

WVEN-TV & WRCF-CD
Employment Unit

2023 FCC Audit Response

EXHIBIT C

1.

Supplemental Outreach Initiatives
(January 1, 2022 - September 30, 2022)

C-1: Career/Job Fairs:

Central Florida Employment Council (CFEC)

On April 14, 2022, the employment unit participated with the Central Florida Employment Council which organized this hiring event. The career fair offered participants the opportunity to learn about career paths in the broadcast industry.

Participating staff included:

Community Empowerment Director

Director of Marketing and Promotions

On September 7, 2022, the employment unit participated with the Central Florida Employment Council (CFEC) which organized this hiring event. The career fair offered participants the opportunity to learn about career paths in the broadcast industry.

Participating staff included:

Community Empowerment Director

CONSEJO DE EMPLEO DE FLORIDA
CENTRAL

EVENTO DE CONTRATACIÓN



April 14, 2022
2:30 to 6:00 PM

Seminole State College - Building C, 100
Weldon Boulevard, Sanford

REGISTRARSE ES REQUERIDO

CFEC.ORG/HIRING-EVENTS

*Conectando a los empleadores de pequeñas
empresas con
candidatos de trabajo en nuestra comunidad.*

[REDACTED]

From: [REDACTED] CFEC <cfec@cfec.org>
Sent: Tuesday, August 30, 2022 2:34 PM
To: 'F [REDACTED] | CFEC'
Subject: Agenda for 9/7 CFEC Job Fair
Attachments: PARKING.docx

Importance: High

This email originated from outside of Univision. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon Exhibiting Employer:

Thank you for partnering with us for our upcoming [Governor's Job Fair](#) (Wednesday, September 7). The Governor of Florida declared the month of September 2022 as Workforce Development Month. In observation, CFEC will host their 22nd Annual Governor's Job Fair in Orlando, FL on September 7, 2022.

- Below is your timeline, so please forward this to your attending representatives.
- Please share, with your followers that you are hiring & attending this job fair. Tag us, so we can share as well (Our handle is @CFECCorg on Twitter, Facebook, Instagram, and then Central Florida Employment Council on LinkedIn).
- **Important:** If you have not responded to our "Directory due..." email sent this week, please do so TODAY.

AGENDA / TIMELINE

10:15 - 11:00 AM ARRIVAL / SET UP

1. Indoors - rain or shine event. Turn into the main entrance from the intersection of West Colonial Drive and Peter Parrish Blvd. Central Florida Fairground's Expo Hall, 4603 W Colonial Dr, Orlando, FL 32808.
2. Parking attendants in yellow vests. They will direct you to Employer Parking (**see-attached** printout for your dashboard). If you need to unload at the entrance before you park, mention this to the parking attendant when you pull up, unload and then park in Employer Parking area. **Please do not park any vehicles along the building.**
3. Upon entering the building, our volunteer team will escort you to your assigned table.
4. Reminder, **maximum of 2-3 representatives** per registered 8-foot table. Please respect the space of your neighbors.

11:00 - 11:30 AM Employer Lunch

- Sponsored by QDOBA, Papa John's Pizza and Pepsi Beverages Co.
- Both lunch buffet services will start service at 11:00 AM and end service at 11:30 PM.

Noon- 4:00 PM Job Fair Starts / Job Seekers Enter

1. Communicate to the job seekers about your job openings and the benefits of working for your company, look over their resume, set up an interview time or interview on the spot, and, if possible, hire on the spot, give out your business card etc. Here are some [Employer Job Fair Tips](#) to help your company be successful.

2. Along with good planning, execution and follow up you can maximize your success. Above everything, you want to provide attendees with a memorable experience that makes them feel welcome to apply.

2:00 PM Snack and Beverage

- Served to you at your table.

