

**ANNUAL EEO PUBLIC FILE REPORT**  
**WATERMAN BROADCASTING OF FLORIDA, LLC**  
**WBBH-TV & WZVN-TV**  
**For the period of September 21, 2020 - September 30, 2021**

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.

**EEO PUBLIC FILE REPORT**  
**WBBH-TV & WZVN-TV**  
**September 21, 2020 – September 30, 2021**  
**APPENDIX 1**  
**RECRUITMENT INITIATIVES**

Job #	Job Title	Date of Hire	Recruitment Source (RS) Used to Fill Vacancy	RS Referring Hiree	Total # Persons Interviewed
1335	Newscast Technician	9/23/2020	1,2,4,10,13,17, 29	4	2
1149	Newscast Technician	9/25/2020	1,2,4,10,13,17, 29	4	2
1271	Accounts Payable Clerk	9/28/2020	1,2,4,10,13, 29	4	7
1152	Reporter / Multi-Media Journalist	9/28/2020	1,2,4,5,10,11,16,17a,18,21,24,29,30,34,35,36,37,38	11	4
1249	Reporter / Multi-Media Journalist	10/5/2020	1,2,4,5,10,11,16,17a,18,21,24,29,30,34,35,36,37,38	11	4
1300	Newscast Technician	10/14/2020	1,2,4,10,13,17, 29	4	2
330	Newscast Technician	10/16/2020	1,2,4,10,13,17, 29	4	2
1181	Newscast Technician	10/21/2020	1,2,4,10,13,17, 29	4	2
1301	Reporter / Multi-Media Journalist	10/26/2020	1,2,4,5,10,11,16,21,24,29,30	11	4
765	Account Executive	11/1/2020	1,2,4,6,13,15	10	4
1171	Reporter / Multi-Media Journalist	12/7/2020	1,2,4,5,10,11,16,17a,18,21,24,29,30,34,35,36,37,38	11	4
1307	Newscast Technician	12/16/2020	1,2,4,10,13,17, 29	4	2
1182	Anchor / Reporter	1/4/2021	1,2,5,6,11,13,16,21,29	16	3
1196	Producer - Trainee	1/4/2021	1,2,4,5,7,9,18,29, 32,33,34	4	4
1323	Producer - Trainee	1/4/2021	1,2,4,5,7,9,18,29, 32,33,34	34	4
1269	Digital Content Producer	1/4/2021	1,2,4,5,8,15, 17a/b/c/e, 18, 29, 32, 33, 34	15	6
1083	Newscast Technician	1/13/2021	1,2,4,10,13,17, 29	4	2
1302B	Receptionist - Part Time	1/19/2021	1,2,4,10, 29	4	3
1002	Newscast Director	1/20/2021	1,2,4,5,10,15, 29	4	1
1085	Reporter / Multi-Media Journalist	1/25/2021	1,2,4,5,10,11,16,17a,18,21,24,29,30,34,35,36,37,38	11	5
1224	Reporter / Multi-Media Journalist	2/1/2021	1,2,4,5,10,11,16,17a,18,21,24,29,30,34,35,36,37,38	11	5
1306A	Newscast Technician - Part Time	2/3/2021	1,2,4,10,13,17, 29	4	2
1286	Reporter / Multi-Media Journalist	2/8/2021	1,2,4,5,10,11,16,17a,18,21,24,29,30,34,35,36,37,38	11	5
1243	Graphic Designer	2/15/2021	1,2,4,5,29,32	4	5
1194	Newscast Technician	2/17/2021	1,2,4,10,13,17, 29	4	2
1335	Newscast Technician	2/17/2021	1,2,4,10,13,17, 29	4	2
1166	Producer - Trainee	3/1/2021	1,2,4,5,7,9,18,29, 32,33,34	4	4
1254A	Newscast Technician - Part Time	3/5/2021	1,2,4,10,13,17, 29	4	2
1296	Staff Photographer	3/8/2021	1,2,4,5,8,10,13, 29	4	2
1327	Feedroom Operator	3/15/2021	1,2,4,5,13,15, 29	2	3
1135	Promotions Producer	4/5/2021	1,2,4,5,13,15,29,32,34	2	1
1254B	Newscast Technician	4/12/2021	1,2,4,10,13,17,29	4	2
1219	Staff Photographer	4/12/2021	1,2,4,5,8,10,13,29	12	2
1181	Newscast Technician	4/15/2021	1,2,4,10,13,17,29	4	2
1333	Topical Producer	4/19/2021	1,2,4,5,13,15,29,32,23	2	2
1174	Newscast Technician	4/22/2021	1,2,4,10,13,17,29	4	3
1083	Newscast Technician	4/22/2021	1,2,4,10,13,17,29	4	3
1306B	Newscast Technician	4/27/2021	1,2,4,10,13,17,29	4	3
1038	Newscast Technician	5/10/2021	1,2,4,10,13,17,29	10	3
1063	News Editor	5/12/2021	1,2,3,4,5,7,8,9,29	4	2
1063	News Editor	5/27/2021	1,2,3,4,5,7,8,9,29	4	2
1208	Meteorologist	6/7/2021	1,2,4,5,6,21,29	10	4

