

## EEO PUBLIC FILE REPORT

**A. Station Employment Unit**

- WVEN-TV, Facility ID No. 5802, Melbourne, Florida
- WRCF-CD, Facility ID No. 10549, Orlando, Florida

**B. Reporting Period:** January 1, 2022 to September 30, 2022<sup>1</sup>

**C. Full-Time Vacancy Information**

	<b>Full-Time Position Title</b>	<b>Recruitment Source of Hire</b>
1.	R009986 Local Sales Manager	Internal Candidate
2.	R009990 National Sales Manager	Internal Candidate
3.	R010201 Anchor	Internal Candidate
4.	R010207 News Photographer	LinkedIn
5.	R010211 Multimedia Journalist	Indeed
6.	R010087 Anchor	LinkedIn
7.	R010202 Multimedia Journalist	LinkedIn
8.	R010200 Director of Marketing & Promotions	Employee Referral
9.	R010026 Account Executive (2)	Indeed, Employee Referral
10.	R010635 Multimedia Journalist	LinkedIn
11.	R010347 Community & Empowerment Director	Indeed
12.	R010075 Multimedia Technician	Internal Candidate
13.	R10870 Multimedia Technician	LinkedIn
14.	R010632 National Account Coordinator	Employee Referral
15.	R010085 Digital Content Producer	Internal Candidate
16.	R011569 Anchor	LinkedIn
17.	R010578 Account Executive	Employee Referral
18.	R011626 Account Executive	On-Line
19.	R010205 Account Executive (2)	On-Line
20.	R010018 Meteorologist	Internal Candidate
21.	R011814 Multimedia Journalist	Employee Referral

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 141

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<sup>1</sup> The Station Employment Unit uploaded the Annual EEO Report for the Applicable Period on September 28, 2022. The instant amendment is being submitted to (i) clarify that, prior to January 1, 2022, the Station Employment Unit employed fewer than five full-time employees and was thus subject to the small station exemption set forth in Section 73.2080(d) of the FCC's rules; (ii) include additional information regarding recruitment sources that were inadvertently omitted from the initial report; (iii) correct recruitment information that was initially recorded in error; and (iv) make minor clerical edits.

**D. Recruitment Source Information<sup>2</sup>**

Notices of all full-time vacancies during the Reporting Period were provided to the following recruitment sources:

<b>Recruitment Source</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
<b>UCI Careers website</b> <a href="https://univision.csod.com/ats/careersite/search.aspx?site=2&amp;c=univision&amp;r=1">https://univision.csod.com/ats/careersite/search.aspx?site=2&amp;c=univision&amp;r=1</a>	No	25	All Positions
<b>African American Chamber of Commerce Central Florida</b> 315 East Robinson Street Ste 100 Orlando, FL 32801 Phone: (407) 420.4870 Email: <a href="mailto:info@blackcommerce.org">info@blackcommerce.org</a>	No	0	Positions 10, 13, 14, 16-18 & 21
<b>Career Source Central Florida</b> 4360 East Colonial Dr. Orlando, FL 32803 Phone: (407) 531-1227 URL: <a href="http://www.employflorida.com">http://www.employflorida.com</a> <a href="mailto:jobbank@careersourcefl.com">jobbank@careersourcefl.com</a>	No	0	Positions 10, 14, & 16-18
<b>Central Florida Employment Council</b> 450 Seminola Blvd FEC Division Casselberry, FL 32707 Phone: (407) 834-4223 URL: <a href="http://www.cfec.org">http://www.cfec.org</a> Email: <a href="mailto:cfec@cfec.org">cfec@cfec.org</a>	No	0	Positions 10, 13, 14 & 16-18
<b>Florida Association of Broadcasters</b> <a href="mailto:intern@fab.org">intern@fab.org</a>	No	0	Positions 10, 13, 14 & 16-18 & 21
<b>Kissimmee Chamber of Commerce</b> 1425 East Vine St. Kissimmee, FL 34744 Phone: (407) 847-3174 Url: <a href="http://kissimmeechamber.com">http://kissimmeechamber.com</a>	No	0	Positions 10, 13, 14, 16-18 & 21
<b>Metropolitan Urban League</b> 24804 Belco Drive Orlando, FL 32808 Phone (407) 841-7654 URL: <a href="http://orlando.jobing.com">http://orlando.jobing.com</a> Email: <a href="mailto:sminnis@cful.org">sminnis@cful.org</a>	No	0	Positions 10, 13, 14, 16-18 & 21
<b>NAACP</b> 3649 Old Winter Garden Road Orlando, FL 32805 Email: <a href="mailto:webmaster@naacpnet.org">webmaster@naacpnet.org</a>	No	0	Positions 10, 13, 14 & 16-18 & 21
<b>Full Sail University</b> 3300 University Winter Park, FL 32792 Phone: (800) 226-7625 URL: <a href="http://www.fullsail.edu/your-career/career-develop">http://www.fullsail.edu/your-career/career-develop</a> Email: <a href="mailto:hthompson@fullsail.com">hthompson@fullsail.com</a>	No	0	Positions 10, 13, 14, 16-18 & 21
<b>Hispanic Chamber of Commerce Metro Orlando</b>	No	0	Positions 13, 16, 18 & 21

