

WPLG-TV (local10.com)**EEO PUBLIC FILE REPORT****October 1, 2021– September 30, 2022**

WPLG-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WPLG-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment of drug screen.

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

	Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree	Hire Date
1.	2021-39 Reporter	1,2,6-9,11,12,24, 29, 31,35,36,44,51, 58, 60, 62,64,66,69,78,79,80,82,83	1	10/1/2021
2.	2021-46 Photographer/Editor	1,2,6-9,11,12,24,29,31,35,36,44,51, 58,60, 62, 64, 66, 69, 78, 79, 80,82,83	4	10/18/21
3.	2021-2022/02-/Floor Director	1,2, 6-9, 11,12, 24,29,31,35,36,44, 51, 58, 60, 62,64,66, 69,78, 79, 80, 82, 83	4	10/25/21
4.	2021-2022/04-2 Director	1,2,6-9,11,12,24,29,31, 35, 36, 44, 51, 60,61,62, 64, 66, 69, 77, 79, 80,82,83	5	12/27/21
5.	2021-2022/07 Floor Director	1,2, 6-9, 11,12, 24, 29, 31, 35, 36, 44, 51, 60, 62, 64, 66,69, 78, 79,80,82,83	4	12/27/21
6.	2021-2022/03 Operations Technician	1,2, 6-9, 11,12, 24,29,31,35,36,44, 51, 58,60, 62, 64, 66,69, 78, 79,80, 82, 83	3	12/30/21
7.	2021-45 Promotion Producer/Editor	1,2, 6-9, 11,12, 24,29,31,35,36,44, 51, 58,60, 62, 64, 66,69, 78, 79,80, 82, 83	5	1/3/22
8.	2021-2022/05 Associate Producer	1,2, 6-9, 11,12, 24,29,31,35,36,44, 51, 58,60, 62, 64, 66,69, 78, 79,80, 82, 83	2	1/10/22
9.	2021-2022/05-02 Digital Journalist/Web Editor	1,2, 6-9,11, 12, 24, 29, 31, 35, 36, 44, 51, 58,60, 62, 64,66, 69, 79,80, 82, 83	5	2/17/22

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10.	2022-01 Maintenance Technician	1,2, 6-9,11, 12, 24, 29, 31, 35, 36, 44, 51, 58,60, 62, 64,66, 69, 79,80, 82, 83	4	3/21/22
11.	2022-3 Associate Producer	1,2, 6-9,11, 12, 24, 29, 31, 35, 36, 44, 51, 58,60, 62, 64,66, 69, 79,80, 82, 83	3	3/28/22
12.	2022/08 Associate Producer	1,2, 6-9,11, 12, 24, 29, 31, 35, 36, 44, 51, 58, 60, 62, 64,66, 69, 79,80,82, 83	3	4/25/22
13.	2021-47 Videographer/Editor	1,2, 6-9,11, 12, 24, 29, 31, 35, 36, 44, 51, 58, 60, 62, 64,66, 69, 79,80,82, 83	5	4/25/22
14.	2022-11 Floor Director	1,2, 6-9,11, 12, 24, 29, 31, 35, 36,44, 51,58,60,62,64,66, 69,78,79,80,82, 83	4	5/6/22
15.	2022/05 - Digital Sales Specialist	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51, 58, 60, 62, 64, 66, 69,78, 79, 80, 82, 83	4	5/17/22
16.	2022-06 Photographer/Editor	1,2, 6-9,11, 12, 24, 29, 31, 35, 36,44, 51,58,60,62,64,66, 69,78,79,80,82, 83	4	5/24/22
17.	2022/09 Associate Producer	1,2,6-9,11,12, 24,29,31,35,36, 44, 51, 58,60,62, 64, 66, 69, 78,79, 80, 82, 83	4	5/25/22

