

**EEO PUBLIC FILE REPORT  
WFLX-TV – West Palm Beach, FL  
October 1, 2012 to September 30, 2013**

**Recruitment Sources Used For Full-Time Vacancies**

See Appendix A

**Full-Time Positions Filled; Recruitment Sources Used (#'s in parenthesis)  
[With Hiree's Recruitment Source In Brackets]**

03/18/2013	Account Executive	(1-11) [3]
03/25/2013	Account Executive	(1-11) [3]
07/29/2013	Account Executive	(1-11) [3]

**Total Interviewees for all Full-Time Positions**

14 persons

**Number of Referrals From Sources Used**

#3 [6 persons], #4 [1 person], #6 [7 persons]

**Supplemental Outreach Activities**

See Attached

## Appendix A Recruitment Sources

#	<u>Referral Source</u>	<u>Address/Contact of Source</u>	<u>Tel/Fax/Email</u>
1	Palm Beach Community College	All Palm Beach County Campus <a href="http://www.palmbeachstate.edu">http://www.palmbeachstate.edu</a>	561-207-5350
2	Florida Atlantic University	<a href="http://www.myinterfase.com/fau/employer">http://www.myinterfase.com/fau/employer</a>	561-297-3533
3	Employee / Word of Mouth Referral	Internal Bulletin Board Postings	
4	WFLX Fox 29 – On-Air Ad	James McKay 1100 Banyan Blvd West Palm Beach FL 33401	<a href="mailto:jmckay@wptv.com">jmckay@wptv.com</a>
5	WFLX – Walk In	1100 Banyan Blvd. West Palm Beach FL 33401	561-845-2929
6	WFLX Website	Raycom Media 1100 Banyan Blvd. West Palm Beach FL 33401 <a href="http://www.wflx.com">www.wflx.com</a>	
7	Raycom Media Website	Donna Tadlock 201 Monroe Street, 20 <sup>th</sup> Floor Montgomery AL 36104	334-206-1412
8	TVJobs.com	PO Box 4116 Oceanside CA 92052 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	877-988-9808 760-754-2115 Fax
9	Vickers House	Dan 811 Palm Beach Lakes Blvd West Palm Beach FL 33401	561-804-4970 561-835-7150 Fax
10	Florida Association of Broadcasters	Lindsay Varn 201 South Monroe St. Ste 201 Tallahassee FL 32301 <a href="http://www.fab.org">www.fab.org</a>	<a href="mailto:lvarn@fab.org">lvarn@fab.org</a> 850-681-6444
11	Urban League of PBC	Rev. Henry Fuse 1700 N Australian Ave West Palm Beach FL 33407 <a href="http://www.ulpbc.org">www.ulpbc.org</a>	<a href="mailto:hfuse@ulpbc.org">hfuse@ulpbc.org</a> 561-833-1461 x 3011

**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): Continuous

Describe Nature of Initiative:

Full-time job postings on minority websites.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Vickers House  
Urban League of Palm Beach County

Names of Station Personnel involved in Initiative:

Bryn Wilkins, Business Office Coordinator

## DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s):                     Continuous                    

Describe Nature of Initiative:

Scholarship Program

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

A scholarship program directed at students desiring to pursue a career in communications at the Connecticut School of Broadcasting. In conjunction with the CSB, WFLX Television reviews applications from the faculty nominees and provides input on selection of recipient based on "talent and need".

Names of Station Personnel involved in Initiative:

John Heislman, Vice President and General Manager  
Bryn Wilkins, Business Office Coordinator

## DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): September 2013

Describe Nature of Initiative:

Provide training to management level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

A Federal Law Update on Unlawful Discrimination training session on how to spot and respond to unlawful discrimination and harassment.

Conducted by Baker Wyche, Esq. III and Stephen Woods, Esq., Ogletree, Deakins

Names of Station Personnel involved in Initiative:

Kathie Kreh – Local Sales Manager  
John Heislman – VP; General Manager  
Bryn Wilkins – EEO Coordinator