

WTSP
EEO PUBLIC FILE REPORT
September 21, 2015 - September 20, 2016

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
Photojournalist	1, 3-11, 13, 17-19, 23, 26-31, 35-36, 38 -46	11
Account Manager	2-10, 12, 14-15, 17-19, 24-31, 35-36, 38, 40-46	15
Account Manager	2-10, 12, 14-15, 17-19, 24-31, 35-36, 38, 40-46	25
Account Executive	2-10, 17-20, 24, 26-31, 35-36, 38, 40- 46	20
Digital Sales Specialist	20	20
Associate Producer	2-5, 7-8, 10, 17-19, 22, 24, 26-31, 35- 36, 38, 40-44, 46	22
IT Media Technician	2-5, 7-8, 10-11, 17-19, 24, 26-31, 35- 38, 40-44, 46	7
Media Operations Specialist	2-5, 7-8, 10-11, 17-19, 24, 26-31, 35-46	11
Studio 10 Live Producer	2-5, 7-8, 10-11, 16-20, 24-31, 35-36, 38 -46	16
IT Media Technician	2-5, 7-8, 10, 17-19, 24, 26-31, 35-36, 38, 40-44, 46	7
Anchor/Reporter(Sports)	2-5, 7-8, 10-11, 17-19, 24, 26-31, 35- 36, 38, 40-44, 46	11
Anchor/Reporter(Sports)	2-5, 7-8, 10-11, 17-19, 24, 26-31, 35- 36, 38, 40-44, 46	11
Multi-Skilled Journalist	2-5, 7-8, 10, 17-19, 24, 26-33, 35-36, 38, 40-44, 46	43
Creative Marketing Producer	2-5, 7-8, 10, 17-20, 24, 26-31, 33, 35- 36, 38, 40-44, 46	20
Building Maintenance Technician	2-10, 17-20, 24, 26-31, 34-36, 38, 40- 46	34
Digital Desk Content Producer/Editor	2-5, 7-8, 10, 17-19, 21, 24-31, 34-36, 38, 40-44, 46	34
Digital Desk Content Producer/Editor	2-5, 7-8, 10, 17-19, 21, 24-31, 34-36, 38, 40-44, 46	25
Marketing Producer - Social Content and Strategy	2-5, 7-8, 10, 17-19, 22, 24, 26-31, 35- 36, 38, 40-44, 46	22
Morning Producer	2-5, 7-8, 10, 17-19, 24, 26-31, 35-36, 38, 40-44, 46	43
Digital Producer	2-5, 7-8, 10, 17-19, 22, 24, 26-31, 35- 36, 38, 40-44, 46	22
Sales Coordinator	2-5, 7-8, 10-11, 17-19, 24, 26-31, 35- 36, 38, 40-44, 46	7

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Digital Content Producer/Editor	2-5, 7-8, 10, 17-20, 24, 26-32, 34-36, 38, 40-44, 46	34
Digital Content Producer/Editor	2-5, 7-8, 10, 17-20, 24, 26-32, 34-36, 38, 40-44, 46	7
Digital Content Producer/Editor	2-5, 7-8, 10, 17-20, 24, 26-32, 34-36, 38, 40-44, 46	20

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
3	ASU – Dept of Communication P.O. Box 271 Montgomery, Alabama Phone : 334-229-4140 Email : etucker@alasu.edu Ella Tucker	N	0
4	Bay Area Media Network P.O. Box 20261 Tampa, Florida 33622 Phone : 813-555-1212 Url : bayareamedianetwork.org Email : contact@bayareamedianetwork.org Fax : 1-813-740-3228 Job Postings	N	0
5	Cable Television Ad Bureau 830 Third Avenue New York, New York Phone : (212) 508-1220 Email : evelyns@cabletvadbureau.com Evelyn Skurkovich	N	0
6	Call-In/Walk-In/Mail-In Florida Career Service Manual Posting	N	0
7	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Current staff self-nomination Florida Career Service Manual Posting	N	0
10	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
11	Employee Referral	N	7
12	FAMU-Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : (850) 599-3700 Email : deloresdean@famu.edu Fax : 1-850-599-3353 Delores Dean	N	0
13	Florida Southern College Career Center 111 Lake Hollingsworth Drive Lakeland, Florida Phone : 863-680-4390 Email : xcoso@southern.edu Fax : 1-863-680-5121 Xuchitl Coso	N	0
14	Florida State University University Center 4100 Career Center Tallahassee, Florida 32306 Phone : (850) 644-6431 Email : jflora@fsu.edu Fax : 1-850-644-3273 Ms. Jamie Flora	N	0
15	Former Employee	N	1

