

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

For the period of October 1, 2019 - September 20, 2020

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.

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VACANCY INFORMATION

Job #	Job Title	Date of Hire	Recruitment Source (RS) Used to Fill Vacancy	RS Referring Hiree	Total # Persons Interviewed
1194	Production Assistant - PT	10/7/2019	1,2,4,8,7, 17	4	4
1229	Production Assistant	10/7/2019	1,2,4,8,7, 17	4	4
1305	Reporter / Multi Media Journalist	10/7/2019	1,2,4,5,11,18,17a,21,34,35,36,37,38	11	6
1335	Production Assistant	10/7/2019	1,2,4,8,7, 17	4	4
1340	Transmitter Supervisor	10/7/2019	1,2,4	4	2
1312	Staff Photographer	10/21/2019	1,2,4,5,17a/b/c/e,18,31,33,34,35,38,39	13	1
1328	News Editor	10/23/2019	1,2,3,4,5,7,8,9,29	10	1
1083	Production Assistant	11/4/2019	1,2,4,8,7, 17	10	2
1274	Production Assistant	11/4/2019	1,2,4,8,7, 17	4	4
1342	Commercial Digital Sales Specialist	11/4/2019	1,2,4,17a,17b,17c,17e	4	4
1343	Marketing Operations Mgr.	11/6/2019	1,2,4,5,8	4	5
1334	Staff Photographer	11/7/2019	1,2,4,5,17a/b/c/e,18,31,33,34,35,38,39	10	1
1100	Producer - Trainee	1/6/2020	1,2,4,5,7,9,18,32,33,34,43,44	10	5
1214	Meteorologist ABC-7	1/6/2020	1,2,4,5	5	3
1316	Master Control Operator	1/6/2020	1,2,4,5,13	1	2
1329	Production Assistant	1/6/2020	1,2,4,8,7, 17	12	7
1336	Digital Content Producer	1/6/2020	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	15	7
1339	Digital Content Producer	1/6/2020	1,2,4,5,8,15,17a,17b,17c,17e,18,29, 32,33,34,35,36,37,38,39,40,41,45,46, 47,48,49,50,51	15	7
1035	Reporter / Multi Media Journalist	1/13/2020	1,2,4,5,10,11,16,24,30	30	6

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912	Reporter / Multi Media Journalist	1/20/2020	1,2,5,10,11,16,24,30	11	5
1114	Sports Anchor / Reporter	1/20/2020	1,2,5, 11,13,16	11	2
1170	Meteorologist NBC-2	1/20/2020	1,2,4,5	5	3
1322	Production Assistant	1/20/2020	1,2,4,8,7, 17	4	5
1271	Accounting Clerk / Accounts Pay	1/24/2020	1,2,3,4,10	4	10
1312	Staff Photographer	1/27/2020	1,2,4,5,17a/b/c/e,18,31,33,34,35,38,39	4	2
1127	Staff Photographer	2/3/2020	1,2,4,5,17a/b/c/e,18,24,31,33,34,35, 38,39	2	1
990	Reporter / Multi Media Journalist	2/10/2020	1,2,5,10,11,16,30	11	4
1271	Accounting Clerk / Accounts Pay	2/24/2020	1,2,3,4	4	9
1030	Staff Photographer	3/2/2020	1,2,4,7,8	1	1
1326	Production Assistant	3/2/2020	1,2,4,8,7, 17	4	6
330	Production Assistant	3/16/2020	1,2,4,8,7, 17	4	3
1117	Production Assistant	3/18/2020	1,2,4,8,7, 17	4	6
1271	Accounting Clerk / Accounts Pay	3/23/2020	1,2,3,4	4	1
1298	Producer - Trainee	5/11/2020	1,2,4,5,7,8,9,18,32,33,34,43,44	12	4
1225	Account Executive	5/27/2020	1,2,4,6,13,15	4	5
1323	Producer - Trainee	6/1/2020	1,2,4,5,11,30	30	4
1083	Production Assistant	6/8/2020	1,2,4,8,7,17	4	8
1276	News Editor	6/15/2020	1,2,3,4,5,7,8,9,29	4	1
1203	Sales Assistant	6/19/2020	1,2,3,4,6	10	3
1154	Meteorologist	6/22/2020	1,2,4,5	5	2
1306 A	Production Assistant	6/24/2020	1,2,4,8,7,17	4	8
1300	Production Assistant	7/1/2020	1,2,4,8,7, 17	10	1

