

# ANNUAL PUBLIC FILE EEO REPORT 2023

December 1, 2022 – November 30, 2023

Call Sign of Station(s): WVIT, WRDM-CD, WDMR-LD

1. List all full-time job vacancies filled by any station covered by this report during the past year.

Assignment Editor – 1 position 13 interviews  
Assistant News Director – 1 position 15 interviews  
Associate Systems Engineer – 1 position 5 interviews  
Content Producer – 1 position 1 interview  
Director, Multi-Platform Content – 1 position 4 interviews  
Manager, Media and Production Operations – 1 position 2 interviews  
Media Manager – 1 position 5 interviews  
Meteorologist – 1 position 6 interviews  
Multi-Platform Editor – 1 position 17 interviews  
Multi-Platform Promotions Producer – 1 position 3 interviews  
Office Administrator – 1 position 6 interviews  
President and General Manager – 1 position 4 interviews  
Producer – 4 positions 14 interviews  
Production Assistant – 2 positions 15 interviews  
Reporter/Anchor – 1 position 8 interviews  
Reporter – 1 position 2 interviews  
Sales Assistant – 1 position 4 interviews  
Systems Engineer – 1 position 3 interviews  
Vice President of Sales – 1 position 11 interviews

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

**Please see Appendix A - NBC Connecticut WVIT 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?

138 interviews conducted since December 1, 2022

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
Current / Former NBCUniversal Intern	3
Current NBCUniversal Contractor / Freelancer	9
Current NBCUniversal Employee	29
Former Employee	3
NBCUniversal Careers Site	67
LinkedIn	21
Referral	3
Google Search	1
ZipRecruiter	2

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.

The following conventions host career fairs. A representative from NBC Universal's talent acquisition team participates on behalf of the NBC Owned Stations. Additionally, leaders from our local station may participate for the purpose of recruiting talent.

**National Association of Hispanic Journalists**

July 12-15, 2023

Miami, Florida

NBCU Talent Acquisition Recruiters, NBCU Campus & Early Career Recruiters, NBCU Hiring Managers

**Asian American Journalists Associate**

July 19-22, 2023

Washington, DC

NBCU Talent Acquisition Recruiters, NBCU Campus & Early Career Recruiters, NBCU Hiring Managers

**National Association of Black Journalists**

August 2-6, 2023

Birmingham, Alabama

NBCU Talent Acquisition Recruiters, NBCU Campus & Early Career Recruiters, NBCU Hiring Managers

**Online News Association**

August 23-26, 2023

Philadelphia, Pennsylvania

NBCU Talent Acquisition Recruiters, NBCU Hiring Managers

**Association of LBGTQ Journalists**

September 7-10, 2023

Philadelphia, Pennsylvania

NBCU Talent Acquisition Recruiters, NBCU Hiring Managers

**Military Veterans in Journalism**

October 5-7, 2023

New York, New York

NBCU Talent Acquisition Recruiters

**WVIT Internship Program.** NBCUniversal has developed a robust Campus 2 Careers paid internship program. The Director of Human Resources, Mary Anderson, manages the program locally. The paid internship affords students the opportunity to participate in more than one intern experience. The Station has worked to build an active and healthy internship program to provide students a learning experience while contributing to the work performed at our station. The enhanced program has resulted in students who are well-prepared to become employees at our station upon graduation. During the current Annual Report year 20 interns have participated in the station's internship program. The fall semester ran from September to December, the spring semester ran from January to May, and the summer semester ran from July to August. There was one intern who was qualified to interview for an open position and was ultimately hired to fill a full time position this year.

**NBCU Owned Television Stations' Associate Programs.** The Sales and News Associate programs are an opportunity for early career professionals to hone their skills specific to the Broadcast industry. Participants in the program work in a fast-paced local television organization within an NBC Owned Station. Associates undergo an intense week-long orientation filled with workshops, lunches with guest speakers and training. The program lasts an average of one year where it concludes with successful associates accepting full-time Account Executive or Producer (news) positions within the Owned Stations group. NBC Connecticut hosted a News Associate for the 2022 calendar year who was a successful candidate for an open Producer position in December 2022.

**Equal Employment Opportunity Training.** All Station employees are required to attend a course designed to prevent harassment and discrimination. Training is offered to ensure 100% participation. Starting in 2006 and offered annually, all hiring managers received coaching on new regulations set by the Office of Federal Contract Compliance Programs (OFCCP) regarding the definition of an internet applicant and the necessary recordkeeping for such applicants.

**Internal Skills Enhancement Programs.** Employees of the Station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCU sponsored programs. During this last reporting period, Station employees participated in the following development courses: START Leading and PIVOT; both leadership development courses facilitated by NBCU's training team – The Talent Lab. In 2023, The Talent Lab offered inaugural two CORE labs designed for individual contributors focusing on people skills and business expertise. The people-focused session aims to help talent own their growth and development, and identify ways to make meaningful impact in their careers. Additionally, the business-focused content aims to grow business acumen and deepen understanding of the changing media and technology landscape.

Also offered this reporting period, the Station hired an external vendor to deliver a leadership development workshop based on Brené Brown's Dare to Lead. The Dare to Lead leadership development program is created using a skills-based playbook which gives actionable strategies and real examples for becoming braver and more daring leaders who embed values of courage into the business culture. Cultures thrive when there is a shared language and a commitment to a set of behaviors that align with stated values. People managers practice concepts using key language skills and practices to take responsibility for finding the potential in people and processes and demonstrates the courage to develop employees' potential.

