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August 24, 2023

***Via Online Public Inspection File***

Investigations & Hearing Division  
Federal Communications Commission  
45 L Street, NE  
Washington, D.C. 20554  
Attn: Elizabeth Goldin

Re: **WTVX Licensee, LLC  
Amendment to Response to April 2023 EEO Audit  
WTVX(TV), Fort Pierce, FL (Facility ID 35575)**

Dear Ms. Goldin,

On behalf of WTVX Licensee, LLC, the licensee of WTVX(TV), Fort Pierce, FL (Facility ID 35575), we submit this amendment to the Station's June 8, 2023 response to your April 2023 EEO Audit Letter to supplement the SEU's description of its recruitment initiatives during the period covered by the April 2023 EEO audit. Terms used but not defined herein shall have the meaning given them in the Station's June 8 response.

In response to FCC staff's August 10, 2023 email requesting additional information about SEU employee participation in the SEU's outreach activities, Licensee is submitting herewith unredacted versions of the Exhibit 3 Outreach Initiative Details ("Initiative Details") for the 10/1/2020 to 9/30/2021 and 10/1/2021 to 9/30/2022 reporting periods. The 10/1/2021 to 9/30/2022 Initiative Details has also been amended to include information regarding additional recruitment activities.

The unredacted Initiative Details include the names of the employees that participated in each outreach activity. Of the individuals named therein, the following are (or were at the time) station or station group employees:

- Breanna Biehl – Station Employee (Assistant News Director)
- Christine Lendry – Station Employee (Local Sales Manager)

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- Brent Struense – Station Employee (Creative Services Director)
- Jon Brady – Station Employee (News Director)
- Zach Covey – Station Employee (Meteorologist)
- Erica Prete – Station Employee (Promotions Producer)
- Carl Pugliese – Station Employee (Chief Engineer)
- Blaise Labbe – Group News Director
- Ursula Peak – Station Employee (HR contact at the station)
- Jose Garcia – Station Employee (On-Air Operations Manager)

These employees participated in the following recruitment initiatives during the period covered by the April 2023 EEO audit:

<b>Date</b>	<b>Activity</b>	<b>Station/Station Group Participant Name(s)</b>	<b>Points</b>
4/20/2021	Provision of Training to Management	Breanna Biehl Christine Lendry	1.00
10/12/2021	Participation in Job Fairs	Brent Struense Jon Brady	0.25
12/3/2021	Participation in Events or Programs Sponsored by Educational Institutions	Zach Covey Erica Prete	0.25
3/16/2022	Participation in Job Fairs	Carl Pugliese Jon Brady	0.25
4/29/2022	Establishment of an Intern Program Designed to Assist Members of the Community	Ursula Peak Jon Brady	1.00
6/21/2022	Provision of Training to Management	Brent Struense	1.00
8/3/2022	Participation in Job Fairs	Blaise Labbe	0.25
Ongoing	Participation in other activities designed by SEU to further the goal of disseminating information as to employment opportunities	Jose Garcia	1.00
<b>Total Points</b>			<b>5.0</b>

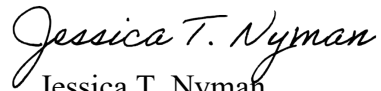
Additional information about these recruitment activities, as well as other recruitment activities performed by employees of the Station’s corporate parent company, can be found in the accompanying Initiatives Details attachment.

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Please contact me if you have any additional questions regarding this matter.

Sincerely,

A handwritten signature in black ink that reads "Jessica T. Nyman". The signature is written in a cursive, flowing style.

Jessica T. Nyman

*Counsel for WTVX Licensee, LLC*

**Outreach Initiatives Details**

From: West Palm Beach,FL

Date:5/5/2023

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**Outreach Initiatives Details between 10/1/2020 to 9/30/2021**

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
1	10/17/2020	Participation in Job Fairs	1	Parker Krueger	Yes	.25

**Description:**

Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Media Sales Academy as a Corporate Recruiter. He met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. Our Corporate Recruiter spoke with students and alumni currently enrolled in NAB's Media Sales Academy regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website.

**Scope of Participation:**

All candidates who were interested in job opportunities were asked to apply through our Sinclair Website.

