

WJEB-TV, Channel 59, Florida - EEO PUBLIC FILE REPORT

10-1-03 through 9-30-04

A station may accumulate the relevant information for the past year (using its internal job vacancy and hiring information) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

Pursuant to the Equal Employment Opportunity rules and regulations of the FCC, and as explained in this station's Equal Employment Opportunity policy: "This ministry is a Christian church and religious organization. This ministry has religious missions throughout the world, ordains ministers, and performs a host of sacerdotal functions. Consequently, hiring and employment decisions are based on religious beliefs and creeds." Within the context of those Christian beliefs and creeds, ministry policy prohibits unlawful discrimination based on race, gender, national origin or ancestry, or physical disability. The ministry has adopted a Statement of Faith, reflected in its Employee Manual, and all directors, officers and employees must be able to subscribe to it, participate in regular prayer gatherings, Bible readings and teachings, and follow station policy, recognizing the need for unity in the spirit as explained in Ephesians 4:1-6: "I therefore, the prisoner of the Lord, beseech you that ye walk worthy of the vocation wherewith ye are called, With all lowliness and meekness, with longsuffering, forbearing one another in love; Endeavoring to keep the unity of the Spirit in the bond of peace. There is one body, and one Spirit, even as ye are called in one hope of your calling; One Lord, one faith, one baptism, One God and Father of all, who is above all, and through all, and in you all."

A. Full-Time Vacancies Filled During Past Year

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|---|-----------------------|
| 1. Job Title: Master Control Operator | Date Filled: 12-03-03 |
| 2. Job Title: Secretary | Date Filled: 02-02-04 |
| 3. Job Title: Master Control/Production Asst. | Date Filled: 04-05-04 |

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

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|---------------------------------------|-----------------------|
| 1. Job Title: Master Control Operator | Date Filled: 12-03-03 |
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Source	Contact Person	Address	Telephone No.	Referred Person Hired?
Job Service of Florida	Office Rep.	10769-12 Beach Blvd. Jacksonville, Florida 32246	904-798-4780	No
Randstad, Inc.	Account Coordinator	9951 Atlantic Blvd. Jacksonville, Florida 32225	904-724-8787	No
The Florida Times Union	Classifieds	One Riverside Ave. Jacksonville, Florida 32204	904-359-4321	Yes
WJEB-TV 59	Station Manager	3101 Emerson Expressway Jacksonville, Florida 34946	904-399-8413	No
First Coast Christian Center	Rev. Fruscella	2724 New Berlin Road Jacksonville, Florida 32226	904-757-7641	No
Korean Church Assembly of God	Pastor Cho	6131 Terry Road Jacksonville, Florida 32216	904-733-6280	No
Southpoint Baptist Church	Pastor Collins	3335 Tiger Hole Road Jacksonville, Florida 32216	904-731-0333	No
St. Paul AME Church	Pastor Simmons	85 Martin Luther King Jr. Drive Jacksonville, Florida 32224	904-829-3918	No

Blessed Trinity Catholic	Father Brennan	10742 Beach Blvd. Jacksonville, Florida 32246		No
St. Augustine Church of Christ	Minister Holloway	2900 Lewis Speedway St. Augustine, Florida 32095		No
North Jacksonville Church of God	Rev. Taylor	7600 Kenya Street Jacksonville, Florida 32208		No
St. John's Episcopal Church	Rev. Turk	1221 State Road 13 Fruit Cove, Florida 32259		No
Joint-Heirs Christian Center	Dr. Thomas	2100 Dunn Avenue Jacksonville, Florida 32218		No
Zion Hope Baptist Church	Rev. Raggins	2803 Edgewood Ave. West Jacksonville, Florida	904-764-9353	No
Westside Church of God of Prophecy	Pastor Kitchens	1862 Fouraker Road Jacksonville, Florida 32221		No
Oceanway Assembly of God	Pastor Baggett	12240 Sago Ave. West Jacksonville, Florida 32218	904-751-0552	No
Faith Christian Center	Pastor Davis	8050 Lone Star Road Jacksonville, Florida 32211		No
Southside Assembly of God	Pastor Dykes	2118 Kings Avenue Jacksonville, Florida 32207	904-396-1663	No
Church of the Messiah	Rev. Howard	8057 Arlington Expressway Jacksonville, Florida 32211		No
Jacksonville Christian Center	Dr. White, Sr.	1251 Fromage Way Jacksonville, Florida 32225		No
New Covenant Ministries	Pastor Tomilinson	2361 Cortez Road Jacksonville, Florida 32209		No
North Jacksonville Baptist Church	Rev. Reavis	8531 Main Street North Jacksonville, Florida 32218		No
St. Peter's Episcopal Church	Rev. Ferguson	5042 Timuquana Road Jacksonville, Florida 32210		No