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18	2022-12 Associate Producer	1,2, 6-9,11,12, 24, 29, 31, 35, 36, 44, 51, 58,60, 62,64, 66, 69, 78,79, 80, 82, 83	5	6/6/22
19	2022-16 Floor Director	1,2,6-9,11,12,24,29,31,35,36,44,51,58, 60, 62, 64, 66, 69, 78,79, 80, 82,83	4	6/6/22
20	2022-04 Associate Producer	1,2,6,9,10,11,12,24,29,31,35,36,44,51, 58 59,60,61, 62, 64, 66, 69, 78,79, 80,82,83	5	6/10/22
21	2022-14 Photographer/Editor	1,2, 6-9,11,12, 24, 29, 31, 35, 36, 44, 51, 58, 60, 62, 64, 66, 69,78,79, 80, 82, 83	5	6/15/22
22	2022-13 –Photographer /Editor	1,2, 6-9,11,12, 24, 29, 31, 35, 36, 44, 51, 58, 60, 62, 64, 66, 69,78,79, 80, 82, 83	5	6/21/22
23	2022/21 Digital Web Editor	1,2, 6-9,11,12, 24, 29, 31, 35, 36, 44, 51, 58, 60, 62, 64, 66, 69,78,79, 80, 82, 83	7	7/29/22
24	2022/10 Reporter	1,2, 6-9,11,12, 24, 29, 31, 35, 36, 44, 51, 58, 60, 62, 64, 66, 69,78,79, 80, 82, 83	1	8/1/22
25	2022-25 Editor	1,2, 6-9,11,12, 24, 29, 31, 35, 36, 44, 51, 58, 60, 62, 64, 66, 69,78,79, 80, 82, 83	4	8/8/22
26	2022/22 Assignment / Editor	1,2, 6-9, 10,11, 12, 24, 29, 31, 35, 36, 44, 51, 58,59,60,61, 62, 64, 66, 69, 78,79, 80 82,83	3	8/10/22

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27	2022-28 Producer	1,2, 6-9, 10,11, 12, 24, 29, 31, 35, 36, 44, 51, 58,59,60,61, 62, 64, 66, 69, 78,79, 80, 82, 83	5	8/18/22
28	2022-23 Photographer/Editor	1,2, 6-9, 10,11, 12, 24, 29, 31, 35, 36, 44, 51, 58,59,60,61, 62, 64, 66, 69, 78,79, 80, 82, 83	6	8/22/22
29	2022-23 Photographer/Editor	1,2, 6-9, 10,11, 12, 24, 29, 31, 35, 36, 44, 51, 58,59,60,61, 62, 64, 66, 69, 78,79, 80, 82, 83	6	9/19/22
30	2022-26 Editor	1,2, 6-9, 10,11, 12, 24, 29, 31, 35, 36, 44, 51, 58,59,60,61, 62, 64, 66, 69, 78,79, 80, 82, 83	7	9/26/22
31	2022-30 Associate Producer	1,2, 6-9, 10,11, 12, 24, 29, 31, 35, 36, 44, 51, 58,59,60,61, 62, 64, 66, 69, 78,79, 80, 82, 83	3	9/28/22

WPLG Inc. is looking for organizations that regularly distribute about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our station.

Please Notify:

Rosie Vasco

WPLG, Inc.

3401 West Hallandale Beach Blvd.

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I. VACANCY LIST

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Pembroke Park, FL 33023

954-364-2545

rvasco@wplg.com

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II. MASTER Recruitment Source Information (“MRSI”)

