

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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	6-7, 9, 12, 14, 20-21, 24-25, 30, 33, 37, 40, 42-45, 47-48, 51, 53-54, 56, 61, 63, 67, 73	54
Promotions Producer (bilingual)	3-4, 6-7, 11-13, 17-19, 23-26, 28-34, 36-38, 42-44, 47-50, 52-55, 59-60, 65-67, 69-70, 73	33
Promotion Manager	1, 3-4, 6-7, 11-13, 17-19, 23-26, 28-34, 36-38, 42-44, 47-49, 51-55, 59-60, 65-67, 69-70, 72-73	32
Senior Promotion Producer	1, 3-4, 6-7, 11-13, 17-19, 23-26, 28-32, 34, 36-38, 42-44, 47-49, 51-55, 59-60, 65-67, 69-70, 72-73	1
General Sales Manager	3-4, 6-8, 11-13, 17-19, 23-26, 28-32, 34, 36-38, 42-44, 46-49, 51-56, 59-60, 65-67, 69-70, 72-73	46
IT/Maintenance Technician	3-4, 6-8, 11-13, 17-20, 23-26, 28-34, 36-38, 42-44, 47-49, 51-55, 59-60, 64-67, 69-70, 72-73	53
Master Control Operator	3-4, 6-8, 11-13, 17-20, 23-26, 28-32, 34-38, 42-44, 47-49, 51-55, 57, 59-60, 65-67, 69-70, 72-73	20
Sales Account Executive	3-4, 6-8, 11-13, 17-20, 23-26, 28-32, 34, 36-38, 42-44, 46-49, 51-56, 59-60, 62, 65-67, 69-70, 72-73	20
Anchor/Reporter	2-4, 6-8, 11-13, 17-19, 23-26, 28-32, 34, 36-38, 42-44, 47-49, 51-55, 59-60, 65-67, 69-70, 72-73	2
Producer	3-4, 6-8, 11-13, 17-20, 23-26, 28-32, 34, 36-38, 41-44, 47-49, 51-55, 58-60, 65-67, 69-70, 72-73	54
WPEC Technical Director	3-4, 6-8, 11-13, 17-19, 23-26, 28-32, 34, 36-39, 41-44, 47-49, 51-55, 58-60, 65-67, 69-70, 72-73	72
Multimedia Journalist	3-4, 6-8, 10-13, 17-20, 23-26, 28-34, 36-39, 41-44, 47-49, 51-55, 57-60, 65-67, 69-70, 72-73	72
Receptionist / Administrative Support (Bilingual)	3-4, 6-8, 11-13, 17-20, 22-26, 28-32, 34, 36-39, 42-44, 47-49, 51-55, 59-60, 65-67, 69-70, 72-73	6
Sales Account Executive - WTVX	3-4, 6-8, 11-13, 17-20, 23-26, 28-32, 34, 36-40, 42-44, 47-55, 59-60, 65-67, 69-70, 72-73	32

