WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

WCWJ, WJXT-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WCWJ, WJXT-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment drug screen.

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
Investigative Reporter	3-11, 14-15, 17-20, 23, 25-36	8
Photographer	3-7, 9-12, 14-15, 17-20, 23, 25-36	35
Operations Engineer	3-7, 9-11, 14-15, 17-20, 22-23, 25-36	22
Meteorologist	3-11, 14-15, 17-20, 23, 25-36	20
Graphics Desinger	3-7, 9-11, 14-15, 17-21, 23-36	24
MMJ/Reporter	3-7, 9-12, 14-15, 17-20, 22-36	24
Multi-Platform Executive Producer	3-7, 9-12, 14-15, 18-20, 23, 25-36	35
Account Executive	3-7, 9-11, 14-15, 17-20, 23-36	24
Account Executive	3-7, 9-11, 14-15, 17-20, 23-36	24
Account Executive	3-7, 9-11, 14-15, 17-20, 23-36	24
Account Executive	3-7, 9-12, 14-15, 17-20, 23-36	12
Producer	3-7, 9-11, 14-15, 17-20, 23-36	20
Producer	3-7, 9-11, 14-15, 17-20, 23-36	20
MMJ/Reporter	3-7, 9-12, 14-20, 22-36	20
MMJ/Reporter	3-7, 9-12, 14-20, 22-36	22
Photographer	2-7, 9-12, 14-15, 17-20, 23-36	35
Local Sales Manager	3-12, 14-15, 17-20, 23-36	8
Special Projects Photographer	3-12, 14-20, 23, 25-36	12
Account Executive	3-7, 9-11, 14-15, 17-20, 23-36	24
Broadcast Maintenance Engineer	3-11, 14-15, 17-20, 23, 25-36	8
Digital Campaign Manager	2-11, 14-15, 17-20, 23, 25-36	8
Director	3-11, 14-15, 17-20, 23, 25-36	8
Producer	3-7, 9-11, 14-15, 17-20, 23, 25-36	20
Weekend Anchor/Reporter	3-11, 14-15, 17-20, 23, 25-36	8
Photographer	2-7, 9-12, 14-15, 17-20, 23, 25-36	20
Producer	2-7, 9-11, 14-15, 17-20, 23, 25-36	20

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Traffic Anchor/Reporter	2-12, 14-15, 17-20, 23, 25-36	8
Director	2-11, 14-15, 17-20, 23, 25-36	20
General Sales Manager	1-7, 9-15, 17-20, 23, 25-36	12
Weekend Anchor/Reporter	3-12, 14-15, 17-20, 23, 25-36	8
MMJ/Reporter	3-7, 9-11, 14-15, 17-20, 22-23, 25-36	20

WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	5
2	Alabama State University Department of Communications P. O. Box 271 Montgomery, Alabama Phone : (334) 229-4140 Url : www.alasu.edu Email : etucker@alasu.edu Fax : 1-334-229-4985 Ella Tucker	N	0
3	American Sports Caster Association 225 Broadway Suite 2030 New York, New York 10007 Phone : 2122278080 Email : lschwa8918@aol.com Louis Schwartz	N	0
4	Arizona State University 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 602.527.0820 Url : http://cronkite.asu.edu/ Email : mike.wong@asu.edu Michael Wong	N	0
5	Bethune-Cookman College 640 Second Avenue Daytona Beach, Florida 32015 Phone : (386) 481-2143 Email : bonnerd@cookman.edu Fax : 1-386-481-2139 Davita Bonner	N	0
6	Black College Community Association Florida A&M University 428 Tucker Hall Tallahassee, Florida 32307 Phone : (850) 599-3000 Email : kindrea.hill@famu.edu Fax : 1-850-599-3086 Kindrea Hill	N	0

WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Columbia University Graduate School of Journalism 2960 Broadway New York, New York 10027 Phone : 212-854-4422 Email : cujschool.careers@gmail.com Jacqueline DeLaFuente	N	0
8	Current Employee - Transfer/Promotion	N	15
9	Daytona Beach Community College Career Devt. & Placement P. O. Box 2811 Daytona Beach, Florida 32120 Phone : 3865063073 Email : careerservices@daytonastate.edu James Gustafson	N	0
10	Edward Waters College Communications Department 1658 Kings Road Jacksonville, Florida 32209 Phone : (904) 355-3030 Email : amstarke@gmail.com Career Services	N	0
11	Emma Bowen Foundation 1221 Avenue of the Americas New York, New York 10020 Phone : 2126643486 Email : michael.barham@nbcuni.com Michael Barham	N	0
12	Employee Referral	N	16
13	Employment Agency	N	1
14	Florida A & M University 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida Phone : 850.599.3700 Email : delores.dean@famu.edu Delores Dean	N	0
15	Florida Atlantic University Associate Director SSB222, P. O. Box 3091 Boca Raton, Florida 33431 Phone : (561) 297-3533 Email : career@fau.edu Fax : 1-561-297-2740 Jennifer Berman	N	0

WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Former Employee Referral	N	2
17	Full Sail University 3300 University Blvd Suite 160 Winter Park, Florida 32792 Phone : 866.807.3140 Url : www.fullsail.com/ Email : toberdick@fullsail.com Fax : 1-407-671-2240 Tom Oberdick	N	0
18	Graham Media Group 550 West Lafayette Blvd Detroit, Michigan 48226 Phone : 3129176260 Email : careers@grahammedia.com Julie Dreixler	N	0
19	Grambling State University Box 4292 Dept of Mass Communication Grambling, Louisiana 71245 Phone : 318-274-2189 Email : dunns@gram.edu Dr. Sharon Ford-Dunn	N	0
20	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : https://www.ihire.com Career Listing Manual Posting	N	74
21	Indeed.com none none, Florida none Phone : 9045551212 Url : www.indeed.com none none Manual Posting	N	1
22	Internship Program	N	11

WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Jacksonville Urban League Employment Coordinator 903 West Union Street Jacksonville, Florida 32204 Phone : (904) 366-6494 Email : jhwilson@jaxul.org Fax : 1-904-356-8369 Julia Wilson	N	0
24	Linkedin.com 1000 W. Maude Ave. Sunnyvale, California Url : www.linkedin.com Job Listing Manual Posting	N	27
25	Medill News Service 1325 G Street NW Suite 730 Washington, District of Columbia Phone : (202) 347-8700 Email : shearer@northwestern.edu Ms Shearer	N	0
26	NABEF - Broadcast Career Link 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0
27	National Lesbian & Gay Journalists Assn. 1420 K Street NW Suite 920 Washington, DC, North Carolina 20005 Phone : (202) 588-9888 Email : info@nlgja.org Lynette Spencer	N	0
28	Ribault Full Service School 3701 Winton Drive Jacksonville, Florida 32208 Phone : (904) 924-1680 Email : sharonr@uwnefl.org Fax : 1-904-924-1684 Sharon Robinson	N	0

WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	South Asian Journalists Association Columbia Graduate School 2950 Broadway New York, New York 10027 Phone : (212) 854-5979 Email : sree@sree.net Career Services	N	0
30	Stetson University Career Services Flagler Hall, Room 100 Deland, Florida Phone : (386) 822-7315 Email : career@stetson.edu Annette Accorto	N	0
31	TV Jobs Broadcast Employment Services P. O. Box 4116 Oceanside, California 92052 Phone : (760) 754-8177 Url : www.tvjobs.com Email : jobs@tvjobs.com Mark Holloway	N	0
32	University of Central Florida Career Resource Center 4000 Central Fl Blvd,Bldg7F,Rm185 Orlando, Florida 32816 Phone : (407) 823-2361 Url : www.career.ucf.edu Email : career@ucf.edu Career Services	N	0
33	University of Florida College of Communications P. O. Box 118400 Gainesville, Florida Phone : (352) 392-0289 Email : kgraham@jou.ufl.edu Katrice Graham	N	0
34	University of North Florida Director, Career Services 4567 St. Johns Bluff Road South Jacksonville, Florida Phone : (904) 620-2955 Email : csc@unf.edu Anamarie Lelis	N	0

WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	WJXT-TV 4 Broadcast Place Jacksonville, Florida 32207 Phone : (904) 393-9832 Url : www.news4jax.com Email : dfox@wjxt.com NaKita Woods	N	51
36	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		**203**

WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in other activities designed by the station employment unit	Year-round tours of the television broadcast facility	1	Meteorologist
2	10/1/2025	Participation in Job Fairs	HR Administrator set up a table at and attended the Flagler College Career Fair. The HR Administrator spoke with interested students and other potential applicants regard job opportunities both at the stations and within the broadcast industry.	1	HR Administrator
3	Ongoing Event	Participation in other activities designed by the station employment unit	The station runs a year-round on-air EEO announcement	0	
4	10/1/2025	Establishment of training programs for station personnel	Storm Track Truck Training - All new News Photographers	4	News Operations Manager
5	10/28/2025	Participation in events or programs sponsored by educational institutions	Ivybrook Academy Preschool - Spoke to students about weather and job of a meteorologist	1	Meteorologist
6	2/20/2026	Establishment of training programs for station personnel	Sales Training - Level Up: Search Marketing focused on strengthening digital media knowledge, sales strategies, and professional development skills. The training supports employee growth and ongoing career development within the station.	14	General Sales Manager National Sales Manager Local Sales Manager Account Executives
7	3/16/2026	Establishment of training programs for station personnel	Baron Weather Training - Meteorologist was trained on the Baron weather system which is a comprehensive meteorological technology platform that provides precision weather radar, high-resolution forecast modeling, and real-world storm-tracking software.	3	Meteorologist
8	3/20/2026	Establishment of training programs for station personnel	Sales Training - Level Up: Search Marketing (Part 2) focused on strengthening digital media knowledge, sales strategies, and professional development skills. The training supports employee growth and ongoing career development within the station.	13	Local Sales Manager National Sales Manager Account Executives

WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	4/3/2026	Establishment of training programs for station personnel	Sales Training - Level Up: Home Services HVAC focused on strengthening digital media knowledge, sales strategies, and professional development skills. The training supports employee growth and ongoing career development within the station.	13	Local Sales Manager National Sales Manager Account Executives
10	4/3/2026	Establishment of training programs for station personnel	Station people leaders attended development meetings on leading culture improvements for teams.	8	Executive Producer Local Sales Manager Manager of Content and Coverage Multi-Platform Executive Producer
11	4/11/2026	Participation in Job Fairs	FABJ Press Forward Job Fair	1	Manager of Content and Coverage
12	5/1/2026	Establishment of training programs for station personnel	Sales Training - Level Up: GMG Spark Workshop - Sales Tools focused on strengthening digital media knowledge, sales strategies, and professional development skills. The training supports employee growth and ongoing career development within the station.	12	Local Sales Manager National Sales Manager Account Executives
13	5/16/2026	Participation in events sponsored by organizations representing the community	Spoke to group about hurricane prep and how to build a kit and answered questions about broadcast career.	1	Meteorologist
14	5/29/2026	Establishment of training programs for station personnel	Station people leaders attended development meetings on leading culture improvements for teams.	8	Executive Producer Local Sales Manager Manager of Content and Coverage Multi-Platform Executive Producer
15	5/29/2026	Establishment of training programs for station personnel	Sales Training - Level Up: Livestreaming Sales Workshop focused on strengthening digital media knowledge, sales strategies, and professional development skills. The training supports employee growth and ongoing career development within the station.	12	Local Sales Manager National Sales Manager Account Executives Digital Revenue Accelerator
16	6/4/2026	Establishment of training programs for station personnel	FAB Annual Local News & Meteorology Communications Summit focused on improving coordination and public messaging before, during, and after severe weather and hurricanes.	1	Meteorologist

WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
17	6/18/2026	Establishment of training programs for station personnel	IRE Conference Investigative Reporter, Editors.	1	Investigative Reporter
18	6/26/2026	Establishment of training programs for station personnel	Station people leaders attended development meetings on leading culture improvements for teams.	8	Executive Producer Local Sales Manager Manager of Content and Coverage Multi-Platform Executive Producer
19	7/15/2026	Participation in events sponsored by organizations representing the community	Spoke to Life Lab group about weather, hurricane prep, and answered questions about broadcast career.	1	Meteorologist
20	7/17/2026	Establishment of training programs for station personnel	Sales Training - Level Up: GA4 Analytics, Conversion Pixels & Business Outcomes focused on strengthening digital media knowledge, sales strategies, and professional development skills. The training supports employee growth and ongoing career development within the station.	9	Local Sales Manager National Sales Manager Account Executives Digital Revenue Accelerator
21	7/24/2026	Establishment of training programs for station personnel	Station people leaders attended development meetings on leading culture improvements for teams.	8	Executive Producer Local Sales Manager Manager of Content and Coverage Multi-Platform Executive Producer
22	7/31/2026	Establishment of training programs for station personnel	Sales Training - Level Up: CNA, Client Research, & Discovery focused on strengthening digital media knowledge, sales strategies, and professional development skills. The training supports employee growth and ongoing career development within the station.	9	Local Sales Manager National Sales Manager Account Executives Digital Revenue Accelerator
23	8/12/2026	Participation in Job Fairs	NABJ: National Association of Black Journalists Convention and Career Fair	1	News Director
24	8/20/2026	Establishment of training programs for station personnel	Sales Training - Lunch and Learn: AI	7	Local Sales Manager Account Executives Client Strategy Lead

WCWJ, WJXT-TV
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
25	8/21/2026	Establishment of training programs for station personnel	Sales Training - Level Up: Wide Orbit Fusion focused on strengthening digital media knowledge, sales strategies, and professional development skills. The training supports employee growth and ongoing career development within the station.	7	Local Sales Manager Account Executives Client Strategy Lead
26	8/21/2026	Establishment of training programs for station personnel	Station people leaders attended development meetings on leading culture improvements for teams.	8	Executive Producer Local Sales Manager Manager of Content and Coverage Multi-Platform Executive Producer