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16	GlassDoor - Not Directly Contacted by SEU	N	1
17	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com. Email : slizik@602communications.com Career Services	N	0
18	Hillsborough Community College P.O. Box 5096 Tampa, Florida Phone : 813-259-6096 Url : www.collegecentral.com/hilsborough Email : akeaton@hccfl.edu Alisa Keaton	N	0
19	Hillsborough Community College Career Planning and Placement P.O. Box 30030 Tampa, Florida Phone : 813-253-7275 Url : www.collegecentral.com/hilsborough Email : lragdale@hccfl.edu Fax : 1-813-259-6047 Laurie Ragsdale	N	0
20	Indeed.com	N	7
21	Internal Candidate	N	1
22	Internal Hire	N	3
23	James A. Haley Veterans' Hospital 10770 North 46th Street Suite A-400 Tampa, Florida 33617 Phone : 813.316.3223 Email : gino.gibbons@va.gov Fax : 1-813-228-2857 Gino Gibbons	N	0
24	James A. Haley Veterans' Hospital 10770 North 46th Street Suite A-400 Tampa, Florida 33617 Phone : 813.316.3223 Email : gino.gibbons@va.gov Fax : 1-813-228-2857 Gino Gibbons	N	0
25	Job posting on internet	N	3

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26	Langston University P.O. Box 907 Langston, Oklahoma Phone : 405-466-2009 Email : jawallace@lunet.edu Fax : 1-405-466-2976 James Wallace	N	0
27	Langston University, Tulsa 914 N Greenwood Ave Tulsa, Oklahoma Phone : 918-877-8149 Fax : 1-918-877-8101 Elaine Williams	N	0
28	Lincoln University 820 Chesnut Street Jefferson City, Missouri Phone : 573-681-5163 Email : ccsjobs@lincolnu.edu Fax : 1-573-681-5165 Career Counselor	N	0
29	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
30	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
31	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlga.org Career Service	N	0

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32	National Urban League Black Executive Exchange Program 120 Wall Street, 8th floor New York, New York Phone : 212-558-5403 Email : dwest@nul.org Fax : 1-212-558-5497 Dale West	N	0
33	Organization of Chinese Americans 1322 18th Street NW Washington, District of Columbia Phone : 202-223-5500 Email : ssmith@ocanational.org Fax : 1-202-296-0540 Sarah Smith	N	0
34	Other Source	N	3
35	Pinellas County Personnel Department 400 S. Ft. Harrison Avenue, County Annex Bldg., Rm 121 Clearwater, Florida Phone : 727-464-3367 Email : jowens@pinellascounty.org Fax : 1-727-464-3680 James Owens	N	0
36	Promax International 2029 Century Park East Los Angeles, California 90067 Phone : 310-788-7600 Fax : 1-310-788-7616 Rose Adkins	N	0
37	Recruiter	N	2
38	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
39	Station Website	N	3

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40	Texas Southern University - Placement Office 3100 Cleburne Street Houston, Texas Phone : 713-313-7346 Email : roberonan@tsu.edu Fax : 1-713-313-7155 Antoinette Roberson	N	0
41	The Centre for Women 305 S. Hyde Park Tampa, Florida Phone : 813-251-8437 x272 Url : www.centreforwomen.org Email : amthompson@cfwtampa.org Fax : 1-813-259-1415 Alice Thompson	N	0
42	The University Of Tampa - Office of Career Placement 401 W. Kennedy Blvd Tampa, Florida Phone : 813-253-6236 Email : dnapoli@ut.edu Fax : 1-813-258-7271 Donna Napoli	N	0
43	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	3
44	Worknet Pinellas 2312 Gulf to Bay Blvd Clearwater, Florida Phone : 727-608-2419 Email : pperkins@worknetpinellas.org Fax : 1-727-791-5891 Pam Perkins	N	0
45	WTSP-TV Website Florida Url : tampabays10.com Career Service Manual Posting	N	3