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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
Digital Content Managaer	3-8, 11-13, 17-19, 23-26, 28-32, 34, 36-39, 42-44, 47-49, 51-55, 59-60, 65-67, 69-70, 72-73	38
ACCOUNT EXECUTIVE - ENTRY LEVEL	3-4, 6-8, 13, 17-20, 23-26, 28-32, 34, 36-39, 42-44, 47-49, 51-55, 57, 59-60, 65-67, 69-70, 72-73	57
ACCOUNT EXECUTIVE - ENTRY LEVEL	3-4, 6-8, 13, 17-20, 23-26, 28-32, 34, 36-39, 42-44, 47-49, 51-55, 57, 59-60, 65-67, 69-70, 72-73	73
Web Producer (WPEC)	3-4, 6-8, 11-13, 17-20, 23-26, 28-32, 34, 36-39, 41-44, 47-49, 51-55, 58-60, 65-67, 69-70, 72-73	20
Video Editor	3-4, 6-8, 11-13, 17-20, 23-26, 28-34, 36-39, 42-44, 47-49, 51-55, 59-60, 65-67, 69-70, 72-73	33
Copy Coordinator	3-4, 6-8, 11-13, 17-19, 23-26, 28-34, 36-39, 42-44, 47-49, 51-55, 59-60, 65-67, 69-70, 72-73	33
Photographer	3-4, 7-8, 11-13, 17-19, 23-26, 28-34, 36-39, 41-44, 47-49, 51-55, 58-60, 65-67, 69-70, 72-73	33
Photographer	3-4, 7-8, 11-13, 17-19, 23-26, 28-34, 36-39, 41-44, 47-49, 51-55, 58-60, 65-67, 69-70, 72-73	33
Copy Coordinator	33	33
Local Sales Assistant - WPEC	3-4, 6-8, 12-13, 17-19, 23-26, 28-34, 36-39, 42-44, 47-49, 51-55, 59-60, 65-67, 69-70, 72-73	33
Creative Services Director	1, 3-4, 6-8, 12-13, 17-19, 23-26, 28-32, 34, 36-39, 42-44, 47-49, 51-55, 59-60, 65-67, 69-70, 72-73	54
National Sales Assistant	3-4, 6-8, 12-13, 17-19, 23-26, 28-32, 34, 36-39, 42-44, 47-49, 51-55, 59-60, 65-67, 69-70, 72-73	32
WPEC Technical Director	3-4, 6-8, 11-13, 17-20, 23-26, 28-32, 34, 36-39, 41-44, 47-49, 51-55, 58-60, 65-67, 69-70, 72-73	20
Master Control Operator	3-4, 6-8, 11-13, 17-20, 23-26, 28-32, 34, 36-39, 42-44, 46-49, 51-55, 59-60, 65-67, 69-70, 72-73	46
Master Control Operator	3-4, 6-8, 11-13, 17-20, 23-26, 28-32, 34, 36-39, 42-44, 46-49, 51-55, 59-60, 65-67, 69-70, 72-73	20

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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
Production Assistant - Bilingual	73	73
News Director	3-4, 6-8, 11-13, 17-19, 23-26, 29-32, 34, 36-39, 41-44, 47-49, 51-55, 59-60, 65-67, 69-73	71
Video Editor	33	33
Promotion Producer	1, 3-4, 6-8, 11-13, 17-20, 23-26, 28-34, 36-39, 42-44, 47-49, 51-55, 59-60, 65- 70, 72-73	20
Copy Coordinator	3-4, 6-8, 11-13, 17-20, 23-26, 28-32, 34, 36-39, 42-44, 47-55, 59-60, 65-70, 72-73	20
Copy Coordinator	3-4, 6-8, 11-13, 17-20, 23-26, 28-32, 34, 36-39, 42-44, 47-55, 59-60, 65-70, 72-73	20
General Sales Manager	3-4, 6-8, 12-13, 17-19, 23-26, 29-32, 34, 36-39, 42-44, 47, 49, 51-55, 59-60, 65-70, 72-73	54
Chief Engineer	3-8, 12-13, 15, 17-19, 23-26, 29-34, 36- 39, 42-44, 47, 49, 51-55, 59-60, 65-70, 72-73	15
Investigative Reporter	2-4, 6-8, 10-14, 17-20, 23-27, 29-32, 34, 36-39, 41-44, 47, 49, 51-55, 58-60, 65-70, 72-73	20
Investigative Reporter	2-4, 6-8, 10-14, 17-20, 23-27, 29-32, 34, 36-39, 41-44, 47, 49, 51-55, 58-60, 65-70, 72-73	27
Master Control Operator	3-4, 6-8, 11-13, 18-20, 23-26, 29-32, 34, 36-39, 42-44, 46-47, 49, 51-55, 59- 60, 65-70, 72-73	32
Master Control Operator	3-4, 6-8, 11-13, 18-20, 23-26, 29-32, 34, 36-39, 42-44, 46-47, 49, 51-55, 59- 60, 65-70, 72-73	20
News Photographer/Editor	3-4, 6-8, 10-13, 16, 18-19, 23-26, 29- 32, 34, 36-39, 41-44, 47, 49, 51-55, 58- 60, 65-70, 72-73	16
News Photographer	3-4, 6-8, 10-13, 18-20, 23-26, 29-32, 34, 36-39, 41-44, 46-47, 49, 51-55, 58- 60, 65-70, 72-73	46
News Photographer	3-4, 6-8, 10-13, 18-20, 23-26, 29-32, 34, 36-39, 41-44, 46-47, 49, 51-55, 58- 60, 65-70, 72-73	72

