

**WJCT TV-FM: Jacksonville, Florida**  
**EEO Public File**  
**September 30, 2018 – September 29, 2019**

This EEO Report is filed both on-line and in WJCT's public inspection file pursuant to Section 73.2080 of the Federal Communications Commission's (FCC) rules.

**Attachment A** contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy,
- The recruitment source that referred the person hired for each full-time vacancy.
- The total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source used in connection with those vacancies.

**Attachment B** contains a list and brief description of Supplemental Outreach Initiatives completed for the defined reporting period.

**ATTACHMENT A**

Information Regarding Recruitment Sources Contacted for Full-Time Externally Recruited Vacancies. WJCT provides information as appropriate or upon request to the following sources.

**Externally Filled Positions**

<b>Job Vacancy/Title</b>	<b>Source(s)</b>	<b>Hiring Source</b>	<b># Interviewed</b>
Content Distribution Specialist (4 positions)	14,15,16,27,34,35,45,48,55,56	Position 1:14 Position 2:45 Position 3:14 Position 4:45	10
Facilities Marketing Manager	14,15,16,27,34,35,55,56,66	66	3
Promotions & Marketing Associate	12,14,15,16,27, 34,35,36,37,38,51,55,56,59	66	6
Producer - FM	14,15,16,27,34,35,45, 55,56	45	3
Reporter – FM (2 positions)	10,14,15,16,19,21,27,34,35,36,39,55,56,62,63,65	Position 1:16 Position 2:30	5
Traffic Specialist (2 positions)	7,8,14,15,16,22,24,27,34,35,45,48,55,56	Position 1:45 Position 2:14	7

Recruitment Source	Requested Notification?	Interviewees Referred by Source over Recruiting Period
1.The Florida Times Union 1 Riverside Ave./P.O. Box 1943 Jacksonville, Florida 32231 (904) 259-4321  Jobs.Jacksonville.com	No	0
2. The University of North Florida 4567 St. Johns Bluff Road South Jacksonville, Florida 32224 (904) 620-5104 <a href="mailto:Brooke.hammon@unf.edu">Brooke.hammon@unf.edu</a> <a href="http://www.unf.edu/careerservices/employers/">http://www.unf.edu/careerservices/employers/</a>	No	0
3.Florida State College at Jacksonville - North 501 West State Street Jacksonville, Florida 32202 (904) 633-5962  <a href="https://www.fscj.edu/student-services/career-development/employer-resources">https://www.fscj.edu/student-services/career-development/employer-resources</a>	No	0
4. Jacksonville University 2800 University Blvd. North <a href="https://www.ju.edu/careerresourcecenter/">https://www.ju.edu/careerresourcecenter/</a>	No	0
5. Flagler College 74 King Street St. Augustine, Florida 32085 (904) 826-8663 (via Handshake)	No	0
6. Broadcasting & Cable P.O. Box 15157 North Hollywood, California 91615 212-378-0400X517 Zahra Majama zmajama@nbmedia.com	No	0
7. Current Newspaper & Current.org 6930 Carroll Ave Takoma Park, Maryland 20912 <a href="mailto:alyne@current.org">alyne@current.org</a> (202)320-3275 <a href="https://jobs.current.org">https://jobs.current.org</a>	No	0
8. PBS  1320 Braddock Place Alexandria, Virginia 703-739-8685 <a href="https://mypbs.org">https:// mypbs.org</a>	No	0
9. TV/FM Jobs (online posting site) <a href="http://www.tvfmjobs.com">www.tvfmjobs.com</a>	No	0