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-Time Positions For Which This Source Was Utilized (Position #s from Appendix 1)
1	WPLG / Local 10 Website (www.Local10.com)	10	31
2	Florida State University Career Center * Dunlap Student Success Center Calvin Williams, Ph.D. Program Director, Employer Relations and Recruitment Services (ERRS) PO Box 3064162 100 South Woodward Avenue Tallahassee, FL. 32306-4162 Phone 850-644-9771 / Fax 850-644-3273 Calvin.williams@fsu.edu lkume@fsu.edu www.career.fsu.edu		** See recruitment #82
6	Barry University* Career Development Center Debbie Azemar 11300 NE 2nd Ave. Miami Shores, FL 33161		** See recruitment #82
7	Medill Northwestern University * 1845 Sheridan Road Evanston, Illinois, 60208 Beverly Stewart b-stewart@northwestern.edu Tel. 847-491-2049		31
8	Miami Dade College, Kendall Campus 11011 SW 104th Street Miami, FL 33176-3393 Phone: (305) 237-230 bherrera@mdc.edu Bienela Herrera-Alonzo, MS. ED. Senior Academic & Career Advisor & Adjunct Faculty Advisement & Career Services		** See recruitment #82

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II. MASTER Recruitment Source Information (“MRSL”)

9	Armando “Tony” Guzman Miami Dade College – Wolfson Campus Advisement & Career Services 300 N.E. 2nd Ave., Room 3117 Miami, FL 33132 305-237-7049, 305-237-7087 E-mail: aguzman4@mdc.edu		31
10	ZipRecruiter		
11	Indeed.com	48	31
12	University of Georgia Grady College of Journalism & Mass Communication * Grady Jobs – ugagradyjobs@gmail.com		** See recruitment #82
24	Cuban American National Council (CNC) * 1223 SW 4th Street Miami, FL 33135 lbarroso@cnc.org Tel: 305-642-3484 Ext. 172		31
29	National Hispanic Media Coalition * Pasadena, CA Brenda Rivas Vice President, HR & Operations Email: brivas@nhmc.org Tel. 626-792-6462 www.nhmc.org		31
31	Broward Community College * Heidi Schwarz Email: hschwarz@broward.edu		** See recruitment #82
35	Florida Agricultural and Mechanical University (FAMU) * The Career Center Melony Washington C.C. Cunningham Bldg., Suite 100 Tallahassee, FL 32307 Email: melony.washington@famu.edu Tel. 850-599-3700 – Fax: 850-599-3353		** See recruitment #82

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II. MASTER Recruitment Source Information (“MRSI”)

36	NATAS Suncoast Chapter * P.O. Box 840738 Pembroke Pines, FL 33084 Karla MacDonald emmysuncoast@gmail.com Tel. 954-322-3171		31
44	MediaLine * 1209 Wood Valley Rd. Augusta, GA 30909 Rich Everitt medialine@medialine.com Tel. 706-364-7564		31
51	Hispanic Unity of Florida * Milenis Johancsik Senior Career Coach 5840 Johnson Street Hollywood, FL 33021 mjohancsik@hispanicunity.org Tel. 954-342-0415 www.HispanicUnity.org		31
58	Employee Referral	34	31
59	Talent Dynamics or Talent Agents Sandra Connell, President 600 Las Colinas Blvd. Suite 100 Irving, TX 75039 Connell@talentdynamics.com Tel. 214-640-3139		1
60	Affiliate Station WKMG-TV Orlando, FL Donna Ansley dansley@wkmg.com		31
61	Former Employee	1	1
62	WPLG Careers (Resume Library.com, Various Links)	18	31
64	Internal Posting	8	31
66	TV Jobs.com Broadcast Employment Services Oceanside, CA92052 info@tvjobs.com		31

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II. MASTER Recruitment Source Information (“MRSI”)

68	Career Builder Stacie Kempe-National Account Executive Email: Stacie.kempe@careerbuilder.com Tel. 312-698-0658 www.careerbuilder.com		
69	LinkedIn Rosie Vasco @ www.linkedin.com Alex Price @ www.linkedin.com	8	31
71	Spots-N-Dots www.spotsndots.com 888-884-2630		2
77	Industry/Client Referral	1	31
78	Twitter Peggy Phillip @pphillip New-Rosie Vasco @VascoRosie www.twitter.com		31
79	Miami International University of Art & Design * 1501 Biscayne Blvd., Suite 100 Miami, FL 33132-1418 Marcia Gomez magomez@edmc.edu nmoura@aii.edu Tel. 305-428-5882		31
80	St. Thomas University * Cristina C. Lopez Associate Director of Career Services 16401 NW 37 th Ave. Miami Gardens, FL 33054 cclopez@stu.edu Tel: 305-628-6577 Fax: 305-474-6930		** See recruitment #82
81	NABJ Job Fair @ Turnberry Resort in Aventura		

