

ANNUAL EEO PUBLIC FILE REPORT
WATERMAN BROADCASTING OF FLORIDA, LLC
WBBH-TV & WZVN-TV

For the period of October 1, 2018 - September 30, 2019

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit (SEU) that is comprised of the following stations WBBH-TV licensed to Fort Myers, Florida and WZVN-TV licensed to Naples, Florida. This report is required to be placed in the public inspection files of both stations, and posted on the stations' websites.

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 that follow have been designed, in the aggregate, to provide the required information.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hire actually began working. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

ANNUAL EEO PUBLIC FILE REPORT
WBBH-TV & WZVN-TV
October 1, 2018 - September 30, 2019
APPENDIX 1

Vacancy Information

Job #	Job Title	Date of Hire	Recruitment Source (RS) Used to Fill Vacancy	RS Referring Hiree	Total # Persons Interviewed
1220	Photojournalist	9/24/19	1,2,4	4	1
1244	Editor	7/1/19	1,2,3,4,5,7,9,18,19	4	2
1249	Investigative Reporter	10/22/18	1,2,4,5,18,21,28	11	4
1255	Producer	2/11/2019	1,2,4,5,7,9,17,18,33	4	5
1257	Account Executive	1/7/19	1,2,4,5,6	6	1
1260	Producer	4/1/19	1,2,4,5,7,9,18,32,33,43,44	1	6
1261	MMJ/Reporter	11/12/18	1,2,4,5,18,17a,21,34,35,36,37, ,38	1	4
1262	Production Supervisor	10/22/18	2	2	1
1263	Photojournalist	10/17/18	1,2,4,5,17a/b/c/e,18,31,33, 34,35,38,39	12	1
1264	Assignment Editor – Nightside	1/7/19	1,2,3,4,7,9,17a/b/c/e,18,29, 32,34,35	1	4
1265	MMJ/Reporter	10/1/18	1,2,4,5,18,17a,21,34,35,36,37, ,38	1	5
1266	Assistant Dir Photojournalism	5/3/19	1,2,4,5,17a/b/c/e,18,33,34, 35,38	2	1
1267	Production Assistant	12/17/18	1,2,3,4,7,9,17a/b/c/e,33,43, 44	3	4
1268	Anchor/Reporter	12/15/18	1,2,4,5,18,21,34,35,36,37,38, 39,41,42,43,44,48	2	1
1269	Digital Content Producer	1/7/19	1,2,4,5,9,17a/b/c/e,18,32,33, 35,36,37,38,39,41,43,44,45, 46	15	6
1270	MMJ/Reporter	1/17/19	1,2,4,5,18,17a,21,34,35,36,37, ,38,39,42,43,44,48	1	1
1271	Accounts Payable Representative	12/3/18	1,2,3,4,7,9,17a/b/c/e	4	4
1273	Photojournalist	2/11/19	1,2,4,5	4	1
1274	Production Assistant	1/14/19	1,2,3,4,5,7,9,17a,17b,17c,17e 33,43,44	4	1
1275	Production Supervisor	1/26/19	1,2,4,8,43	2	1

1276	News Editor	1/7/19	1,2,4,5,7,9,17a,17b,17c,17e,18,29,32,33,43,44,46	4	1
1277	Digital Executive Producer	6/14/19	1,2,4,5,17a,17b,17c,17e,18,32,33,34,35,37,38,39,40,41,42,45,46,47,48	4	2
1278	Digital Content Producer	2/11/19	1,2,4,5,9,17a,17b,17c,17e,18,32,33,35,37,38,39,41,43,44,45,46	15	4
1280	Production Assistant	1/21/19	1,2,3,4,5,7,9,17a,17b,17c,17e,43,44	4	1
1281	Production Assistant	1/28/19	1,2,3,4,5,7,9,17a,17b,17c,17e,43,44	10	4
1282	NBC-2 Weekend Anchor	1/29/18	1,2,17a,17b,17c,17e,18,32,33,35,37,38,39,41,43,44,45,46	2	1
1284	News Editor	1/29/19	1,2,4,5,7,9,17a,17b,17c,17e,18,29,32,33,43,44,46	8	2
1285	News Editor	1/28/19	1,2,4,5,7,9,17a,17b,17c,17e,18,29,32,33,43,44,46	8	1
1286	Reporter/MMJ - NBC2	3/18/19	1,2,4,5,8,18,21,43,44,46,48,49,39,17a,17e,17B,37,17C,36,38,40,45,35,34,41,50,47	10	4
1287	Promotions Producer	4-22-19	1,2,4,5,7,8,9,15,18,23,32	4	2
1288	Reporter/MMJ - NBC2 Collier County	4/8/19	1,2,4,5,8,18,21,43,44,46,48,49,39,17a,17e,17B,37,17C,36,38,40,45,35,34,41,50,47	12	5
1290	Producer	4/29/19	1,2,4,5,7,8,9,18,29,33,17a,17b,17c,17e,34,35,37,39,40,41,45,46,47,48,49,50	26	5
1291	Producer	5/28/19	1,2,4,5,7,8,9,18,29,33,17a,17b,17c,17e,34,35,37,39,40,41,45,46,47,48,49,50	13	5
1292	Reporter/MMJ - NBC2	6/17/19	1,2,4,5,8,18,21,43,44,46,48,49,39,17a,17e,17B,37,17C,36,38,40,45,35,34,41,50,47	11	5