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Job #	Job Title	Date of Hire	Recruitment Source (RS) Used to Fill Vacancy	RS Referring Hiree	Total # Persons Interviewed
1077	Anchor / Reporter	6/7/2021	1,2,5,6,11,13,16,21,29	10	1
1174	Newscast Technician	6/9/2021	1,2,4,10,13,29	4	2
1206	Reporter / Multi-Media Journalist	6/14/2021	1,2,4,5,10,11,16,17a,18,21,24,29,30,34,35,36,37,38	11	1
1038	Newscast Technician	6/14/2021	1,2,4,10,13,17,29	4	2
1100	Producer - Trainee	6/28/2021	1,2,4,5,7,9,18,29,32,33,34	34	6
1063	News Editor	7/1/2021	1,2,3,4,5,7,8,9,29	10	4
1177	Executive Producer	7/6/2021	1,2,4,5,6,11,15,29,34	5	2
1326	Newscast Technician	7/8/2021	1,2,4,10,13,29	4	1
1223	Producer - Trainee	7/12/2021	1,2,4,5,7,9,18,29,32,33,34	4	7
1163	Newscast Technician	7/26/2021	1,2,4,10,13,29	4	2
1063	News Editor	7/29/2021	1,2,3,4,5,7,8,9,29	4	2
1250	Reporter / Multi-Media Journalist	8/2/2021	1,2,4,5,10,11,16,17a,18,21,24,29,30,34,35,36,37,38	14	4
1308	Producer - Trainee	8/2/2021	1,2,4,5,7,9,15,18,32,33,34	16	6
1281	Newscast Technician	8/5/2021	1,2,4,10,13,15,29	4	2
1164	Newscast Director	8/17/2021	1,2,4,5,10,13,15,29	12	1
110	Anchor / Reporter	8/23/2021	1,2,5,6,11,13,16,21,29	5	3
330	Newscast Technician	8/28/2021	1,2,4,10,13,17,29	4	3
1234	Newscast Technician	9/1/2021	1,2,4,10,13,17,29	4	3
1199	Producer - Trainee	9/7/2021	1,2,4,5,7,9,18,29,32,33,34	6	4
1336	Digital Content Producer	9/13/2021	1,2,4,5,8,15, 17a/b/c/e, 18, 29, 32, 33, 34	15	4
1232	Reporter / Multi-Media Journalist	9/13/2021	1,2,4,5,10,11,16,17a,18,21,24,29,30,34,35,36,37,38	11	4
803	Newscast Technician	9/14/2021	1,2,4,10,13,17,29	2	4
1302A	Receptionist - Part Time	9/16/2021	1,2,4,10,13,29	13	4
1307	Newscast Technician	9/28/2021	1,2,4,10,13,17,29	4	4
345	Newscast Technician	9/28/2021	1,2,4,10,13,17,29	4	4
1197	Newscast Technician	9/29/2021	1,2,4,10,13,17,29	4	3
1306B	Newscast Technician	9/30/2021	1,2,4,10,13,17,29	4	1
					<b>212</b>

