

WVEN-TV & WRCF-CD
Employment Unit

2024 FCC Audit Response

EXHIBIT A

EEO Public File Report

January 1, 2022 – September 30, 2022

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, 2022¹

C. Full-Time Vacancy Information

	Full-Time Position Title	Recruitment Source of Hire
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

¹ 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 Information²

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

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

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

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

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

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

³ 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>.

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
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.

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

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

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)
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

Description	Dates
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

Description	Dates
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

October 1, 2022 – September 30, 2023

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:** October 1, 2022 to September 30, 2023¹

C. Full-Time Vacancy Information

	Full-Time Position Title	Recruitment Source of Hire
1.	R014625 Anchor	Internal Candidate
2.	R014898 Assistant Director of Technology	Employee Referral
3.	Weather Anchor	Internal Candidate

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 11

D. Recruitment Source Information²

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

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
TU Careers Website https://corporate.televisaunivision.com/careers/	No	1	Positions 1, 2
African American Chamber of Commerce: Central Florida 315 East Robinson Street Ste 100 Orlando, FL 32801 Phone: 407.420.4870 Email: info@blackcommerce.org	No	0	Positions 1, 2
Full Sail University 3300 University Winter Park, FL 32792 Phone: 800-226-7625 URL: http://www.fullsail.edu/your-career/career-develop	No	0	Positions 1, 2
Florida Association of Broadcasters FAB.com intern@fab.org	No	0	Positions 1, 2
NAACP 3649 Old Winter Garden Road Orlando, FL 32805 Phone: 407-445-2055 Email: webmaster@naacpnet.org	No	0	Positions 1, 2

¹ The Station Employment Unit timely uploaded the Annual EEO Report for the October 1, 2022, to September 30, 2023 reporting period on September 28, 2022. The instant amendment is being submitted to (i) include additional information regarding recruitment sources that were inadvertently omitted from the initial report; (ii) correct recruitment information that was initially recorded in error; (iii) update the list of full-time vacancies to include a position which was filled with an internal candidate; and (iv) make minor clerical edits.

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

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Central Florida Employment Council 450 Seminola Blvd FEC Division Casselberry, FL 32707 Phone: 407-834-4223 URL: http://www.cfec.org Email: cfec@cfec.org	No	0	Position 2
Hispanic Chamber of Commerce 3461 E Colonial Drive Orlando, FL 32803 Phone: (407) 428-5870 URL: https://hispanicorlandochamber.chambermaster.com/ Email: info@hispanicchamber.net	No	0	Positions 1, 2
Career Source Central Florida 4360 East Colonial Dr. Orlando, FL 32803 Phone: 407-531-1227 URL: http://www.employflorida.com	No	0	Position 2
Metropolitan Urban League 24804 Belco Drive Orlando, FL 32808 Phone (407) 841-7654 URL: http://orlando.jobing.com Email: sminnis@cful.org	No	0	Positions 1, 2
Kissimmee Chamber of Commerce 1425 East Vine St. Kissimmee, FL 34744 Phone: (407) 847-3174 Url: http://kissimmeechamber.com	No	0	Position 1

Notices of full-time vacancies during the Reporting Period were posted to **Direct Employers**³ (<https://de.works/app/dashboard>) for the following organizations:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
African American Jobs site (de.jobs) www.africanamericanjobs.org/jobs	No	0	Positions 1, 2
Campus Pride Jobs www.campuspride.jobs	No	0	Positions 1, 2
Diversity Jobs (Organization's name changed during the reporting period formerly Minority Jobs) www.diversity.dejobs.org/jobs	No	0	Positions 1, 2

³ 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.