1293	Executive Producer	6/1/19	1,2,4,5,18,17a,17b,17c,17e,34,35,36,37,38,39,40,41,45,46,47,48,49,50	2	1
1294	Production Assistant	3/18/19	1,2,3,4,5,7,9,17a,17b,17c,17e,18,29,32,33,43,44,46	4	5
1295	News Editor	2/28/19	1,2,3,4,7,8,9,17a,17b,17c,17e,29,46,47	4	2
1296	Photographer	3/18/19	1,2,4,7,8,9,18	4	1
1297	Reporter/MMJ - ABC7	5/6/19	1,2,4,5,8,18,21,43,44,46,48,49,39,17a,17e,17B,37,17C,36,38,40,45,35,34,41,50,47	10	4
1298	Producer	6/24/19	1,2,4,5,7,8,9,18,29,33,17a,17b,17c,17e,34,35,37,39,40,41,45,46,47,48,49,50	10	5
1299	Production Assistant	4/1/19	1,2,3,4,7,8,9,17a,17b,17c,17e,29,46,47	17	5
1300	Production Assistant	5/13/19	1,2,3,4,7,8,9,17a,17b,17c,17e,29,46,47	4	5
1302	Receptionist	4/22/19	1,2,3,4	4	5
1304	Graphic Artist	6/24/19	1,2,3,4,7,8,18,23,32,33,17a,17b,17c,17e,34,35,36,37,38,39,40,41,45,46,47,48,49,50,51	4	1
1306	Production Assistant	5/20/19	1,2,3,4,7,8,9,17a,17b,17c,17e,29,46,47	4	5
1307	Production Assistant	5/13/19	1,2,3,4,7,8,9,17a,17b,17c,17e,29,46,47	4	4
1308	News Producer	7/8/19	1,2,4,5,7,8,9,18,29,33,17a,17b,17c,17e,34,35,37,39,40,41,45,46,47,48,49,50	4	5
1309	Digital Content Producer	6/17/19	1,2,4,5,8,17a,17b,17c,17e,18,29,32,33,34,35,36,37,38,39,40,41,45,46,47,48,49,50,51	4	2
1310	Reporter/MMJ NBC2	6/17/19	1,2,4,5,7,8,9,18,33,17a,17b,17c,17e,34,35,37,39,40,41,45,46,47,48,49,50	11	6

1312	Photographer - Charlotte County	7/15/19	1,2,4,5,7,8,9,18,33,17a,17b,17c,17e,34,35,37,39,40,41,45,46,47,48,49,50	4	1
1314	Creative Services Producer	8/5/19	1,2,4,5,8,25	4	1
1315	Digital Content Producer	7/15/19	1,2,4,5,7,8,9,40,46,47	4	1
1316	Master Control Operator	7/8/19	1,2,3,4,5,18,25,43,44	4	2
1319	News Editor	6/28/19	1,2,4,5,7,8,9,33	8	1
1320	MMJ/Reporter - NBC2	9/3/19	1,2,4,5,7,9,18,17a,17b,17c,17e,34,35,36,37,38,39,40,41,45,46,47,48,49,50,51	11	5
1322	Production Assistant	7/8/19	1,2,3,4,7,8,9,17a/b/c/e,29,46,47	10	3
1324	HR Manager	7/31/19	4,5	4	5
1326	Production Assistant	8/19/19	1,2,3,4,5,7,9	12	3
1327	Feed Room Operator	9/23/19	1,2,4,5,7	4	2
1328	News Editor	8/13/19	1,2,3,4,5,7,8,9,29	8	1
1330	Production Supervisor	8/17/19	1,2,3,4,5,7, 8, 9	12	1
1331	MMJ/Reporter - NBC2	9/23/19	1,2,4,5,7,9,18,17a,17b,17c,17e,34,35,36,37,38,39,40,41,45,46,47,48,49,50,51	11	1
1335	Production Assistant	9/30/19	1,2,3,4,5,7,9	4	4
1338	Producer	9/9/19	1,2,4,5,7,8,9,18,33,17a,17b,17c,17e,34,35,37,39,40,41,45,46,47,48,49,50	4	5
1340	Transmitter Supervisor	9/30/19	4	4	1