4:00 PM Job Fair Ends

- Please wait until 4:00 PM to breakdown (required), please **keep at least ONE recruiter at your table until 4:00 PM.**
- Please respect other exhibitors and job seekers by not breaking down and leaving prior to closing - this causes a train affect and is upsetting to attendees and employers alike.
- *****Sales Free Zone*****If you experience recruiting sales/ solicitors at your table, please bring this to our attention, immediately, or kindly mention to the person that this is not the time or place to do so. This is a private job fair designed as a gateway for employers and job seekers to network and get hired, not sales!

We look forward to serving you and appreciate your partnership in helping Central Florida Job Seekers!

Thank you for your support!

██████████
CFEC Division Director
Central Florida Employment Council
(██████████)
[Schedule a call](#) | [Email](#) | [Website](#)
2022 remaining CFEC Job Fairs: Sep 7, Nov 2

C.F.E.C. is a division of Christian HELP Employment and Resource Center, all proceeds benefit the work of this organization to provide jobs, food, resources and hope to local families in need. Come [celebrate our 30th birthday](#) with us!

C-2: EEO Training:

On March 29, 2022, the Employment unit hiring managers and EEO Officer completed the mandatory EEO Recruitment Program Training.

Participating staff included:

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



COMPLETED Mar 29, 2022

EEO Training



Complete this EEO mandatory training.



(October 1, 2022 - September 30, 2023)

C-3: Career/Job Fairs:

On November 2, 2022, the employment unit participated in the Central Florida Employment Council (CFEC) Job Fair. The event featured more than 100 employers offering job openings in various industries from around the Central Florida region.

Participating staff included:
Community Empowerment Director
Director of Marketing and Promotions
EEO Officer

On January 25, 2023, the employment unit participated in the Central Florida Employment Council (CFEC) Mayor's Job Fair. The job fair featured more than 100 employers offering job openings in various industries from around the Central Florida region.

Participating staff included:
Community Empowerment Director
EEO Officer

On April 18, 2023, the employment unit participated in the Osceola Technical College's Spring 2023 Career Fair.

Participating staff included:
Community Empowerment Director


From July 12 to 15, 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.

Participating staff included:
Vice President of News



CENTRAL FLORIDA JOB FAIR, NOVEMBER 2, 2022

DIRECTORY





1. Welcome! To help you make the most of your experience today, use the guidelines and floor plan on the inside cover.
2. Visite la última página para ver qué empleadores tienen un representante bilingüe en su mesa hoy.
3. If you need additional guidance, visit table #36.
4. Instructions, Floor Plan and employers located inside! 

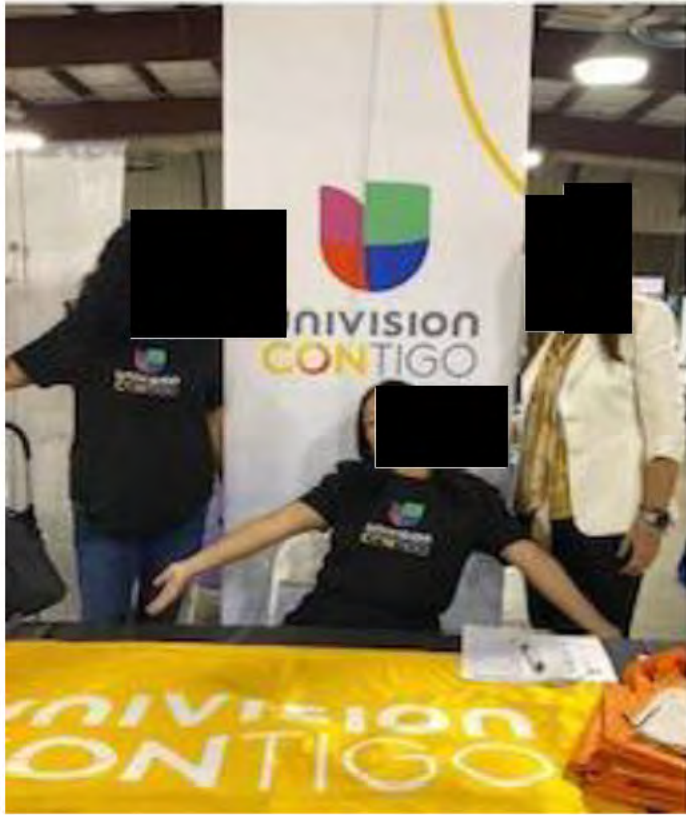
Thanks to our in-kind sponsors...



