

WTVJ and WSCV 2022-2023 Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WTVJ and WSCV.

The information contained in this Report covers the time period beginning October 1, 2022 to and including September 30, 2023 (the “Applicable Period”).

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC rules.

2022-2023 Annual EEO Public File Report

I. Vacancy Recruitment

Covering the Period from October 1, 2022 through September 30, 2023
Stations Comprising Station Employment Unit: WTVJ and WSCV

WTVJ Hires

Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate(s) Hired	Number Hired	Number Interviewed
1	Assignment Desk Editor	10/05/2022	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	4
1	Photojournalist	10/11/2022	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	6
1	Assignment Desk Editor	10/13/2022	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3
1	Producer	10/18/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	4
1	Multi-Media Journalist	11/08/2022	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	3
1	Reporter	12/02/2022	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	5
1	Reporter	1/18/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	5
1	Media Operations Technician	1/18/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	2
1	Meteorologist	1/20/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	4
1	Multi-Platform Managing Editor	4/12/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3
7	Summer Interns	4/17/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	7	40
1	Sports Anchor/Multi-Media Journalist	4/17/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	3

1	Content Producer	5/02/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	2
1	Multiplatform Producer	5/05/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3
1	Photojournalist	5/12/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	5
1	Multi-Media Community Reporter	5/18/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	6
1	Lifestyle Entertainment Anchor	5/23/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	5
1	News & Traffic Reporter	6/21/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3
1	Investigative Reporter	7/14/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	4
1	Lifestyle Entertainment Producer	8/11/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	2
1	Photojournalist	9/8/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	3
WTVJ Total Number of Persons Interviewed						115

WSCV Hires

Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate Hired	Number Hired	Number Interviewed
1	Community & Production Specialist	10/10/2022	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	2
1	Reporter	10/20/2022	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	4
1	APC Operator	10/27/2022	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	4
1	Photojournalist	11/03/2022	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	4
1	Promotions Manager	12/09/2022	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	5
1	Sr. Executive Producer of Programming	12/09/2022	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3
1	Sales Planner	12/16/2022	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	5
1	Morning Producer	2/27/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3
1	Research Analyst	3/22/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3
7	Summer Interns	4/17/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	7	40
1	APC Operator	5/09/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	2
1	Multiplatform Content Producer	6/20/2023	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3

WSCV Total Number of Persons Interviewed 78

Total Number of Persons Interviewed During Applicable Period for WTVJ and WSCV: 193

I. Recruitment Source Information for Vacancies

Covering the Period from October 1, 2022 through September 30, 2023
Stations Comprising Station Employment Unit: WTVJ and WSCV

Recruitment Source	Total Number of Interviewees Referred During the Year)
Please see Appendix A (except for nbcunicareers & YOH)	0
NBCUnicareers.com	143
YOH Staffing	13
Employee Referral	11
Internal Transfer	21
Internal Promotions	5
TOTAL	193

III. Non-Vacancy Specific Recruitment Activities

Covering the Period from October 1, 2022 through September 30, 2023
Stations Comprising Station Employment Unit: WTVJ and WSCV

JOB FAIR PARTICIPATION			
Organization	Date	Event	Participant(s)
NBCU Academy Next Level Summit	March 22, 2023	Webinar	James Arroyave – TA Manager Ryan Ruggeiro, TA Recruiter
Telemundo Local Academy	March 24-25, 2023	University of Florida Career Fair	James Arroyave, TA Manager
NABJ - SFL	April 22, 2023	South FL Career Fair	Ivelisse Varona – HR VP Dawn Clapperton – News VP
Military Veterans in Journalism	May 9, 2023	Career Fair	Wil Ocasio – TA Recruiter Chelsea Reynolds, TA Recruiter Amanda Canculli, TA Recruiter
NAHJ	July 12-15, 2023	NAHJ Convention & Career Fair	James Arroyave – TA Manager
AAJA	July 19-22, 2023	AAJA Career Fair	Scott Williams, Director of TA Manny Vasquez, TA Recruiter
NABJ	August 2-6, 2023	NABJ Convention & Career Fair	James Arroyave, TA Manager Maryana Sirota, TA Recruiter Chelsea Reynolds, TA Recruiter
NLGJA	September 7-10, 2023	NLGJA Career Fair	Haley Leigh – TA Recruiter

WTVJ EDUCATIONAL INSTITUTION SPONSORED CAREER OPPORTUNITIES AND COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION			
Organization	Date	Event	Participant(s)
NABJ	10/23/2022	Speaker – Sunday Media Chat	Trina Robinson, WTVJ Anchor
Parkland Chamber of Commerce	1/18/2023	Speaker – Trustee Luncheon	Trina Robinson, WTVJ Anchor
Coral Springs Coconut Creek	3/08/2023	Event Emcee	Trina Robinson, WTVJ Anchor
FIU – City of Miramar	3/16/2023	Women’s Empowerment Luncheon	Constance Jones, WTVJ Anchor

