

2006 ANNUAL EEO PUBLIC FILE REPORT

(To be completed by each station or each station group annually and placed in each station's public inspection file and on each station's web site)

Call Sign of Station(s): WSCV and WTVJ

1. List all full-time job vacancies filled by any station covered by this report during the past year. (September 31st, 2005 through September 31st, 2006)

- Producer (WSCV)
- Associate Producer (WTVJ)
- On Air Promotion Manager (WTVJ)
- Photojournalist Duopoly (WTVJ/WSCV)
- Reporter (WSCV) (2)
- Promotions Producer (WTVJ)
- Duopoly News Operations Manager (WTVJ/WSCV)
- Human Resources Director (WTVJ)
- Director of Finance Duopoly (WSCV/WTVJ)
- Director Of Engineering Duopoly (WTVJ/WSCV)
- Associate Producer (WSCV) (2)
- Reporter (WTVJ) (2)
- Account Manager (WSCV)
- CG Operator (WSCV)
- Web Producer (WTVJ)
- Assignment Editor Weekends (WSCV)
- HR Coordinator (WSCV)
- Audio Operator (WTVJ)
- Producer (WTVJ) (2)
- Weather Anchor (WTVJ)
- Assignment Editor (WTVJ)

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

Please see Appendix A – WTVJ/WSCV Recruitment Source List

3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1? **96**

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred during the Year
None.	

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

CUBAN AMERICAN NATIONAL COUNCIL: The Council has partnered with WSCV/WTVJ to develop a journalism curriculum for high school students who attend the Council's alternative school. The school was established for children at risk of dropping out of school. This curriculum was developed and introduced in September 2006.

EMMA BOWEN FOUNDATION FOR MINORITY INTERESTS IN MEDIA: The main objective of the work-study and scholarship program is to give minority youth work experience during high school and college years that will help prepare them for jobs in the media. Current program participation in the summer of 2006 includes 4 students working in various departments within the station, from Digital Media to Production and News. The station has hired five students for full time or temporary assignments since the program began in 1989.

HISPANIC HERITAGE YOUTH: The station calls for essay entries to high school students regarding community service and achievement in a variety of areas (academics, journalism, sports, mathematics, etc.) The station also provides judges for contest, air promotional spot and provides a web link. The awards are presented in May and WSCV/WTVJ provided talent as host. A former Hispanic Heritage journalism winner qualified at as Emma Bowen student, and participated in the work-study program.

INTERNSHIP PROGRAM: WSCV/WTVJ work closely with local colleges and universities to build an active and healthy internship program. During the current Annual Report year, over 56 interns have participated in the WSCV/WTVJ internship program. The stations are also working with Florida Memorial, Florida Agricultural Mechanical University (FAMU) and Florida International University (FIU) who attract large diverse populations.

MANAGEMENT PROGRAM TRAINING: The Director, WSCV/WTVJ Human Resources introduced a mid management training program which is designed to build the skills of mid managers to become more effective in leading teams and developing their careers. The series of workshops began in September 2006 and focused on effective communications. The participants include 21 participants.

MIAMI CHILDREN'S MUSEUM: WSCV/WTVJ created and sponsors a studio, within the museum, to explore careers in broadcasting through hands-on interactive activities. The museum site was recently renovated to include both stations. The stations partner with the museum in on-air promotions and inviting guests from the Museum for participation in their newscasts.

JOB FAIR PARTICIPATION:

Organization	Date	Event	Participant(s)
Career Expo	November 2005	Networking with Local Area Employees	Carolyn Navarra, Local Sales Manager WTVJ Kelly Polk, Account Manager WTVJ
Imagen Foundation	February 2006	Entertainment Industry Job Fair to Promote Diverse Hiring	Andres Astralaga, HR Director KVEA Dan Owens, HR Director KNBC
TAB Career Expo	February 2006	TAB Career Expo	Enrique Caballero, Human Resources Director WNJU
National Association of Hispanic Journalists	June 2006	NAHJ Convention	Migdalia Figueroa, News Director T51 Jose Andino, Human Resources Director Telemundo Network
National Association of Black Journalists	August 2006	NABJ Convention	Paul Madison, President and General Manager KNBC Yvette Miley, VP News WTVJ
Councilio, Philadelphia	September 2006	National Hispanic Chamber of Commerce Annual Business Expo meeting	Kim Zachary, Human Resources Director WCAU

COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION:

Organization	Date	Event	Participant(s)
Leadership Broward	March 2006	Media Day for Leadership Broward and Youth Leadership Broward	Yvette Miley, VP News WTVJ
National Academy of Television Arts and Sciences, Suncoast Chapter	January, 2006	Anatomy of an Investigation Seminar	Scott Zamost, Special Projects Producer WTVJ
Investigative Reporters and Editors	June 2006	Investigative Reporting Seminar	Scott Zamost, Special Projects Producer WTVJ

EDUCATIONAL INSTITUTION SPONSORED CAREER OPPORTUNITIES:

Organization	Date	Title	Participant(s)
Florida International University	October 2005	Investigative Reporting Session	Scott Zamost, Special Projects Reporter WTVJ
Broward Schools	November 2005	Career Day	Roan Patterson, ENG Technician WTVJ
Palm Beach Community College	November 2005	Careers in a Global Village Panel Discussion	Michael Rodriguez, Vice President and General Manager T51
Florida Memorial University	January 2006	Photography/Editing Roles in a TV News	Ed Garcia, Chief Editor T51/NBC6 Mike Zimmer, Chief Photographer

		Environment	T51/NBC 6
Florida Memorial University	March 2006	Panel of Experts – Broadcast, Print and Online Journalism	Amara Sohn, Reporter WTVJ
University Of Miami Broadcasting	March 2006	Communications Panel – Changes in Broadcasting	Carolyn Navarra, Local Sales Manager WTVJ
Jane S. Roberts Elementary Middle School	April 2006	Career Day	Ralph Arias, Duopoly Production Manager T51/ NBC 6
Nova Eisenhower Elementary School	April 2006	Career Day	Linda Nestor, Editor WTVJ
Coral Park Senior High School	May 2006	“Learning Branding and Career Opportunities” – School of Graphics Arts and Broadcast	Jose Suarez, Digital Media Director WTVJ
Florida A & M University	May 2006	“How to be Successful Selling Television in a Local Market” – Media Sales Institute	Richard Martinez, Local Sales Manager WTVJ
Florida International University	September 2006	Investigative Reporting Session	Scott Zamost, Special Projects Reporter WTVJ
University of Miami	September 2006	Guest Teacher – Television Sales	Carolyn Navarra, Local Sales Manager WTVJ

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSCV

Job Title: Producer

Date Job Filled: 10/31/2005

Recruitment Source
That Referred

Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p>Please see Appendix A for a complete listing of WTVJ/WSCV Recruitment Sources.</p> <p>WTVJ/WSCV adds agencies to this list upon written request.</p>				

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WTVJ

Job Title: Associate Producer

Date Job Filled: 12/05/2005

Recruitment Source
That Referred
Ultimate Hire: Online/Website

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p>Please see Appendix A for a complete listing of WTVJ/WSCV Recruitment Sources.</p> <p>WTVJ/WSCV adds agencies to this list upon written request.</p>				

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WTVJ

Job Title: On-Air Promotion Manager

Date Job Filled: 12/12/2005

Recruitment Source
That Referred

Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WTVJ / WSCV (Duopoly)

Job Title: Photojournalist

Date Job Filled: 12/26/2005

Recruitment Source
That Referred

Ultimate Hire: External-Managed Staffing Company

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSCV

Job Title: Reporter (2)

Date Job Filled: 01/09/2006 and 01/09/2006

Recruitment Source
That Referred

Ultimate Hire: Managed Staffing Company and Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WTVJ

Job Title: Promotions Producer

Date Job Filled: 01/23/2005

Recruitment Source
That Referred
Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p>Please see Appendix A for a complete listing of WTVJ/WSCV Recruitment Sources.</p> <p>WTVJ/WSCV adds agencies to this list upon written request.</p>				

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WTVJ / WSCV (Duopoly)