10. Public Radio List Serv–(for FM Positions) <a href="http://www.publicradio.org">www.publicradio.org</a>	No	0
11. Monster Inc. <a href="http://www.monster">www.monster</a> 1-800-Monster	No	0
12. FPRA Florida Public Relations Association: (for PR/Communications Positions) Cheray Keyes-Shima – Exec. Director <a href="mailto:state@fpra.org">state@fpra.org</a>	No	0
13. Journalism Jobs <a href="http://www.journalismjobs.com">www.journalismjobs.com</a>	No	0
14. Indeed.com	No	15
15. WJCT Job Line 904-357-5684		0
16. WJCT Website/Employment Link <a href="http://www.wjct.org">www.wjct.org</a>		6
17. American Public Media Dave Sonderregger (Station Rep) 651-290-1402 <a href="mailto:dsonderregger@americanpublicmedia.org">dsonderregger@americanpublicmedia.org</a> <a href="http://www.apmstations.org">www.apmstations.org</a>	No	0
18. Public Radio International <a href="http://www.pri.org/pri-jobs">www.pri.org/pri-jobs</a> Vidal Guzman 1-866-428-9241	No	0
19. AM/FM/TVonline.com	No	0
20. ProductionHub.com Featured Classifieds	No	0
21. Corporation for Public Broadcasting; <a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a>	No	0
22. Jobs.Jacksonville.com - The Diversity Network -The Disability Network - The Veterans Network	No	0
23. i Hire Broadcasting <a href="https://www.ihirebroadcasting.com/">https://www.ihirebroadcasting.com/</a>	No	0
24. TVJobs.com Broadcast Employment Services PO Box 4116 Oceanside, Ca. 1-800-374-0119 <a href="mailto:info@tvjobs.com">info@tvjobs.com</a>	No	0
25. Hero2Hire (H2H) <a href="http://www.H2H.jobs/employers">www.H2H.jobs/employers</a>  (National Guard and Reserves)	No	0
26.MassMediaJobs.com	No	0

27. AARP <a href="https://local.aarp.org/jacksonville-fl/jobs/">https://local.aarp.org/jacksonville-fl/jobs/</a>	Yes	0
28. NPR DACS <a href="mailto:webdacs1@nprsat.org">webdacs1@nprsat.org</a> 635 Massachusetts Ave. NW Washington D.C. 20001	No	0
29. International Association of Audio Information Services (IAAIS) <a href="http://iaais.org">http://iaais.org</a> jobs to: mmoore@mindseoyeradio.org	No	0
30. Referral from within the local/regional/ statewide or national public broadcasting community.	No	2
31. Jax Jobs 9471 Baymeadows Road Suite 405 Jacksonville, Florida 32256 (904) 737-5627 Alan Farber <a href="mailto:afarber@jaxjobs.com">afarber@jaxjobs.com</a>	No	0
32. Other Media (TV or FM) Affiliate		0
33. LinkedIn Subgroup: FSU Alumni & Students	No	0
34. WJCT Facebook Page		0
35. WJCT Twitter Feed		0
36. Glassdoor.com	No	0
37. IABC International Association of Business Communicators <a href="http://iabcjax.com">http://iabcjax.com</a>	No	0
38. PRSA Public Relations Society of America <a href="mailto:jobs@nfprsa.org">jobs@nfprsa.org</a>	No	0
39. National Public Radio <a href="http://www.npr.org/about/careers">www.npr.org/about/careers</a> Southern Editor – Russell Lewis 1-800-811-4624 <a href="mailto:rdlewis@npr.org">rdlewis@npr.org</a>	No	1
40. Jacksonville Business Journal 120 W. Morehead Street Suite 1004 Charlotte, NC 28202 <a href="https://www.bizjournals.com/jacksonville/">https://www.bizjournals.com/jacksonville/</a>	No	0
41. PMBA – Public Media Business Association Industry Job Listings <a href="http://www.pmbaonline.org/IndustryJobs">http://www.pmbaonline.org/IndustryJobs</a>	No	0
42. University of Florida College of Journalism & Communications PO Box 11840 Gainesville, Florida 352-392-0466 <a href="https://career.ufl.edu/employers/hireufgators/">https://career.ufl.edu/employers/hireufgators/</a>	No	0
43. The Florida State University Career Center @ The Dunlap Student Success <a href="https://career.fsu.edu/handshake">https://career.fsu.edu/handshake</a>	No	0
44. Career Source. 1845 Town Center Blvd #250 Fleming Island, Florida 32003		0