Miami-Dade County Parks & Recreation	3/16/2023	Emcee – In the Company of Women Awards	Jackie Nespral, WTVJ Anchor
Florida Memorial Univ	3/17/2023	Inaugural Presidential Gala	Trina Robinson, WTVJ Anchor
Miami Beach Gay Pride	4/16/2023	15th Annual Parade	Jamie Guirola, WTVJ Reporter Steve MacLaughlin, WTVJ Meteorologist Roxanne Vargas, WTVJ Anchor Station Personnel
NABJ	4/22/2023	Host & Speaker - Career Fair at Miami Dade College	Constance Jones, WTVJ Anchor
National Alliance of Mental Illness (NAMI)	5/20/2023	Event Emcee	Jawan Strader, WTVJ Anchor
Facts about Cuban Exiles	5/23/2023	Emcee for FACE Excellence Awards Luncheon	Jackie Nespral, WTVJ Anchor
City of Miramar	6/01/2023	Event Emcee – Caribbean American Heritage Kick-Off	Cherney Amhara, WTVJ Reporter
American Cancer Society	6/02/2023	Event Emcee – Evening of Hope	Sheli Muniz, WTVJ Anchor Kris Anderson, WTVJ Anchor
Stonewall Pride Parade	6/17/2023	Annual Pride Parade	Jamie Guirola, WTVJ Reporter Steve MacLaughlin, WTVJ Meteorologist Station Personnel
American Heart Association SFL	6/24/2023	Co-Host – Go Red for Women Luncheon	Trina Robinson, WTVJ Anchor
Orange Blossom Classic & Visit Lauderdale	7/14/2023	Speaker - DEI Initiative Targeting Women in Leadership	Constance Jones, WTVJ Anchor
FIU Biscayne Bay	9/04/2023	Speaker – Career in Television	Constance Jones, WTVJ Anchor

WSCV EDUCATIONAL INSTITUTION SPONSORED CAREER OPPORTUNITIES AND COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION

Organization	Date	Event	Participant(s)
Hispanic Professional Network	10/07/2022	Viva La Hispanidad Heritage Month Celebration	Gloria Ordaz, WSCV Anchor
Lupus Foundation of America - SE Region	11/12/2023	Event Emcee	Myriam Masihy, WSCV/WTVJ Reporter
Good Shepard Catholic Charities	12/13/2022	Annual Station Toy Drive	Daisy Ballmajo, WSCV Anchor Fausto Malave, WSCV Anchor Station Personnel
American Heart Association	6/24/2023	Co-Host – Go Red for Women Luncheon	Alejandra Molina, WSCV Anchor
Lotus House Women’s Shelter	9/07/2023	Inaugural Conference for Nat’l Women’s	Alejandra Molina, WSCV Anchor
Liga Contra el Cancer	9/16/2023	25 th Annual Telethon	Fausto Malave, WSCV Anchor Alejandra Molina, WSCV Anchor Daisy Ballmajo, WSCV Anchor Gloria Ordaz, WSCV Anchor WSCV Anchors and Reporters

EMMA BOWEN FOUNDATION FOR MINORITY INTERESTS IN MEDIA: WTVJ is proud of its long standing partnership with the Foundation in growing minority youth for opportunities in the media. During a unique work-study and scholarship program, the goal is to expose minority teenagers to work experience during high school and college years. In 2005, WSCV joined the program to build a diverse pipeline within both stations. Unfortunately, due to the Covid-19 pandemic, WTVJ and WSCV have not had the opportunity to participate in the program in 2023.

INTERNAL SKILLS ENHANCEMENT PROGRAM: Training is a key element in providing all employees with the opportunity to grow their careers by adding skills to their career tool kit. As a result, employees are growing to expand within their current roles and gaining the skills to advance into leadership roles.

Several WSCV/WTVJ managers and leaders attended leadership training conducted by our NBCU Talent Lab. The courses ranged from new management to leadership skills training.

INTERNSHIP PROGRAM: During the current Public File Annual Report year, 14 interns have participated in the internship program for the summer semester including 71% minorities and 85% females. The WSCV/WTVJ Internship program continues to build a pipeline of diverse future employees. The stations continue to partner with universities and colleges across the nation to attract large diverse populations. During the reporting year, a total of 2 former interns, from previous internship semesters, were hired as a contracted employee. Our mentors for this year included: Abel Aluart, WTVJ/WSCV Production Director; Alex Suarez, WTVJ Executive Producer; Karen Hernandez, WSCV Executive Producer; Sara Ahmad-Visomirski, WTVJ/WSCV VP of Creative Services; David Henderson, WTVJ Asst News Director; Christina Fiumefreddo, WTVJ Executive Producer; David Rodriguez, Duopoly News Ops Manager; Gaby Carpio, WTVJ/WSCV Assignment Manager; Lilliet Heredero, WSCV/WTVJ Dir of Multiplatform News; and Dawn Clapperton, WTVJ News Director.