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Hispanic American Jobs/ Latino American www.hispanicamerican.dejobs.org/jobs	No	0	Positions 1, 2
LGBTQ Jobs www.lgbtq.dejobs.org/jobs	No	0	Positions 1, 2
Native American Jobs www.nativeamerican.dejobs.org/jobs	No	0	Positions 1, 2
Way Finders Careers www.wayfinderscareers.com	No	0	Positions 1, 2
Women Jobs www.women.dejobs.org	No	0	Positions 1, 2
Women for Hire www.jobs.womanforhire.com	No	0	Positions 1, 2
Disability Jobs (Able to work) www.disability.dejobs.org	No	0	Positions 1, 2
Disabled Veterans www.disabledveterans.dejobs.org	No	0	Positions 1, 2
Enable America	No	0	Positions 1, 2
Easter Seals www.easterseals.dejobs.org/jobs	No	0	Positions 1, 2
National MS Society www.nationalmssociety.dejobs.org/jobs	No	0	Positions 1, 2
Military Spouse Jobs www.militaryspouse.dejobs.org/jobs	No	0	Positions 1, 2
Military Spouse Connection www.militaryspouseconnection.dejobs.org/jobs	No	0	Positions 1, 2
The Her Foundation www.honorher.works/jobs	No	0	Positions 1, 2
The Vets Medallion Program www.veterans.usnlx.com/jobs	No	0	Positions 1, 2
Vets Jobs www.veterans.usnlx.com/jobs	No	0	Positions 1, 2

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

Educational Institution	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
University of Central Florida 4000 Central Florida Blvd. Orlando, FL 32816 Phone (407) 823-2000	No	0	Positions 1, 2
Florida International University 11200 SW 8th Street Graham Center (GC)230 Miami, FL 33199 Phone: (305) 919-4298	No	0	Positions 1, 2

Educational Institution	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
University of South Florida 2081 Weimer Hall PO Box 118400 Gainesville, FL 32611 Phone: (352) 273-3258	No	0	Positions 1, 2
University of South Florida 8350 N Tamiami Trail Sarasota, FL 34243 Phone: (941) 359-4200	No	0	Positions 1, 2
University of South Florida 140 7th Ave S, St. Petersburg, FL 33701 Phone: (727) 873-7748	No	0	Positions 1, 2
Rollins College 1000 Holt Ave Winter Park, FL 32789 Phone: (407) 646-2195	No	0	Positions 1, 2
Hillsborough Community College 1206 N Park Rd. Plant City, FL 33563 Phone: (813) 253-7000 www.collegecentral.com/hillsborough	No	0	Positions 1, 2
The University of Tampa 401 W Kennedy Blvd. Tampa, FL 33606 Phone: (813) 253-3333	No	0	Positions 1, 2

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:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)
LinkedIn	No	5
Indeed	No	0
Employee Referral	No	1
Former Employee	No	0
Other Job Board	No	1
Internal Candidate	No	3

E. Outreach Activities During Reporting Period

Description	Dates
The employment unit participated in the CFEC Central Florida Employment Council Job Fair. The event featured more than 100 employers offering job openings in various industries from around the Central Florida region. Participating personnel included the Community and Empowerment Director, the Director of Marketing and Promotions, and the EEO Officer.	November 2, 2022

Description	Dates
The employment unit participated in the CFEC Central Florida Employment Council – Mayor’s Job Fair. The job fair featured more than 100 employers offering job openings in various industries from around the Central Florida region. The Community and Empowerment Director and the EEO Officer spoke to participants about career opportunities at the employment unit.	January 25, 2023
The employment unit’s Community Empowerment Director participated in the Osceola Technical College’s Spring 2023 Career Fair. She offered information concerning job vacancies.	April 18, 2023
The employment unit hiring managers and EEO Officer completed the mandatory EEO Recruitment Program Training. Participating personnel: President General Manager VP Director of Sales Local Sales Manager Community Empowerment Director Director of Technology Director of Operations Director of Marketing and Promotions EEO Officer/Administrative Assistant	April 21, 2023
The employment unit has established a student scholarship program titled “Liga de Campeones” (Champions League) where the station recognizes and awards those high school or college students who excel academically and are interested in television and journalism careers. Students are awarded a scholarship to continue their education at the college or university level.	May 26, 2023
The employment unit participated at the National Association of Hispanic Journalists (NAHJ) Miami International Training Convention & EXPO Summit. The event supports and provides a platform for discussion of the professional advancement of Hispanic students, professionals, and educators in the field of journalism. The Vice President of news participated on behalf of the employment unit.	July 12-15, 2023
The News Technical Director participated in the nationwide training where he learned about becoming a super user of software. This training may enable employees to acquire skills that could qualify them for a higher-level position.	August 21-25, 2023
The Technical Director for the employment unit’s Production Team participated in training for graphics software. This training may enable employees to acquire skills that could qualify them for a higher level position.	Throughout the reporting period
The employment unit listed all upper-level positions with the Florida Association of Broadcasters, a media trade group whose membership serves women and minorities.	Throughout the reporting period