TOTAL NUMBER OF INTERVIEWS

189

ANNUAL EEO PUBLIC FILE REPORT
WBBH-TV & WZVN-TV
October 1, 2018 - September 30, 2019
APPENDIX 2
MASTER RECRUITMENT SOURCE LIST

RS Number	Recruiting Sources (RS)	# of Interviewees Referred by RS Over Reporting Period
1	Waterman Broadcasting - Station Website Kathleen Nagle-Roides / Laura Tourt 3719 Central Ave. Fort Myers, FL 33901 (239) 939-2020 www.nbc-2.com & www.abc-7.com	20
2	Waterman Broadcasting - Internal Postings Kathleen Nagle-Roides / Laura Tourt 3719 Central Ave. Fort Myers, FL 33901 (239) 939-2020	6
3	CareerSource Southwest Florida 4150 Ford Street Extension (239) 931-8282 www.employflorida.com	4
4	Indeed.com 7501 N Capital of Texas Hwy Building B Austin TX 78731 (800) 462-5842 www.indeed.com	77
5	TVJobs Broadcast Employment Services Mark Halloway www.tvjobs.com/postjobs Oceanside, CA 92052 (760) 754-2115	
6	Spots n Dots SND Publishing , LLO 1635 Old Highway 41 Suite 112-338 Kennesaw GA 30152 http://www.spotsndots.com (888) 884-2630 x 704	1
7	Florida Southwestern State College 8099 College Parkway	

	Fort Myers FL 33919 Career Services Office 239-489-9394 http://www.collegecentral.com/FSW	
8	Florida Gulf Coast University Career Dev. Center 10501 FGCU Blvd. S. Ft. Myers, FL 33965 PH (239) 590-7926 Liz Loreda www.collegecentral.com/fgcu	5
9	Hodges University 4501 Colonial Blvd Fort Myers FL 33966 Career Development Office 800-466-0019 www.collegecentral.com/hodges	
10	Employee Referral	20
11	YouTube	21
12	Former Employee	10
13	Word of Mouth/Referral	5
14	Walk-in/News Paper	
15	LinkedIn www.linkedin.com	10
16	Agent Referral	
17 17a 17b 17c 17d 17e	UCF Career Services - Handshake University of Central Florida University of So FL Sarasota-Manatee University of So FL St. Petersburg University of Tampa (declined) University of South Florida http://www.ucf.edu https://app.joinhandshake.com/	5
18	Medialine Rich Everitt 1209 Woodvalley Rd Augusta GA 30909 706-364-7564 www.medialine.com	
19	The Art Institute of Fort Lauderdale Erica Weissman, Career Services Advisor 1799 SE 17th Street Fort Lauderdale FL 33316 eweissman@aii.edu (800) 275-7603 ext. 2606; (954) 308-2606	

20	<p>Florida Association of Broadcasters 201 South Monroe Street, Ste. 201 Tallahassee, FL 32301 (850) 681-6444 www.fab.org</p>	
21*	<p>Collective Talent - On air talent only Michael Bille (813) 254-9695 email: bille@michaelsmedia.com www.collectivetalent.com</p>	
22	<p>The Ladders https://recruit.theladders.com</p>	
23	<p>602 Communications Inc. 1011 Lyndhurst Falls Lane Knightdale, NC 27545 USA (919) 217-4438 www.602communications.com</p>	
24	<p>Nat'l Association of Hispanic Journalist 1000 National Press Building Washington DC 20045-2001 (202) 662-7145 www.nahjcareercenter.com/recruiters www.nahj.org</p>	
25	<p>Society of Broadcast Engineers 9102 North Meridian Street Ste. 150 Indianapolis IN 46260 (317) 846-9000 http://www.sbe.org/sections/jl_submit.php</p>	
26	<p>South Florida Black Journalist Association PO Box 21355 Ft Lauderdale FL 33335-1355 www.sfbja.com</p>	5
26A	<p>SFBJA Job Fair Broward College Miramar Campus 1930 SW 145th Ave Miramar FL</p>	
27	<p>National Broadcasting Society 1771 N Street NW Washington DC 20036 https://www.nab.org/</p>	
28	<p>IRE - Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism</p>	

