonville, Florida 32207 Phone : (904) 393-9832 Url : www.news4jax.com Email : dfox@wjxt.com Fax : 1-904-212-1709 NaKita Woods	N	78
37	Worksource 215 North Market St. Jacksonville, Florida Phone : (904) 798-9229 Url : www.employflorida.com Email : VPhillips@worksourcefl.com Fax : 1-904-356-5627 Vanessa Phillips	N	1
38	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			188

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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	10/1/2023	Establishment of an intern program designed to assist members of the community	Station offers a year round internship program for those college students of 3rd or 4th year status who are taking course for college credit.	3	Creative Services Director News Director General Sales Manager
2	10/1/2023	Establishment of training programs for station personnel	Storm Track Truck Training - All New news photographers	1	Chief Photographer
3	10/1/2023	Participation in scholarship programs	Participate in the Emma Bowen Internship program which provides on the job training/scholarship to minority students pursuing a career in broadcasting.	1	HR
4	10/1/2023	Participation in other activities designed by the station employment unit	Station Runs on-air EEO announcement year-round	0	
5	10/1/2023	Establishment of training programs for station personnel	Individual 1/1 training for new hires in the sales department: Reviewing full-service digital capabilities deck and overview of all our vendor products, Media Kit for News4JAX.com, website stats, station sponsorships, all website products, rate cards - dashboard training and important links for digital products	1	General Sales Manager
6	10/1/2023	Establishment of training programs for station personnel	Photographer Training. Each new photographer goes through 2-3 weeks of intense training.	1	Chief Photographer
7	10/3/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
8	10/4/2023	Establishment of training programs for station personnel	Blue Ocean Brain - What to do After You Fail	130	All employees
9	10/10/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
10	10/17/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
11	10/18/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Becoming Globally Minded	130	All employees

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12	10/24/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
13	10/25/2023	Establishment of training programs for station personnel	Up Your Culture - Leadership Training: Workshop #7	21	Business Manager General Sales Manager Creative Services Director News Director
14	10/31/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
15	11/1/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Appreciating Diversity: Celebrating Native American Heritage Month	130	All employees
16	11/7/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
17	11/14/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
18	11/15/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Stories at work: Veterans	130	All employees
19	11/29/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Celebrating Culture and Identity with food	130	All employees
20	11/30/2023	Establishment of training programs for station personnel	Poynter Institute - Covering Crime Training	7	Reporters Photographer Producer Web News Producers
21	12/6/2023	Establishment of training programs for station personnel	Up Your Culture - Leadership Training: Workshop #8	21	Business Manager General Sales Manager News Director Creative Services Director
22	12/13/2023	Establishment of training programs for station personnel	Blue Ocean Brain - Coming Full Circle: Closing the gratitude loop	130	All employees
23	1/10/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Appreciating Diversity: A Call to Serve - Martin Luther King Jr. Day	130	All employees

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24	1/24/2024	Establishment of training programs for station personnel	Up Your Culture - Leadership Training: Workshop #9	21	Business Manager General Sales Manager Creative Services Director News Director
25	1/31/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Understanding the Lunar New Year	130	All employees
26	2/7/2024	Establishment of training programs for station personnel	Up Your Culture - Leadership Training: Workshop #10	21	Business Manager General Sales Manager Creative Services Director News Director
27	2/14/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Words that inspire: Spotlight on W.E.B. Dubois	130	All employees
28	2/28/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Appreciating Diversity: Celebrating Black History Month	130	All employees
29	2/28/2024	Participation in Job Fairs	University of North Florida Career Fair	3	HR Administrator Promotion Manager Promotion Producer
30	3/6/2024	Participation in Job Fairs	Flagler College Career Fair	2	Promotion Producer Production Manager
31	3/13/2024	Establishment of training programs for station personnel	Up Your Culture - Leadership Training: Workshop #11	20	HR Administrator General Sales Manager Creative Services Director News Director
32	3/13/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Appreciating Diversity: Celebrating Women's History Month in America	130	All employees
33	3/26/2024	Participation in Job Fairs	University of Florida Career Fair	2	Promotion Manager Promotion Producer
34	3/27/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Stories at work: Women Breaking Barriers	130	All employees
35	4/10/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Celebrating Diversity: How it Fosters Belonging	130	All employees
36	4/17/2024	Establishment of training programs for station personnel	Up Your Culture - Leadership Training: Workshop #12	20	HR Administrator General Sales Manager Creative Services Director News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
37	4/22/2024	Establishment of training programs for station personnel	Boss School	1	Operations Engineer
38	4/24/2024	Establishment of training programs for station personnel	Blue Ocean Brain - The Positive Impacts of Understanding Cultures	130	All employees
39	5/8/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Stories at Work: Embracing Our Worlds with AAPI Poets	130	All employees
40	5/8/2024	Establishment of training programs for station personnel	Up Your Culture - Leadership Training: Workshop #13	18	HR Administrator General Sales Manager Creative Services Director Local Sales Manager
41	5/20/2024	Participation in Job Fairs	Full Sail University Career Fair	1	Digital Director
42	5/22/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Navigating Mental Health in a Multigenerational Workplace	130	All employees
43	6/5/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Stories @ Work LGBTQ+	130	All employees
44	6/19/2024	Establishment of training programs for station personnel	The Importance of Integrity	130	All employees
45	6/21/2024	Establishment of training programs for station personnel	Up Your Culture - Leadership Training: Year 2 Workshop #1	15	HR Administrator General Sales Manager Creative Services Director Local Sales Manager
46	7/3/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Becoming the Ideal Team Player	130	All employees
47	7/9/2024	Participation in Job Fairs	NAHJ (National Association of Hispanic Journalists)	2	DEI Director News Director
48	7/10/2024	Establishment of training programs for station personnel	Up Your Culture - Leadership Training: Year 2 Workshop #2	15	HR Administrator General Sales Manager Creative Services Director Local Sales Manager
49	7/17/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Unique Sports and Stories from the Olympics	130	All employees

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50	7/31/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Finding the Harmony of Your Wellness	130	
51	7/31/2024	Participation in Job Fairs	NABJ (National Association of Black Journalists)	3	General Manager DEI Director CHRO
52	8/7/2024	Participation in Job Fairs	AAJA (Asian American Journalists Association)	3	DEI Director Chief Human Resources Officer News Director
53	8/14/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Making Civility a Standard Practice	130	All employees
54	8/21/2024	Establishment of training programs for station personnel	Up Your Culture - Leadership Training: Year 2 Workshop #3	16	HR Administrator General Sales Manager Creative Services Director Local Sales Manager
55	8/28/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Opening The Door to Innovation	130	All employees
56	9/5/2024	Participation in Job Fairs	NLGJA (Association of LGBTQ Journalists)	2	DEI Director Reporter
57	9/10/2024	Establishment of training programs for station personnel	Maynard Institute - Fault Lines	130	All employees
58	9/11/2024	Establishment of training programs for station personnel	Blue Ocean Brain - A Conversation Can Change a Life: R U Okay? Day	130	All employees
59	9/18/2024	Establishment of training programs for station personnel	Up Your Culture - Leadership Training: Year 2 Workshop #4	16	HR Administrator General Sales Manager Operations Manager Local Sales Manager
60	9/25/2024	Establishment of training programs for station personnel	Blue Ocean Brain - Appreciating Diversity: Hispanic Heritage Month in America	130	All employees
61	9/25/2024	Establishment of training programs for station personnel	Maynard Institute - Evolving Workplace & Leadership Today	130	All employees