

# WPLG-TV (local10.com)

## EEO PUBLIC FILE REPORT

**October 1, 2022 – September 30, 2023**

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

	<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS of Final Candidate Hired</b>	<b>Hire Date</b>
<b>1.</b>	2022/29 Photographer/Editor DC Bureau	1, 3, 4, 10, 13, 25	3	10/17/22
<b>2.</b>	2022-2022/02 Assignment Editor	1, 10, 14, 15, 16, 25	1	10/21/22
<b>3.</b>	2022/17 Associate Producer	1, 4, 10, 25	1	10/25/22
<b>4.</b>	2022-2023/05 Assignment Editor	1, 10, 14, 15, 16, 25	1	10/31/22
<b>5.</b>	2022-2023/06 Assignment Editor	1, 10, 14, 15, 16, 25	1	11/7/22
<b>6.</b>	2022-2023/08 Associate Producer	1, 4, 10, 25	1	12/28/22
<b>7.</b>	2022/31 Producer	1, 4, 10, 25	1	1/3/23
<b>8.</b>	2022/24 Associate Producer	1, 4, 10, 25	1	1/9/23
<b>9.</b>	2022-2023/07 Photographer/Editor	1, 4, 10, 13, 25	4	1/30/23

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10.	2022-2023/03 Operations Technician	1, 4, 10, 13, 14, 15, 16,25	4	3/1/23
11.	2022-2023/01 Producer	1, 4, 10, 14, 15, 16, 25	1	3/6/23
12.	2023/10 Editor	1, 3, 4, 10, 13, 25	3	3/20/23
13.	2023/12 Photographer/Editor	1, 3, 10, 13, 25	3	3/20/23
14.	2023/13 Assignment Editor	1,10, 25	1	4/10/23
15.	2023/17 Assignment Editor	1, 10, 25	1	5/1/23
16.	2023/15 Editor	1, 3, 4, 10, 13, 25	3	5/3/23
17.	2023/16 Associate Producer	1, 4, 10, 25	4	5/29/23
18.	2023/14 Photographer/Editor	1, 4, 10, 13, 25	4	5/31/23
19.	2023/24 Assignment Editor	1, 10, 13, 14, 15, 16, 17, 18, 20, 25	1	7/24/23
20.	2023/23 Associate Producer	1, 4, 10, 13, 14, 15, 16, 17, 18, 25	4	8/17/23

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21.	2023/20 Reporter	1, 10, 14, 15, 16, 17, 25	1	8/21/2023
22.	2023/26 Floor Director, P/T	1, 3, 4, 10, 13, 14, 15, 16, 17, 18, 20, 25	3	8/22/2023
23.	2023/25 Associate Producer	1, 3, 4, 10, 13, 14, 15, 16, 17, 18, 20, 25	13	8/23/2023

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:**

Rosa Perez

WPLG, Inc.

3401 West Hallandale Beach Blvd.

Pembroke Park, FL 33023

954-364-2545

[rperez@wplg.com](mailto:rperez@wplg.com)

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**II. MASTER Recruitment Source Information (“MRSL”)**

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 ( <a href="http://www.Local10.com">www.Local10.com</a> )	38	1-23
2	Internal Posting	2	1-23
3	WPLG Careers (Resume-Library.com, Various Links)	7	1, 12, 13, 16, 22, 23
4	Employee Referral	30	1, 3, 6, 7, 8, 9, 10, 11, 12, 16, 17, 18, 20, 22, 23
5	Former Employee Referral		
6	Industry/Client Referral		
7	Career Builder Stacie Kempe-National Account Executive Email: <a href="mailto:Stacie.kempe@careerbuilder.com">Stacie.kempe@careerbuilder.com</a> Tel. 312-698-0658 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		
8	LinkedIn		
9	Spots-N-Dots <a href="http://www.spotsndots.com">www.spotsndots.com</a> 888-884-2630		
10	TV Jobs.com Broadcast Employment Services Oceanside, CA92052 <a href="mailto:info@tvjobs.com">info@tvjobs.com</a>		1-23

