

FORT MYERS BROADCASTING COMPANY

FCC EEO PUBLIC FILE

OCTOBER 1, 2019 – SEPTEMBER 30, 2020

EEO Public File Report

This EEO Public File Report is filed in Station **WINK-TV, WINK-FM, WAXA-AM, WNPL-AM** and **WTLQ-FM's** public inspection file pursuant to Section 73.2080c(6) of the Federal Communications Commission's ("FCC") rules.

During the period beginning on October 1, 2019 and ending on September 30, 2020 the stations filled the following full-time vacancies:

| | |
|--|---------|
| 1. Marketing Consultant (2) | WINK-TV |
| 2. Executive Producer | WINK-TV |
| 3. Photojournalist | WINK-TV |
| 4. Executive Producer | WINK-TV |
| 5. Video Journalist | WINK-TV |
| 6. Video Journalist | WINK-TV |
| 7. Traffic Assistant (2) | WINK-TV |
| 8. AP / Editor (2) | WINK-TV |
| 9. Master Control/Production Assistant (4) | WINK-TV |
| 10. Meteorologist | WINK-TV |
| 11. News Producer | WINK-TV |
| 12. News Producer | WINK-TV |
| 13. AP / Producer | WINK-TV |
| 14. Overnight Assignment Editor | WINK-TV |
| 15. Medical Reporter | WINK-TV |
| 16. Digital Content Producer (2) | WINK-TV |
| 17. News Producer | WINK-TV |
| 18. News Producer | WINK-TV |
| 19. Maintenance Engineer | WINK-TV |
| 20. IT Administrator | WINK-TV |
| 21. Video Journalist | WINK-TV |
| 22. A/P – Editor | WINK-TV |
| 23. Weekend Meteorologist | WINK-TV |
| 24. Bi-Lingual News Producer | WINK-TV |
| 25. Photojournalist (2) | WINK-TV |
| 26. Weekend Anchor / Reporter | WINK-TV |
| 27. Photojournalist | WINK-TV |
| 28. Meteorologist | WINK-TV |
| 29. News Producer | WINK-TV |
| 30. Bi-Lingual Meteorologist | WINK-TV |
| 31. Bi-Lingual Video Journalist | WINK-TV |
| 32. Senior Executive Producer | WINK-TV |
| 33. Promo / Writer Producer | WINK-TV |
| 34. Program Director – Radio | WINK-FM |
| 35. Chief Photojournalist | WINK-TV |
| 36. Digital Content Producer | WINK-TV |
| 37. Video Journalist | WINK-TV |
| 38. Overnight Assignment Editor | WINK-TV |
| 39. Executive Producer | WINK-TV |

The stations interviewed a total of eighty-one (81) applicants for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviews referred by each:

| <u>Recruitment Source</u> | <u>Total Number of Interviewees Referred</u> |
|--------------------------------------|--|
| 1. AllAccess | 5 |
| 2. Berkowitz Consulting | 1 |
| 3. DK Media Solutions | 1 |
| 4. Employee Referral | 11 |
| 5. Florida A & M | 1 |
| 6. FMBC Job Posting | 9 |
| 7. Indeed.com | 17 |
| 8. LinkedIn | 8 |
| 9. Robert Half/Office Team | 3 |
| 10. Smith-Geiger | 2 |
| 11. Talent Dynamics | 4 |
| 12. TVJobs.com | 5 |
| 13. University of Florida Career Day | 3 |
| 14. Unsolicited | 3 |
| 15. Winknews.com | 8 |
| 16. Bethune Cookman College | 0 |
| 17. FGCU Job Fair | 0 |
| 18. Florida International University | 0 |
| 19. Full Sail University | 0 |
| 20. Hispanic Chamber of Commerce | 0 |
| 21. Marist College | 0 |
| 22. NABJ | 0 |
| 23. Return to Work Inc. | 0 |
| 24. Sunday Morning News | 0 |
| 25. SW Florida Help Wanted.com | 0 |
| 26. TV News Check | 0 |
| 27. University of Miami Career Day | 0 |
| 28. University of South Florida | 0 |
| 29. WAXA-AM 97.3 | 0 |
| 30. WINK-FM 96.9 | 0 |
| 31. WTLQ-FM 97.7 | 0 |
| 32. Zip Recruiters | 0 |

Attachment A contains specific information for each full-time vacancy.