info@careersourcenortheastflorida.com	No	0
45. Current Employee (Internal Posting)	No	7
46. <a href="http://deiworksite.org/jobline">http://deiworksite.org/jobline</a> Lamont Cooper 981 Oak Ave. Chicago, IL 60601 847-919-8501	No	0
47. Rehire – Previous Employee	No	0
48. Society of Broadcast Engineers <a href="https://www.sbe.org/sections/jobs_online.php">https://www.sbe.org/sections/jobs_online.php</a>	No	0
49.. Cultural Council of Jacksonville – Patrick Fisher <a href="http://www.culturalcouncil.org/jobbank">www.culturalcouncil.org/jobbank</a>	No	0
50. Employ Florida Vets <a href="http://www.employforida.com">www.employforida.com</a>	No	0
51. Non Profit Center of N. E Florida <a href="http://www.nonprofitcenter.org/connect/jobs-in-sector">www.nonprofitcenter.org/connect/jobs-in-sector</a> 1301 Riverplace Blvd. Jax, FL 32207 904-390-3222	No	0
52. New Horizon's Computer Learning Center – Job Board Attn: James Edgell <a href="mailto:james.edgee@newhorizons-jax.com">james.edgee@newhorizons-jax.com</a> 7020 A.C, Skinner Parkway Jax. FL 32256	No	0
53. <a href="https://greaterpublic.org/submit-job">https://greaterpublic.org/submit-job</a>	No	0
54. Unknown. Candidate did not provide referral source/Other	No	1
55. State of Florida Division of Blind Services Attn: John Mosely 904-348-2730 1809 Art Museum Drive Suite 201 Jacksonville, Florida 32207 <a href="mailto:John.mosely@dbfs.fldoe.org">John.mosely@dbfs.fldoe.org</a>	Yes	0
56. Vision Education & Rehab Center Florida State College @ Jacksonville 101 W. State Street Jacksonville, Florida 32202 Attn: Patricia Marshall 904-633-8220	Yes	0
57. Facebook Group: NPR Intern Alumni	No	0
58. Syracuse University Alumni E-Mail ListServ	No	0
59. LinkedIn 2029 Stierlin Court Mountain View, Ca. 94043	No	0
60. Snagajob.com	No	0
61. Association of Fundraising Professionals - Jax <a href="https://community.afpnet.org/afpfifirstcoastchapter/career/center">https://community.afpnet.org/afpfifirstcoastchapter/career/center</a>	No	0
62. Atlanta Association of Black Journalists AABJ.org	No	0
63. National Association of Black Journalist	No	0
64. Via Handshake: University of Missouri, Columbia University, Arizona State, Northwestern, Spelman	No	0
65. Via Handshake: UNC, USF, UGA, Rollins College, Univ. of Miami, Auburn, Alabama, Emory, Fla. Southern, Nova Southeastern, UCF, Univ. of Tampa, Alabama A&M, Florida A&M,	No	0
66. Referral from Community Partner	No	2

## ATTACHMENT B

### Narrative Statement on Recruitment and Outreach Initiatives

WJCT considers itself a community resource and uses a number of means to reach out to the community we serve. We strive to continually enhance and improve our outreach, recruit in a variety of ways, and seek to create opportunities for longer-term recruitment initiatives. WJCT has provided letters to various community groups, media outlets, organizations, recruitment sources and universities to determine interest in receiving information concerning opportunities for employment at WJCT. We advise the recipient that a response from them noting interest would include them in a distribution list for an e-mail alert indicating available position(s). The letter and notification includes the website address, job line number, information on how to notify WJCT of their interest in receiving these alerts, and the name and phone number of the WJCT contact for any questions. Our stated desire for interested organizations to contact us also resides on the [wjct.org](http://wjct.org) Employment Page.

In addition, WJCT airs a 30 second spot 3 times weekly on multiple television channels reinforcing our commitment to being an Equal Opportunity and Equal Access Employer. In those spots we encourage qualified minorities, women, those with disabilities and veterans to view job opportunities on our website and to apply if qualified.

