

**WFLX**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2019 – September 30, 2020**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

| <b>Job Title</b>                                    | <b>Recruitment Sources (“RS”)<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|---|--|-------------------------------|
| No positions were filled during this reporting year |  |                               |
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**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         | <b>Palm Beach State College</b> , Handshake.com, Julie Schettenhelm, 4200 Congress Ave, Lake Worth FL 33461, 561-967-7222, <a href="mailto:schettej@palmbeachstate.edu">schettej@palmbeachstate.edu</a> , <a href="https://app.joinhandshake.com/schools/804">https://app.joinhandshake.com/schools/804</a> | N   |  |
| 2         | <b>(FAU) Florida Atlantic University</b> , Handshake.com, Madison Lemoine, 777 Glades Rd, Boca Raton FL 33431, 561-297-3533, <a href="mailto:lemoinem2015@fau.edu">lemoinem2015@fau.edu</a> , <a href="https://app.joinhandshake.com/schools/551">https://app.joinhandshake.com/schools/551</a>             | N   |  |
| 3         | <b>Employee/Word of Mouth Referral</b> , Internal Posting by Randall B. Jones, 1100 Banyan Blvd, WPB FL 33401, 561-282-4147, <a href="mailto:randalljones@wflx.com">randalljones@wflx.com</a>   | N   |  |
| 4         | <b>WFLX On-Air Ad</b> , John Heislman, 1100 Banyan Blvd, WPB FL 33401, 561-282-4157, <a href="mailto:jheislman@wflx.com">jheislman@wflx.com</a>   | N   |  |
| 5         | <b>WFLX Walk-in</b> , Receptionist, 1100 Banyan Blvd, WPB FL 33401, 561-845-2929  | N   |  |
| 6         | <b>WFLX Website</b> , 1100 Banyan Blvd, WPB FL 33401, 561-845-2929, <a href="http://www.wflx.com">www.wflx.com</a>  | N   |  |
| 7         | <b>GrayTV Website</b> , Donna Tadlock, 201 Monroe St, 20 <sup>th</sup> Fl, Montgomery, AL 36104, 334-206-1417, <a href="https://gray.tv/careers#currentopenings">https://gray.tv/careers#currentopenings</a>  | N   |  |
| 8         | <b>TVJobs.com</b> , PO Box 4116, Oceanside CA 92052, 877-988-9808, <a href="http://www.tvjobs.com">www.tvjobs.com</a>   | N   |  |
| 9*        | <b>Vickers House</b> , Lisa Kemp, 811 Palm Beach Lakes Blvd, WPB FL 33401, 561-804-4971 direct, 561-804-4970 office, <a href="mailto:lkemp@wpb.org">lkemp@wpb.org</a> , <a href="http://www.wpb.org/vickershouse">www.wpb.org/vickershouse</a>  | Y   |  |
| 10        | <b>(FAB) FL Assoc of Broadcasters</b> , 201 S Monroe St. Ste 201, Tallahassee FL 32301, 850-681-6444, <a href="mailto:intern@fab.org">intern@fab.org</a> , <a href="http://www.fab.org">www.fab.org</a>   | N   |  |
| 11        | <b>Urban League of PBC</b> , Tomas Evangelista, 1700 Australian Ave., WPB FL 33407, 561-533-1461 ext. 3025, <a href="mailto:tevangelista@ulpbc.org">tevangelista@ulpbc.org</a> , <a href="http://www.ulpbc.org">www.ulpbc.org</a>   | Y   |  |
| 12        | <b>TVB Broadcasters</b> , 120 Wall Street 15 <sup>th</sup> Fl., New York, NY 10005-3908, 212-486-1111, <a href="http://www.tvb.org">www.tvb.org</a>   | N   |  |
| 13*       | <b>Perception Is Everything</b> , Clover Henry-Gilroy, 8741 Bearing Point, WPB FL 33411, 561-422-3549, <a href="mailto:cgilroy@pieinc.org">cgilroy@pieinc.org</a> , <a href="http://www.pieinc.org">www.pieinc.org</a>  | Y   |  |

| RS Number                                       | RS Information   | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|--|---|--|
| 14  | <b>Spots N Dots</b> , Gene McKay, 1635 Old Hwy 41 NW, Ste. 112-338, Kennesaw, GA 30152, 888-884-2630, <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> , <a href="http://www.spotsndots.com">www.spotsndots.com</a>  | N   |  |
| 15  | <b>Linkedin</b> , <a href="http://www.linkedin.com/company/wflx-fox-29">www.linkedin.com/company/wflx-fox-29</a>   | N   |  |
| 16  | <b>Indeed</b> , <a href="http://www.indeed.com">www.indeed.com</a> , <a href="https://www.indeed.com/jobs?q=Television&amp;l=West%20Palm%20Beach%2C%20FL&amp;start=10&amp;vjk=4cb92d7b793e36ea">https://www.indeed.com/jobs?q=Television&amp;l=West%20Palm%20Beach%2C%20FL&amp;start=10&amp;vjk=4cb92d7b793e36ea</a> | N   |  |
| 17  | <b>National Coalition of 100 Black Women - WPB Chapter</b> , PO Box 15292, West Palm Beach, FL 33416, <a href="mailto:info@ncbw-wpbchapter.org">info@ncbw-wpbchapter.org</a> , <a href="http://www.ncbw-wpbchapter.org">www.ncbw-wpbchapter.org</a>  | N   |  |
| 18  |  |   |  |
| 19  |  |   |  |
| 20  |  |   |  |
| (etc.)  |  |   |  |
| <b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b> |  |   |  |

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**III. RECRUITMENT INITIATIVES**

|          | <b>Type Of Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description Of Activity</b>  |
|----------|--|---|
| <b>1</b> | FCC EEO Outreach PSA                                       | <p>Initiative Date(s): Continuous</p> <p>WFLX broadcasts monthly on-air announcements asking community-based organizations to send us their information so that we can provide them with any jobs that are open at the station.</p> <p>Participant(s): WFLX General Manager, John Heislman and BOC/EEO Coord. Randall B. Jones.</p>   |
| <b>2</b> | Job postings with women and minority organizations         | <p>Initiative Date(s): Continuous</p> <p>Job postings are sent to the following organizations: Vickers House, Perception Is Everything, Urban League of Palm Beach County and the National Coalition of 100 Black Women WPB Chapter to be posted on a continuous basis.</p> <p>Participant(s): BOC/EEO Coord. Randall B. Jones.</p>   |
| <b>3</b> | Management Training  | <p>Initiative Date(s): July 9 - August 4, 2020</p> <p>Participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Item covered in this training include: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.</p> <p>Participant(s): WFLX General Manager, John Heislman</p> |