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1109	Reporter / Multi Media Journalist	7/6/2020	1,2,4,5,10,11,16,24,30	1	4
1159	Producer-Trainee	7/6/2020	1,2,4,5,11,30	10	8
1278	Digital Content Producer	7/6/2020	1,2,4,5,8, 15,17a,17b,17c,17e,18,29, 32,33,34,35,36,37,38,39,40,41,45,46,47 ,48,49,50,51	15	6
1292	Reporter / Multi Media Journalist	7/13/2020	1,2,5,10,11,16,30	16	4
1334	Staff Photographer	7/23/2020	1,2,4,7,8	10	4
1306 B	Production Assistant	8/5/2020	1,2,4	4	2
1030	Staff Photographer	8/10/2020	1,2,4,7,8	4	4
1235	Reporter / Multi Media Journalist	8/24/2020	1,2,5,10,11,16,30	11	4
583	Broadcasting Engineer	9/14/2020	1,2,4	4	4
1313	Broadcasting Engineer	9/15/2020	1,2,4	4	4
Total Number of Interviews					213

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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 www.nbc-2.com & www.abc-7.com	9
2	Waterman Broadcasting - Internal Postings Kathleen Nagle-Roides 3719 Central Ave. Fort Myers, FL 33901 (239) 939-2020	1
3	CareerSource Southwest Florida 4150 Ford Street Extension (239) 931-8282 www.employflorida.com	
4	Indeed.com 7501 N Capital of Texas Hwy Building B Austin TX 78731 (800) 462-5842 www.indeed.com	116
5	TVJobs Broadcast Employment Services Mark Halloway www.tvjobs.com/postjobs Oceanside, CA 92052 (760) 754-2115	7
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	

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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 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	2
9	Hodges University 4501 Colonial Blvd Fort Myers FL 33966 Career Development Office 800-466-0019 www.collegecentral.com/hodges	
10	Employee Referral	16
11	YouTube	24
12	Former Employee	8
13	Word of Mouth/Referral	1
14	Walk-in/News Paper	1
15	LinkedIn http://www.linkedin.com	20
16	Agent Referral	4
17	UCF Career Services - Handshake	1
17a	University of Central Florida	
17b	University of So FL Sarasota-Manatee	
17c	University of So FL St. Petersburg	
17d	University of Tampa	
17e	University of South Florida http://www.ucf.edu https://app.joinhandshake.com/	

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RS Number	Recruiting Sources (RS)	# of Interviewees Referred by RS Over Reporting Period
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	Florida Association of Broadcasters 201 South Monroe Street, Ste. 201 Tallahassee, FL 32301 (850) 681-6444 www.fab.org	
21*	Collective Talent (Source has requested notice of on-air positions only.) Michael Bille (813) 254-9695 email: bille@michaelsmedia.com www.collectivetalent.com	
22	The Ladders https://recruit.theladders.com	
23	602 Communications Inc. 1011 Lyndhurst Falls Lane Knightdale, NC 27545 USA (919) 217-4438 www.602communications.com	
24	Nat'l Association of Hispanic Journalist 1000 National Press Building Washington DC 20045-2001 (202) 662-7145 www.nahjcareercenter.com/recruiters www.nahj.org	

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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 http://www.sbe.org/sections/jl_submit.php	
26	South Florida Black Journalist Association PO Box 21355 Ft Lauderdale FL 33335-1355 www.sfbja.com	
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 https://www.nab.org/	
28	IRE - Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism 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	2
31	NPPA National Press Photographers Assoc. https://nppa.org/page/visual-journalism-job-bank	