EEO / HUMAN RESOURCES TRAINING: The stations regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. Compliance Training is mandatory for all employees. During the reporting period, courses taken have included Inclusive Leadership Workshop, Integrity Training, Avoiding Harassment in the Workplace, Code of Conduct, Conflicts of Interest, Effective Communication, Editorial Workshops, and numerous technical skills trainings.

EMPLOYEE DIVERSITY GROUPS: NBCUniversal’s diverse employee population is reflected in our affinity groups. These voluntary organizations focus on the professional development of their members by creating opportunities for coaching, mentoring and networking with employees and senior management. In addition, they are a major force in driving recruitment and retention of top talent in the organization. Participation in these groups is open to all employees. Established affinity groups at NBCUniversal, including Out@NBCUniversal, Unidos@NBCUniversal, Veterans Network, The Women’s Network @ NBCUniversal (WNN) and others, provide professional networking and skill development courses to employees.

WOMEN OF TOMORROW: WTVJ continues to support Women of Tomorrow (WOT), a mentoring organization established in 1997, by a former station President and GM and former WTVJ anchor/reporter. The program partners female community and business leaders with teenagers from local area schools. During the plan year, Trina Robinson, WTVJ News Anchor, is currently on the WOT board and has hosted tours and presentations with other female business role models.

YOUNG WOMEN WITH A PURPOSE: Young Women with a Purpose is a nonprofit 501 (c) (3) resource dedicated to helping disadvantaged young women to attend college. It was established in 2014 by Iliana Jauregui WTVJ Traffic Manager. The goal is to assist in educational and financial aid through fundraising, educational workshops and advisement, as well as volunteering initiatives.

Appendix A: Recruiting Sources 2023: All positions are posted on nbcunicareers.com (the “Career Site”), a link to which is provided on the Stations’ websites. All positions posted on the Career Site are republished by numerous third-party online general audience job boards, including commonly used sites like LinkedIn, AboutJobs, Indeed, and ZipRecruiter. Additionally, NBCUniversal partners with Direct Employers, which disseminates Career Site postings to additional online job boards targeted to reach diversity-focused, military veteran, disabled, and federal government job seekers.

<p>Mr. Willy Williams American Adult Education Center 18350 NW 67 Avenue Hialeah, FL 33015 (305) 557-3770 wwilliams@yahoo.com</p> <p>Has this source requested notices: NO.</p>	<p>Mrs. Olivia Sarson Broward Community College 3501 SW Davie Rd. Ft. Laud., FL 33314 954-201-6612 954-201-6413 Fax osarson@broward.edu</p> <p>Has this source requested notices: NO.</p>
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<p>Ms. Claire L. Persichilli Placement Dir. City College 2000 West Commercial Blvd, Ft. Lauderdale, FL 33309 954-492-5353 cpersichilli@citycollege.edu</p> <p>Has this source requested notices: NO.</p>	<p>Mrs. Aileen Alvino Florida Atlantic University Career Development Ctr. P.O. Box 3091 Boca Raton, FL 33431-0991 561-297-3533 jwatson@fau.edu career@fau.edu</p> <p>Has this source requested notices: NO.</p>
<p>Ms. Betty Clark Student Employment Florida State College Jacksonville 11901 Bch. Blvd., U-110 Jacksonville, FL 32246 904-646-2122 bgclark@fscj.edu</p> <p>Has this source requested notices: NO.</p>	<p>Ms. Kathy Payne Foreman Director of Career Services Edward Waters College 1658 Kings Road Jacksonville, Florida 32209 904-470-8007 careerservices@ewc.edu</p> <p>Has this source requested notices: NO.</p>
<p>School of Journ. & Mass Commun. Florida Intl. University/N. Campus 3000 NE 145 St. No. Miami, FL 33181 <u>Advertising</u>: Kate Kahler 305-919-4578 heclayto@fiu.edu Journalism: Harold Clayton 305-919-5634</p> <p>Has this source requested notices: NO.</p>	<p>Mr. Thomas Fleischmann JCS/Jewish Community Services of SFL. 735 NE 125 St. Miami, FL 33161-5645 (305) 899-1587 tfleischmann@jcsfl.org</p> <p>Has this source requested notices: NO.</p>
<p>Mr. Dan Severson Film Employer Liaison Full Sail Real World Education 3300 University Boulevard Winter Park, Fl. 32792 407-551-2023 ext. 5615 dseverson@fullsail.com</p> <p>Has this source requested notices: NO.</p>	<p>Ms. Roxanne Isaac Job Service of Florida 633 NE 167 St., #200 No. Miami Bch., FL 33162-3497 (305) 654-7175 X 223 Fax (305) 654-7188 roxanne.isaac2@careersourcesfl.com</p> <p>Has this source requested notices: NO.</p>