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Meet, network and interview with ALL employers today!

EMPLOYERS	Table	EMPLOYERS	Table
Southwest Waste Services INDUSTRY: Construction Demolition Recycling LOCATION(S): Fort Myers, FL CAREER SITE: southwestwastefl.com/ NUMBER OF OPENINGS: 10 APPLICATION SITE: jobs.teamengine.io/southwest_waste RESUME EMAIL ADDRESS: jgomez@swwsfl.com CAREER LEVEL(S): Senior JOBS BY CATEGORIES: Construction Demolition Recycling, Diesel Technician QR CODE FOR APPLICATION: 	104	TelevisaUnivision, Inc. INDUSTRY: Communications LOCATION(S): Seminole CAREER SITE: corporate.televisaunivision.com/careers/ JOBS BY CATEGORIES: Communications	077
SP+ INDUSTRY: Transportation LOCATION(S): Orange County CAREERSITE: spplus.com NUMBER OF OPENINGS: 60 APPLICATION SITE: externalsp-spplus.lcims.com/jobs/25785/shuttle-driver-dot/job Text Apply: 98199 RESUME EMAIL: driveformco@gmail.com CAREER LEVEL(S): Entry JOBS BY CATEGORIES: Transportation 	013	Terry's Electric INDUSTRY: Electrical Contractor LOCATION(S): Osceola NUMBER OF OPENINGS: 50 APPLICATION SITE: online RESUME EMAIL ADDRESS: on website a www.terryselectric.com/career CAREER LEVEL(S): Entry level or experienced JOBS BY CATEGORIES: Electrician, skilled trade, apprentices QR CODE FOR APPLICATION: 	063
STRAC Institute INDUSTRY: Electronics Career webpage: www.stracinstitute.com/ PROGRAM: Provide a clear path to a successful career in electronics. By combining coursework with hands-on training, STRAC students can quickly master industry skills and earn (13) certifications that make them highly valuable to their employers. www.stracinstitute.com/contact-us/ LOCATION: Orange, Brevard, and Marion JOBS ASSISTANCE #: Vo-tech School that helps with employment	009	The Father's Table INDUSTRY: Food Manufacture LOCATION(S): Seminole CAREERSITE: thefatherstable.com > careers NUMBER OF OPENINGS: 200+ CAREER LEVEL(S): Senior, Mid, Intermediate, Entry JOBS BY CATEGORIES: Maintenance, Quality, Regulatory & Compliance, Production, Sanitation, Warehouse	021
Streamsong Resort INDUSTRY: Hospitality www.streamsongresort.com/about/careers/ JOB CATEGORIES: Resort Operations	083	The Jobs Partnership of Florida INDUSTRY: Employability Upskill Training LOCATION(S): Central Florida WEBSITE: www.jobspartnership.org	020
		ThreatLocker INDUSTRY: Cybersecurity LOCATION(S): Seminole County CAREER SITE: threatlocker.com/careers/listings CAREER LEVEL(S): Entry, Intermediate, Management JOBS BY CATEGORIES: Sales, Sales Development, Development, Marketing, Network/ Infrastructure QR CODE FOR APPLICATION: 	070





Mayor's Job Fair Directory

January 25, 2023

Thanks to our in-kind sponsors...



[REDACTED]

From: [REDACTED]
Sent: Thursday, April 20, 2023 10:18 AM
To: [REDACTED]
Subject: Fwd: Osceola Technical College's Spring 2023 Career Fair Update

Get [Outlook for iOS](#)



[REDACTED] Community Empowerment Director
TelevisaUnivision, Inc. | <http://televisaunivision.com>
523 Douglas Avenue, Allamonte Springs, FL 32714
[REDACTED]

From: [REDACTED]@osceolaschools.net>
Sent: Wednesday, April 19, 2023 10:54:53 AM
To: [REDACTED]@osceolaschools.net>
Subject: Re: Osceola Technical College's Spring 2023 Career Fair Update

This email originated from outside of Univision. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning all,

I want to thank you all for taking the time out of your busy schedules to attend oTECH's Annual Spring Career Fair yesterday. I truly appreciate you offering up your time for our students and community members to get the chance to speak with you regarding employment opportunities and resources. It was great to see many jobseekers participating and we are hoping that the number grows every year.