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46	WUSF-TV 4202 E. Fowler Avenue, TZB100 Tampa, Florida Phone : 813-974-8700 Url : www.wusf.usf.edu Fax : 1-813-974-5016 Director - TBA -	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			48

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/5/2015	Provision of training to management	CHRISTINA LOUV Leadership Academy Class 2015 Oct 5th-Oct 9th	1	Desk Manager
2	10/12/2015	Establishment of training programs for station personnel	Magid Training: The sales staff participated in training designed to use Broadcast Industry expertise and perspective to help station clients develop and market products and services that align with consumer attitudes and expected behaviors, thereby leading to optimized financial performance as a sales team.	10	Sales
3	10/23/2015	Provision of training to management	Barry Banther Management Training for senior management. The General Manager and eight senior managers participated in leadership training.	9	Dept Heads
4	11/18/2015	Participation in events or programs sponsored by educational institutions	Fourteen News and Programming Department Employees participated in the "Great American Teach In" activities supporting the Pinellas, Polk, Sarasota and Hillsborough County School Districts. Anchors, Producers, Reporters, Photographers, and Digital Content Producers shared information about careers in broadcasting with students K-12.	14	News Dept
5	1/3/2016	Establishment of training programs for station personnel	WTSP offers a tuition reimbursement program designed to encourage self-development through undergraduate or graduate work. One employee participate in the program during the reporting period, taking courses listed below: Anchor/Reporter: MBA, Digital Journalism & Design, University of South Florida # of station participants: 1 Participant Title: Anchor Reporter	1	Bailey
6	2/1/2016	Establishment of training programs for station personnel	Anchors and MSJ attend Edius training.	60	Anchors/MSJ
7	2/2/2016	Provision of training to management	Digital Sales Manager attended DSM Conference focused on bringing sales accounts back to digital advertising	1	Oliver

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	2/19/2016	Provision of training to management	Barry Banther Management Training for senior management. The General Manager and eight senior managers participated in leadership training.	9	Dept Heads
9	4/4/2016	Establishment of training programs for station personnel	Training News Department in MSJ training.	60	MSJ
10	6/1/2016	Participation in events or programs sponsored by educational institutions	As part of WTSP's commitment to future journalists, the station supports the Poynter institute for Media Studies by providing instructors for the Institute's High School Workshops. In June, 2016 the Director of Strategic Partnerships taught a writing for Television and Video Storytelling class to a group of local high school seniors participating in a summer workshop at the Institute.	1	Strat Bus Partners
11	6/13/2016	Provision of training to management	Elliott Wiser attended General Managers meeting in Mclean for training and strategy planning.	1	Wiser
12	6/16/2016	Establishment of training programs for station personnel	four members of the 10 News Investigative Team attended the IRE conference in New Orleans, LA. Each employee attended training sessions on investigative reporting, storytelling, computer-assisted research and legal safeguards.	4	Investigative Journalists
13	6/20/2016	Participation in scholarship programs	The Poynter Institute for Media Studies was selected to receive a grant to fund scholarships for local high school journalism students to attend a three day writing and video storytelling workshop. Scholarships went to local students who otherwise would not have been able to attend.	3	Grant Review Committee
14	7/11/2016	Establishment of training programs for station personnel	Engineer attended GatesAir transmitter training in Quincy, IL	1	Engineer

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15	8/3/2016	Participation in events or programs sponsored by educational institutions	<p>Mike Weber – Social Marketing Producer taught a class at: Connecticut School of Broadcasting 3901 Coconut Palm Drive Tampa, Florida (813) 443-5307</p> <p>Premiere Pro 2 & Field News Gathering 10:30 to 1PM 2 Students (3 students were absent)</p>	1	Marketing
16	9/6/2016	Provision of training to management	General Sales Manager attended conference on successfully managing the sales transformation process.	1	Eckelman
17	9/8/2016	Participation in Job Fairs	Attended NLGJA in Miami to support convention as well as attend job fair.	2	HR Bus Partner Group HR Bus Partner