Members of the WJCT staff participated in various outreach efforts in our community during the reporting period as follows:

**Internship Opportunities:** WJCT works closely with college and occasionally high school student's onsite and in the classroom to ensure they gain a quality, hands-on experience in their chosen or future field of study. The focus is on students pursuing degrees in areas such as Converged Communications, Journalism, Broadcast Journalism, Communications, PR, English etc. Students we worked with this past reporting period:

- Spring Semester - 2019 (3) interns

Florida State College @ Jacksonville – 1 intern

University of North Florida -2 interns

- Summer Semester-2019 (4) interns

Florida State College @ Jacksonville – 1 intern

University of North Florida -3 interns

In addition to working with college students this past year, we had the pleasure of working with an intern over the summer months in partnership with the Eckerd Connects Workforce Development/Career Source of Northeast Florida. We rotated our student to different departments giving them a broad perspective of opportunities within a public media organization.

The person responsible for HR participated in various mentoring programs during the reporting period:

- "Tipping the Scale" Mentoring Program Job Readiness Skills Training for high school students from needs based schools. Interviews for the job readiness program were conducted on April 25, 2019;
- Florida State University College of Business Mentorship Program. Met weekly (via phone) with mentee who was pursuing a degree in Human Resources throughout the spring, 2019 semester. It provided an opportunity to talk about the HR role in a non-profit/media environment.

**Job Fairs:** the individual responsible for Human Resources and other staff members participated in the following job fairs:

- University of North Florida Department of Communications Internship/Career Fair –March 7, 2019
- Florida State College @ Jacksonville (Downtown Campus) Spring Career Fair –April 4, 2019
- Edward Waters College Career Development & Placement Fair – April 9, 2019

**Career Days:** Staff members participated in career days sharing information about careers in broadcasting with students in our community.

- Our News Director spoke with students at the Jacksonville Kids Advocacy Summit;
- One of our Reporters spoke about WJCT and Adapt (online news source) at the U.S. Green Building Council;
- Our Executive Producer/Host of First Coast Connect spoke at PB&J sessions at the DuPont Center.
- Our VP & COO of JCT Services, who is by trade an engineer, spoke to Dr. Kenneth Schacter's (Adjunct Professor of Physics and Engineering) students at Florida State College @ Jacksonville on March 7, 2019 as a part of a series "Introduction to Engineering". As a follow-up to the discussion he hosted the students on March 8, 2019 for an onsite tour of our broadcasting hub (JCT Services).

### **Community Events/Outreach**

- WJCT invited our community to Be My Neighbor Day on May 11, 2019 with over 2,000 attendees. The attendees were diverse and from all areas of our listening and viewing audiences. WJCT had posted in key areas information about specific openings at WJCT and how to apply.
- Our Vice President of Administration/HR serves through United Way of Northeast Florida as a Reading Pal at an underserved public school pre-k. She works on reading readiness/early literacy skills with four students weekly. She is scheduling a spring, 2020 field trip to WJCT for her students where they will be able to run a camera (TV) and speak on air (Radio), and spend the day with staff learning about working at a radio/tv station.
- Our Morning Edition Host teaches an 8-week, college level online class in Journalism to students at American Public University where students discuss major issues surrounding mass media in American society. She often brings her work/career experiences into the forum discussions.

**Station Tours:** On a regular basis WJCT provides tours of its radio and television facilities to schools and other youth organizations such as boy scouts, media students, special needs students as well as adult groups sharing information about WJCT and careers in the broadcasting industry. In this reporting period we conducted 9 tours, with over 175 attendees.

### **Narrative Statement on Training and Other Programs**

Several members of the WJCT staff attended conferences, served on national committees and participated in various training programs throughout the year. These opportunities increased staff's knowledge, contributed to the development of greater skill sets which will in turn position them for greater responsibilities within the organization.

WJCT provided computer skills training through a local computer training organization, New Horizons. The courses which range from basic to advanced provide staff with a range of learning opportunities from individual one-time skill development classes to a series of courses that may result in professional certification. These opportunities may position them for greater responsibility &/or possible promotion within the organization.

The WJCT staff member responsible for Human Resources has provided training to management on policies and practices that ensure equal opportunity hiring and discrimination prevention. All staff upon hire are given an Employee Handbook and provided a one-on-one overview meeting with HR which details the stations policy and stance in such areas as: Equal Employment Opportunity, Business Ethics, Discrimination/Harassment & Prevention, etc., In addition, within this reporting period, all staff have participated in online training in the area of harassment prevention, which emphasized the importance of a workplace free of harassment for its employees, how to identify harassing behaviors and how to report it.