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RS Number	Recruiting Sources (RS)	# of Interviewees Referred by RS Over Reporting Period
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	
34	Temple University Klein College of Media and Communications 215-204-6501 kleincareers@tample.edu	1
	TOTAL NUMBER OF INTERVIEWS	213
*Request vacancy notification		

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	DATE	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION	# OF STATION PARTICIPANTS	PARTICIPANT(S) TITLE
1	10/1/2019	Establishment of training programs for station personnel	Station on-air and newsroom personnel attended training and coaching sessions	8	Anchors, Meteorologists
2	10/4/2019	Participation in events sponsored by organizations representing groups present in the community interest in broadcasting employment	Station personnel served as emcee for the Gulf Coast Charter Academy South Weather Presentation.	1	Meteorologist
3	10/5/2019	Participation in events sponsored by organizations representing groups present in the community interest in broadcasting employment	Station personnel served as emcee for Autism Speaks Walk.	1	Anchor/Reporter
4	10/11/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as emcee for the Bayshore Elementary School Career Day.	1	Meteorologist
5	10/11/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Hope Kids Care Fundraiser at the Edison and Ford Estates.	1	Anchor/Reporter

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6	10/13/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Nam Jam at the Shell Factory.	1	Anchor/Reporter
7	10/17/2019	Establishment of training programs for station personnel	Station on-air and newsroom personnel attended training and coaching sessions presented by Magid Institute Talent Coach.	46	Anchors, Reporters, Photographers, Photojournalists, Videographers, Assistant Director of News, Director of Production, Director of Marketing, Producers
8	10/18/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Westin Cape Coral Resort at Marina Village Fundraiser.	1	Anchor/Reporter
9	10/24/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the March of Dimes Signature Chefs Auction	1	Anchor/Reporter

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10	10/24/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the JA Business Hall of Fame, Collier County	1	Anchor/Reporter
11	10/25/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Ronald McDonald House Fundraiser.	1	Anchor/Reporter
12	10/25/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Horizon Lee County Business Awards Banquet	1	Anchor/Reporter
13	10/25/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at Feed the Need, Fort Myers Christian School.	1	Anchor/Reporter

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14	10/29/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as emcees at United Way Kick Off community event where there were over 800 people from Lee, Hendry, Glades and Okeechobee counties.	2	Anchor/Reporter, VP of Sales
15	10/29/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as a speaker at the Storm Surge Seminar speaking with the Kiwanis club.	1	Meteorologist
16	10/29/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as a speaker at the Cape Coral Charter School Weather Presentations. Four presentations were presented to 3 rd , 4 th , and 5 th graders at the school on weather instruments. Talked to older students about jobs in the field.	1	Meteorologist
17	10/30/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee for a community event – Mira Edison Luncheon Fundraiser.	1	Anchor/Reporter

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18	11/2/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at Homeless Coalition at the Crown Plaza Hotel.	1	Anchor/Reporter
19	11/4/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee for the Foundation Fighting Blindness Fundraiser.	1	Anchor/Reporter
20	11/5/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Zonta International Luncheon at Mercata, Naples.	1	Anchor/Reporter
21	11/9/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee for "Rescue Runway" to raise funds for the Children's Advocacy Center.	1	Anchor/Reporter
22	11/9/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee to raise funds for the Bonita Charter School at the "Hear and Soul Gala."	1	Anchor/Reporter

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23	11/11/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the NCH Ball.	1	Anchor/Reporter
24	11/14/2019	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.	12	Vice President and General Manager, Vice President Sales, Vice President News/Digital / Marketing/Production, Assistant Director of News, Human Resources, Director of New Media, News Operations Manager, Executive Producers, Director of Photojournalism
25	11/15/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented to a group of students at the Bayshore Elementary School.	1	Meteorologist
26	11/19/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as a guest speaker for Career Night talking with kids about working in television.	1	Anchor/Reporter
27	11/19/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Hats in the Garden Fundraiser in Naples.	1	Anchor/Reporter