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**II. MASTER Recruitment Source Information (“MRSL”)**

<b>11</b>	<b>ZipRecruiter</b>		
<b>12</b>	<b>Talent Dynamics or Talent Agents</b> Sandra Connell, President 600 Las Colinas Blvd. Suite 100 Irving, TX 75039 <a href="mailto:Connell@talentdynamics.com">Connell@talentdynamics.com</a> Tel. 214-640-3139		
<b>13</b>	<b>Indeed.com</b>	28	1, 9, 10, 12, 13, 16, 18, 19, 20, 22, 23
<b>14</b>	<b>Cuban American National Council (CNC) *</b> 1223 SW 4 <sup>th</sup> Street Miami, FL 33135 <a href="mailto:gmsiet@cnc.org">gmsiet@cnc.org</a> Tel: 305-642-3484 Ext. 101		2, 4, 5, 10, 11, 19, 20, 21, 22, 23
<b>15</b>	<b>NATAS Suncoast Chapter *</b> P.O. Box 840738 Pembroke Pines, FL 33084 Karla MacDonald <a href="mailto:emmysuncoast@gmail.com">emmysuncoast@gmail.com</a> Tel. 954-322-3171		2, 4, 5, 10, 11, 19, 20, 21, 22, 23
<b>16</b>	<b>Hispanic Unity of Florida *</b> Cristina Martinez <a href="mailto:martinez@hispanicunity.org">martinez@hispanicunity.org</a> Mobile: 754-260-0329 Joel Pacheco <a href="mailto:jpacheco@hispanicunity.org">jpacheco@hispanicunity.org</a> <a href="mailto:pesante@hispanicunity.org">pesante@hispanicunity.org</a> Career Coaches 5840 Johnson Street Hollywood, FL 33021 Tel. 954-342-0415 <a href="http://www.HispanicUnity.org">www.HispanicUnity.org</a>		2, 4, 5, 10, 11, 19, 20, 21, 22, 23
<b>17</b>	<b>Florida State University Career Center</b> <b>Dunlap Student Success Center</b> Amanda Shephard Employer Relations Program Associate PO Box 3064162 100 South Woodward Avenue		19, 20, 21, 22, 23

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**II. MASTER Recruitment Source Information (“MRSI”)**

	Tallahassee, FL. 32306-4162 Phone: 850.644.4023   Fax: 850.644.3273 <a href="http://www.career.fsu.edu">www.career.fsu.edu</a> <a href="https://fsu-csm.symplicity.com/employers">https://fsu-csm.symplicity.com/employers</a> Email: <a href="mailto:HireANole@fsu.edu">HireANole@fsu.edu</a>		
<b>18</b>	<b>Broward Community College</b> 7200 Pines Boulevard Pembroke Pines, FL 33024 Career Centers Main # 954-201-8865 College Central Network Office email: <a href="mailto:ccn@broward.edu">ccn@broward.edu</a> <a href="http://collegecentral.com/browardcollege">collegecentral.com/browardcollege</a>		19, 20, 22, 23
<b>19</b>	<b>Florida Agricultural and Mechanical University (FAMU)</b> The Career Center Melony Washington C.C. Cunningham Bldg., Suite 100 Tallahassee, FL 32307 Email: <a href="mailto:melony.washington@famu.edu">melony.washington@famu.edu</a> Tel. 850-599-3700 – Fax: 850-599-3353		
<b>20</b>	<b>Miami Int’l University of Art &amp; Design</b> 1501 Biscayne Blvd., Suite 100 Miami, FL 33132-1418 <a href="http://artinstituteedge.com/postjob">artinstituteedge.com/postjob</a>		19, 22, 23
<b>25</b>	<b>Handshake Open Network</b> <ul style="list-style-type: none"> <li>• Alabama A&amp;M University</li> <li>• Arizona State University</li> <li>• Auburn University</li> <li>• Ave Maria University</li> <li>• Barry University *</li> <li>• Bethune-Cookman University</li> <li>• Flagler College</li> <li>• Florida Institute of Technology</li> <li>• Florida International University</li> <li>• Florida Southern College</li> <li>• Georgia State University</li> <li>• Jacksonville University</li> <li>• John Hopkins University</li> <li>• Mercer University</li> <li>• Miami Dade College</li> <li>• Northwestern University *</li> <li>• Nova Southeastern University</li> <li>• Rollins College</li> <li>• Seminole State College of Florida</li> <li>• Stanford University</li> <li>• St. Thomas University *</li> <li>• The Craig Newmark Graduate School of Journalism at CUNY</li> </ul>	2	1-23