1254 Split into two Part Time Positions 1300 Split into two Part Time Positions 1302 Split into two Part Time Positions 1306 Split into two Part Time Positions
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**ANNUAL EEO PUBLIC FILE REPORT**  
**WBBH-TV & WZVN-TV**  
**September 1, 2020 – September 30, 2021**  
**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 3719 Central Ave. Fort Myers, FL 33901 (239) 939-2020 <a href="http://www.nbc-2.com">www.nbc-2.com</a> <a href="http://www.abc-7.com">www.abc-7.com</a>	
2	Waterman Broadcasting - Internal Postings Kathleen Nagle-Roides 3719 Central Ave. Fort Myers, FL 33901 (239) 939-2020	10
3	CareerSource Southwest Florida 4150 Ford Street Extension (239) 931-8282 <a href="http://www.employflorida.com">www.employflorida.com</a>	
4	Indeed.com 7501 N Capital of Texas Hwy Building B Austin TX 78731 (800) 462-5842 <a href="http://www.indeed.com">www.indeed.com</a>	101
5	TVJobs Broadcast Employment Services Mark Halloway <a href="http://www.tvjobs.com/postjobs">www.tvjobs.com/postjobs</a> Oceanside, CA 92052 (760) 754-2115	5
6	Spots n Dots SND Publishing , LLO 1635 Old Highway 41 Suite 112-338 Kennesaw GA 30152 <a href="http://www.spotsndots.com">www.spotsndots.com</a> (888) 884-2630 x 704	4

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**WBBH-TV & WZVN-TV**  
**September 1, 2020 – September 30, 2021**  
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RS Number	Recruiting Sources (RS)	# of Interviewees Referred by RS Over Reporting Period
7	Florida Southwestern State College 8099 College Parkway Fort Myers FL 33919 Career Services Office 239-489-9394 <a href="http://www.collegecentral.com/FSW">http://www.collegecentral.com/FSW</a>	
8	Florida Gulf Coast University Career Dev. Center 10501 FGCU Blvd. S. Ft. Myers, FL 33965 PH (239) 590-7926 Liz Loreda <a href="http://www.collegecentral.com/fgcu">www.collegecentral.com/fgcu</a>	
9	Hodges University 4501 Colonial Blvd Fort Myers FL 33966 Career Development Office 800-466-0019 <a href="http://www.collegecentral.com/hodges">www.collegecentral.com/hodges</a>	
10	Employee Referral	16
11	YouTube	36
12	Former Employee	3
13	Word of Mouth/Referral	4
14	Walk-in/News Paper	4
15	LinkedIn <a href="http://www.linkedin.com">http://www.linkedin.com</a>	10
16	Agent Referral	9
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 University of South Florida <a href="http://www.ucf.edu">http://www.ucf.edu</a> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	

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**WBBH-TV & WZVN-TV**  
**September 1, 2020 – September 30, 2021**  
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18	Medialine Rich Everitt 1209 Woodvalley Rd Augusta GA 30909 706-364-7564 <a href="http://www.medialine.com">www.medialine.com</a>	
19	The Art Institute of Fort Lauderdale Erica Weissman, Career Services Advisor 1799 SE 17th Street Fort Lauderdale FL 33316 <a href="mailto:eweissman@aii.edu">eweissman@aii.edu</a> (800) 275-7603 ext. 2606; (954) 308-2606	
20	Florida Association of Broadcasters 201 South Monroe Street, Ste. 201 Tallahassee, FL 32301 (850) 681-6444 <a href="http://www.fab.org">www.fab.org</a>	
21	Collective Talent <b>Source has requested notice of on-air positions only.</b> Michael Bille (813) 254-9695 <a href="mailto:bille@michaelsmedia.com">email: bille@michaelsmedia.com</a> <a href="http://www.collectivetalent.com">www.collectivetalent.com</a>	
22	The Ladders <a href="https://recruit.theladders.com">https://recruit.theladders.com</a>	
23	602 Communications Inc. 1011 Lyndhurst Falls Lane Knightdale, NC 27545 USA (919) 217-4438 <a href="http://www.602communications.com">www.602communications.com</a>	
24	Nat'l Association of Hispanic Journalist 1000 National Press Building Washington DC 20045-2001 (202) 662-7145 <a href="http://www.nahjcareercenter.com/recruiters">www.nahjcareercenter.com/recruiters</a> <a href="http://www.nahj.org">www.nahj.org</a>	