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
|--------------------------|---------------------------|---------------------------------|
| MARKETING CONSULTANT (2) | UNSOLICITED | 2 |

| <u>Recruitment Sources Utilized*</u> | <u>Total number of interviewees referred</u> |
|---|--|
| * (please refer to the attached recruitment source list for complete address) | |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | no | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | 2 |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|---------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| EXECUTIVE PRODUCER | EMPLOYEE REFERRAL | 1 |

| | |
|--|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| * (please refer to the attached recruitment source list for complete address) | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | 1 |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| PHOTOJOURNALIST | TVJOBS.COM | 1 |

| | |
|--|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| <u>*(please refer to the attached recruitment source list for complete address)</u> | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | 1 |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|---------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| EXECUTIVE PRODUCER | SMITH-GEIGER | 1 |

| | |
|---|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| *(please refer to the attached recruitment source list for complete address) | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | yes | 1 |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| VIDEO JOURNALIST | SMITH-GEIGER | 1 |

| | |
|---|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| *(please refer to the attached recruitment source list for complete address) | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | yes | 1 |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|----------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| W/E ANCHOR/REPORTER | EMPLOYEE REFERRAL | 1 |

| | |
|--|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| <u>*(please refer to the attached recruitment source list for complete address)</u> | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | 1 |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | yes | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
|-----------------------|----------------------------|---------------------------------|
| TRAFFIC ASSISTANT (2) | WINKNEWS.COM - JOB POSTING | 9 |

| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
|---|------------------------------|
| <u>*(please refer to the attached recruitment source list for complete address)</u> | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | 2 |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | yes | 3 |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | 4 |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-------------------------|------------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| AP / EDITOR (2) | WINKNEWS.COM - EMP REFERRAL | 2 |

| | |
|--|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| <u>*(please refer to the attached recruitment source list for complete address)</u> | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | 1 |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | 1 |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-----------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| MASTER CONTROL/PROD ASST(4) | 3 FMBC POSTING-1 UNSOLICITED | 5 |

| | |
|--|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| <u>*(please refer to the attached recruitment source list for complete address)</u> | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | 3 |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | 1 |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | 1 |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| METEOROLOGIST | TALENT DYNAMICS | 1 |

| | |
|---|------------------------------|
| <u>Recruitment Sources Utilized*</u> | Total number of |
| *(please refer to the attached recruitment source list for complete address) | interviewees referred |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | yes | 1 |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
|---|---------------------------|--|
| NEWS PRODUCER | EMPLOYEE REFERRAL | 1 |
| <u>Recruitment Sources Utilized*</u> | | Total number of interviewees referred |
| * (please refer to the attached recruitment source list for complete address) | | |
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | 1 |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| NEWS PRODUCER | EMPLOYEE REFERRAL | 1 |

| | |
|--|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| <u>*(please refer to the attached recruitment source list for complete address)</u> | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | 1 |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| AP / PRODUCER | EMPLOYEE REFERRAL | 1 |

| | |
|--|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| <u>*(please refer to the attached recruitment source list for complete address)</u> | <u>interviewees referred</u> |

| | |
|---|-----|
| All AccessMusic Group | no |
| Berkowitz Consulting | no |
| DK Media Solutions | no |
| Employee Referral | yes |
| FGCU Career Fairs | no |
| Florida A & M University | yes |
| Florida International University | yes |
| FMBC Job Posting | yes |
| Full Sail University | no |
| Hispanic Chamber of Commerce | yes |
| Indeed.com | no |
| LINKEDIN | no |
| Marist College | yes |
| National Association of Black Journalists | yes |
| Penn State | no |
| Robt Half/Office Team | no |
| Return to Work Inc. | yes |
| Smith Geiger | no |
| Sunday Morning News | yes |
| SWFloridaHelpWanted.com | no |
| Talent Dynamics | no |
| TVJOBS.com | yes |
| TVNewsCheck | no |
| University of Florida | no |
| University of Miami | no |
| University of South Florida | yes |
| Unsolicited | yes |
| WAXA-AM | no |
| WINK-FM | no |
| WINKNEWS.com | yes |
| WTLQ-FM | no |
| Zip Recruiters | no |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|------------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| O/N ASSIGNMENT EDITOR | EMPLOYEE REFERRAL | 1 |

| | |
|---|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| *(please refer to the attached recruitment source list for complete address) | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | 1 |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| MEDICAL REPORTER | EMPLOYEE REFERRAL | 1 |

| | |
|---|---|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of interviewees referred</u> |
| * (please refer to the attached recruitment source list for complete address) | |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | 1 |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
|------------------------------|-------------------------------|---------------------------------|
| DIGITAL CONTENT PRODUCER (2) | EMPLOYEE REFERRAL, INDEED.COM | 6 |

| <u>Recruitment Sources Utilized*</u> | <u>Total number of interviewees referred</u> |
|---|--|
| * (please refer to the attached recruitment source list for complete address) | |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | 1 |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | yes | 4 |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | 1 |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