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28	11/20/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented to kindergarten students – topics covered included weather instruments and severe weather safety.	1	Meteorologist
29	11/20/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented for Career Day at the Littleton Elementary School.	1	Meteorologist
30	11/21/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented to a group of students at the Tommie Barfield Elementary School	1	Meteorologist
31	11/22/2019	Participation in events or programs sponsored by educational institutions	Station personnel presented to a group of 14 students and former NBC2 Anchor/Reporter Beth Hobbs Goldman to learn about the day and life of business at Waterman Broadcasting.	12	Vice President and General Manager, Vice President Sales, Vice President News/Digital / Marketing/Production, Assistant Director of News, Human Resources, Director of New Media, News Operations Manager, Executive Producers, Director of Photojournalism
32	12/2/2019	Establishment of training programs for station personnel	Station personnel attended the SWFL Sunshine Seminar training sessions on public records laws in Florida.	4	Reporters
33	12/3/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the JA Teacher Recognition Ceremony	1	Anchor/Reporter

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34	12/4/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee for the Boys and Girls Club of Charlotte County.	1	Anchor/Reporter
35	12/5/2019	Participation in events or programs sponsored by educational institutions	A group of students from Fort Myers High School WAVE TV toured the station to learn how we produce our news product.	12	Vice President and General Manager, Vice President Sales, Vice President News/Digital / Marketing/Production, Assistant Director of News, Human Resources, Director of New Media, News Operations Manager, Executive Producers, Director of Photojournalism
36	12/5/2019	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 Temple University to observe the operations of students learning about broadcasting operating as a real life newsroom. This Temple visit fostered a collaborative relationship to serve as recruitment efforts when students graduate and entertain employment in the broadcasting industry. Waterman Broadcasting has hired two producers during this time period.	1	Executive Producer
37	12/12/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at Above Board Chamber Panel.	1	Anchor/Reporter

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38	12/12/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee for the event, Holiday House, at the Burroughs Home.	1	Anchor/Reporter
39	12/19/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee to raise funds for the Estero HS Culinary Program Gala.	1	Anchor/Reporter
40	12/19/2019	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented to students at Deep Creek Elementary School.	1	Meteorologist
41	12/20/2019	Participation in events or programs sponsored by educational institutions	Station personnel served as hosts to media relations class at Florida Gulf Coast University.	4	Reporters, Assistant Director of News, Producers
42	1/6/2020	Participation in events or programs sponsored by educational institutions	Station personnel presented to a group of students at Florida Gulf Coast University in a media relations class.	1	Reporter
43	1/7/2020	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.	13	Vice President News/Marketing/Production, Anchors, Reporters, Photographers, Photojournalists, Videographers, Assistant Director of News, Director of Production, Director of Marketing, Producers

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44	1/17/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented to students at the Three Oaks Elementary School.	1	Meteorologist
45	1/17/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Cancer Alliance of Naples Fundraiser.	1	Anchor/Reporter
46	1/18/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee to raise funds for the Clinic for the Rehabilitation of Wildlife (CROW) at "Wild about Crow."	1	Anchor/Reporter
47	1/21/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as a guest speaker at the Champions for Learning Luncheon."	1	Anchor/Reporter
48	1/22/2020	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.	7	Anchors, Reporters
49	1/23/2020	Participation in events or programs sponsored by educational institutions	A group of twenty (20) STEM students toured the station from Foundation for Lee County Public Schools. This trip included Island Coast High and South Fort Myers High.	12	Vice President and General Manager, Vice President Sales, Vice President News/Digital / Marketing/Production, Assistant Director of News, Human Resources, Director of New Media, News Operations Manager, Executive Producers, Director of Photojournalism

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50	1/31/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented to students and teachers at the Veterans Park Academy of the Arts Lehigh Acres	1	Meteorologist
51	2/7/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee for the scholarship fundraiser, "Collier County Medical Society Alliance Fashion Show"	1	Anchor/Reporter
52	2/7/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at Career Day at the Patriot Elementary School.	1	Anchor/Reporter
53	2/8/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Mutt Strutt Animal Fundraiser.	1	Anchor/Reporter
54	2/11/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented to the Mens Club of Seven Lakes regarding weather.	1	Meteorologist