**ANNUAL EEO PUBLIC FILE REPORT**  
**WBBH-TV & WZVN-TV**  
**September 1, 2020 – September 30, 2021**  
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**MASTER RECRUITMENT SOURCE LIST**

RS Number	Recruiting Sources (RS)	# of Interviewees Referred by RS Over Reporting Period
25	Society of Broadcast Engineers 9102 North Meridian Street Ste. 150 Indianapolis IN 46260 (317) 846-9000 <a href="http://www.sbe.org/sections/jl_submit.php">http://www.sbe.org/sections/jl_submit.php</a>	
26	South Florida Black Journalist Association PO Box 21355 Ft Lauderdale FL 33335-1355 <a href="http://www.sfbja.com">www.sfbja.com</a>	
26A	SFBJA Job Fair Broward College Miramar Campus 1930 SW 145th Ave Miramar FL	
27	National Broadcasting Society 1771 N Street NW Washington DC 20036 <a href="https://www.nab.org/">https://www.nab.org/</a>	
28	IRE - Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia MO 65211 <a href="https://www.ire.org/jobs/post-job/">https://www.ire.org/jobs/post-job/</a>	
29	Miami Media School <b>Source has requested notice of all vacancies.</b> Angel Llamazares 901 S Miami Ave #303 Miami FL 33130 <a href="mailto:allamazares@BeOnAir.com">allamazares@BeOnAir.com</a> <a href="http://www.BeOnAir.Com">www.BeOnAir.Com</a>	
30	Magid Institute Julie Seebold One Research Center Marion, Iowa 33911 (319) 377-7345	

**ANNUAL EEO PUBLIC FILE REPORT**  
**WBBH-TV & WZVN-TV**  
**September 1, 2020 – September 30, 2021**  
**APPENDIX 2**  
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RS Number	Recruiting Sources (RS)	# of Interviewees Referred by RS Over Reporting Period
31	NPPA National Press Photographers Assoc. <a href="https://nppa.org/page/visual-journalism-job-bank">https://nppa.org/page/visual-journalism-job-bank</a>	
32	Full Sail University 3300 University Blvd Winter Park FL 32792 Ellis Martinez: egmartinez@fullsail.com <a href="https://fullsail-csm.symplicity.com/surveys/referral">https://fullsail-csm.symplicity.com/surveys/referral</a>	
33	University of Florida Gator CareerLink System <a href="https://ufl-csm.symplicity.com/employers">https://ufl-csm.symplicity.com/employers</a>	
34	Temple University Klein College of Media and Communications 215-204-6501 <a href="mailto:kleincareers@temple.edu">kleincareers@temple.edu</a>	10
	<b>TOTAL NUMBER OF INTERVIEWS</b>	<b>212</b>



**EEO PUBLIC FILE REPORT**  
**WBBH-TV & WZVN-TV**  
**September 21, 2020 – September 30, 2021**  
**APPENDIX 3**  
**RECRUITMENT INITIATIVES**

