

WTVJ and WSCV 2020-2021 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, 2020 to and including September 30, 2021 (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.

2020-2021 Annual EEO Public File Report

I. Vacancy Recruitment

Covering the Period from October 1, 2020 through September 30, 2021
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	Associate Producer	11/17/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	2
1	Associate Producer	11/30/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3
1	Morning Anchor	12/11/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	2
1	Assistant News Director	12/18/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	5
1	Morning Anchor	12/23/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	1
1	Sr. Analyst, Accounting & Finance	1/15/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	6
1	Digital Video Storyteller	1/20/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	4
1	Assignment Desk Editor	2/04/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	5
1	Producer	3/01/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	3
1	Promotions Producer	3/04/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	13
1	Producer	3/22/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	2
1	Producer	3/22/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	2

1	Associate Producer	4/16/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3
1	Reporter	4/22/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	2
1	Multi Media Journalist	5/21/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	1
1	Assignment Desk Editor	7/19/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	2
1	Photojournalist	8/27/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3
1	Client Operations Rep	9/01/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	4
1	Assignment Desk Editor	9/21/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	2
1	Media Operations Technician		Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	3
WTVJ Total Number of Persons Interviewed						68

WSCV Hires

Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate Hired	Number Hired	Number Interviewed
1	Producer	12/4/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	2
1	Multiplatform Sports MMJ	12/23/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	1
1	Reporter	3/22/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	2
1	Preditor	4/01/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	6
1	Digital Storyteller	4/6/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	4
1	VPOS	5/03/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	3
1	Meteorologist	7/20/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	1
1	Executive Producer	7/21/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	2
1	Morning Producer	7/26/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	2
1	IT Analyst	8/03/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	4
1	Associate Producer	8/05/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	2
1	National Sales Director	8/11/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3
1	Research Analyst	9/13/2021	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	2

WSCV Total Number of Persons Interviewed

34

Total Number of Persons Interviewed During Applicable Period for WTVJ and WSCV: 102

I. Recruitment Source Information for Vacancies

Covering the Period from October 1, 2020 through September 30, 2021
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	54
YOH Staffing	9
Employee Referral	0
Internal Transfer	28
Internal Promotions	11
TOTAL	102

III. Non-Vacancy Specific Recruitment Activities

Covering the Period from October 1, 2020 through September 30, 2021
Stations Comprising Station Employment Unit: WTVJ and WSCV

JOB FAIR PARTICIPATION			
Organization	Date	Event	Participant(s)
NAHJ	July 15-17, 2021	Virtual NAHJ convention and career fair.	Wiliberto Ocasio – Talent Acquisition Recruiter
NABJ	August 18-21, 2021	Virtual NABJ convention and career fair.	James Arroyave – Talent Acquisition Recruiter

WTVJ EDUCATIONAL INSTITUTION SPONSORED CAREER OPPORTUNITIES AND COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION			
Organization	Date	Event	Participant(s)
University of Miami	10/9/2020	Lecture on: What role does the media have in an election year moderator	Jackie Nespral, WTVJ Anchor
Southeast Regional Climate Compact Summit	10/13/2020	Presenter	John Morales WTVJ Chief Meteorologist
Florida Int'l University	10/20/2020	Diversity Day Session Speaker	Jackie Nespral, WTVJ Anchor
Florida Foster Care Review	11/9/2020	MC for: Annual Claws for Kids Event	Jackie Nespral, WTVJ Anchor
University of Florida Climate Communications Summit	11/17/2020	Presenter	John Morales WTVJ Chief Meteorologist
Nat'l High School Journalism Convention	11/09/2020	Presentation on Climate Communications	John Morales WTVJ Chief Meteorologist
Women of Tomorrow	11/19/2020	Presenter: Rose Day	Trina Robinson, WTVJ Anchor
WTVJ, WSCV	11/29/2020-12/19/2020	Caravan of Joy/ Caravana de Alegria	Jackie Nespral WTVJ Anchor Jawan Stradar WTVJ Anchor Julia Bagg WTVJ Reporter
University of Miami	12/10/2020	Commencement Address Speaker	Jackie Nespral, WTVJ Anchor
La Tropical Wynwood	2/05/2021	Fundraiser benefiting Wynwood Homeless shelter	Jackie Nespral, WTVJ Anchor
Gay Men's Chorus of South FL Virtual Annual Gala	2/20/2021	Host	Steve MacLaughlin, WTVJ Meteorologist

Meadowbrook Elementary School	2/26/2021	Virtual Career Day	Steve MacLaughlin, WTVJ Meteorologist
Latinos Salud Virtual Annual Gala	2/27/2021	Host	Steve MacLaughlin, WTVJ Meteorologist
WTVJ & WSCV – Diversity & Inclusion	3/24/2021	Virtual Workshop: “A new norm in the newsroom”	Station Personnel
Women of Tomorrow	4/10/2021	Presenter: Gala	Trina Robinson, WTVJ Anchor
NABJ – South FL Chapter	4/11/2021	Speaker on: “Black Women Journalist Shattering the Glass Ceiling.”	Constance Jones, WTVJ Anchor
City of Lauderhill	5/11/2021	Hosted the Return to Work Virtual Fair Townhall	Constance Jones, WTVJ Anchor
Women of Tomorrow	5/12/2021	Virtual Graduation	Trina Robinson, WTVJ Anchor
Esserman Knights Journalism Awards	5/14/2021	Host	Constance Jones, WTVJ Anchor
German American Business Club	5/27/2021	Speakers	Constance Jones, WTVJ Anchor Kris Anderson, WTVJ Anchor
American Heart Association	6/14/2021	Go Red for Women Virtual Luncheon	Trina Robinson, WTVJ Anchor
Wilton Manor Stonewall	6/19/2021	Pride Grand Marshal	Steve MacLaughlin, WTVJ Meteorologist
Museum of the Cuban diaspora	7/13/2021	Roundtable discussion	Jackie Nespral, WTVJ Anchor

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

Organization	Date	Event	Participant(s)
Liga Contra el Cancer	11/20/2021	Telethon	Fausto Malave, WSCV Anchor Daisy Ballmajo, WSCV Anchor Alejandra Molina, WSCV Anchor Marilys Llanos, WSCV Reporter Ariel Rodriguez, WSCV Meteorologist

WTVJ, WSCV	11/29/2020-12/19/2020	Caravan of Joy/ Caravana de Alegria	Fausto Maleve WSCV Anchor Daisy Ballmajo WSCV Anchor Silvana del Mar WSCV Reporter
WSCV & WTVJ – Diversity & Inclusion	3/24/2021	Virtual Workshop: “A new norm in the newsroom”	Station Personnel
WSCV & WTVJ	8/23/21 – 9/19/2021	Clear the Shelters	Station Personnel

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 2020 & 2021.

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.

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 2021

<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>
<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 Advertising: 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 lmrodriguez@aia.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 tammy.davidson@rightflorida.com</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 Head Recruiter 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.ocasio@nbcuni.com</p> <p>Has this source requested notices: N/A</p>