

WMOR-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
Business Manager Open Date: 6/28/2019 Hire Date: 11/5/2019	1-5, 8-27	16
Account Executive Open Date: 8/5/2019 Hire Date: 10/21/2019	1, 3-15, 17-27	3
Account Executive Open Date: 8/5/2019 Hire Date: 4/13/2020	1, 3-15, 17-27	7
Master Control Operator Open Date: 8/28/2019 Hire Date: 10/16/2019	1-5, 8-15, 17-27	12
EstrellaTV Writer Producer Open Date: 8/28/2019 Hire Date: 1/2/2020	1, 3-6, 8-11, 13-15, 17-27	6

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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	AAJA 5th 3rd Street Suite 1108 San Francisco, California 94103 Phone : 1-415-346-2051 Url : https://customer9867c50f.portal.production.membersuite.com/login.aspx Corp Recruiter Manual Posting	N	0
2	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0
3	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 1-704-208-2342 Email : htv.careers@hearst.com Career Services	N	7
4	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
5	CT School of Broadcasting 3901 Coconut Palm Dr #105 Tampa, Florida 33619 Phone : 813-443-5307 Email : jperkins@gocsb.com Fax : 1-813-443-5310 Jennifer Perkins	N	1
6	Current Employee	N	2
7	Employee Referral	N	1
8	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0

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9	Florida Southern College 111 Lake Hollingsworth Dr. Lakeland, Florida 33801 Phone : 863-680-4390 Jessica Misa Manual Posting	Y	0
10	Full Sail Career Center 3300 University Blvd. Winter Park, Florida 32792 Phone : 800-757-5105 Fax : 1-407-551-1098 Tom Oberdick	N	0
11	Hillsborough Community College 4001 Tampa Bay Blvd Tampa, Florida 33614 Phone : 813-259-6047 Fax : 1-813-259-6047 Laurie Ragsdale	Y	0
12	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut Phone : 646-589-6824 Url : www.indeed.com Jason Steklof Manual Posting	N	3
13	MediaBistro 825 8th Avenue 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
14	NAACP-Tampa PO Box 4266 Tampa, Florida 33677 Phone : 813-234-8683 Fax : 1-813-236-2248 Debraca Russell	N	0

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15	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : (512) 506-9991. Url : http://nahj.ihispano.com/user/login/employer Career Services Manual Posting	N	0
16	ParkerLynch 4890 W Kennedy Blvd #180 Tampa, Florida 33609 Phone : 8132676111 Career Services	N	1
17	Pinellas Hope 5726 126th Ave., North Clearwater, Florida 33760 Phone : 727.556.6397 Fax : 1-727-556-6398 Tom Mitchell	N	0
18	Pinellas Technical Education Center 333 N. 31st Street, North St. Petersburg, Florida 33713 Phone : 727-538-7167 Email : GREENLEYB@pcsb.org Bethany Greenley	N	0
19	PTEC-Clearwater Comm. Outreach 6100 154th Avenue North, Bldg 7 Clearwater, Florida 33760 Phone : 727-533-9744 Fax : 1-727-538-7203 Nancy Trudell	N	0
20	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
21	Suncoast Chamber of Commerce 550 N. Rio Street Suite 300 Tampa, Florida 33619 Phone : 813-261-5043 Email : dhavens@sarasotachamber.com Fax : 1-813-261-5046 Donna Havens	Y	0

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22	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
23	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	Y	0
24	University of Florida PO Box 118400 Gainesville, Florida 32611 Phone : 352-273-2300 Url : https://ufl-csm.symplicity.com/employers/ Phyllis Pen'a Manual Posting	Y	0
25	University of South Florida 4202 E. Fowler Ave. Svc. 2088 Tampa, Florida 33620-6930 Phone : 813-974-2011 Url : www.career.usf.edu/employers/ccon_Job_List.htm Kathy Rosche Manual Posting	N	0
26	University of Tampa 401 W. Kennedy Blvd Box K Tampa, Florida 33606 Phone : 813-253-6236 Url : http://www.ut.edu/career/employerservices/fulltime/ Donna Napoli Manual Posting	Y	0
27	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

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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	11/1/2019	Establishment of training programs for station personnel	Training at the Entrepreneur Collaborative Center on Introduction to Advertising. Covered basic concepts in advertising, looked at different ways that companies can advertise its products or services eg, digital, television, online etc and the advantages of the individual platforms.	1	Account Executive
2	12/4/2019	Participation in job banks, internet programs and other programs designed to promote outreach	Media panel discussion on social media where station personnel spoke about Estrella Television and opportunity in Marketing. This was hosted by the Hispanic Chamber of Commerce and was held at the Renaissance Hotel, International Plaza, 4200 Jim Walter Boulevard, Tampa, 33607.	1	Account Executive
3	1/16/2020	Participation in Job Fairs	Recruitment Fair for former military personnel. Event was the Veterans Job Fair and took place at Amalie Arena - 401 Channelside Drive, Tampa 33602. Booth was manned by two persons from the station - Angela Medley, Kevin Schmidt along with Dave Kaylor from Hearst.	2	Business Manager National Sales Manager
4	6/24/2020	Provision of training to management	The Hearst Leadership Development Program is a collaborative effort with Harvard Business School and is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 14 week training with defined program topics and follow up assignments. Training program objectives are tracked by the Human Resources team and reported to corporate management. After successful completion of the Hearst Leadership Development Program, the participants will have the requisite skills to qualify for career advancement and leadership roles.	2	Local Sales Manager Business Manager