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II. MASTER Recruitment Source Information (“MRSI”)

82	Handshake Open Network <ul style="list-style-type: none"> • Alabama A&M University • Arizona State • Auburn University • Ave Maria University • Barry University • Bethune-Cookman University • Flagler College • Florida Institute of Technology • Florida International University • Florida Southern College • Georgia State University • Jacksonville University • John Hopkins University • Mercer University • Nova Southeastern University • Rollins College • Seminole State College of Florida • Stanford University • St. Thomas University • The Craig Newmark Graduate School of Journalism at CUNY • The University of Chicago • The University of Michigan • The University of Tampa • The University of Tennessee-Martin • UNC Asheville • University of Central Florida • University of Kentucky • University of Mary Washington • University of Miami • University of North Carolina-Chapel Hill • University of Pennsylvania • University of Pittsburg • University of South Alabama • University of South Carolina • University of South Florida • University of South Florida Sarasota-Manatee • University of South Florida St. Petersburg 	2	31
83	Facebook : Rosie Vasco account		31
Total Number of Interviewees		130	

“Recruitment sources designated with an asterisk () are “Prong2” sources that have requested we send vacancy notices to them.”*

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III. RECRUITMENT INITIATIVES

E. Outreach Activities	
Below is a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.	
Activity:	Menu Category
(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	
1. INTERNSHIP PROGRAM FOR COLLEGE STUDENTS (offered during the FALL, SPRING, AND SUMMER of 2021-2022 semesters for course credit only) –	
2.	
<i>**All other Internship programs for the Spring and Summer and Fall of 2021-2022 were either cancelled or postponed due to Coronavirus pandemic.</i>	
# 5	
(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. (vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	
3. The Emma L. Bowen Foundation for Minority Interests in Media Program allows minority high school and college students the opportunity to become involved in a long-term work and education program. This enables students to gain experience in their chosen field and helps them obtain jobs in the media industry. This is a four to five year paid internship that includes scholarship opportunities. Our Emma L. Bowen Foundation Trainee Annabelle Caceres, began her 1 st year of internship with WPLG-TV in June – August 2018-January 2021. For 2021-2022 this has been postpone due to Coronavirus Pandemic.	
<i>**Postpone due to Coronavirus Pandemic</i>	
#5, #7	
(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. (xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	
3. WPLG-TV provides a Tuition Reimbursement program to encourage full time employees to further their education in order to advance in their career. The Tuition Reimbursement Plan covers all full time employees who want to take courses at a recognized educational institution. Approved eligibility includes academic or vocational courses related to their position, courses necessary to complete an undergraduate degree or high school diploma, and courses in a graduate degree program, provided the degree is relevant to their position, and other courses that will enhance ability to contribute to their current job. The maximum benefit for tuition reimbursement is \$2,000 per calendar year. Within the applicable period of this report, 1 employee (Sales Digital Assistant) pursued additional skills in their areas with a total of \$2,000 in tuition reimbursement.	
# 8, #14	
(iv) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.	
4. WPLG-TV is proud to offer tours of our studios to schools and civic organizations by our, Community Relations Director, Mayte Padron. The tour groups are given an overview of the Local 10 daily news operation, visit the studio, production areas, newsroom, news set, weather center, and editing areas. Also, groups have the opportunity to watch our, local produced news broadcast live and all tours are followed by a Q&A session. <i>**Postpone due to Coronavirus Pandemic</i>	

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III. RECRUITMENT INITIATIVES