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	DATE	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION	# OF STATION PARTICIPANTS	PARTICIPANT(S) TITLE
55	2/15/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented to the Womens Club about meteorologist career with STEM scholarship recipients at the STEM Luncheon of AAUW Fort Myers.	1	Meteorologist
56	2/16/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented to STEM students at Jet Blue Park.	1	Meteorologist
57	2/16/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee at the Taste of Cape Coral.	1	Anchor/Reporter
58	2/17/2020	Participation in job fairs	Station personnel attended Florida Gulf Coast University's Journalism Job Fair.	1	Human Resources
59	2/22/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as a child mentor community event at the Children Charity Fundraiser at the Hyatt Coconut Point.	1	Anchor/Reporter
60	2/26/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented to 1-5 th grade students at the Pinewoods Elementary School in "Read Across America."	1	Anchor/Reporter

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61	2/28/2020	Establishment of training programs for station personnel	Station personnel attended the Barons Training sessions in Huntsville, AL, with topics on the use of weather radar and improvements we can make to our displays on-air.	1	Meteorologist
62	3/2/2020	Establishment of training programs for station personnel	Station personnel attended the Magid Weather Institute in St. Petersburg training sessions with topics on climate change, winning the weather war before it happens and how to market meteorology – selling the science to our viewers.	2	Meteorologists
63	3/2/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented and read to students at the Edison Park Elementary School.	1	Meteorologist, Anchor/Reporter
64	3/2/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented to students at the Noonan Academy.	1	Meteorologist
65	3/2/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented and read to students at the Edison Park Elementary School for Read Across America.	1	Anchor/Reporter
66	3/4/2020	Participation in job fairs	Station personnel attended the Fort Myers Job Fair hosted by the Drury Inn in Fort Myers attended by people in the community.	2	Human Resources, Assistant Director, Production.

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67	3/4/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented and read to students at the Noonan Academy.	1	Anchor/Reporter
68	3/5/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee for a community fundraiser, "Foundation Fighting Blindness" gala.	1	Anchor/Reporter
69	3/6/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee in the community fundraiser, "Better Together Evening Under the Stars."	1	Anchor/Reporter
70	3/10/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee as the community fundraiser at The Sanctuary in Sanibel FL.	1	Anchor/Reporter
71	3/12/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel served as an emcee to students at the Learning for Life Talent Show.	1	Anchor/Reporter

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72	5/20/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented a hurricane preparedness and outlook seminar via zoom to the Naples Community at Esplanade Lakes.	1	Meteorologist
73	6/10/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented a hurricane preparedness and outlook seminar via zoom to the Sanibel-Captiva Chamber of Commerce.	1	Meteorologist
74	6/16/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented a hurricane preparedness and outlook seminar via zoom to the Fort Myers Rotary Club.	1	Meteorologist
75	6/24/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented a hurricane preparedness and outlook seminar via zoom to the Bridgetown at Plantation.	1	Meteorologist
76	6/24/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented a hurricane preparedness and outlook seminar via zoom to the Stonebridge in Naples.	1	Meteorologist.

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77	7/2/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented a hurricane preparedness and outlook seminar via zoom to the Naples Preserve.	1	Meteorologist
78	7/29/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented a hurricane preparedness and outlook seminar via zoom to My Autism Connection.	2	Meteorologist
79	8/13/2020	Participation in events sponsored by organizations representing groups present in the community interested in broadcasting employment	Station personnel presented a hurricane preparedness and outlook seminar via zoom to My Autism Connection.	1	Meteorologist
80	8/13/2020	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Station personnel participated in a webinar "Report Card on Race" with a focus on new initiatives of on air talent and behind the scenes to improve diversity and inclusion in their organizations and to inform their coverage of race in America.	13	General Manager, VP of News and Marketing, Assistant Director of News, Human Resources, Producers
81	9/17/2020	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.	31	VP News and Marketing, Assistant Director of News, Director of Marketing and Promotions, Producers, Anchors, Reporters, Meteorologists, Newscast Senior Director, Newscasts Directors, Newscasts Supervisors