<sup>2</sup> The job vacancies are either e-mailed to contacts or posted on the sources' websites.

<b>Recruitment Source</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
3461 E Colonial Dr. Orlando, FL 32803 Phone: (407) 428-5870 Url: <a href="https://hispanicorlandochamber.chambermaster.com/">https://hispanicorlandochamber.chambermaster.com/</a> Email: <a href="mailto:info@hispanicchamber.net">info@hispanicchamber.net</a>			
<b>Valencia Community College</b> P.O. Box 3028 Orlando, FL 32802 Url: <a href="http://valenciacollege.edu/careercenter/">http://valenciacollege.edu/careercenter/</a>	No	0	Positions 10, 13, 14 & 17-18

Notices of full-time vacancies during the Reporting Period were posted to **Direct Employers**<sup>3</sup> for the following organizations:

<b>Recruitment Source</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
African American Jobs site <a href="http://www.africanamericanjobs.org/jobs">www.africanamericanjobs.org/jobs</a>	No	0	All Positions (Except Position 1, 16)
Campus Pride Jobs <a href="http://www.campuspride.jobs">www.campuspride.jobs</a>	No	0	All Positions (Except Positions 1, 13 & 14)
Diversity Jobs <a href="http://www.diversity.dejobs.org/jobs">www.diversity.dejobs.org/jobs</a>	No	0	All Positions (Except Position 1)
Hispanic American Jobs/ Latino American <a href="http://www.hispanicamerican.dejobs.org/jobs">www.hispanicamerican.dejobs.org/jobs</a>	No	0	All Positions (Except Position 1)
Latino American Jobs <a href="http://www.latinoamerican.dejobs.org/jobs">www.latinoamerican.dejobs.org/jobs</a>	No	0	All Positions (Except Positions 1 & 21)
LGBTQ Jobs <a href="http://www.lgbtq.dejobs.org/jobs">www.lgbtq.dejobs.org/jobs</a>	No	0	All Positions (Except Position 1)
Minority Jobs <a href="http://www.minority.dejobs.org/jobs">www.minority.dejobs.org/jobs</a>	No	0	All Positions (Except Position 1)
Native American Jobs <a href="http://www.nativeamerican.dejobs.org/jobs">www.nativeamerican.dejobs.org/jobs</a>	No	0	All Positions (Except Positions 1 & 13)
Women Jobs <a href="http://www.women.dejobs.org">www.women.dejobs.org</a>	No	0	All Positions (Except Position 1)
Women for Hire <a href="http://www.jobs.womanforhire.com">www.jobs.womanforhire.com</a>	No	0	All Positions (Except Position 1)
Disability Jobs <a href="http://www.disability.dejobs.org">www.disability.dejobs.org</a>	No	0	All Positions (Except Positions 1, 13 & 14)
Disabled Veterans <a href="http://www.disabledveterans.dejobs.org">www.disabledveterans.dejobs.org</a>	No	0	All Positions (Except Positions 1, 13, 14 & 16)
Easter Seals	No	0	All Positions (Except

<sup>3</sup> DirectEmployers Association (“DE”) is a full-service recruitment marketing and creative tool aimed at helping employers establish a prominent web presence to appeal to a diverse candidate pool. DE has created strong alliances with national, state, and community-based organizations across the nation. DE provides Member Companies’ job vacancies to organizations for posting on their websites. DE represents over 1,000 of the top employers from around the globe. Notices were posted to <https://de.works/app/dashboard>.