	Columbia MO 65211 https://www.ire.org/jobs/post-job/	
29*	Miami Media School Angel Llamazares 901 S Miami Ave #303 Miami FL 33130	
	allamazares@BeOnAir.com www.BeOnAir.Com	
30	Magid Institute Julie Seebold One Research Center Marion, Iowa 33911 (319) 377-7345	
31	NPPA National Press Photographers Assoc. https://nppa.org/page/visual-journalism-job-bank	
32	Full Sail University 3300 University Blvd Winter Park FL 32792 Ellis Martinez: egmartinez@fullsail.com https://fullsail-csm.symplicity.com/surveys/referral	
33	University of Florida Gator CareerLink System https://ufl-csm.symplicity.com/employers	
	TOTAL NUMBER OF INTERVIEWS	189
*Request vacancy notification		

ANNUAL EEO PUBLIC FILE REPORT
WBBH-TV & WZVN-TV
October 1, 2018 - September 30, 2019
APPENDIX 3
RECRUITMENT INITIATIVES

	DATE	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION	# OF STATION PARTICIPANTS	PARTICIPANT(S) TITLE
1	10/11/18	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Valerie's House Sunset Soiree.	1	Anchor/Reporter
2	10/28/18	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Bow Wow Brunch.	1	Anchor/Reporter
3	11/3/2018	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Collier Heart Walk.	1	Anchor/Reporter
4	11/15/2018	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Humane Society Fashion Show.	1	Anchor/Reporter
5	11/30/2018	Participation in events sponsored	Station personnel hosted a workshop for 18 local	3	General Manager, VP of Sales, Assistant News Director

		by organizations representing groups present in the community interested in broadcasting employment	professional people of the Chamber of Southwest Florida in Lee County. As part of their Leadership Lee program course, our station provided them with the chance to learn about the Broadcasting industry and included a Q&A discussion, viewing of the preparation and 15 minutes of a live NBC newscast, and a 30-minute station tour.		
6	12/4/2018 through 12/6/2018	Establishment of training programs for station personnel	Station on-air and newsroom personnel attended training and coaching sessions in Iowa presented by Magid Institute Talent Coach.	2	Anchors
7	12/7/2018	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Humane Society Fashion Show.	1	Anchor
8	12/7/2018	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Lee Heart Walk.	1	Anchor
9	1/3/19	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel was an emcee for the event, Southwest Florida Astronomy Society, to share information about the weather and the broadcasting industry.	1	Meteorologist

10	1/8/2019	Participation in events or programs sponsored by educational institutions	A group of twenty (20) high-achieving high school students from Charlotte Country public schools as part of the "Junior Leadership Charlotte" toured the station to learn about the broadcasting industry.	6	Master Control Supervisor, Chief Engineer, Director of New Media, Director of Production, Director of Marketing, Senior IT Engineer
11	1/9/2019	Participation in events or programs sponsored by educational institutions	A group of twenty three (23) STEM students from Riverdale High School toured the station to learn about the broadcasting industry.	6	Master Control Supervisor, Chief Engineer, Director of New Media, Director of Production, Director of Marketing, Senior IT Engineer
12	1/9/2019	Participation in events or programs sponsored by educational institutions	A group of eighteen (18) STEM students from North Fort Myers High School toured the station to learn about the broadcasting industry.	6	Master Control Supervisor, Chief Engineer, Director of New Media, Director of Production, Director of Marketing, Senior IT Engineer
13	1/15/2019	Participation in events or programs sponsored by educational institutions	A group of thirty (30) homeschool students and their guardians from the Lee County Homeschool toured the station to learn about the broadcasting industry.	6	Master Control Supervisor, Chief Engineer, Director of New Media, Director of Production, Director of Marketing, Senior IT Engineer
14	1/15/2019 through 1/16/2019	Establishment of training programs for station personnel	News Station Personnel participated in a customized training session provided by Magid Institute. Employees were taught better techniques for storytelling, writing, producing and tease writing. Consultant Pete Seyfer also conducted one-on-one coaching sessions with employees to develop anchoring skills.	13	Producers, Reporters, Anchors
15	1/17/2019	Participation in events sponsored by organizations representing groups present in the community interested in	Station personnel served as an emcee at the Chef Gulf Coast Humane Society	1	Anchor