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| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| NEWS PRODUCER | EMPLOYEE REFERRAL | 1 |

| | |
|--|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| <u>*(please refer to the attached recruitment source list for complete address)</u> | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | 1 |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| NEWS PRODUCER | WINKNEWS.COM | 1 |

| | |
|---|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| *(please refer to the attached recruitment source list for complete address) | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | no | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | 1 |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-----------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| MAINTENANCE ENGINEER | INDEED.COM | 6 |

| | |
|--|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| * (please refer to the attached recruitment source list for complete address) | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | no | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | yes | 6 |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
|--------------------------|---------------------------|---------------------------------|
| IT NETWORK ADMINISTRATOR | INDEED.COM | 4 |

| <u>Recruitment Sources Utilized*</u> | <u>Total number of interviewees referred</u> |
|---|--|
| * (please refer to the attached recruitment source list for complete address) | |

| | |
|---|-----|
| All AccessMusic Group | no |
| Berkowitz Consulting | no |
| DK Media Solutions | no |
| Employee Referral | no |
| FGCU Career Fairs | no |
| Florida A & M University | yes |
| Florida International University | yes |
| FMBC Job Posting | yes |
| Full Sail University | no |
| Hispanic Chamber of Commerce | yes |
| Indeed.com | yes |
| LINKEDIN | no |
| Marist College | yes |
| National Association of Black Journalists | yes |
| Penn State | no |
| Robt Half/Office Team | no |
| Return to Work Inc. | yes |
| Smith Geiger | no |
| Sunday Morning News | yes |
| SWFloridaHelpWanted.com | no |
| Talent Dynamics | no |
| TVJOBS.com | yes |
| TVNewsCheck | no |
| University of Florida | no |
| University of Miami | no |
| University of South Florida | yes |
| Unsolicited | yes |
| WAXA-AM | no |
| WINK-FM | no |
| WINKNEWS.com | yes |
| WTLQ-FM | no |
| Zip Recruiters | no |

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FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| VIDEO JOURNALIST | EMPLOYEE REFERRAL | 1 |

| | |
|---|------------------------------|
| <u>Recruitment Sources Utilized*</u> | Total number of |
| *(please refer to the attached recruitment source list for complete address) | interviewees referred |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | 1 |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| A/P / EDITOR | UNIV OF FLORIDA JOB FAIR | 1 |

| | |
|---|---|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of interviewees referred</u> |
|---|---|

* (please refer to the attached recruitment source list for complete address)

| | |
|---|-----|
| All AccessMusic Group | no |
| Berkowitz Consulting | no |
| DK Media Solutions | no |
| Employee Referral | no |
| FGCU Career Fairs | no |
| Florida A & M University | yes |
| Florida International University | yes |
| FMBC Job Posting | yes |
| Full Sail University | no |
| Hispanic Chamber of Commerce | yes |
| Indeed.com | no |
| LINKEDIN | no |
| Marist College | yes |
| National Association of Black Journalists | yes |
| Penn State | no |
| Robt Half/Office Team | no |
| Return to Work Inc. | yes |
| Smith Geiger | no |
| Sunday Morning News | yes |
| SWFloridaHelpWanted.com | no |
| Talent Dynamics | no |
| TVJOBS.com | yes |
| TVNewsCheck | no |
| University of Florida | yes |
| University of Miami | no |
| University of South Florida | yes |
| Unsolicited | yes |
| WAXA-AM | no |
| WINK-FM | no |
| WINKNEWS.com | yes |
| WTLQ-FM | no |
| Zip Recruiters | no |

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FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
|-----------------------|---------------------------|---------------------------------|
| WEEKEND METEOROLOGIST | TALENT DYNAMICS | 1 |

| <u>Recruitment Sources Utilized*</u> | <u>Total number of interviewees referred</u> |
|---|--|
| * (please refer to the attached recruitment source list for complete address) | |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | yes | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | yes | 1 |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
|------------------|---------------------------|---------------------------------|
|------------------|---------------------------|---------------------------------|

| | | |
|--------------------------|------------|---|
| BI-LINGUAL NEWS PRODUCER | TVJOBS.COM | 1 |
|--------------------------|------------|---|

| <u>Recruitment Sources Utilized*</u> | <u>Total number of interviewees referred</u> |
|--------------------------------------|--|
|--------------------------------------|--|