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**II. MASTER Recruitment Source Information (“MRSL”)**

	<ul style="list-style-type: none"><li>• The University of Chicago</li><li>• The University of Michigan</li><li>• The University of Tampa</li><li>• The University of Tennessee-Martin</li><li>• UNC Asheville</li><li>• University of Central Florida</li><li>• University of Kentucky</li><li>• University of Mary Washington</li><li>• University of Miami</li><li>• University of North Carolina-Chapel Hill</li><li>• University of Pennsylvania</li><li>• University of Pittsburg</li><li>• University of South Alabama</li><li>• University of South Carolina</li><li>• University of South Florida</li><li>• University of South Florida Sarasota-Manatee</li><li>• University of South Florida St. Petersburg</li></ul>		
	<b>Total Number of Interviewees</b>	<b>107</b>	

*“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**

<b>E. Outreach Activities</b>	
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.	
<b>Activity:</b>	<b>Menu Category</b>
(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 SUMMER of 2023 semester for course credit only) – WPLG had 1 student interning during this period in the News department who reported to Chris Schenk, News Executive Producer.  <i>**All other Internship programs prior to Summer of 2023 were either cancelled or postponed due to Coronavirus pandemic restrictions.</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.	
2. 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 paid internship that includes scholarship opportunities. During the applicable period of this report we did not have any interns that came through this program.	
# 5, # 7	
(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	
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. During the applicable period of this report, there weren't any employees who applied for tuition reimbursement.	
# 8	
(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.  Below are the tours that were given during this period:	
<ul style="list-style-type: none"> <li>• May 4, 2023 – Local 10 hosted the students from Bethany Christian School in Fort Lauderdale.</li> <li>• May 16, 2023 – Local 10 hosted the students from Norma Butler Elementary in Southwest Miami-Dade.</li> <li>• May 30, 2023 – Local 10 hosted the students from Green Tree Middle School in Southwest Ranches.</li> </ul>	