- October 2021 –WPLG ran community outreach reports on air and online on resources to help people get through the Coronavirus crisis. The resources include where to find the nearest virus testing and vaccination sites.
- October 2021 WPLG continues to run a special campaign called Ge the Facts and Get the Vax. It provides viewers with facts about COVID vaccines for them to make informed decisions.
- October 2021 WPLG kicked off its annual Day of Giving campaign with promotional spots and online giving to benefit local nonprofits feeding the hungry and homeless.
- November 8-12, 2021 – Local 10 aired the Day of Giving campaign. We ran 11 stories featuring local hunger relief organizations and their need for food to feed families for the holidays. The campaign collected 9,000 pounds of food and provided an additional 6,000 meals.
- November 13, 2021 – Local 10 Anchor Kristi Krueger emceed the Broward Walk to End Alzheimer's Association.
- November 20, 2021 – Local 10 Sports Director Will Manso emceed the Miami Walk to End Alzheimer's benefiting the Alzheimer's Association.
- November 30, 2021 – Local 10 began the Big Bus Toy Express initiative to collect new, unwrapped toys for the Marine Corps Reserve Toys for Tots program.
- January 2022 – Local 10 began running promotional spots to raise awareness and funds for the Marfan Foundation's annual Walk for Victory.
- February 6, 2022- WPLG continued to run promotional spots to raise awareness and funds for the Marfan Foundation. On this day, a select group from WPLG participated in a virtual walk while donating to the cause.
- February 7, 2022- WPLG began promotional spots for the 5th Annual Earth Day Art Contest. We invite all South Florida art teaches and students to submit an original work of art with an environmental theme for a chance to win \$4,500 for their school's art department.
- February 2022- All month long WPLG ran spots in honor of Black History Month and recognized members of our community who have made positive impacts and contributions.
- March 4, 2022 – Anchor Louis Aguirre was a guest reader to kids at Miami Children's Museum as part of the Read Across America campaign.
- March 5, 2022 – Anchor Kristi Krueger served as the emcee for the I Can , I Cure Walk and Family Festival raising money for pediatric
- May 2022- WPLG is running My Future, My Choice Public Service Announcements recognizing youth leaders and programs that are making a positive impact in South Florida.
- May 16-20, 2022 –Local 10 aired the stories of the five Tribute to Teachers honorees and awarded each \$1,000 in grocery gift cards.

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III. RECRUITMENT INITIATIVES

- May 26, 2022- Local 10 hosted the 7th annual Big book Drive. We visited four local schools to give students new books for summer reading, and since 2016, have distributed 152,000 brand new books.
- June 2022 – WPLG launched a new community initiative titled “Tools for Schools.” In partnership with Publix Super Markets, we are raising awareness about the need for school supplies throughout the school year for low-income students and providing three schools in the tri-county area with schools supplies for the entire year.
- July 2022 – WPLG began its 3rd annual Food For Thought Campaign to raise awareness about food insecurity in our community and measures we are taking to help local families. WPLG has funded food distributions stocked food pantry shelves, planted vegetable gardens and helped expectant mothers. Food for Thought we will do more.
- August 2022- As part of Tools for Schools, WPLG and partners outfitted three South Florida classrooms with all the school essential students will need for the entire year. We also distributed 1,400 brand new books to the student body at all three schools.
- September 29, 2022- Local 10 collaborated with **Walgreens** to provide COVID 19 booster, Flu, Shingles & Meningitis vaccines to employees and family members.