* (please refer to the attached recruitment source list for complete address)

| | |
|---|-----|
| All AccessMusic Group | no |
| Berkowitz Consulting | no |
| DK Media Solutions | no |
| Employee Referral | no |
| FGCU Career Fairs | no |
| Florida A & M University | yes |
| Florida International University | yes |
| FMBC Job Posting | yes |
| Full Sail University | no |
| Hispanic Chamber of Commerce | yes |
| Indeed.com | no |
| LINKEDIN | no |
| Marist College | yes |
| National Association of Black Journalists | yes |
| Penn State | no |
| Robt Half/Office Team | no |
| Return to Work Inc. | yes |
| Smith Geiger | no |
| Sunday Morning News | yes |
| SWFloridaHelpWanted.com | no |
| Talent Dynamics | no |
| TVJOBS.com | yes |
| TVNewsCheck | no |
| University of Florida | no |
| University of Miami | no |
| University of South Florida | yes |
| Unsolicited | yes |
| WAXA-AM | no |
| WINK-FM | no |
| WINKNEWS.com | yes |
| WTLQ-FM | no |
| Zip Recruiters | no |

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FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| PHOTOJOURNALIST (2) | FLORIDA A&M, TVJOBS.COM | 2 |

| | |
|---|---|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of interviewees referred</u> |
|---|---|

* (please refer to the attached recruitment source list for complete address)

| | |
|---|-----|
| All AccessMusic Group | no |
| Berkowitz Consulting | no |
| DK Media Solutions | no |
| Employee Referral | no |
| FGCU Career Fairs | no |
| Florida A & M University | yes |
| Florida International University | yes |
| FMBC Job Posting | yes |
| Full Sail University | no |
| Hispanic Chamber of Commerce | yes |
| Indeed.com | no |
| LINKEDIN | no |
| Marist College | yes |
| National Association of Black Journalists | yes |
| Penn State | no |
| Robt Half/Office Team | no |
| Return to Work Inc. | yes |
| Smith Geiger | no |
| Sunday Morning News | yes |
| SWFloridaHelpWanted.com | no |
| Talent Dynamics | no |
| TVJOBS.com | yes |
| TVNewsCheck | no |
| University of Florida | no |
| University of Miami | no |
| University of South Florida | yes |
| Unsolicited | yes |
| WAXA-AM | no |
| WINK-FM | no |
| WINKNEWS.com | yes |
| WTLQ-FM | no |
| Zip Recruiters | no |

1

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FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
|---|---------------------------|---------------------------------|
| <u>W/E ANCHOR / REPORTER</u> | <u>FMBC JOB POSTING</u> | <u>1</u> |
| <u>Recruitment Sources Utilized*</u> | | <u>Total number of</u> |
| * (please refer to the attached recruitment source list for complete address) | | <u>interviewees referred</u> |
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | no | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | 1 |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

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| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| PHOTOJOURNALIST | TVJOBS.COM | 1 |

| | |
|---|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| *(please refer to the attached recruitment source list for complete address) | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | no | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | 1 |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| METEOROLOGIST | TALENT DYNAMICS | 1 |

| | |
|---|---|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of interviewees referred</u> |
| * (please refer to the attached recruitment source list for complete address) | |

| | |
|---|-----|
| All AccessMusic Group | no |
| Berkowitz Consulting | no |
| DK Media Solutions | no |
| Employee Referral | no |
| FGCU Career Fairs | no |
| Florida A & M University | yes |
| Florida International University | yes |
| FMBC Job Posting | yes |
| Full Sail University | no |
| Hispanic Chamber of Commerce | yes |
| Indeed.com | no |
| LINKEDIN | no |
| Marist College | yes |
| National Association of Black Journalists | yes |
| Penn State | no |
| Robt Half/Office Team | no |
| Return to Work Inc. | yes |
| Smith Geiger | no |
| Sunday Morning News | yes |
| SWFloridaHelpWanted.com | no |
| Talent Dynamics | yes |
| TVJOBS.com | yes |
| TVNewsCheck | no |
| University of Florida | no |
| University of Miami | no |
| University of South Florida | yes |
| Unsolicited | yes |
| WAXA-AM | no |
| WINK-FM | no |
| WINKNEWS.com | yes |
| WTLQ-FM | no |
| Zip Recruiters | no |

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FULL-TIME VACANCY EEO INFORMATION

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| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| NEWS PRODUCER | UF CAREER DAY | 1 |

| | |
|--|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| <u>*(please refer to the attached recruitment source list for complete address)</u> | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | no | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | yes | 1 |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
|------------------|---------------------------|---------------------------------|
|------------------|---------------------------|---------------------------------|

| | | |
|---------------------------------|------------------------|----------|
| BI-LINGUAL METEOROLOGIST | TALENT DYNAMICS | 1 |
|---------------------------------|------------------------|----------|

| <u>Recruitment Sources Utilized*</u> | <u>Total number of interviewees referred</u> |
|--------------------------------------|--|
|--------------------------------------|--|