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<ul style="list-style-type: none"> <li>• June 30, 2023 – Local 10 hosted a group from Big Brothers, Big Sisters.</li> <li>• July 6, 2023 – Local 10 hosted officials from the City of Miramar.</li> <li>• July 11, 2023 – Local 10 hosted the Girls of Transformation program.</li> <li>• July 18, 2023 – Local 10 hosted students from American Heritage School.</li> <li>• July 18, 2023 – Local 10 hosted high school students who are part of the University of Miami Summer Journalism Camp.</li> </ul> <p><b>**Prior to May 2023 tours were postponed due to Coronavirus Pandemic</b></p>	
	# 4
5. On October 7, 2022 – President and CEO Bert Medina was inducted into Florida International University's School of Communication and Journalism (SCJ) Alumni Hall of Fame. Anchor Nicole Perez and Program Coordinator Melinda Harper accepted and offered remarks on his behalf.	
	# 4
6. On February, 2023 – Local 10 began airing promotional spots for the 6 <sup>th</sup> Annual Earth Day Art Contest inviting Art teachers 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. On April 22, 2023 the winner was announced, Sunset Elementary School from Miami-Dade County won the \$4,500 prize with an eco-friendly and vibrant sculpture inspired by a Van Gogh flowers painting.	
	# 4
7. On May 27, 2023 – Meteorologist Brandon Orr hosted a high school student to spend the day shadowing him at Local 10 and learning about the science or weather forecasting.	
	# 4
8. On June 3, 2023 – Anchor Calvin Hughes served as the Black Male Media Speaker at the National Association of Black Journalists of South Florida.	
	# 4
9. On July 12, 2023 – Local 10 hosted the 8th Annual Big Book Drive where 4,000 books were distributed to South Florida students in grades K-8. The station also hosted a special reading event for 100 summer camp kids. In total over 152,000 books have been distributed.	
	# 4
10. On July 13, 2023 – Anchor and Environmental Advocate Louis Aguirre served as a panelist at the National Association of Hispanic Journalist's National Conference. The topic of "Climate Crisis and Journalism" was discussed	
<b>(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</b>	
11. On January 26, 2023 – Anchor Calvin Hughes served as the host of the Broward Schools Debate Initiative Luncheon.	
	# 10
12. On February 2, 2023 – Meteorologist Brandon Orr served as a guest presenter at the FIU STEAM Weather Day to give 3,000 elementary school students exposure to weather forecasting.	
	# 10
13. On February 3, 2023 – Anchor Eric Yutzy emceed the 2023 Caliber Awards for Broward County Public Schools.	
	# 10

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14. On February 11, 2023 – Anchor and Environmental Advocate Louis Aguirre emceed the Miami-Dade County Public Schools Superintendent's For the Love of Learning Gala.	# 10
15. On February 22, 2023 – Meteorologist Luke Doris spoke to 6 <sup>th</sup> grade students at Pembroke Pines Charter Middle-Central Campus.	# 10
16. On February 23, 2023 – Anchor Calvin Hughes was a guest speaker at Arcola Lake Elementary and was honored as an African American Role Model in South Florida as part of the school's Black History Month program.	# 10
17. On February 24, 2023 – Chief Certified Meteorologist Betty Davis served as emcee of the Spelman College education luncheon where an audience of students received information on STEM-related careers.	# 10
18. On February 24, 2023 – Anchor/Reporter Jenise Fernandez served as guest speaker at Mater Gardens Academy's career day.	# 10
19. On February 28, 2023 – Reporter/Anchor Alexis Frazier served as emcee of Broward County Public School's Inaugural Career Technical Education Awards.	# 10
20. On March 3, 2023 – Traffic Reporter Andrea Martinez participated in Sunset Lakes Elementary's Career Day event.	# 10
21. On March 3, 2023 – Anchor and Environmental Advocate Louis Aguirre hosted a Zoom presentation for high school seniors at Robert Morgan Educational Center to learn more about water conservation and recycling.	# 10
22. On March 8, 2023 – Chief Certified Meteorologist Betty Davis was a guest speaker at Miami Dade College North Campus' Women's History Month event. She spoke about the role of women in broadcast television.	# 10
23. On April 10, 2023 – Director of Community Relations Mayte Padron read the Judy Blume classic "Are You There God? It's Me, Margaret" to the Embrace Girls Program at Arcola Lakes Elementary.	# 10
24. On April 28, 2023 – Anchor and Environmental Advocate Louis Aguirre conducted a presentation via Zoom for Saint Stephens School in Coconut Grove.	# 10
25. On May 18, 2023 – Meteorologist Julie Durda served as a guest speaker to students at Saint Bonaventure Catholic School in Davie.	# 10
<b>(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.</b>	
26. WPLG-TV, Local 10, ran on-air: 47- 15-second announcements to invite organizations to be placed on the station's job notification mailing list. We also ran: 46- 30-second announcements notifying candidates to go to our website and check out available career and job opportunities.	# 16