		broadcasting employment			
16	1/18/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the LVCC Luncheon at the Windstar Country Club, FL.	1	Meteorologist
17	1/19/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Youth Have Fundraiser at the Ritz Carlton, Naples FL.	1	Anchor
18	1/19/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Metscarade Ball, at the Hilton in Naples FL.	1	Anchor
19	1/23/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated in a collaborative effort with 20 Florida Gulf Coast University Journalism students to providing editorial guidance, one-on-one mentoring and guest speaking opportunities.	4	VP News/Digital/Marketing & Production, Assistant News Director, Managing Editor, Executive Producer
20	1/23/2019	Participation in events or programs sponsored by educational institutions	A group of five (5) Journalism students from Florida Gulf Coast University were given a tour of the station which included the Newsroom, Studio, and Edit Bays and watched a live broadcast. Afterwards students were given a presentation on the	1	Investigative Reporter

			various careers in broadcasting.		
21	1/28/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Alzheimer's Foundation Gala at the Gulf Harber, FL.	1	Anchor
22	1/29/2019 through 1/30/2019	Establishment of training programs for station personnel	Station personnel participated in intense training and coaching presented by Magid Talent Coach, Tim Seymour.	13	Anchors
23	2/5/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Humane Society Naples Awards at the Naples Yacht Club in Naples FL.	1	Anchor
24	2/6/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Pet Lovers Gala at the La Playa Beach Resort in Naples FL.	1	Anchor
25	2/9/2019	Participation in Job Fairs	Station personnel participated in a job fair in support of the local chapter of the National Association of Black Journalists (NABJ) at the Broward College- Miramar College to connect with professionals and students interested in the broadcasting industry.	1	VP News/Digital/Marketing & Production
26	2/9/2019	Participation in events sponsored by organizations representing	Station personnel served as an emcee at the Decades Fundraiser at the Wicked Dolphin in Cape Coral FL.	1	Anchor

		groups present in the community interested in broadcasting employment			
27	3/15/2019 through 3/20/2019	Establishment of training programs for station personnel	Station personnel attended the National Press Association News Video Workshop in Norman, OK, for intense training for videographers.	1	Videographer
28	4/7/2019 through 4/12/2019	Establishment of training programs for station personnel	Station personnel attended the National Press Association Storytelling Workshop in San Marcos, TX, to learn how to better tell stories with video, sound, and words. This workshop was designed for experienced TV Reporters.	1	Reporter
29	4/20/19	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Charlotte County Foundation, at the Charlotte Harborside Event Center.	1	Anchor
30	5/11/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Bohanonscholarship Fundraiser in Downtown Fort Myers.	1	Anchor
31	5/14/2019	Participation in events or programs sponsored by educational institutions	Station personnel presented to a 4 th Grade Class at Villas Elementary School for Career Day. Station personnel spoke on the educational path taken to achieve career goals and the day-to-day responsibilities in the Broadcasting industry. An	1	Sales Manager

			invitation to do a job shadow / tour was extended to students.		
32	6/24/2019 through 8/2/2019	Establishment of an intern program designed to assist members of the community	A junior from Florida Gulf Coast University majoring in journalism was selected for the 2019 summer internship program. The student's hands-on experience facilitated the development of new skills as well as gaining a greater understanding of the News Broadcasting industry.	5	Anchor, Producer, Photojournalist, Editor, Reporter
33	7/12/2019	Participation in events or programs sponsored by educational institutions	A group of 13 professionals from the Bonita Springs Chamber of Commerce Leadership Class participated in a station tour to learn about the broadcasting industry.	1	VP Sales
34	7/12/2019	Participation in events or programs sponsored by educational institutions	A group of 7 students from the St. Michael Lutheran School participated in a station tour to learn about the broadcasting industry.	1	VP Sales
35	7/16/2019	Participation in events or programs sponsored by educational institutions	Station personnel hosted a Summer Camp Tour of Waterman Broadcasting for a group of nineteen attendees including nine (9) students between the ages of 9-16, parents and chaperones. The tour included viewing the newsroom, both weather studios and equipment, the mobile weather tracker and the Doppler Radar. The participants learned the use of the equipment to forecast and track weather.	2	Chief Meteorologist, Meteorologist
36	7/17/2019	Participation in events or programs sponsored by educational institutions	A group of twelve (12) people from the "My Autism Connection" were given a tour of the station and afterwards a Q&A was held regarding career	1	Anchor/Reporter