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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 Producer	3-4, 6-8, 10-13, 18-20, 23-26, 29, 31-34, 36-39, 41-44, 46-47, 49, 51-55, 58-60, 65-73	20
News Producer	3-4, 6-8, 10-13, 18-20, 23-26, 29, 31-34, 36-39, 41-44, 46-47, 49, 51-55, 58-60, 65-73	20
Local Sales Assistant	3-4, 6-8, 12-13, 18-20, 23-26, 29, 31-32, 34, 36-39, 42-44, 47, 49, 51-55, 59-60, 65-70, 72-73	20
Weekend Assignment Editor	3-4, 6-8, 10-13, 17-19, 23-26, 29, 31-32, 34, 36-39, 41-44, 47, 49, 51-55, 58-60, 65-70, 72-73	54
Regional National Sales Assistant	3-4, 6-8, 12-13, 17-20, 23-26, 29-32, 34, 36-39, 42-44, 47, 49, 51-55, 59-60, 65-70, 72-73	54
News Video Editor	3-4, 6-8, 11-13, 16-19, 23-26, 29-32, 34, 36-39, 41-44, 47, 49, 51-55, 58-60, 65-70, 72-73	16
Master Control Operator	3-4, 6-8, 11-13, 17-19, 23-26, 29-32, 34, 36-39, 42-44, 46-47, 49, 51-55, 59-60, 65-70, 72-73	46
Master Control Operator	3-4, 6-8, 11-13, 17-19, 23-26, 29-32, 34, 36-39, 42-44, 46-47, 49, 51-55, 59-60, 65-70, 72-73	32
Executive Assistant/Digital Coordinator	3-4, 6-8, 11-13, 17-19, 23-26, 29-32, 34, 36-39, 42-44, 46-47, 49, 51-55, 59-60, 65-70, 72-73	32

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina Phone : 919-217-4438 Sandy Lizik Manual Posting	N	1
2	Agency Referral	N	2
3	Art Institute of Fort Lauderdale 1799 SE 17th Street Ste. 228 Fort Lauderdale, Florida 33316 Phone : 800-275-7603 x2615 Email : lsanchez@aii.edu Lu Win Sanchez	Y	0
4	Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Student Services Daytona Beach, Florida 32114 Phone : 386-481-2141 Email : owensa@cookman.edu Anthony Owens	N	0
5	Broadcasting & Cable 225 State Street Suite 300 New London, Connecticut 06340 Phone : 860-440-0635 Career Services Manual Posting	N	0
6	Careerbuilder 8401 Greensboro Dr, Ste 250 McLean, Virginia 22102 Phone : Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	5
7	Central Florida Association of Black Journalists PO Box 745 Orlando, Florida 32801 Email : cfabjl@gmail.com Career Services	N	0