2	11/12/2020	Participation in Job Fairs	2	Kelsey Carey Brooke Gowallis	Yes Yes	.25
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**Description:**

The Corporate Employment Specialists represented all Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants

**Scope of Participation:**

All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants

3	04/14/2021	Participation in Job Fairs	1	Parker Krueger	Yes	.25
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**Description:**

Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at Hampton University as a Corporate Recruiter. Sinclair was invited to attend Hampton University's Scripps Howard School of Journalism and Communication Virtual Career Fair to meet with students and faculty. Our Corporate Employment Coordinator started the session by giving a 10-minute presentation about Sinclair and wrapped up by showing corporate and station employment opportunities at Sinclair. Our Corporate Employment Coordinator then sat in a breakout room where students asked questions about Sinclair and potential career opportunities. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. Candidate information and resumes were also collected by our Corporate Recruiter via LinkedIn to further

**Outreach Initiatives Details**

From: West Palm Beach,FL

Date 5/5/2023

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**Outreach Initiatives Details between 10/1/2020 to 9/30/2021**

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
		assist with potential placement.				
		<b>Scope of Participation:</b>				
		All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. Candidate information and resumes were also collected by our Corporate Recruiter via LinkedIn to further assist with potential placement.				
4	04/20/2021	Provision of training to management	2	Breanna Biehl Christine Lendry	Yes Yes	1.00
		<b>Description:</b>				
		2 New Mangers completed Workplace Harassment for Managers, Business Ethics and Your Role in Workplace Diversity				
		This training was presented online in web based training courses through SkillSoft				
		<b>Scope of Participation:</b>				
		2 New Mangers completed Workplace Harassment for Managers, Business Ethics and Your Role in Workplace Diversity				
5	04/28/2021	Participation in Job Fairs	2	Kelsey Carey Brooke Gowallis	Yes Yes	.25
		<b>Description:</b>				
		The Corporate Employment Specialists represented all Sinclair Broadcast Group at the G.I Jobs Virtual Career Expo. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with veterans, and their families regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.				
		<b>Scope of Participation:</b>				
		In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.				
6	05/04/2021	Participation in Job Fairs	3	Kelsey Carey Brooke Gowallis Parker Krueger	Yes Yes Yes	.25
		<b>Description:</b>				
		The Corporate Employment Specialists represented all Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job				

**Outreach Initiatives Details**

From: West Palm Beach,FL

Date 5/5/2023

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**Outreach Initiatives Details between 10/1/2020 to 9/30/2021**

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
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opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.

**Scope of Participation:**

All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.

7	08/18/2021	Participation in Job Fairs	3	Kevin Olivas Kelsey Carey Stan Heist	Yes Yes Yes	.25
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**Description:**

The News Talent Manager and Director of News Training and Development, along with several station News Managers, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.

**Scope of Participation:**

They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.

**Total Points: 2.50**

## Outreach Initiatives Details

From: West Palm Beach,FL

Date 8/23/2023

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### Outreach Initiatives Details between 10/1/2021 to 10/31/2022

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Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
1	10/12/2021	Participation in Job Fairs	2	Brent Struense Jon Brady	Yes Yes	.25

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#### Description:

On October 12, 2021 we had our News Director and Creative Services Manager attend the Fall 2021 Job Fair for The College of Journalism and Communications at the University of Florida in Gainesville representing WPEC. It was located in the Reitz Union Rion Ballroom. Both managers talked to possible applicants about our open positions. They also brought back Resume's and tapes for current job openings for our other hiring managers.

#### Scope of Participation:

On October 12, 2021 we had our News Director and Creative Services Manager attend the Fall 2021 Job Fair for The College of Journalism and Communications at the University of Florida in Gainesville representing WPEC. It was located in the Reitz Union Rion Ballroom. Both managers talked to possible applicants about our open positions. They also brought back Resume's and tapes for current job openings for our other hiring managers.

2	12/03/2021	Participation in events or programs sponsored by educational institutions	2	Zach Covey Erica Prete	No No	.25
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#### Description:

Due to Covid-19 precautions, we held a virtual station tour for 2 classes (at once) from the Pine School in Hobe Sound. These students are currently studying weather patterns and have practiced on camera "weather updates." We received student questions in advance and pre-taped segments for them. In these segments, we toured the station and studio, produced and created weather graphics for the newcasts and taught them how to record weather updates on the green screen. Meteorologist Zach Covey spoke to the class live for 45 minutes, using a powerpoint to teach them different weather terms and give them an insight to his day as the Morning Show Meteorologist. We built all pre-produced segments into the powerpoint. Zach received additional and very inquisitive questions at the end of his presentation. The students were thrilled at the insight into his on television and Meteorology career. The students seemed very intrigued by the amount of work needed to prepare for a newscast and were visibly shocked that he has to wake up at 1:30am to get ready for work.

#### Scope of Participation:

Due to Covid-19 precautions, we held a virtual station tour for 2 classes (at once) from the Pine School in Hobe Sound.