* (please refer to the attached recruitment source list for complete address)

| | |
|---|-----|
| All AccessMusic Group | no |
| Berkowitz Consulting | no |
| DK Media Solutions | no |
| Employee Referral | no |
| FGCU Career Fairs | no |
| Florida A & M University | yes |
| Florida International University | yes |
| FMBC Job Posting | yes |
| Full Sail University | no |
| Hispanic Chamber of Commerce | yes |
| Indeed.com | no |
| LINKEDIN | no |
| Marist College | yes |
| National Association of Black Journalists | yes |
| Penn State | no |
| Robt Half/Office Team | no |
| Return to Work Inc. | yes |
| Smith Geiger | no |
| Sunday Morning News | yes |
| SWFloridaHelpWanted.com | no |
| Talent Dynamics | yes |
| TVJOBS.com | yes |
| TVNewsCheck | no |
| University of Florida | no |
| University of Miami | no |
| University of South Florida | yes |
| Unsolicited | yes |
| WAXA-AM | no |
| WINK-FM | no |
| WINKNEWS.com | yes |
| WTLQ-FM | no |
| Zip Recruiters | no |

1

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
|------------------|---------------------------|---------------------------------|
|------------------|---------------------------|---------------------------------|

| | | |
|-----------------------------|----------|---|
| BI-LINGUAL VIDEO JOURNALIST | LINKEDIN | 1 |
|-----------------------------|----------|---|

| <u>Recruitment Sources Utilized*</u> | <u>Total number of interviewees referred</u> |
|--------------------------------------|--|
|--------------------------------------|--|

* (please refer to the attached recruitment source list for complete address)

| | |
|---|-----|
| All AccessMusic Group | no |
| Berkowitz Consulting | no |
| DK Media Solutions | no |
| Employee Referral | no |
| FGCU Career Fairs | no |
| Florida A & M University | yes |
| Florida International University | yes |
| FMBC Job Posting | yes |
| Full Sail University | no |
| Hispanic Chamber of Commerce | yes |
| Indeed.com | no |
| LINKEDIN | yes |
| Marist College | yes |
| National Association of Black Journalists | yes |
| Penn State | no |
| Robt Half/Office Team | no |
| Return to Work Inc. | yes |
| Smith Geiger | no |
| Sunday Morning News | yes |
| SWFloridaHelpWanted.com | no |
| Talent Dynamics | no |
| TVJOBS.com | yes |
| TVNewsCheck | no |
| University of Florida | no |
| University of Miami | no |
| University of South Florida | yes |
| Unsolicited | yes |
| WAXA-AM | no |
| WINK-FM | no |
| WINKNEWS.com | yes |
| WTLQ-FM | no |
| Zip Recruiters | no |

1

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
|-------------------------------|---------------------------|---------------------------------|
| SR. EXECUTIVE PRODUCER | FMBC JOB POSTING | 1 |

| <u>Recruitment Sources Utilized*</u> | <u>Total number of interviewees referred</u> |
|---|--|
| * (please refer to the attached recruitment source list for complete address) | |

| | |
|---|-----|
| All AccessMusic Group | no |
| Berkowitz Consulting | no |
| DK Media Solutions | no |
| Employee Referral | no |
| FGCU Career Fairs | no |
| Florida A & M University | yes |
| Florida International University | yes |
| FMBC Job Posting | yes |
| Full Sail University | no |
| Hispanic Chamber of Commerce | yes |
| Indeed.com | no |
| LINKEDIN | no |
| Marist College | yes |
| National Association of Black Journalists | yes |
| Penn State | no |
| Robt Half/Office Team | no |
| Return to Work Inc. | yes |
| Smith Geiger | no |
| Sunday Morning News | yes |
| SWFloridaHelpWanted.com | no |
| Talent Dynamics | no |
| TVJOBS.com | yes |
| TVNewsCheck | no |
| University of Florida | no |
| University of Miami | no |
| University of South Florida | yes |
| Unsolicited | yes |
| WAXA-AM | no |
| WINK-FM | no |
| WINKNEWS.com | yes |
| WTLQ-FM | no |
| Zip Recruiters | no |

1

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| PROMO WRITER/PRODUCER | LINKEDIN | 7 |

| | |
|---|---|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of interviewees referred</u> |
| * (please refer to the attached recruitment source list for complete address) | |

| | |
|---|-----|
| All AccessMusic Group | no |
| Berkowitz Consulting | no |
| DK Media Solutions | no |
| Employee Referral | no |
| FGCU Career Fairs | no |
| Florida A & M University | yes |
| Florida International University | yes |
| FMBC Job Posting | yes |
| Full Sail University | no |
| Hispanic Chamber of Commerce | yes |
| Indeed.com | no |
| LINKEDIN | yes |
| Marist College | yes |
| National Association of Black Journalists | yes |
| Penn State | no |
| Robt Half/Office Team | no |
| Return to Work Inc. | yes |
| Smith Geiger | no |
| Sunday Morning News | yes |
| SWFloridaHelpWanted.com | no |
| Talent Dynamics | no |
| TVJOBS.com | yes |
| TVNewsCheck | no |
| University of Florida | no |
| University of Miami | no |
| University of South Florida | yes |
| Unsolicited | yes |
| WAXA-AM | no |
| WINK-FM | no |
| WINKNEWS.com | yes |
| WTLQ-FM | no |
| Zip Recruiters | no |