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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
8	City College-Fort Lauderdale Campus 2000 West Commercial Blvd Fort Lauderdale, Florida 33309 Phone : 954-492-5353 Email : tackerman@citycollege.edu Traci Ackerman	Y	0
9	Civilian Jobs 1825 Barrett Lakes Blvd Kennesaw, Georgia 30144 Url : http://www.civilianjobs.com Don Johnson Manual Posting	N	0
10	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Email : bille@michaelsmedia.com Michael Bille	N	0
11	Columbia Journalism School Graduate School 207 Journalism School New York, New York 10027 Phone : 212-854-4422 Julie Hartenstein Manual Posting Prong 2 Ended Date: 10/22/2013	N	0
12	Connecticut School of Broadcasting 3450 Northlake Blvd. Ste. 110 Palm Beach Gardens, Florida 33403 Phone : 561-847-4126 Email : csbpalmbeach@gocsb.com Harley Rhodes	N	1
13	Creative Jobs Central 324 W. 38th St. Ste. #1002 New York, New York 10018 Phone : 646-202-9538 Url : http://www.creativejobcentral.com Email : livejobsites@gmail.com Cara Silverman	N	0
14	Current Employee	N	2
15	Current Employee - Transfer/Promotion	N	1
16	Current Employee/Internal Promotion	N	2

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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
17	Department of Mass Communications 921 South 8th Ave Stop 8242 Pocatello, Idaho Email : careers@isu.edu Tom Halloaq,M.ED	Y	0
18	Emerson College 100 Beacon Street Boston, Massachusetts Phone : 617-824-8586 Url : http://www.emerson.edu Email : carol_spector@emerson.edu Carol Spector	N	0
19	Emma L. Bowen Foundation For Minority Interests In Media, Inc. 825 - 7th Avenue 2nd Floor New York, New York 10019 Phone : 212-975-2545 Email : sdrice@cbs.com Sandra Rice	N	0
20	Employee Referral	N	34
21	Employer Partnership 2400 Army Pentagon Washington, District of Columbia 20310 Url : http://company.employerpartnership.org Crystal Arcilla Manual Posting	N	0
22	Employment Agency	N	1
23	Florida A & M University Career Center Martin Luther King Blvd. Ste. 100 Tallahassee, Florida 32307 Phone : 850-599-8514 Email : delores.dean@famuedu.edu Delores Dean	N	0
24	Florida A&M University 100 Student Union Plaza, Tallahassee, Florida 32307 Url : http://www.careercenter.famuedu.edu Email : careercenter@famuedu.edu Career Services	N	0

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Florida Association of Broadcasters 201 S Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 800.802.5322 Email : intern@fab.org Career Services	N	0
26	Florida Atlantic University 777 Glades Road P.O. Box 3091 Boca Raton, Florida Phone : 561-297-3536 Url : http://www.myinterface.com/fau/employed James Watson Manual Posting	Y	0
27	Former Employee	N	1
28	Hero 2 Hired 2400 Army Pentagon Washington, District of Columbia 20310 Url : http://www.h2h.jobs Crystal Arcilla Manual Posting	N	0
29	Hispanic Human Resource Center 1427 Congress Avenue West Palm Beach, Florida Phone : 561-641-7400 Email : hhrcjmp@aol.com Carmen Kunze	N	0
30	Hispanic Link News Service 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202.234.0280 Email : charlie@hispaniclink.org Charles A Ericksen	N	0
31	Howard University Career Planning & Placement Service 525 N.W. Bryant Street #206 Washington, District of Columbia 20059 Phone : 202-806-7513 Email : careersrhu@howard.edu Joan Browne	N	0

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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
32	Indeed Florida Url : http://www.indeed.com Career Services Manual Posting	N	20
33	Internal Candidate	N	20
34	Ithaca College 953 Dandy Rd Ithaca, New York 14850 Phone : 555-555-5555 Email : Eloise@ithaca.edu Eloise Green	Y	0
35	Job Fair	N	2
36	Latin Chamber of Commerce 1417 W. Flagler Street Miami, Florida 33135 Phone : 305-642-3870 Email : hgasca@camacol.org Hector Gasca	N	0
37	Lincoln College of Technology 2410 Metrocenter Blvd West Palm Beach, Florida 33407 Phone : 561.842.8324 Email : jsherrard@lincolntech.com Joan Sherrard	N	0
38	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	3
39	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Media Recruiter 9457 So. University #303 Highlands Ranch,, Colorado 80126 Phone : 303.400.5150 Url : http://www.mediarecruiter.com Career Services Manual Posting	N	3
41	Medialine Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
42	Nat'l Association of Hispanic Journalists 1000 National Press Building 529 14 th Street NW Washington, District of Columbia Phone : 202.662.7145 Email : kolivas@nahj.org Kevin Olivas	N	0
43	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301.405.0248 Url : http://www.nabj.org Email : sberry@nabj.org Scott Berry	N	0
44	National Association of Broadcasters (NAB) 1771 North Street N Washington, District of Columbia 20036 Phone : 202.29.5496 Email : asmith@nab.org Dwight Ellis	N	0
45	Native American Public Telecommunications P.O. Box 83111 Lincoln, Nebraska 68501 Phone : 402.472.3522 Frank Blythe Manual Posting	N	0
46	Non-Employee Referral	N	8

