

EEO PUBLIC FILE REPORT

FOR

WPGX-TV

This EEO Public File Report
October 1, 2025 to September 30, 2026

EEO Annual Public File Report

WPGX-TV

The purpose of this EEO Public File Report is to comply with Section 73.2080 (c)(6) of the Federal Communications Commission's EEO Rule. This Report has been prepared on behalf of WPGX. This Report will be placed in WPGX's public inspection file and posted on WPGX's website.

The information contained in this Report covers the time period ending September 30, 2026 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- * The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- * The recruitment source that referred the hiree for each full-time vacancy;
- * The total number of persons interviewed for each full-time vacancy; and,
- * The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Tiffany Humphrey at (804) 672-6565.

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ATTACHMENT 1

FULL-TIME VACANCY INFORMATION

Position Title	Total No. Interviewees for the Vacancy	Recruitment Source of Hiree	Recruitment Sources Utilized (see attached list of sources)
Account Executive	1	9	1-10
General Manager	2	11	1-7, 11-12
Account Executive	4	8	1-8, 10

Total number of persons interviewed during the Reporting Period: 7

ATTACHMENT 2
RECRUITMENT SOURCE INFORMATION

Recruitment Source (see attached list)	Total Number of Interviewees from Source	Did Source Request Notice of Job Openings?
1	0	No
2	0	No
3	0	No
4	0	No
5	0	No
6	0	No
7	0	No
8	4	No
9	1	No
10	0	No
11	2	No
12	0	No

RECRUITMENT SOURCES

Source

1. www.wpgxfox28.com
2. Employ Florida www.employflorida.com
3. TV Jobs www.tvjobs.com PO Box 4116 Oceanside, CA 92052 (800) 374-0119 info@tvjobs.com
4. Career Source Gulf Coast Center –
<https://www.employflorida.com/vosnet/Default.aspx?enc=vLa15KtdCzQQMP6jrcRdlQ> 1310 E 11th St, Panama City, FL 32401 850-872-4340
5. FAMU/Division of Journalism, 1601 Martin Luther King Jr. Blvd, Tallahassee, FL 32307, Ranata Huges
6. FSU-Dept of Communications, 100 South Woodward Avenue, Tallahassee, FL 32306, Billy Marcantel
7. Gulf Coast State College, 5230 W Highway 98, Panama City, FL 32401, Brandon Smith
8. Indeed.com, 6433 Champion Grandview Way, Building 1, Austin, TX 78750 1-800-475-4361
9. Internal Referral
10. Facebook, 1 Hacker Wy, Menlo Park, CA 94025 650-853-1300
11. TVNewsCheck, 238 Crosshill Road, Wynnwood, PA 19096 610-649-7989
12. Spots N Dots, 1635 Old Highway 41 NW Suite 112-338, Kennesaw, GA 30152 888-884-2630

ATTACHMENT 3

MENU OPTION ACTIVITIES

WPGX-TV has engaged in the following outreach activities during the period covered by this Report:

Activity Classification*	Type of Activity	Brief Description
6	Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies)	WPGX created and aired announcements that encouraged viewers interested in pursuing a radio and/or a television career to utilize the websites of the Florida Association of Broadcasters to learn of employment opportunities at member stations. These announcements ran throughout the year on WPGX.
8	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;	• April 29-30, 2026: The Local Sales Manager and Account Executives worked with the Corporate Director Digital Sales to train in various digital products available with our digital product vendor such as social mirroring. • August 26, 2026: The General Manager, Local Sales Manager, and Account Executives trained on digital items such as closing the deal and client development with the Corporate Director of Digital Sales.
14	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	• September 17-28, 2026: The General Manager and Local Sales Manager participated in EEO training on Employment Law. The training discussed various federal laws that impact employees and hiring practices. • September 17-28, 2026: The General Manager and Local Sales Manager participated in EEO training on Unconscious Bias. This training helps trainees learn more about unconscious bias and how to mitigate them in employment and hiring practices.

* For "Activity Classification", use "1" through "16" in accordance with attached list.

Menu Option Classifications

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station 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.