			opportunities in the Broadcasting industry.		
37	8/4/19	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Hope for Haiti Pub Crawl.	1	Anchor/Reporter
38	8/5/2019 through 8/7/2019	Establishment of training programs for station personnel	Station personnel attended a two-day leadership training at the Magid Managers Institute in Minneapolis.	2	Executive Producers
39	8/7/2019 through 8/11/2019	Participation in Job Fairs	Station personnel participated in the National Association Black Journalists (NABJ) Career Fair. Information about the station and open positions were discussed with attendees interested in the broadcasting industry.	3	VP News/Digital/Marketing & Production, Reporter, Producer
40	8/17/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Salus Care Fundraiser, at the Broadway Palm.	1	Anchor
41	8/20/2019 through 8/21/2019	Establishment of training programs for station personnel	Station personnel participated in the "Waterman Summit" lead by Magid Institute consultant, Pete Seyfer, to assist in building stronger communication between departments and plan for improvements in the coming year.	12	News/Digital/Marketing/Production Staff
42	8/19/2019 through 12/11/2019	Establishment of an intern program designed to assist	A senior from Florida Gulf Coast University majoring in communication was selected for the 2019 fall	5	Anchor, Producer, Photojournalist, Editor, Reporter

		members of the community.	internship program. The student's hands-on experience facilitated the development of new skills as well as gaining a greater understanding of the News Broadcasting industry.		
43	8/19/2019 through 12/11/2019	Establishment of an intern program designed to assist members of the community.	A junior from Florida Gulf Coast University majoring in journalism was selected for the 2019 fall internship program. The student's hands-on experience facilitated the development of new skills as well as gaining a greater understanding of the News Broadcasting industry.	5	Anchor, Producer, Photojournalist, Editor, Reporter
44	8/28/2019	Establishment of an intern program designed to assist members of the community.	A community member participated in our Job Shadow Program. Time was spent sitting alongside one of our broadcasting employees and observing their day-to-day tasks. The participant was able to see firsthand how a typical day unfolds in the life of a broadcast professional.	1	Staff Photographer
45	9/6/2019	Participation in events or programs sponsored by educational institutions	Station personnel presented to a class at Florida Gulf Coast University where students learn about working with the media.	1	Anchor
46	9/19/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Go Red for Women Breakfast at the Forest Country Club.	1	Anchor
47	9/20/2019	Participation in events or programs sponsored by	Station personnel presented to 2 nd graders on career day at the Tropic Isles Elementary School.	1	Meteorologist

		educational institutions			
48	9/26/2019	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The Human Resources Manager provided EEO Compliance training with Department Managers to ensure best practices are demonstrated. Training included completion of EEO interview logs, review of current recruiting sources and documentation requirements to support out outreach initiatives. EEO policy is posted on two bulletin boards within the building (1) in the common break room and (2) near the back entrance to the building where the job postings are also listed for all to view.	10	Department Managers
49	10/1/2018 through 9/30/2019	Participation in events or programs sponsored by educational institutions	During the covered period, the meteorologist team visited over 40 schools to teach students about the weather. Their weather presentations taught students how they forecast the weather and the differences between high and low pressure, how clouds are formed, how Doppler radar works and how to prepare for hurricanes. Discussions on careers in the Broadcasting industry and required education was discussed.	7	Meteorologists
50	10/1/2018 through 9/30/19	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel participated in 41 community effort events and 31 fundraiser events throughout the community of Florida. These sponsorships benefit in a collaborative effort for Waterman Broadcasting to	13	anchors, Reporters, Meteorologists

			support our local community while sharing our efforts, knowledge, and opportunities in the event there is an interest in future employment.		
51	10/1/2018 through 9/30/19	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel participated in 8 Station Sponsorships throughout the community of Florida to include Clear the Shelters, Edison Festival of Light Parade, Collier County Golden Apple, and the IMAG Gala. These sponsorships benefit in a collaborative effort for Waterman Broadcasting to support our local community while sharing our efforts, knowledge, and opportunities in the event there is an interest in future employment.	8	Anchors, Reports, Meteorologists