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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
47	Norfolk State University 700 Ark Avenue Norfolk, Virginia 23504 Email : pcbiggs@nsu.edu Career Services	N	0
48	Northwood University 26 N. Military Trail West Palm Beach, Florida 33409 Email : careerfl@northwood.edu Career Services	N	0
49	Ohio Center for Broadcasting Ohio 9885 Rockside Road Suite 160 Valley View, Ohio 4125 Phone : 216-447-9117 Email : james.g@beonair.com Gary James	Y	0
50	Other Source	N	3
51	Palm Beach Atlantic University 901 S.Flagler Drive West Palm Beach, Florida 33401 Email : kimberly_ladd@pba.edu Kimberly Ladd	N	0
52	Palm Beach County Film & Television Commission 1555 Palm Beach Lakes Boulevard Suite 414 West Palm Beach, Florida 33401 Phone : 561-233-1000 Email : jmargolius@pbfilm.com Michelle Marton	Y	0
53	Palm Beach State College Central Campus 4200 Congress Avenue Lake Worth, Florida 33461 Phone : 561-868-3049 Url : http://www.pbcc.edu Gail Tomei Manual Posting	Y	1
54	Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, Maryland 21030 Phone : 410.568.1517 Email : employment@sbgtv.com Sharon Pickeral	N	36

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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
55	Society of Broadcast Engineers, Inc. 8445 Keystone Crossing Ste. 140 Indianapolis, Indiana 46240 Phone : 317-253-1640 Email : kjones@sbe.org Scott Jones	N	0
56	Spots n Dots 167 Oakdale Road Johnson City, New York 13790 Emily McKay Manual Posting	N	2
57	Station Website	N	4
58	Talent Dynamics Florida Email : hedding@talentdynamics.com Christina Hedding	N	0
59	The Institute of Production and Recording 312 Washington Avenue North Minneapolis, Minnesota 554001 Email : nkreuzer@ipr.edu Norbert Kreuzer	Y	0
60	TV Jobs P.O Box 4116 Oceanside, California 92052 Phone : 760.754.8177 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	3
61	TV Jobs P.O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
62	TVNewsCheck PO Box 565 Chatham, New Jersey 07928 Phone : 215-901-9495 Steve Stoltz Manual Posting	N	0

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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
63	University of Florida 1080 Weimer Hall Gainesville, Florida 32611 Email : pdunn@jou.ufl.edu Career Services	N	0
64	Unknown Referral Source	N	1
65	Urban League of Broward County 11 N.W. 36th Avenue Ft. Lauderdale, Florida 33311 Phone : 954-584-0777 Email : mcoe@ulbcfl.org Marie Coe	Y	0
66	Urban League of Greater Miami 8500 N.W. 25th Avenue Miami, Florida 33147 Phone : 305-696-4450 Email : twfair@bellsouth.net T. Willard Fair	N	0
67	Urban League of Palm Beach County 1700 N Australian Avenue West Palm Beach, Florida 33407 Email : mellis@ulpbc.org Career Services	N	0
68	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
69	West Virginia University of Journalism Florida Email : maryanne.reed@mail.wvu.edu Marianne Reed	N	0
70	Women In Communications, Inc c/o P.B. Co. School Board 3320 Forest Hill Blvd West Palm Beach, Florida Phone : 561-434-8000 Email : stewartde@palmbeach.k12.fl.us Deborah Stewart	N	0
71	Word of Mouth Referral	N	2