*****All other community relations events for the rest of the year were either cancelled or postponed due to Coronavirus pandemic.***

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5. On April 15, 2017 WPLG-Local10 launched multi-faceted and multi-year campaign called “My Future, My Choice”. The campaign includes Public Service Announcements, weekly news stories and a Town Hall Meeting to show the youth that they can choose to have a promising future. As an offshoot of the campaign, WPLG created ‘My Future, My Choice’ LIFE Awards to honor outstanding members of the South Florida community. October 18, 2021 Local 10 hosted on aired the 4th My Future My Choice LIFE Awards. We also honored two local individuals with the Life changer Leadership and Lifetime Awards. This year from July to September 2022 viewers have the opportunity to nominate deserving adults and youth in the following categories: Leadership, Inspiration, Family and Education. There is also one award each for LIFEchanger and LIFEtime. The LIFEchanger award recognizes a hometown hero who entered a person’s life at a pivotal point and made a significant impact. The LIFEtime award recognizes a community member who has dedicated his or her life to the betterment of others. All Finalists and winners will be announced in a special virtual ceremony in October 2022.

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6. On February 7, 2022 – WPLG/Local 10 Launched the 5th Annual Earth Day Art Contest to showcase the art works of talented South Florida Art students. The contest ran from February through April 22, 2022 Tropical Elementary of Plantation was awarded the Fifth Annual Earth Day Art contest award. The School’s artwork was chosen as winner and the school received \$4,500 for its Art Department.

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(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

7. October 18, 2021 –Reporter Hatzel Vela served as a guest speaker to students at his high school alma mater, Coral park Senior High. He taught them interview skills to prepare them for a project focused on Holocaust survivors.

#10

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III. RECRUITMENT INITIATIVES

8. December 2, 2021- Chief Certified Meteorologist Betty Davis served as a guest speaker at Christian Life Academy in Tamarac. Spoke to a group of students regarding training and education on becoming a Meteorologist.	#10
9. December 7, 2021 – Anchor Louis Aguirre was the guest speaker at a virtual conference hosted by STEM students at Scheck Hillel Community School in North Miami Beach.	#10
10. January 26, 2022 – Anchor Louis Aguirre served guest speaker for Country Club Middle School. Students there are working on a proposal to require at least 1 hour of community service hours cleaning beaches.	#10
11. February 18, 2022 – Anchor/Reporter Jenise Fernandez served as a guest speaker for career day at Mater Gardens.	#10
12. March 17, 2022 – Community Relations Director Mayte Padron served as guest speaker for Career Day at Ben Gamla Kendall Charter School.	#10
13. March 18, 2022 – Reporter Hatzel Vela served as a guest speaker for Career Day at Ruben Dario Middle School.	#10
14. May 25, 2022 - Meteorologist, Julie Durda spoke to kids about meteorology at Saint marks Catholic School.	# 10
15. June 2, 2022 – Meteorologist Julie Durda served as guest speaker to students at Saint Bonaventure Catholic School in Davie.	#10
16. June 3, 2021 – Meteorologist Brandon Orr served as a guest speaker for Career Day at Little Flower Catholic School in Broward. Spoke to a group of students regarding training and education on becoming a Meteorologist.	#10
17. June 7, 2022 – Anchor Calvin Hughes served as the Commencement Speaker for Cypress Bay High School's graduation.	#10
18. June 28, 2022 – Reporter Christian De La Rosa took part in a panel for Florida International University's Journalism School.	#10
19. July 8, 2022- Reporter Alexis Frazier served as panel moderator for the Elevation Experience, a woman in leadership conference that took place ahead of the Orange Blossom Classic.	#10
20. August 4, 2022 – Anchor Louis Aguirre recorded a video for Miami Waterkeeper to highlight what its Junior Ambassadors can do for environmental advocacy.	#10
21. August 14, 2022- Reporter Saira Anwer served as the emcee for The Association of Indians in America's "India's Independence Day Cultural Show."	

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	#10
22. August 25, 2022 – Reporter Saira Anwer emceed the Scholarship Awards and Ceremony for the Suits, Stilettos & Lipstick Foundation, which empowers women and children to be leaders through education.	
	#10
(xvi) Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities. 23. WPLG-TV, Local 10, ran on-air :15-second announcements to invite organizations to be placed on the station's job notification mailing list. We also ran :30-second announcements notifying candidates to go to our website and check out available career and job opportunities.	
	#16