Job Title: News Operations Manager

Date Job Filled: 03/06/2006

Recruitment Source
That Referred

Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WTVJ

Job Title: Human Resources Director

Date Job Filled: 01/09/2006

Recruitment Source
That Referred

Ultimate Hire: Internal – GE

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WTVJ

Job Title: Director of Finance

Date Job Filled: 4/17/2006

Recruitment Source
That Referred

Ultimate Hire: Internal – Job Posting

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WTVJ / WSCV (Duopoly)

Job Title: Director of Engineering

Date Job Filled: 03/06/2006

Recruitment Source
That Referred

Ultimate Hire: External - Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSCV

Job Title: Associate Producer (2)

Date Job Filled: 12/19/2005

Recruitment Source
That Referred

Ultimate Hire: Managed Staffing Company and Internet - Website

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p>Please see Appendix A for a complete listing of WTVJ/WSCV Recruitment Sources.</p> <p>WTVJ/WSCV adds agencies to this list upon written request.</p>				

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WTVJ

Job Title: Reporter (2)

Date Job Filled: 03/06/2006 and 04/03/2006

Recruitment Source
That Referred
Ultimate Hire: Managed Staffing Company

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p>Please see Appendix A for a complete listing of WTVJ/WSCV Recruitment Sources.</p> <p>WTVJ/WSCV adds agencies to this list upon written request.</p>				

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSCV

Job Title: Account Manager

Date Job Filled: 01/17/2006

Recruitment Source
That Referred

Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSCV

Job Title: CG Operator

Date Job Filled: 02/10/2006

Recruitment Source
That Referred

Ultimate Hire: Managed Staffing Company

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p>Please see Appendix A for a complete listing of WTVJ/WSCV Recruitment Sources.</p> <p>WTVJ/WSCV adds agencies to this list upon written request.</p>				

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WTVJ

Job Title: Web Producer

Date Job Filled: 03/20/2006

Recruitment Source
That Referred

Ultimate Hire: Internal Promotion (Former Emma Bowen Student)

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p>Please see Appendix A for a complete listing of WTVJ/WSCV Recruitment Sources.</p> <p>WTVJ/WSCV adds agencies to this list upon written request.</p>				

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSCV

Job Title: Assignment Editor - Weekends

Date Job Filled: 04/03/2006

Recruitment Source
That Referred
Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p>Please see Appendix A for a complete listing of WTVJ/WSCV Recruitment Sources.</p> <p>WTVJ/WSCV adds agencies to this list upon written request.</p>				

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WSCV

Job Title: HR Coordinator

Date Job Filled: 06/05/2006

Recruitment Source
That Referred

Ultimate Hire: Employee Referral – Managed Staffing Company

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p>Please see Appendix A for a complete listing of WTVJ/WSCV Recruitment Sources.</p> <p>WTVJ/WSCV adds agencies to this list upon written request.</p>				

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WTVJ

Job Title: Audio Operator

Date Job Filled: 05/13/2006

Recruitment Source
That Referred
Ultimate Hire: Managed Staffing Company

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p>Please see Appendix A for a complete listing of WTVJ/WSCV Recruitment Sources.</p> <p>WTVJ/WSCV adds agencies to this list upon written request.</p>				

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WTVJ

Job Title: Producer (2)

Date Job Filled: 03/20/2006

Recruitment Source
That Referred
Ultimate Hire: Managed Staffing Company

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p>Please see Appendix A for a complete listing of WTVJ/WSCV Recruitment Sources.</p> <p>WTVJ/WSCV adds agencies to this list upon written request.</p>				

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WTVJ

Job Title: Weather Anchor

Date Job Filled: 01/09/2006

Recruitment Source
That Referred

Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p>Please see Appendix A for a complete listing of WTVJ/WSCV Recruitment Sources.</p> <p>WTVJ/WSCV adds agencies to this list upon written request.</p>				

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WTVJ

Job Title: Assignment Editor

Date Job Filled: 07/05/2006

Recruitment Source
That Referred

Ultimate Hire: Employee Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p>Please see Appendix A for a complete listing of WTVJ/WSCV Recruitment Sources.</p> <p>WTVJ/WSCV adds agencies to this list upon written request.</p>				

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