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

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
72	WPEC website 1100 Fairfield Drive West Palm Beach, Florida 33407 Phone : 561-844-1212 Url : http://www.cbs12.com Ursula Peak Manual Posting	N	11
73	WTVX/WTVX/WWHB/LATV 1700 Palm Beach Lakes Blvd. Suite 150 West Palm Beach, Florida 33402 Phone : 561.681.3436 Url : http://www.wearewestpalm.com Gwen Wright Manual Posting	N	5
TOTAL INTERVIEWS OVER REPORTING PERIOD:			174

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/1/2013	Establishment of an intern program designed to assist members of the community	<p>The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs with the broadcast industry.</p> <p>Program Objectives: Develop links with universities and colleges to promote WPEC as prospective employer. Create a symbiotic relationship between interns and WPEC employees. Provide interns with opportunities for translating classroom theories into industry applications. Interns will have a chance to develop practical skills that will improve their chances for success within the broadcast industry.</p> <p>Eligibility Requirements: The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communications majors, though other majors may be considered. The applicant must be at least 18 years of age. The applicant must be in good academic standing, as defined by his or her academic institution. The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid. In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.</p> <p>From October 1, 2013 through September 30, 2014 the Station Employment Unit provided Internships for 5 students. The Interns came to us from University of Florida, Gainesville (1) Samford University, in Birmingham, Alabama (1), Florida Atlantic University, Boca Raton, Florida (2), Palm Beach Atlantic University, West Palm Beach, Florida (1). Internships were provided for our News Department - Assignment Desk, Editing, Reporting</p>	6	News Director Assignment Desk Manager News Director News Manager	1.00

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
			and Web.			
2	10/3/2013	Participation in Job Fairs	<p>The Palm Beach State College Fall Job Fair was held at the Palm Beach Gardens North Campus in the Bio Science Technology Complex from 1 pm to 4 pm on October 3, 2013. Jonathan Sands - Master Control Supervisor, Keith Betts - Chief Engineer, Ursula Peak - HR Coordinator represented WPEC. Gwen Wright - HR Coordinator, Cynthia Camacho - Local Sales Manager and Nancy Currea - General Sales Manager represented WTVX.</p> <p>They had around 1,000 attendees visiting the Job Fair seeking employment opportunities. Around 54 businesses participated in the Job Fair along with 11 Universities.</p> <p>We brought back some resumes for our current job openings. We encouraged possible applicants and future applicants to go to our Website to view our open jobs and apply on line. We talked to some people about our Internship Program.</p> <p>Cards thanking attendees for stopping at our booth and encouraging them to go online to www.sbgi.net for employment opportunities were passed out.</p> <p>The Job Fair was open to students and the Community.</p>	6	Master Control Supervisor Chief Engineer Local Sales Manager General Sales Manager	0.25

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
3	12/24/2013	Participation in events sponsored by community groups	Michele Wright gave a 45 minute tour and provided a behind-the-scenes look around the station, control room, master control, newsroom and studio. Girl Scouts Troup #20593 were delighted to watch a mock segment, be a part of the traffic report on the chromakey (green screen) wall and see themselves on camera. Visitors participated in a fun (kid friendly) Q & A at the end of the the tour on how to grow up and appear on television, the importance of doing their best in school and how one day they can be hired to work at a television station. They enjoyed taking pictures for their scapbooks on Media Day. Scouts/Parents were made aware of the CBS12.com website as a resource for information and the opportunity to apply for any positions.	1	Anchor/Reporter	0.25
4	1/6/2014	Participation in events sponsored by community groups	Station tour for Cub Scouts Pack 176 and parents. CBS12's Michele Wright gave a 45 minute tour and provided a behind-the-scenes look around the station, contol room, master control, newsroom and studio. Cub Scouts were delighted to watch a mock segment, be a part of the traffic report on the chromakey (green screen) wall and see themselves on camera. Visitors participated in a fun (kid friendly) Q & A at the end of the on how to grow up and appear on television, the importance of doing their best in school and how one day they can be hired to work at a television station. They enjoyed taking pictures for the scrapbooks on Media Day. Scouts/Parents were make aware of the Cbs12.com website as a resource for information and the opportunity to apply for any open positions.	1	Anchor/Reporter	0.25