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FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-------------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| PROGRAM DIRECTOR-RADIO | BERKOWITZ CONSULTING | 8 |

| | |
|---|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| *(please refer to the attached recruitment source list for complete address) | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | yes | 5 |
| Berkowitz Consulting | yes | 1 |
| DK Media Solutions | yes | 1 |
| Employee Referral | no | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | 1 |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|---------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| CHIEF PHOTOGRAPHER | FMBC JOB POSTING | 1 |

| | |
|--|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| * (please refer to the attached recruitment source list for complete address) | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | no | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | 1 |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | no | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
|-------------------------|---------------------------|---------------------------------|
| DIGITAL PRODUCER | INDEED.COM | 2 |

Recruitment Sources Utilized*

**Total number of
interviewees referred**

* (please refer to the attached recruitment source list for complete address)

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | no | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | yes | 2 |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|-------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| VIDEO JOURNALIST | UNIV of FL CAREER DAY | 1 |

| | |
|--|------------------------------|
| <u>Recruitment Sources Utilized*</u> | Total number of |
| <small>* (please refer to the attached recruitment source list for complete address)</small> | interviewees referred |

| | |
|---|-----|
| All AccessMusic Group | no |
| Berkowitz Consulting | no |
| DK Media Solutions | no |
| Employee Referral | no |
| FGCU Career Fairs | no |
| Florida A & M University | yes |
| Florida International University | yes |
| FMBC Job Posting | yes |
| Full Sail University | no |
| Hispanic Chamber of Commerce | yes |
| Indeed.com | yes |
| LINKEDIN | no |
| Marist College | yes |
| National Association of Black Journalists | yes |
| Penn State | no |
| Robt Half/Office Team | no |
| Return to Work Inc. | yes |
| Smith Geiger | no |
| Sunday Morning News | yes |
| SWFloridaHelpWanted.com | no |
| Talent Dynamics | no |
| TVJOBS.com | yes |
| TVNewsCheck | no |
| University of Florida | yes |
| University of Miami | no |
| University of South Florida | yes |
| Unsolicited | yes |
| WAXA-AM | no |
| WINK-FM | no |
| WINKNEWS.com | yes |
| WTLQ-FM | no |
| Zip Recruiters | no |

1

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
|------------------|---------------------------|---------------------------------|
|------------------|---------------------------|---------------------------------|

| | | |
|-----------------------|------------|---|
| O/N ASSIGNMENT EDITOR | INDEED.COM | 1 |
|-----------------------|------------|---|

| <u>Recruitment Sources Utilized*</u> | <u>Total number of interviewees referred</u> |
|---|--|
| * (please refer to the attached recruitment source list for complete address) | |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | no | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | yes | 1 |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2019 through SEPTEMBER 30, 2020

| | | |
|---------------------------|----------------------------------|--|
| <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE</u> | <u># of PERSONS INTERVIEWED</u> |
| EXECUTIVE PRODUCER | TVJOBS.COM | 1 |

| | |
|---|-------------------------------------|
| <u>Recruitment Sources Utilized*</u> | <u>Total number of</u> |
| *(please refer to the attached recruitment source list for complete address) | <u>interviewees referred</u> |

| | | |
|---|-----|---|
| All AccessMusic Group | no | |
| Berkowitz Consulting | no | |
| DK Media Solutions | no | |
| Employee Referral | no | |
| FGCU Career Fairs | no | |
| Florida A & M University | yes | |
| Florida International University | yes | |
| FMBC Job Posting | yes | |
| Full Sail University | no | |
| Hispanic Chamber of Commerce | yes | |
| Indeed.com | yes | |
| LINKEDIN | no | |
| Marist College | yes | |
| National Association of Black Journalists | yes | |
| Penn State | no | |
| Robt Half/Office Team | no | |
| Return to Work Inc. | yes | |
| Smith Geiger | no | |
| Sunday Morning News | yes | |
| SWFloridaHelpWanted.com | no | |
| Talent Dynamics | no | |
| TVJOBS.com | yes | 1 |
| TVNewsCheck | no | |
| University of Florida | no | |
| University of Miami | no | |
| University of South Florida | yes | |
| Unsolicited | yes | |
| WAXA-AM | no | |
| WINK-FM | no | |
| WINKNEWS.com | yes | |
| WTLQ-FM | no | |
| Zip Recruiters | no | |