DATE	INITIATIVE	BRIEF DESCRIPTION	# OF STATION PARTICIPANTS	PARTICIPANT(S) TITLE
1	10/6/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as a virtual speaker for homeschool students at IMAG History and Science Center.	1  Meteorologist
2	10/14/2020	Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	Station personnel attended a virtual Career Fair at Temple University with an opportunity to connect with students wishing to entertain employment in the broadcasting industry. Waterman Broadcasting has hired many producers from Temple University.	2  Executive Producer, Human Resources Manager
3	11/2/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as a virtual speaker for students with Florida Gulf Coast University Media & Public Relations.	1  Chief Political Correspondent
4	12/8-9/2020	Establishment of training programs for station personnel	Station on-air and newsroom personnel participated in training and coaching sessions presented by Magid Institute Talent Coach.	23  Executive Vice President and General Manager, President/Montclair, Vice President and Station Manager, News Director, News Manager, Director of Photojournalism, Anchors/Reports, Multi Media Journalists, Newscast Technician Manager, Newscast Technical Shift Supervisors, Producers
5	1/20/2021	Establishment of training programs for station personnel	Station on-air and newsroom personnel participated in training and coaching sessions presented by Magid Institute Talent Coach.	25  Executive Vice President and General Manager, President/Montclair, Vice President and Station Manager, News Director, Anchors, Executive Producers, Producers, Director of Marketing and Promotions, Editorial Managers, Newscast Technician Manager, Newscast Technical Shift Supervisors, News Manager

6	2/8/2021	Establishment of training programs for station personnel	Station on-air and newsroom personnel participated in training and coaching sessions presented by Poynter Institute / Power Up.	1	News Director
7	3/2/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented virtually to students at the Pine Island Elementary School in "Read Across America."	1	Chief Meteorologist
8	3/12/2021	Participation in events sponsored by educational institutions relating to career opportunities in broadcasting	Station personnel participated in the Golden Apple Awards programs in Lee and Collier Counties. The teachers and students see first-hand media executives in action. The live events feature our employees interacting with the Foundation for Public Schools. A total of 6 recipients were presented with Golden Applies from Villas Elementary, Tanglewood Elementary, The Sanibel School, Mariner High School, Cape Coral High School and Mirror Lakes Elementary.	2	Executive Vice President, Executive Producer, Special Projects, Anchors, Videographers, Digital Producers
9	3/15/2021 - 3/19/2021	Participation in events sponsored by educational institutions relating to career opportunities in broadcasting	Station personnel participated in the Golden Apple Awards programs in Lee and Collier Counties. A reporter and videographer visited the classroom of the winning teachers to film them in action. Each of the winning teachers is featured in a two-minute news story to be aired during the 5-6 pm news block during the week leading up to the Golden Apple Awards Banquet. A total of 6 recipients were presented with Golden Applies from Villas Elementary, Tanglewood Elementary, The Sanibel School, Mariner High School, Cape Coral High School and Mirror Lakes Elementary.	2	Reporter, Videographer

10	3/24/2021	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Station personnel participated in training via a webinar presented by Wilkinson Barker Knauer, "Staying on Top of Your Broadcast FCC EEO Obligations" targeted at Producers and Directors.	40	Executive Vice President and General Manager, President/Montclair, Vice President and Station Manager, News Director, News Manager, Anchors, Reports, Meteorologists, Producers, Digital Content Producers, Human Resources Manager
11	3/24/2021 – 5/19/2021	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Station personnel participated in an online training webinar through the University of South Florida, Muma College of Business to earn a Diversity, Equity and Inclusion in the Workplace Certificate.	2	Vice President and Chief Financial Officer, Human Resources Manager
12	3/26/2021	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Station personnel participated in the 2021 Proactive Workplace Solutions Conference hosted by Boy Agnew Potanovic law firm.	1	Human Resources Manager
13	3/26/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel virtually presented for a weather lesson at the Lehigh Elementary School.	1	Chief Meteorologist
14	4/23/2021	Participation in events sponsored by educational institutions relating to career opportunities in broadcasting	Station personnel presented and emceed at the annual Golden Apple Awards Banquet in Collier County.	4	Executive Vice President and General Manager, Vice President and Station Manager, Anchors.
15	4/27/2021	Establishment of training programs for station personnel	Station on-air and newsroom personnel participated in training and coaching sessions presented by Magid Institute Talent Coach.	10	Anchors/Reporters, Meteorologists, Multi Media Journalists, News Manager, Photojournalists / Photographers
16	5/5/2021	Participation in events sponsored by educational institutions relating to career opportunities in broadcasting.	Station personnel served as a child mentor community virtual event at "Girls Going Places 2021" at the Florida Gulf Coast University, Lutgert College of Business.	1	Chief Meteorologist
17	5/13/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented in a virtual Hurricane Seminar at Esplanade Community with over 1000 residents.	1	Chief Meteorologist

