

**EEO Narrative
WJCT, Inc.**

For the last two years and throughout the license term, WJCT, Inc., licensee of WJCT-TV and WJCT-FM, has achieved broad and inclusive outreach by recruiting widely for vacancies and engaging in a variety of outreach and recruitment activities. Among others, some of the sources WJCT uses for recruitment to fill vacancies are: Public Radio Listserv, Indeed.com, the stations' job line, website, Twitter, and Facebook accounts, the State of Florida Division of Blind Services, Journalism Jobs, Corporation for Public Broadcasting, Current, AARP, Glassdoor.com, NPR, Vision Education & Rehab Center, and the National Association of Black Journalists.

Each year WJCT hosts a robust internship program that provides high school and college students who are interested in or studying Communications, Journalism, Broadcast Journalism, Public Relations, English, and other subjects to gain hands-on experience working at the stations. Past interns have been students from University of North Florida and Florida State College, as well as an intern from the Eckerd Connects Workforce Development/Career Source of Northeast Florida.

WJCT participates in numerous job fairs hosted by local colleges and universities where staff provide information to participants on opportunities for careers in broadcasting. Station executives and staff also regularly speak to students of all ages at career days and job shadowing events.

In addition to an external focus on outreach and education, WJCT is also internally committed to station employees' professional development. Station staff have opportunities to attend conferences, serve on national committees, and receive training in a wide variety of skills. Some training may result in professional certification, and some trainings are designed to help employees qualify for higher level positions. All staff also receive training on EEO, business ethics, and discrimination and harassment prevention.