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

Fort Myers Broadcasting Company engaged in the following Outreach Efforts during the period covered in the report:

| Activity Classification | Type of Activity | Brief Description |
|-------------------------|---|---|
| 10 | Broadcast Center Tours | FMBC hosts schools, home schools, youth groups and adult organizations throughout the year visiting the station and learning about broadcasting. These tours address not only the technical workings of the station, these tours offer advice to students and/or adults on careers in TV news, operations, management and the educational steps required to fulfill those career paths. The Station prides itself on these exhaustive tours and the hands-on experience for students of all ages; grade school through high school, college groups, leadership groups, clubs and organizations. |
| 10 | Make-A-Wish Walk for Wishes 10/5/19 | WINK News talents Matt Devitt and Sabrina Katz emceed the 5K Walk benefitting the Make-A-Wish Foundation. |
| 10 | UF College of Journalism and Communications Career Day 10/15/19 | FMBC participated in University of Florida CJC's Career Day. The Assistant News Director spoke with students regarding our organization and the opportunities available here at the station and interviewed several applicants for possible employment. Several resumes were collected for possible future employment. |
| 10 | American Cancer Society Making Strides Against Breast Cancer 5K 10/19/19 | WINK News talents Lois Thome and Lindsey Sablan hosted the walk and kicked off the party to help raise money and awareness to support American Cancer Society. |
| 10 | Penn State Job Fair 10/24/19 & 10/25/19 | WINK-TV Senior Executive Producer met with two classes of hand-picked seniors interested in broadcast journalist careers. Over the course of two days, he spoke to two classes as a group, listened to their editorial discussions and offered feedback and suggestions. He then conducted individual interviews with more than a dozen students to discuss their goals, review their resume reels and provide feedback. |
| 10 | WINK Taste of Lee 11/2/19 | 15+ on-air personalities met with local members of the community at our annual food event in Downtown Fort Myers. WINK, WINK FM, WTLQ, WJUA all had a booth set up to meet and greet attendees and/or play games |
| 10 | Taste of Freedom Gala 11/2/19 | WINK News talents Amanda Hall and Corey Lazar emceed event for Florida Coalition Against Human Trafficking. They hosted and help raise money and awareness for children who are forced in to human trafficking. |
| 10 | Naples Zoo Gala 11/7/19 | WINK News talents Corey Lazar and Lindsey Sablan host and emcee the Naples Zoo Gala to help raise money for the care and safety of the zoo animals. |

Fort Myers Broadcasting Company engaged in the following Outreach Efforts during the period covered in the report:

| Activity Classification | Type of Activity | Brief Description |
|-------------------------|---|--|
| 10 | Special Olympics of Florida Luncheon 12/13/19 | WINK News talent Corey Lazar is emceed the luncheon for the Special Olympics of Florida. This is their annual award ceremony for athletes with special needs. |
| 10 | WINK Feeds Families Hunger Walk 1/18/20 | WINK News teams up with the Harry Chapin Food Bank to raise money to help local families in need. News talent Lois Thome and Chris Cifate emcee event and other talent meet and greet with runners/walkers to support the event. There was 10,000 in attendance. |
| 10 | Varsity Lakes Middle Career Day 1/23/20 | WINK News talent Lindsey Sablan and WINK-FM talent hosted the event and raised awareness of children's safety and health. 1,000 people attended the event. |
| 10 | NCH Safe & Healthy Children's Coalition 2/1/20 | WINK News talent Lindsey Sablan and WINK-FM talent hosted the event and raised awareness of children's safety and health. 1,000 people attended the event. |
| 10 | UF College of Journalism and Communications Career Day 2/17/20 | FMBC participated in University of Florida CJC's Career Day. The Assistant News Director spoke with students regarding our organization and the opportunities available here at the station and interviewed several applicants for possible employment. Several resumes were collected for possible future employment. |
| 10 | FGCU Journalism Job & Internship Fair 2/17/20 | Fort Myers Broadcasting attended job fair, passed out promo items and job applications at Florida Gulf Coast University. |
| 10 | Career Source of SWFL Job Fair 2/20/20 | Fort Myers Broadcasting attended job fair, passed out promo items and job applications for open positions at FMBC. |
| 10 | University of Florida Virtual Career Visits 3/2020 | For the March Virtual UF Career Day WINK News News Director and Assistant News Director set up several chats during the day with UF students and chatted with each using a chat window. |
| 10 | Orange River Elementary 3/2/20 | WINK News talent read to students at Orange River Elementary School as part of the Read Across America campaign. |
| 10 | Villas Elementary School 3/6/20 | WINK News talent Lois Thome read to students at Villas Elementary School to help promote reading week. |