18	5/19/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented in a virtual Hurricane Seminar with the Charlotte County Library System.	1	Chief Meteorologist
19	6/1/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented in a Community Hurricane Seminar with the Fort Myers Rotary Club.	1	Meteorologist
20	6/5/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented in a Community Hurricane Seminar at Lowes.	1	Chief Meteorologist
21	6/10/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented in a Community Hurricane Seminar at the Windsor Assisted Living facility.	1	Chief Meteorologist
22	6/12/2021	Station personnel presented in a Community Hurricane Seminar at the	Station personnel presented in a Community Hurricane Seminar at Lowes.	1	Meteorologist
23	6/15/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as a virtual speaker at the Vi at Bentley Village Hurricane Seminar in support of over 700 residents.	1	Meteorologist
24	6/18/2021	Participation in events sponsored by educational institutions relating to career opportunities in broadcasting	Station personnel presented and emceed at the annual Golden Apple Awards Banquet in Lee County.	7	Executive Vice President and General Manager, Vice President and Station Manager, Vice President and Chief Financial Officer, News Director, Anchors, Executive Producer for Special Projects
25	6/19/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented in a Hurricane Seminar at Lowes.	1	Chief Meteorologist

26	6/21/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented in a Community Hurricane Seminar at the Shell Factory and Nature Park.	1	Chief Meteorologist
27	7/12-13 2021	Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting	Station personnel hosted a job shadow day meeting with 12 staff members.	12	Executive Vice President and General Manager, President/Montclair, Vice President and Station Manager, Vice President and Chief Financial Officer, Vice President Sales, Human Resources Manager, Director of Local Sales, Director of National Sales, Traffic Supervisor, Account Executives, Digital Sales Manager
28	7/14/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented in a virtual Hurricane Seminar with the Stonebridge Country Club Community.	1	Chief Meteorologist
29	7/28/2021	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Station personnel participated in Sexual Harassment and Performance Management training.	30	Executive Vice President and General Manager, Vice President and Station Manager, Vice President and Chief Financial Officer, Human Resources Manager, News Director, Anchors, Executive Producers, Director of Photojournalism, Producers, Director of Marketing and Promotions, Editorial Managers, Newscast Technician Manager, Newscast Technical Shift Supervisors, News Manager, Chief Engineer
30	8/10/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented in a Community Hurricane Seminar at Strada Nuova.	1	Chief Meteorologist
31	8/11/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as emcee for the opening night of Bulletproof Backpack at Florida Repertory Theatre – an intense and important piece about school shootings and the questions of “what would you do?”	1	Chief Political Correspondent

32	8/12/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as a speaker at Above Board Chamber of Florida event on Identify & Cyber Crime.	1	Chief Political Correspondent
33	8/28/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as a panelist judge for the Cape Coral Film Festival.	1	Meteorologist
34	9/11/2021	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented virtually with the Boy Scouts of America in an effort to earn their weather merit badge.	1	Meteorologist
35	9/28 - 29/2021	Establishment of training programs for station personnel	Station personnel participated in the Producer Institute training and coaching sessions presented by Magid Institute Talent Coach Pete Seyfer.	13	News Director, Producers, Newscast Directors