<p>Erika Rodriguez Associates Director of Student Services Keiser University - Pembroke Pines 12520 Pines Blvd. Pembroke Pines, FL 33027 954.431.4300 (Phone) 954.431.2929 (Fax)</p> <p>Has this source requested notices: NO.</p>	<p>Lindsey Rodriguez Operations Manager Miami Intl University of Art & Design 1501 Biscayne Blvd., Suite #100 Miami, FL 33132-1418 1-800-225-9023 Imrodriguez@aii.edu</p> <p>Has this source requested notices: NO.</p>
<p>Angel Llamazares Career Services Director Miami Media School 901 South Miami Ave, STE 303 Miami, FL 33130 305-728-1120 allamazares@beonair.com</p> <p>Has this source requested notices: NO.</p>	<p>Mr. Steve McDowell College of Commun./R-42 Motion Picture & TV Advisory Council Florida State University Tallahassee, FL 32306 850-644-2276/Fax:850-644-8642 <u>karen.ball@comm.fsu.edu</u></p> <p>Has this source requested notices: NO.</p>
<p>Ms. Diane Herron Director of Human Resources Natl. Assoc. of Black Journalists c/o WPBT; 14901 NE 20 Ave. Miami, FL 33181 305-949-8321 <u>dheron@southfloridapbs.org</u></p> <p>Has this source requested notices: NO.</p>	<p>Charlotte Andreson Vice President of Operations Pinellas County Urban League 333 31st St., No. St. Petersburg, FL 33713 727-327-2081 <u>skillsbank@pcul.org</u></p> <p>Has this source requested notices: NO.</p>
<p>Tammy Davidson Right Management Consultants 2101 West Commercial Blvd., #2000 Ft. Lauderdale, FL 33309 (954) 486-1823/Fax: (954) 486-6255 <u>tammy.davidson@rightflorida.com</u></p> <p>Has this source requested notices: NO.</p>	<p>Mr. Edward Cruz Dir., Off. of Career Plan. & Placement University of Miami 1204 Dickenson Dr., Bldg. #37R Coral Gables, FL 33134 (305) 284-5451/Fax: (305) 284-3688 ecruz2@miami.edu</p> <p>Has this source requested notices: NO.</p>

<p>Sirley Gomez Employ Florida 7550 Davie Road Extension Hollywood FL 33024 954-967-1010 ext 237 sigomez@wf1broward.com</p> <p>Has this source requested notices: NO.</p>	<p>Flora Akselrad Employment & Business Development Specialist JWorks Miami A partnership of the Greater Miami Jewish Federation and Jewish Community Services of South Florida 786-866-8498 fakselrad@gmjf.org</p> <p>Has this source requested notices: NO.</p>
<p>David Metcalfe Employment Specialist Dan Marino Foundation 400 North Andrews Avenue Fort Lauderdale, FL 33301 954-368-6000</p> <p>Miami Office 11200 SW 8th Street, PG 6, Ste. 150 Miami, FL 33199 786-817-2323</p> <p>Has this source requested notices: NO.</p>	<p>Viviana Morrone Resource Manager 1 Telemundo Way Doral, FL. 33182 O. 786-585-7442 C. 786-920-7553 Viviana.Morrone@yoh.com</p> <p>Has this source requested notices: NO.</p>
<p>James Arroyave Manager, Talent Acquisition NBCUniCareers.com 15000 SW 27th Street Miramar, FL 33027 954-622-6839 James.arroyave@nbcuni.com</p> <p>Has this source requested notices: N/A</p>	<p>Wiliberto Ocasio Talent Acquisition Recruiter NBCUniCareers.com 30 Rockefeller Plaza New York, NY 10112 212-664-3246 Wiliberto.ocio@nbcuni.com</p> <p>Has this source requested notices: N/A</p>
<p>Carmen Jerez Talent Acquisition Recruiter NBCUniCareers.com 30 Rockefeller Plaza New York, NY 10112 212-664-3246 Carmen.jerez@nbcuni.com</p> <p>Has this source requested notices: N/A</p>	<p>Maryana Sirota Talent Acquisition Recruiter NBCUniCareers.com 30 Rockefeller Plaza New York, NY 10112 212-664-3246 Maryana.sirota@nbcuni.com</p> <p>Has this source requested notices: N/A</p>

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Has this source requested notices: N/A