<b>Recruitment Source</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
www.easterseals.dejobs.org/jobs			Positions 1, 13 & 14)
Way Finders Careers www.wayfinderscareers.com	No	0	All Positions (Except Positions 1, 11, 13 & 14)
Enable American Jobs Board	No	0	All Positions (Except Positions 1, 13 & 14)
National MS Society www.nationalmssociety.dejobs.org/jobs	No	0	Positions 10, 16, 17, 18 & 21
Military Spouse Jobs www.militaryspouse.dejobs.org/jobs	No	0	All Positions (Except Positions 1, 13 & 14)
Military Spouse Connection www.militaryspouseconnection.dejobs.org/jobs	No	0	All Positions (Except Positions 1, 13 & 14, 16)
Student Veterans of America www.studentveteransofamerica.jobs/jobs	No	0	All Positions (Except 1, 13, 14 & 16-18)
The Her Foundation www.honorher.works/jobs	No	0	All Positions (Except Positions 1, 11, 13, 14 & 16)
The Vets Medallion Program www.veterans.usnlx.com/jobs	No	0	All Positions (Except Positions 1, 13, 14 & 16)
Vets Jobs www.veterans.usnlx.com/jobs	No	0	All Positions (Except Positions 1, 13, 14 & 16)
Hire Vets	No	0	Positions 10, 19, 20 & 21
Veteran Jobs	No	0	Positions 10, 16, 17, 18, 19 & 21
USA Cares	No	0	Positions 2-9, 11-12, 15, 20 & 21
USA Military Pipeline www.usmilitarypipeline.com	No	0	Positions 2-9, 11-12, 15, 18, 20 & 21

Notices of full-time vacancies during the Reporting Period were posted to <https://app.joinhandshake.com/emp> for the educational institutions listed below.

<b>Educational Institution</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
<b>Florida International University</b> 11200 SW 8 <sup>th</sup> Street Graham Center (GC) 230 Miami, FL 33199 Phone: (305) 919-4298	No	0	Positions 10, 13, 14, 16, 17-18 & 21
<b>Florida Southern College</b> 111 Lake Hollingsworth Drive Lakeland, FL 33801 Phone: (863) 680-4111	No	0	Positions 10, 13, 14, 17-18 & 21
<b>University of Central Florida</b>	No	0	Positions 10, 13, 14,

<b>Educational Institution</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
4000 Central Florida Blvd. Orlando, FL 32816 Phone: (407) 823-1726 ext. 31726			16-18 & 21
<b>University of South Florida</b> 2081 Weimer Hall PO Box 118400 Gainesville, FL 32611 Phone: (352) 273-3258	No	0	Positions 10, 13, 14, 16-18, & 21
<b>University of South Florida</b> 8350 N Tamiami Trail Sarasota, FL 34243 Phone: (941) 359-4200	No	0	Positions 10, 13, 14, 16-18 & 21
<b>University of South Florida</b> 140 7th Ave S, St. Petersburg, FL 33701 Phone: (727) 873-7748	No	0	Positions 10, 13, 14, 16-18 & 21
<b>Rollins College</b> 1000 Holt Ave Winter Park, FL 32789 Phone: (407) 646-2195	No	0	Positions 10, 13, 14, 16-18 & 21
<b>The University of Tampa</b> 401 W Kennedy Blvd. Tampa, FL 33606 Phone: (813) 253-3333	No	0	Positions 10, 14 & 17
<b>Florida Institute of Technology</b>	No	0	Positions 10, 14 & 17

In addition to the above recruitment sources, candidates were referred by the below recruitment sources, which include job boards, personal referrals, and other sources to which notices are not routinely provided:

<b>Recruitment Source</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
LinkedIn	No	48
Indeed	No	14
Employee Referral	No	21
Former Employee	No	1
On-Line (Other Job Boards)	No	9
Internal Candidate	No	23

**E. Outreach Activities During Reporting Period**

<b>Description</b>	<b>Dates</b>
The employment unit participated in a Career Fair with the Central Florida Employment Council (CFEC). The Community and Empowerment Director and Director of Marketing and Promotions spoke to attendees about job opportunities at the employment unit.	04/14/2022

<b>Description</b>	<b>Dates</b>
The employment unit participated in a Career Fair with the Central Florida Employment Council (CFEC). The Community and Empowerment Director spoke to attendees about job opportunities at the employment unit.	09/07/2022