3	03/16/2022	Participation in Job Fairs	2	Carl Pugliese Jon Brady	Yes Yes	.25
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#### Description:

WPEC attended UF Careers in Communication Fair. Carl Pugliese, News Manager and Jon Brady, News Director, spoke with many students in the journalism field. We discussed future internships and job opportunities. WPEC received many resume' from the students. We spoke to students about our current job openings which included producing, reporting, sports

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## Outreach Initiatives Details

From: West Palm Beach,FL

Date 8/23/2023

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### Outreach Initiatives Details between 10/1/2021 to 10/31/2022

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Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
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reporting, anchoring, meteorology, directing and multi-media journalism. WPEC pointed students to our foam core display that had images of our news team in the studio and out in the field reporting. We also showcased our tree to success and explained to the students how there is opportunity to grow at WPEC. The foam core display also had a QR code where students could take their phones out, use their camera to scan the QR code which took the students to our current open positions on our website so they could apply.

#### Scope of Participation:

We also showcased our tree to success and explained to the students how there is opportunity to grow at WPEC. The foam core display also had a QR code where students could take their phones out, use their camera to scan the QR code which took the students to our current open positions on our website so they could apply.

4	04/29/2022	Establishment of an intern program designed to assist members of the community	2	Ursula Peak Jon Brady	Yes No	1.00
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#### Description:

The station had three interns in the news department. Students learned about the newsroom and received hands on experience. Interns had the chance to develop practical skills that will improve their chances for success within the broadcast industry.

#### Scope of Participation:

Intern program  
Gabrielle Khoriaty  
Srishti Jaiswal  
Maria Osnaya

5	05/23/2022	Provision of training to management	2	Sharon Pickeral Wendy Shust	Yes Yes	1.00
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#### Description:

The Director of Talent Acquisition for the Company spoke on a panel at the Media Finance Focus conference in Tampa, FL. The topic was "Lessons in Leadership: How to Survive the Great Resignation". She and two others on the panel spoke about how to attract and keep a diverse staff through a period of high turnover. As broadcasters we are required certain outreach initiatives to maintain licenses and now these steps are even more essential in attracting prospective employees. Topics discussed were marketing and utilizing broad outreach to diversify your candidate pool, compensation/ benefits, job postings, selling their opportunities, and learning about new changes to talent acquisition tricks.

#### Scope of Participation:

The Director of Talent Acquisition for the Company spoke on a panel at the Media Finance Focus conference in Tampa, FL. The topic was "Lessons in Leadership: How to Survive the Great Resignation". She and two others on the panel spoke about how to attract and keep a diverse staff through a period of high turnover. As broadcasters we are required certain outreach initiatives to maintain licenses and now these steps are even more essential in attracting prospective employees.

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## Outreach Initiatives Details

From: West Palm Beach,FL

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### Outreach Initiatives Details between 10/1/2021 to 10/31/2022

Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
		Topics discussed were marketing and utilizing broad outreach to diversify your candidate pool, compensation/ benefits, job postings, selling their opportunities, and learning about new changes to talent acquisition tricks.				
6	06/21/2022	Provision of training to management	1	Brent Struense	Yes	1.00
		<b>Description:</b> CBS - Promax Station Summit. Our Creative Services Director attended this meeting which was a training. The two management CBS sessions he attended was "Understanding Linear and Streaming Audiences" and " Best Practices in Social Media for Local Stations"				
		<b>Scope of Participation:</b> CBS - Promax Station Summit. Our Creative Services Director attended this meeting which was a training. The two management CBS sessions he attended was "Understanding Linear and Streaming Audiences" and " Best Practices in Social Media for Local Stations"				
7	07/19/2022	Participation in Job Fairs	2	Brooke Persichetti Nicole Smith	Yes No	.25
		<b>Description:</b> The Corporate Sr. Employment Specialist and the Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed, and collected resumes as well as candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.				
		<b>Scope of Participation:</b> The Corporate Sr. Employment Specialist and the Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed, and collected resumes as well as candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.				
8	08/03/2022	Participation in Job Fairs	3	Scott Livingston Blaise Labbe Brandi Proctor	Yes Yes No	.25

#### Description:

Sinclair's SVP of News, News Recruiter, several News Managers and News employees represented all Sinclair News

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From: West Palm Beach,FL

Date 8/23/2023

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### Outreach Initiatives Details between 10/1/2021 to 10/31/2022

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Sl.No.	Date	Activity Type	No. Of Stations Participants	Participant Name	Hiring Authority?	Points
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stations at the 2022 NABJ convention/career expo. They met with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who met with Sinclair during the career fair were followed up with and interviews were set up where applicable.

**Scope of Participation:**

Sinclair's SVP of News, News Recruiter, several News Managers and News employees represented all Sinclair News stations at the 2022 NABJ convention/career expo. They met with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who met with Sinclair during the career fair were followed up with and interviews were set up where applicable.

9	Ongoing Event	Participation in other activities designed by the station employment unit	1	Jose Garcia	Yes	1.00
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**Description:**

The station ran regular commercials throughout the reporting year to notify the public about open jobs and how to apply. In addition, they also ran spots looking for organizations that regularly distribute information about employment opportunities to job applicants

**Scope of Participation:**

spots

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**Total Points:** 5.25

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