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
5	2/17/2014	Participation in events sponsored by community groups	Station tour for Tiger Cub Den 2 & Wolf Den 6. CBS's Michele Wright gave a 45 minute tour and provided a behind-the-scenes look around the station, control room, master control, newsroom and studio. Tiger Cubs & Wolf Pack were delighted to watch a mock segment, be a part of the traffic report on the chromakey (kid friendly) Q & A at the end of the on how to grow up and appear on television, the importance of doing their best in school and how one day they can be hired to work at a television station. They enjoyed taking pictures for their scrapbooks on Media Day. Scouts/Parents were made aware of the Cbs12.com website as a resource for information and the opportunity to apply for any open positions.	1	Anchor/Reporter	0.25
6	6/10/2014	Participation in events sponsored by community groups	Station tour for Girl Scouts Troop #20570. CBS 12's Michele Wright gave a 45 minute tour and provided a behind-the-scenes look around the station, control room, master control, newsroom and studio. Scouts were delighted to watch a mock segment, be a part of the traffic report on the chromakey (green screen) wall and see themselves on camera. Visitors participated in a fun (kid friendly) Q & A at the end of the on how to grow up and appear on television, the importance of doing their best in school and how one day they can be hired to work at a television station. They enjoyed taking pictures for their scrapbooks on Media Day. Scouts/Parents were made aware of the CBS12.com website as a resource for information and the opportunity to apply for any open positions.	1	Anchor/Reporter	0.25

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
7	6/25/2014	Participation in events sponsored by community groups	John Discepolo gave a tour at WPEC CBS 12 in West Palm Beach, FL to 10 people from the Valencia Shores Men's Club in Boynton Beach, FL. He also informed them of the many employment opportunities at both WPEC CBS 12 and Sinclair Broadcasting Group.	1	Anchor	0.25
8	6/26/2014	Participation in events sponsored by community groups	Parkland Parks and Rec brought 40 people for a general station tour. During the tour it was explained how local newscasts are produced. The tour featured the newsroom, master control, editing, directing booth and studio. Those in attendance were told about CBS12.com and our parent company's website for job opportunities.	1	Anchor	0.25
9	8/2/2014	Participation in Job Fairs	Sharon, Stan and Blaise represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Boston, MA; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager News Talent Manager News Director	0.25

WPEC, WTCN, WTVX, WWHB
EEO PUBLIC FILE REPORT
October 1, 2013 - September 30, 2014

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
10	8/6/2014	Participation in events sponsored by community groups	Matt Lincoln did a Station Tour for 15 boys and girls from the Florence de George club in West Palm Beach and one chaperone. He spoke with them in the front lobby and then brought them around the News section of the building. They watched as our staff prepared for the 3pm newscast, and then watched the start of the show. They also took some pictures on the set before the show began. They talked about what it takes to work for a television station. He let them know they could watch the newscasts at www.cbs12.com and can apply for internships and jobs on the Sinclair website. He was in charge of the tour because he worked closely with the Boys and Girls Clubs of Palm Beach County, as a chairman of their annual golf tournament.	1	Sports Director	0.25
11	8/8/2014	Participation in Job Fairs	Sharon and Stan represented ALL news stations for Sinclair at the career expo at the National Association of Hispanic Journalists convention in San Antonio, TX; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	2	Corporate Employment Manager News Talent Manager	0.25
12	8/15/2014	Participation in Job Fairs	Sharon and Stan represented ALL news stations for Sinclair at the career expo at the Asian American Journalist Association convention in Washington, DC; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager News Talent Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						3.75