Thank you for your support!

[REDACTED]
Placement and Follow-Up Coordinator
COE Liaison
Osceola Technical College
501 Simpson Road
Kissimmee, FL 34744

[REDACTED]
F: 407-518-4596
rachael.stewart@osceolaschools.net
"Like" us on FACEBOOK
www.facebook.com/weareoTECH



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The School District of
Osceola County, Florida

District Mission Statement: "Education which inspires all to their highest potential"

From: [REDACTED]
Sent: Friday, April 14, 2023 12:35 PM
Subject: Osceola Technical College's Spring 2023 Career Fair Update

Good afternoon,

We are now 4 days away from hosting our Annual Spring Career Fair and I am so excited to see some familiar faces as well as new ones. You are receiving this email because you have registered for the oTECH Career Fair on Tuesday, April 18th from 11:30am-1:30pm. Please see below for important details:

- Set-up is between 10:00am-11:00am
- Address of Career Fair is: Osceola Technical College, 501 Simpson Road, Kissimmee, FL 34744
- Event is from 11:30am-1:30pm (Please ensure that your table remains staffed until 1:30pm as a courtesy to all job seekers)
- oTECH will provide you with a table and 2 chairs (additional table and/or chairs if requested when signing up)
- Companies should bring their own tablecloth, marketing material, small pull-up banners, etc. for their tables

You can park in the front or either side of the school but need to access the school through the front entrance. When you enter the building at the front, head directly to your right into Student Services

where the front desk clerks will sign you in and direct you to your table. Please let me know if you have any other questions.

Have a wonderful day,

[REDACTED]

Placement and Follow-Up Coordinator
COE Liaison
Osceola Technical College
501 Simpson Road
Kissimmee, FL 34744

[REDACTED]

rachael.stewart@osceolaschools.net
"Like" us on FACEBOOK
www.facebook.com/weareoTECH



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The School District of
Osceola County, Florida

District Mission Statement: "Education which inspires all to their highest potential"



[REDACTED] following
Vice President of News
3d · 🌐



#NAHJ2023 International Training Convention & Expo
InterContinental Hotel, Miami, FL July 12 - 15, 2023

NAHJ (National Association of Hispanic Journalists)
Summit to support and discuss the professional
advancement of Hispanic students, professionals, and
educators in the field of journalism. [TelevisaUnivision](#)
[@univisionorlando](#) [@univisiontampabay](#)
[Univision NAHJ \(National Association of Hispanic
Journalists\)](#)

#NAHJ2023 #Morelatinosinnews #hispanicvoices
#spanishlanguagecontent #careeropportunities

👍👍👍 52

1 repost

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C-4: EEO Training:

On April 21, 2023, the Employment unit hiring managers and EEO Officer completed the mandatory EEO Recruitment Program Training.

Participating staff included:

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

Training Video



Lesson Completed - April 21, 2023

[View Again](#)

Enrollment	Enrollment Status	Completion Status	Enrollment Date
██████████ - EEO Training	Enrolled	In Progress	4/21/2023
██████████ EEO Training	Enrolled	In Progress	4/21/2023
██████████ - EEO Training	Enrolled	In Progress	4/21/2023
██████████ - EEO Training	Enrolled	In Progress	4/20/2023
██████████ - EEO Training	Enrolled	In Progress	4/20/2023
██████████ - EEO Training	Enrolled	In Progress	4/20/2023
██████████ - EEO Training	Enrolled	In Progress	4/20/2023
██████████ - EEO Training	Enrolled	In Progress	4/20/2023
██████████ - EEO Training	Enrolled	In Progress	4/7/2023
██████████ - EEO Training	Enrolled	In Progress	5/25/2022

From: ██████████@UNIVISION.NET>

Sent: Friday, April 7, 2023 8:48 AM

Cc: ██████████@univision.net>

Subject: *MANDATORY* - EEO TRAINING

Importance: High

Hello,

You have been assigned to a required EEO training in Workday. This training must be completed within **30 days**.