Fort Myers Broadcasting Company engaged in the following Outreach Efforts during the period covered in the report:

| Activity Classification | Type of Activity | Brief Description |
|-------------------------|---|--|
| 10 | SWFL Reading Festival 3/7/20 | WINK News Talent from Noticias WINK and WINK-TV read books and met with members of the local community at the Fort Myers Regional Library, Downtown Branch. |
| 10 | St. Jude Radiothon 3/12/19-3/13/20 | WTLQ teamed up with St. Jude to help raise money and support its medical research and treatments to fight childhood cancer. |
| 10 | Lee Memorial Hospital & Gulf Coast Medical Center Van Hit 4/27/20 | All FMBC stations participated in delivering food donations from Zaby's/El Pilon Caribbean cuisine to the cafeterias at Lee Memorial Hospital and Gulf Coast Medical Center in an effort to feed front-line healthcare workers during the COVID-19 pandemic. |
| 10 | Golisano Children's Hospital & Landmark Hospital Van Hit 4/28/20 | All FMBC stations participated in delivering food donations from Tropical Smoothie/Komoon Thai Sushi to the cafeterias at Golisano Children's Hospital and Landmark Hospital in an effort to feed front-line healthcare workers during the COVID-19 pandemic. |
| 10 | NCH Bonita Emergency Rooms & Landmark Hospital Van Hit 4/29/20 | All FMBC stations participated in delivering food donations from Pewter Mug/Azucar Restaurant to the cafeterias at NCH Bonita Emergency Rooms and Landmark Hospital in an effort to feed front-line healthcare workers during the COVID-19 pandemic. |
| 10 | Cape Coral Hospital & Lehigh Regional Med Ctr. Van Hit 4/30/20 | All FMBC stations participated in delivering food donations from IRagazzi Pizza/El Rincon Boricua to the cafeterias at Cape Coral Hospital and Lehigh Regional Medical Center in an effort to feed front-line healthcare workers during the COVID-19 pandemic. |
| 10 | NCH Baker Hospital & Octapharma Plasma Van Hit 5/1/20 | All FMBC stations participated in delivering food donations from Seed to Table/WOW Sandwich & Grill to the cafeterias at NCH Baker Hospital and Octapharma Plasma in an effort to feed front-line healthcare workers during the COVID-19 pandemic. |
| 10 | Big Backpack Festival 7/26/20 | Latino 97.7, Maxima WJUA, Noticias WINK and WINK News promoted the event. The drive-through event gave away over 2,000 backpacks and supplies. |

FMBC/ JOB POSTING MAILING LIST

ALL ACCESS MUSIC GROUP

28955 Pacific Coast Highway, Suite 210-5
Malibu, CA 90265

Telephone: 310/457-6616
Fax: 310/457-8058
Contact: Joel Denver
E-mail: allaccess.com

BERKOWITZ BROADCAST CONSULTING

3910 Maple Hill Street West
West Bloomfield, MI 48323

Telephone: 248/737-3727
Contact: Gary Berkowitz
E-mail: gary@garyberk.com

BETHUNE-COOKMAN COLLEGE

Director Student Services
640 Mary McLeod
Daytona Beach, FL 32114

Telephone: 386/255-1401
Fax: 386/481-2139
Contact: M. Horne
E-mail: hornem@cookman.edu

DK MEDIA SOLUTIONS

14224 Amajess Lane
Midlothian, VA 23113

Telephone: 804/357-8973
Contact: Steve Davis
E-mail: steve@dkmediasolutions.com

FLORIDA A & M UNIVERSITY

Dept of Journalism / Communications
Post Office Box 14
Tallahassee, FL 32073

Telephone: 850/599-3700
Fax: 850/599-3086
Contact: Melony Washington
E-mail: melony.washington@famu.edu

FLORIDA INTERNATIONAL UNIVERSITY

Career Services
University Park Campus, GC 230
North Miami, FL 33181

Telephone: 305/348-2423
Fax: 305/348-3829
Contact: Lesley Deehl
E-mail: spencek@fiu.edu

FLORIDA SOUTHERN COLLEGE

Career Services
111 Lake Hollingsworth Drive
Lakeland, FL 33801

Telephone: 863/680-4390
Contact: Rachel Miller
E-mail: rmiller@flsouthern.edu

FMBC JOB POSTINGS

2824 Palm Beach Blvd.
Ft. Myers, FL 33916

Telephone: 239-338-4375
Fax: 239/479-5535
Contact: Karen Seiferth
E-mail: karen.seiferth@winktv.com

FULL SAIL UNIVERSITY

3300 University Boulevard
Winter Park, FL 32792

Telephone: 800/757-5105
Contact: Tink Abraham
E-mail: tinka@fullsail.com

FMBC/ JOB POSTING MAILING LIST

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