

**WAWS-TV and WTEV-TV
EEO PUBLIC FILE REPORT
October 1, 2008 – September 30, 2009**

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
WAWS Sales Assistant	1-38, 43, 45 46-47	38
WAWS Account Executive	1-37, 45-47, 49	47
WTEV Sales Assistant	1-37, 45-47	45
Chief Editor	1-37, 43, 45-47	47
Branding Manager	37, 43-47	45
Part time Graphic Artist	37, 43, 45-47, 48	43
Reporter	1-37, 43, 45-47	43
Part Time Studio Tech	1-37, 45, 46-47	45
Multi-Media Journalist	1-37, 43, 45, 46-47	43
Sports Director	37, 43, 45-47	43
Reporter	37, 42, 43, 45, 46-47	37
Photographer	1-37, 43, 45, 46-47	37
Photographer	1-37, 43, 45, 46-47	43
Photographer	1-37, 43, 45, 46-47	37
Research Analyst	1-37, 43, 45, 46-47	37
Receptionist	1-37, 45, 46-47	47
Business Manager	1-37, 41, 43, 45-47, 49	47
Part Time Studio Tech	1-37, 45, 46-47	45
Managing Editor	1-37, 43, 45, 46-47	47
Managing Editor	1-37, 43, 45, 46-47	47
Promotion Manager	1-37, 43, 45, 46-47, 50	50
Graphic Artist	1-37, 43, 45-47	37
Master Control Operator	37, 43, 45-47	45
Weekend Meteorologist	1-37, 43, 45, 46-47	37
Part Time News Editor	1-37, 45, 46-47	45
Master Control Operator	1-37, 45, 46-47	45
Master Control Operator	1-37, 45, 46-47	47
Assignment Desk Manager	1-37, 43, 45, 46-47	47
Part Time Assignment Editor	1-37, 43, 45, 46-47	37
Promotion Writer/Producer	36, 43- 45, 47	47

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8415 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	FCCJ-Kent Campus Job Placement Department 101 State Street, Building B-100 Jacksonville, FL 32202	N	0
2	Work Source Career Service 215 N. Market Street #340 Jacksonville, FL 32202	N	2
3	Jacksonville University Job Placement Department 2800 N. University Blvd. Jacksonville, FL 32211	N	0
4	Edward Waters College Job Placement Dept. 16508 Kings Road Jacksonville, FL 32209	N	0
5	Jones College Career Development 5353 Arlington Expressway Jacksonville, FL 32211	N	0
6	N.A.A.C.P. 5422 Soutel Drive Jacksonville, FL 32219	N	0
7	Nathan B. Forrest Sr. High School Job Placement Department 5530 Firestone Road Jacksonville, FL 32210	N	0
8	University of North Florida Career Development 4567 St. Johns Bluff Road Jacksonville, FL 322124	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
9	Bethune Cookman College Job Placement Department 640 2 nd Avenue Daytona, Beach, FL 32114-3099	N	0
10	N.A.H.J. 529 14 th Street N.W. Washington, DC 20045	N	0
11	A.N.W.C. 1607 22 nd Street N.W. Washington, DC 20008	N	0
12	NAB Career Center Employment Clearinghouse 1771 N. Street, N.W. Washington, DC 20036	N	0
13	Emma L. Bowen Foundation 524 W. 57 th Street New York, NY 10019	N	0
14	Edward White High School Job Placement Department 1700 Old Middleburg Road Jacksonville, FL 32210	N	0
15	Westside Skills Center Job Placement Department 7450 Wilson Blvd. Jacksonville, FL 32210	N	0
16	Daytona Beach Community College Job Placement Department P. O. Box 2811 Daytona Beach, FL 32120-2811	N	0
17	Florida Technical College Job Placement Department 8711 Lone Star Road Jacksonville, FL 32211	N	0
18	ITT Tech Job Placement Department 6600 Youngerman Circle Jacksonville, FL 32244	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
19	St. Augustine Technical Center Job Placement Department 2980 Collins Avenue St. Augustine, FL 32095-1921	N	0
20	St. Johns River Community College Job Placement Department 2990 College Drive St. Augustine, FL 32095-1197	N	0
21	University of Central Florida Job Placement Department 1200 W. International Speedway Daytona Beach, FL 32114-2817	N	0
22	Florida A & M University Job Placement Department 428 Tucker Hall Tallahassee, FL 32307	N	0
23	AWRT Headquarters Job Placement Department 1760 Old Meadow Road Ste 500 McLean, VA 22102	N	0
24	Eastern New Mexico University Career Services Station #34 Portalse, NM 88130	N	0
25	Florida State University Job Placement Dept. Suite A400 The University Center Tallahassee, FL 32306	N	0
26	Goodwill Industries Job Placement Director 4527 Lenox Avenue Jacksonville, FL 32205	N	0
27	Japanese American Cultural Cntr Job Placement Dept. 244 San Pedro Street, Room 505 Room 505 Los Angeles, CA 90011	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
28	Morehouse College Job Placement Dept 830 West view Drive S.W. Atlanta, GA 30314	N	0
29	National Council of Negro Women, Inc. 933 W. Beaver Street Jacksonville, FL 32204	N	0
30	United Negro College Fund 1080 Woodcock RD, Suite 280 Orlando, FL 32803	N	0
31	FCCJ-Downtown Campus Career Development Center 101 W. State Street Room A-1020 Jacksonville, FL 32202	N	0
32	Howard University Job Placement Dept 2400 Sixth St NW Washington, DC 20059	N	0
33	Flagler College Job Placement Department PO Box 1027 St. Augustine, FL 32085	N	0
34	National Association of Black Journalists University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716	N	0
35	FCCJ North Campus Career Development Center 4501 Capper Road Room E-150 Jacksonville, FL 32218	N	0
36	FCCJ South Campus Career Development Center 11901 Beach Blvd. Room U-106 Jacksonville, FL 32246	N	0
37	Internal posting	N	24
38	Career Fairs	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
39	Consultant/Brand Manager referral	N	0
40	Television Week E mail: classifieds@TVweek.com	N	0
41	Florida Times Union Advertisement	N	6
42	Spots & Dots ads@spotsndots.com	N	0
43	TV Jobs.com Jobs.TVJobs.com	N	63
44	602communications.com	N	0
45	Fox30online.com/CBS47.com	N	26
46	Unsolicited-Walk-ins/Call-ins	N	5
47	Employee/Client/Agency Referrals	N	32
48	Motionographer Jobs@motionographer.com	N	1
49	TVB.Org	N	1
50	Chyron.com	N	4

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III. SUPPLEMENTAL OUTREACH INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	UNF Career Fair - 3/11/2009	<p>Attended by Cora Jager, HR/PR Manager, Matt Biegun, News Production Manager and Beth Milograno, News Special Projects Producer. Information regarding internship availability with our stations and open positions was distributed. Resumes/applications for both upcoming positions and internships were accepted.</p>
2	Internship Program-News	<p>Participants: Flagler College Florida A&M University University of Florida University of North Florida University of West Florida</p> <p>9 interns have participated in our News internship program with hands on activity Program monitored by Carmel Laserna, Managing Editor and Beth Milograno, Special Projects Producer</p>
3	Internship Program-Production/Promotions	<p>Participants: Florida State University Jacksonville University Samford University</p> <p>3 interns have participated in our Production/Promotions internship program with hands on activity Program monitored by Buffy Walsh, Promotions/Production Director and Matt Biegun, Assistant Production Manager</p>