Below are the steps to access the training:

STEP 1: [Click on this link to login to Workday](#)

C-5: Scholarship Program:

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.

IT IS OUR PLEASURE
TO INVITE YOU TO OUR
2023



AWARD CEREMONY

TO RECOGNIZE OUR
SCHOLARSHIP RECIPIENTS!

FRIDAY, MAY 26TH, 2023
10 AM

GUEST SPEAKER: DR. FELIX A. SOTO TORO

UCF DOWNTOWN CAMPUS • ROOM 106A
500 W LIVINGSTON ST.
ORLANDO, FL 32801

RSVP: [REDACTED]
LS [REDACTED]



UNIMÁS | ORLANDO





C-6: Employee Training

From August 21 to 25, 2023 the employment unit News Technical Director participated in the nationwide training where he learned about becoming a super user of Avid Software. This training may enable employees to acquire skills that could qualify them for a higher-level position.

Throughout the reporting period the Technical Director for the employment unit's Production Team participated in ViZRT training. The ViZRT training is used by many of the world's largest broadcast and media outlets across the globe for graphics. This training may enable employees to acquire skills that could qualify them for a higher-level position.

From: [REDACTED] <[REDACTED]@univision.net>
Sent: Monday, June 12, 2023 4:50 PM
To: El [REDACTED] <[REDACTED]@univision.net>
Cc: Ca [REDACTED] <[REDACTED]@univision.net>
Subject: Re: Non Vacancy Supplemental Activities - EEO report 2023

Hola [REDACTED]

Over the last year, [REDACTED] has been hand-picked by the Multimedia leadership team, to join and help with many projects. He has been doing training in Houston to become a Super User for the Avid Software; he has also been training for leadership training for event execution; management of different operation workflow.

All of this started last year, this helps Camilo for his career and growth within the station group and at the corporate level.

We are very excited for Camilo and his growth within the station. He has been a star through his career.

[REDACTED] am I missing anything.

VR,

FDR

Re: Non Vacancy Supplemental Activities - EEO report 2023



Follow up. Start by Tuesday, June 13, 2023. Due by Tuesday, June 13, 2023.

You replied to this message on 6/13/2023 3:37 PM.

This message is part of a tracked conversation. Click here to find all related messages or to open the original flagged message.

Start your reply all with:

[Ok, thanks for letting me know.](#)

[Thanks for the update.](#)

[Ok, thanks.](#)

[Feedback](#)

We have other members of the team, being trained on the side on the VIZRT; which is a platform for news:
Patrick Cruz – Being trained by Manyol on becoming lead for the OrL Market.

Others are tryin to get extra training

FDR

C-7: Job Bank of Media Trade Group:

The employment unit listed all upper-level positions with the Florida Association of Broadcasters, a media trade group whose membership serves women and minorities.



INVOICE

201 South Monroe Street Suite 201
Tallahassee, FL 32301



Date: 3/29/2023
Invoice No.: 03350

Bill To:

E [redacted] al
e [redacted] televisaunivision.com

Invoice Details

2023 Membership Fees

\$ [redacted]

Total: [redacted]

Stations Included:

WVEN-TV

ANCHOR

Job Posting Position/Title: Anchor

City/State/Zip Code: Altamonte Springs, FL 32714

Details of the Position: Univision Local Media has an immediate opening for a full-time Anchor/Video journalist. This position will be responsible for investigating, producing, shooting, and editing, writing and presenting accurate, balanced news stories and anchoring for the station's newscasts. Responsibilities include, but are not limited to shooting, editing, daily newsgathering, and reporting as well as appearances at community and station events in a fast-paced, extremely competitive market.