

WJCT TV-FM: Jacksonville, Florida  
 ANNUAL EEO PUBLIC FILE REPORT  
 September 30, 2022 – September 30, 2023

Station(s): **WJCT TV-FM/JAX**  
**PBS – WJCT News 89.9**

Community of License:  
**Jacksonville, FL**

Reporting Period:  
**9/30/2022 – 9/29/2023**

No. of Full-time Employees: **(81) Full-Time Employees**  
 Small Market Exemption: **N/A**

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

**INITIATIVES**

<p><i>Participated in at least 4 <b>job fairs</b> by station personnel who have substantial responsibility in making hiring decisions.</i></p>	<ol style="list-style-type: none"> <li>1. Jacksonville University</li> <li>2. University of North Florida</li> <li>3. Job News-Career Source Virtual</li> <li>4. Edward Water University</li> <li>5. DCPS Technical Job Fair</li> <li>6. Duval Public Schools Employment Fair</li> </ol>
<p><i>Hosted at least one <b>job fair</b>.</i></p>	<p><i>WJCT has proactively collaborated with other community partners throughout Jacksonville to promote cohesive job search initiatives. In doing such interested candidates have been encouraged to apply online. As a result of the events, selected candidates have been invited to interview and complete the hiring process, both in-house and virtually.</i></p>
<p><i>Co-sponsored at least one <b>job fair</b> with organizations in the business and professional community whose membership includes substantial participation by women and minorities.</i></p>	<p><i>Throughout the year WJCT has worked exclusively with the University of North Florida, Jacksonville University and Edward Water University to promote workforce employment, and internship opportunities to for student seeking employment or specialize training in the field of journalism, broadcasting, Human Resource and Business. Our unique opportunities promote equality and diversity in the workplace for all participating individuals, placing a special emphasis on women, minorities, and those with special needs. In 2022 and 2023, WJCT successfully co-sponsored a total of (5) major Job Fair events.</i></p>
<p><i>Participated in at least 4 <b>events</b> sponsored by <b>organizations</b> representing groups present in the community interested in broadcast employment issues, including conventions, w/career</i></p>	<p><i>WJCT considers itself a community resource and uses several means to reach out to the community we serve. In 2022 and 2023, the Sr. Human Resource Director attended the following trainings, workshops, and day seminars to help promote recruitment, community efficacy and organization outreach:</i></p>

<p>days, workshops, and similar activities.</p>	<p><b><u>WJCT’s HR Director participated in the following Training in 2023:</u></b></p> <ol style="list-style-type: none"> <li>1. Cultivating Cultures in Today's Work Environment</li> <li>2. 2023 Empowering Women to Wellness</li> <li>3. 2023 Generation “W” Convention</li> <li>4. Effective Workplace Leadership Training</li> <li>5. CPB Preventing Harassment and Discrimination: Gateway Course</li> <li>6. Embracing &amp; Optimizing the Hybrid Workplace</li> <li>7. Fostering a Collaborative Learning Culture</li> <li>8. HR and Organizational Leadership Training</li> </ol> <p><b><u>Advertisement:</u></b>  WJCT airs a 30-second spot three times weekly on multiple television channels reinforcing our commitment to being an Equal Opportunity and Equal Access Employer. In those spots, we encourage minorities, women, those with disabilities, and veterans to view our website and to apply if qualified.</p> <p><b><u>Station Tours</u></b>  WJCT provides tours of its radio and television facilities to school-aged children, special needs groups, local chapters of Junior Achievement, media students, and adult groups from the community. During the tour, the WJCT team shares employment, internships, and volunteer information for qualified individuals.</p> <p><b><u>Be My Neighbor Day</u></b>  WJCT proudly hosts an annual event entitled “Be My Neighbor Day”. The event is often held in early September. During the event we typically host children &amp; parents from the community, representing our viewing and listening audience. At such times, the WJCT HR team actively posts information about specific openings at the station in the main entrance, with methods that interested attendees can apply. In 2023 WJCT proudly resumed the community event, hosting over 500 + participants.</p>
<p>Established an internship program designed to assist members of the community in acquiring skills needed for broadcast employment.</p>	<p>WJCT works closely with local colleges and universities and occasionally high schools to provide hands-on experience for students to gain knowledge and continued learning in the field of Communications/Art &amp; Culture/ Radio/TV/ Business/Marketing/PR etc. Due to the pandemic, our participation in the program has decreased substantially.</p> <p>However, the station currently provides learning opportunities to (4) local Interns. All from North Florida University.</p>
<p>Participated in <b>job banks, internet programs,</b> and other programs designed to promote outreach generally (i.e., that are</p>	<p>WJCT strives to continuously enhance and improve our outreach efforts. In doing so, we often explore trending platforms to advertise employment opportunities and internship initiatives. WJCT has sent letters and countless phone calls to various community groups, media</p>