2. Job Title: Secretary		Date Filled: 02-02-04		
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
Faith Christian Center	Pastor Davis	8050 Lone Star Road Jacksonville, Florida 32225	904-725-3636	Yes
Work Source of Jacksonville	Office	215 North Market Street Jacksonville, Florida 32202	904-798-9222	No
WJEB-TV 59	Station Manager	3101 Emerson Expressway Jacksonville, Florida 34946	904-399-8413	No
First Coast Christian Center	Rev. Fruscella	2724 New Berlin Road Jacksonville, Florida 32226	904-757-7641	No
Korean Church Assembly of God	Pastor Cho	6131 Terry Road Jacksonville, Florida 32216	904-733-6280	No
Southpoint Baptist Church	Pastor Collins	3335 Tiger Hole Road Jacksonville, Florida 32216	904-731-0333	No
St. Paul AME Church	Pastor Simmons	85 Martin Luther King Jr. Drive Jacksonville, Florida 32224	904-829-3918	No
Blessed Trinity Catholic	Father Brennan	10742 Beach Blvd. Jacksonville, Florida 32246		No
St. Augustine Church of Christ	Minister Holloway	2900 Lewis Speedway St. Augustine, Florida 32095		No
North Jacksonville Church of God	Rev. Taylor	7600 Kenya Street Jacksonville, Florida 32208		No
St. John's Episcopal Church	Rev. Turk	1221 State Road 13 Fruit Cove, Florida 32259		No
Joint-Heirs Christian Center	Dr. Thomas	2100 Dunn Avenue Jacksonville, Florida 32218		No
Zion Hope Baptist Church	Rev. Raggins	2803 Edgewood Ave. West Jacksonville, Florida	904-764-9353	No
Westside Church of God of Prophecy	Pastor Kitchens	1862 Fouraker Road Jacksonville, Florida 32221		No
Oceanway Assembly of God	Pastor Baggett	12240 Sago Ave. West Jacksonville, Florida 32218	904-751-0552	No
Southside Assembly of God	Pastor Dykes	2118 Kings Avenue	904-396-1663	No

		Jacksonville, Florida 32207		
Church of the Messiah	Rev. Howard	8057 Arlington Expressway Jacksonville, Florida 32211		No
Jacksonville Christian Center	Dr. White, Sr.	1251 Fromage Way Jacksonville, Florida 32225		No
New Covenant Ministries	Pastor Tomilinson	2361 Cortez Road Jacksonville, Florida 32209		No
North Jacksonville Baptist Church	Rev. Reavis	8531 Main Street North Jacksonville, Florida 32218		No
St. Peter's Episcopal Church	Rev. Ferguson	5042 Timuquana Road Jacksonville, Florida 32210		No

3. Job Title: Master Control/Production Assist.

Date Filled: 04-05-04

Source	Contact Person	Address	Telephone No.	Referred Person Hired?
WJEB-TV 59	Station Manager	3101 Emerson Expressway	904-399-8413	Yes

C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year - 15

D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources

Source	Contact Person	Address	Telephone No.	Number Interviewed:
Faith Christian Center	Pastor Davis	8050 Lone Star Road Jacksonville, Florida 32211	904-725-3636	1
The Florida Times Union	Classifieds	One Riverside Avenue Jacksonville, Florida	904-359-4321	12
Work Source Career Services	Office Rep.	215 N. Market Street Room 103 Jacksonville, Florida 32202	904-798-4759	1
WJEB-TV 59	Station Manager	3101 Emerson Expressway Jacksonville, Florida 34946	904-399-8413	1
Job Service of Florida	Office Rep.	10769-12 Beach Blvd. Jacksonville, Florida 32246	904-798-4780	0
Randstad, Inc.	Acct. Coord.	9951 Atlantic Blvd. Jacksonville, Florida 32225	904-724-8787	0
First Coast Christian Center	Rev. Fruscella	2724 New Berlin Road Jacksonville, Florida 32226	904-757-7641	0

Korean Church Assembly of God	Pastor Cho	6131 Terry Road Jacksonville, Florida 32216	904-733-6280	0
Southpoint Baptist Church	Pastor Collins	3335 Tiger Hole Road Jacksonville, Florida 32216	904-731-0333	0
St. Paul AME Church	Pastor Simmons	85 Martin Luther King Jr. Drive Jacksonville, Florida 32224	904-829-3918	0
Blessed Trinity Catholic	Father Brennan	10742 Beach Blvd. Jacksonville, Florida 32246		0
St. Augustine Church of Christ	Minister Holloway	2900 Lewis Speedway St. Augustine, Florida 32095		0
North Jacksonville Church of God	Rev. Taylor	7600 Kenya Street Jacksonville, Florida 32208		0
St. John's Episcopal Church	Rev. Turk	1221 State Road 13 Fruit Cove, Florida 32259		0
Joint-Heirs Christian Center	Dr. Thomas	2100 Dunn Avenue Jacksonville, Florida 32218		0
Zion Hope Baptist Church	Rev. Raggins	2803 Edgewood Ave. West Jacksonville, Florida	904-764-9353	0
Westside Church of God of Prophecy	Pastor Kitchens	1862 Fouraker Road Jacksonville, Florida 32221		0
Oceanway Assembly of God	Pastor Baggett	12240 Sago Ave. West Jacksonville, Florida 32218	904-751-0552	0
Southside Assembly of God	Pastor Dykes	2118 Kings Avenue Jacksonville, Florida 32207	904-396-1663	0
Church of the Messiah	Rev. Howard	8057 Arlington Expressway Jacksonville, Florida 32211		0
Jacksonville Christian Center	Dr. White, Sr.	1251 Fromage Way Jacksonville, Florida 32225		0
New Covenant Ministries	Pastor Tomilinson	2361 Cortez Road Jacksonville, Florida 32209		0
North Jacksonville Baptist Church	Rev. Reavis	8531 Main Street North Jacksonville, Florida 32218		0
St. Peter's Episcopal Church	Rev. Ferguson	5042 Timuquana Road Jacksonville, Florida 32210		0

E. Outreach Activities

9-14-2004 Meeting with Edward Waters College of Jacksonville concerning future employment.