<p><i>not primarily directed to providing notification of specific job vacancies).</i></p>	<p><i>outlets, recruitment sources and universities to promote partnership interest. We advise all responding recipients to sign up for Job Alerts and to monitor the WJCT website for up-to-date notifications on potential openings. Should the station have an open position or an Intern opportunity, it would be posted on the WJCT.org employment page.</i></p>
<p><i>Participated in <b>scholarship</b> programs designed to assist students interested in pursuing a career in broadcasting.</i></p>	<p><i>At present, WJCT does not participate or assist in any scholarship endeavors. However, we openly provide internships and continuing educational opportunities to individuals seeking college fellowships, broadcasting/journalism training, and mentoring from the professional team members here at the station. In addition, we publicly promote internal opportunities for students at local events, job fairs, and on our WJCT website.</i></p>
<p><i>Established <b>training</b> programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.</i></p>	<p><i>WJCT provides enhanced employment skills training through a local computer organization, New Horizon. The course(s), which range from basic to advanced training, provides our staff with a variety of learning opportunities from individual one-time skills to developmental classes, to a series of courses that result in professional certifications. The professional development opportunities are available to all active employees.</i></p>
<p><i>Established a mentoring program for station personnel.</i></p>	<p><i>Eckerd Workforce Development Program is a Community-Based Training initiative that partners with WJCT, the program focuses on assisting at-risk minority youth secure employment and internship opportunities. <b>Due to an up-tick in the Delta-Variant &amp; COVID-19, the initiative has been placed on hold by Eckerd until further notice.</b></i></p>
<p><i>Sponsored at least 2 <b>events</b> in the <b>community</b> designed to inform and educate the public as to employment opportunities in broadcasting.</i></p>	<ol style="list-style-type: none"> <li>1. WJCT Community Sponsored Lunch and Learn</li> <li>2. JME (Jacksonville Music Experience)</li> <li>3. Sound Stage</li> <li>4. Jacksonville Today (New Local Digital Magazine)</li> <li>5. FM Radio – (Melissa Ross Show)</li> <li>6. Adapt</li> <li>7. WJCT local Art and Culture Initiatives</li> <li>8. Fred Rogers-Sweater Drive</li> <li>9. DCPS Employment Initiatives</li> <li>10. KHA Education Starts Program</li> </ol> <p><i>Members of the WJCT staff participate in various outreach efforts in our community throughout the reporting period unless a cancellation occurs due to the pandemic. During the community events, the participants are encouraged to visit the WJCT website for employment/internship and volunteering opportunities. On various occasions, students and members of the broadcasting community have engaged in networking platforms to develop gainful employment. Applications for employment and Internships are made available at all station functions.</i></p>

<p><b>Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.</b></p>	<p><b>OPEN/FILLED: VP of Development, and Sr. Producer.</b>  WJCT advertises through Indeed’s internet-based job site and on WJCT.ORG’s internal Job Board. The following positions were filled within the reporting period: +Vice President of Development: Sarah Dobson (White, Female), and our new Senior Producer: Stacey Bennett.</p>
<p><b>Assisted unaffiliated non-profit entities in maintaining websites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting</b></p>	<p>WJCT does not hold any affiliations with any outside entities with website development or technical assistance. Nevertheless, WJCT employs a structured team of tenure leaders that counsel and educate local students by ways of “Experiential Learning”. This process provides students with direct experience in their prospective fields by utilizing both analytical skills and reflection skills to apply new ideas gained from the classroom and their internship. An intricate piece of this learning involves; job search, career development, and web-based research for media, journalism, and broadcasting candidates – along with professional delivery and workplace readiness.</p>
<p><b>Provided training to management-level personnel on methods of ensuring equal employment opportunity and preventing discrimination.</b></p>	<p>From May to September of 2023 WJCT required that all active employees undergo “<b>Preventing Harassment &amp; Discrimination: Gateway Training</b>”. The course was an essential tool to build knowledge and understanding of what is needed in the workplace to build a culture of dignity, respect, and tolerance. The course features interactive videos, viewer engagement scoring, and an episode-based format that keeps viewers interested and engaged.</p> <p>In Addition, several members of management and leadership have proactively attended a variety of virtual and in-person conferences throughout the reporting period. Currently, many scheduled conferences and training platforms are available via Zoom, Microsoft Teams, or Google Meets. These opportunities increase staff knowledge and continue to their professional development as an alternative during these compromising times.</p>
<p><b>Provided training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.</b></p>	<p>Our VP &amp; COO of JCT Services, who by trade are engineers, participate in a Career Day platform at Florida State College Jacksonville. The career discussions host students interested in the field of engineering and broadcasting.</p> <p>In addition, our WJCT News 89.9 FM, Morning Host teaches an eight-week, college-level class in Journalism to students at the American Public University where they discuss major issues surrounding mass media in American Society. She often brings her work/career experiences into the academic forum for open discussion.</p>
<p><b>Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to</b></p>	<p>During the reporting period, the WJCT Human Resource Director has effectively offered training to management and non-management team members on policies and station best practices to ensure Equal Opportunity hiring and discrimination prevention. All staff upon hire are given an Employee Handbook. Post-hire, employees undergo</p>

<p><i>employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</i></p>	<p><i>“New Hire Orientation” with the Human Resource Director. At such time the new team member receives a one-on-one overview of the station's policies and stance in such areas as Equal Opportunity Employment, Business Ethics, Harassment and Discrimination Prevention, Professional Development Opportunities, Continued Education, Community Involvement, Training opportunities, Drug-Free Work Environments, Diversity in the Workplace and Career Pathing. “Career Pathing” enables an employee to further their career here at the station should they desire to experience upward occupational mobility.</i></p> <p><i>During the New Hire Orientation, new employees are encouraged to take advantage of the resources at the station and within the community to promote Inclusion, Diversity, and Equality in the workplace as it relates to Broadcasting and News. Once the employee meets the probationary period expectations, all WJCT employees are afforded individual counseling from their Human Resource Director and their Management team, should they desire to prepare for a new role, seek on-the-job training, or apply for a posted opportunity here at WJCT. WJCT Job Openings are posted regularly on <a href="https://wjct.org/employment/">https://wjct.org/employment/</a></i></p>
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LIST OF POSITIONS FILLED

DATE OF HIRE	NO. OF POSITIONS/JOB TITLES:	SOURCES NOTIFIED	RECRUITMENT SOURCE REFERRING HIRER
3/25/2022	<b>(1) Radio Sales Rep</b>	N/A- Rehired	Rehired
07/17/2023	<b>Sr. Producer</b>	1,3, 22,	3
03/20/2023	<b>(1)VP of Development</b>	1, 3, 22, 5	3, 22
6/20/2023	<b>(1 ) Development Data Specialist</b>	1, 3, 22	22
03/27/2023 06/26/2023 07/10/2023 10/17/2022	<b>(4) Reporter</b>	1, 3, 11, 22	1, 3, 22
08/04/2023 08/04/2023	<b>(2) Part-Time Crew Members</b>	1, 3, 22	1, 3

INTERVIEWEE REFERRAL SOURCE SUMMARY

NO. OF POSITIONS/JOB TITLES:	RECRUITMENT SOURCES REFERRING INTERVIEWEES DURING THE REPORTING PERIOD	Number of Persons Interviewed that the Source Referred
<b>(1) Development Data Specialist</b>	Position 1:3	5
<b>(4) Reporter</b>	Position 1:1 Position 2:3 Position 3:2 Position 4:4	2 3 4 1
<b>(1) VP of Development</b>	Position 1:3	6
<b>(2) PT Crew Member</b>	Position 1:22	1
<b>(1) Sr. Producer</b>	Position 1:3	5

Open Positions	Number of Openings	Closing Dates
None	None	N/A

## RECRUITING SOURCES USED

REFERRAL SOURCE	*	ADDRESS/CONTACT # OF SOURCE	CONTACT PERSON AT SOURCE	E-MAIL ADDRESS OF SOURCE
1. WJCT Website/Job-line (Employment Section)	N	100 Festival Park Dr Jax, FL 32202 904-357-5684	N/A	Wjct.org
2. Snag-a-job	N		N/A	Snagajob.com
3. Indeed, Job Site	N		N/A	Indeed.com
4. Journalism Jobs	N		N/A	Journalism.com
5. Association of Fundraising Professionals FL, First Coast Chapter	N	P.O. Box 43024 Jacksonville, FL 32203-3024	Julie Hart	afpfirstcoast@yahoo.com
6. National Association of Black Journalist	N	1100 Knight Hall, Suite 3101 College Park, Maryland 20742	N/A	<a href="https://nabjonline.org/">https://nabjonline.org/</a>
7. National Association of Hispanic Journalist	N		N/A	<a href="https://nahj.org/">https://nahj.org/</a>
8. TV Jobs.com	N	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052	N/A	<a href="https://www.tvjobs.com/">https://www.tvjobs.com/</a>
9. LinkedIn Job Site	N	1000 W. Maude Ave Sunnyvale, CA	N/A	<a href="https://www.linkedin.com">https://www.linkedin.com</a>
10. Institute for Non-profit News (INN)		714 W. Olympic Blvd. #929 Los Angeles, CA 90015 info@inn.org	N/A	<a href="http://info@inn.org">http://info@inn.org</a>
11. Corporation for Public Broadcasting (CPB)	N	401 9 <sup>th</sup> St. NW Washington, DC 20004	N/A	<a href="https://www.cpb.org/">https://www.cpb.org/</a>
12. Flagler College (Handshake)	N		N/A	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>
13. Florida State College Jacksonville (Handshake)	N		N/A	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>
14. University of North Florida (Handshake)	N		N/A	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>
15. Jacksonville University (Handshake)	N		N/A	<a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>
16. Eckerd.org	N	40 E Adams St, Jacksonville, FL 32202	India Grant Angie G.	<a href="https://eckerd.org/workforce-development/programs/florida/work-jax/">https://eckerd.org/workforce-development/programs/florida/work-jax/</a>
17. Jobs. Jacksonville.com -The Diversity Network -The Disability Network -The Veterans Network	N		N/A	<a href="https://jobs.jacksonville.com">https://jobs.jacksonville.com</a>

18. Employ Florida Vets	N	DEO Help Desk - Email and Phone Contact FL Phone: 800-438-4128 Email: CustomerInfoCenter @deo.myflorida.com	N/A	<a href="https://veteran.employflorida.com/">https://veteran.employflorida.com/</a>
19. Cultural Council of Greater Jacksonville	N	40 E Adams Street Jacksonville, FL 32202	Patrick Fischer	<a href="https://www.culturalcouncil.org/">https://www.culturalcouncil.org/</a>
19. Edward Waters Univ	N	1658 Kings Rd, Jacksonville, FL 32209 (904) 470-8000	Queen S. Ofori	<a href="https://www.ewc.edu/">https://www.ewc.edu/</a>
21. Career Source, Jax, FL. Northside Location	N	215 N Market St #340, Jacksonville, FL 32202	N/A	<a href="https://careersourceflorida.com/">https://careersourceflorida.com/</a>
22. Internal/External Referral/Word of Mouth	N	100 Festival Park Dr Jax, FL 32202 904-357-5684	N/A	WJCT.org
23. Zip Recruiter	N	Customer Service (877) 252-1062	N/A	<a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>