**Recruitment.** All positions are posted on nbcunicareers.com (the "Career Site"), a link to which is provided on the Stations' websites. All positions posted on the Career Site are republished by numerous third-party online general audience job boards, including commonly used sites like LinkedIn, AboutJobs, Indeed, and ZipRecruiter. Additionally, NBCUniversal partners with Direct Employers, which disseminates Career Site postings to additional online job boards targeted to reach diversity-focused, military veteran, disabled, and federal government job seekers.

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

<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Assignment Editor</b>			
<b>Date Job Filled</b>	<b>6/14/23</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>NBCUNICareers.com</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>Indeed</b>	<b>Indeed.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>ZipRecruiter</b>	<b>Ziprecruiter.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>LinkedIn</b>	<b>Linkedin.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>

*(INCLUDE ADDITIONAL TABLES AS NEEDED)*

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**RECRUITMENT SOURCE DATA FORMS**  
*(To Be Attached to Annual Public File EEO Report)*

<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Assistant News Director</b>			
<b>Date Job Filled</b>	<b>8/22/23</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>Former NBCUNI Employee</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>LinkedIn</b>	<b>LinkedIn.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>Indeed</b>	<b>Indeed.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>

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<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Associate Systems Engineer</b>			
<b>Date Job Filled</b>	<b>6/1/23</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>Current NBCUNI Employee</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>Indeed</b>	<b>Indeed.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
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<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Director, Multi-Platform Content</b>			
<b>Date Job Filled</b>	<b>1/25/23</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>NBCUNICareers</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>LinkedIn</b>	<b>LinkedIn.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>Indeed</b>	<b>Indeed.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>



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<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Manager, Media and Production Operations</b>			
<b>Date Job Filled</b>	<b>3/2/23</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>Current NBCUNI Employee</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>Indeed</b>	<b>Indeed.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
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<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Media Manager</b>			
<b>Date Job Filled</b>	<b>9/11/2023</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>Current NBCUNI Employee</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
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<b>oIndeed</b>	<b>Indeed.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>

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<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Meteorologist</b>			
<b>Date Job Filled</b>	<b>5/2/23</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>Former NBCUNI Intern</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
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<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Multi-Platform Editor</b>			
<b>Date Job Filled</b>	<b>3/24/23</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>NBCUNICareers</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
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<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Multi-Platform Promotions Producer</b>			
<b>Date Job Filled</b>	<b>5/19/2023</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>LinkedIn</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
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<b>Indeed</b>	<b>Indeed.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>

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<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Office Administrator</b>			
<b>Date Job Filled</b>	<b>3/14/2023</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>NBCUNICareers</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
NBCUNICareers	NBCUNICareers.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Google Search	Google.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
Indeed	Indeed.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No
LinkedIn	LinkedIn.com	James Arroyave	954-260-1054 jamesarroyave@nbcuni.com	No

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<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>President and General Manager</b>			
<b>Date Job Filled</b>	<b>1/26/23</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>Current NBCUNI Employee</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
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<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Production Assistant – 2 positions</b>			
<b>Date Job Filled</b>	<b>12/21/22 and 9/11/2023</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>NBCUNICareers and Current NBCUNI Freelancer</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054 jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>LinkedIn</b>	<b>LinkedIn.com</b>	<b>James Arroyave</b>	<b>954-260-1054 jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>Indeed</b>	<b>Indeed.com</b>	<b>James Arroyave</b>	<b>954-260-1054 jamesarroyave@nbcuni.com</b>	<b>No</b>



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<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Reporter/Anchor</b>			
<b>Date Job Filled</b>	<b>10/16/2023</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>NBCUNICareers</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
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<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Reporter</b>			
<b>Date Job Filled</b>	<b>12/20/2022</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>NBCUNI Current Freelancer</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>Indeed</b>	<b>Indeed.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
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<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Sales Assistant</b>			
<b>Date Job Filled</b>	<b>12/14/2022</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>NBCUNICareers</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
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<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Systems Engineer</b>			
<b>Date Job Filled</b>	<b>12/15/2022</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>NBCUNICareers</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>Indeed</b>	<b>Indeed.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>LinkedIn</b>	<b>Linkedin.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>

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

<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Producer – 4 positions</b>			
<b>Date Job Filled</b>	<b>3/7/2023, 6/23/2023, 8/31/2023, 10/9/2023</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>Former NBCUNI Intern</b> <b>Former Contractor</b>  <b>NBCUNICareers</b>  <b>NBCUNICareers</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>LinkedIn</b>	<b>Linkedin.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>Indeed</b>	<b>Indeed.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>

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<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Vice President of Sales</b>			
<b>Date Job Filled</b>	<b>3/17/23</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>Current NBCUNI Employee</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>Indeed</b>	<b>Indeed.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>LinkedIn</b>	<b>Linkedin.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>

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

<b>Station</b>	<b>WVIT – NBC Connecticut</b>			
<b>Job Title</b>	<b>Content Producer</b>			
<b>Date Job Filled</b>	<b>9/11/2023</b>			
<b>Recruitment Source that referred ultimate hire</b>	<b>Current NBCUNI Freelancer</b>			
<b>Name of Recruitment Source</b>	<b>Recruitment Source Address/Website</b>	<b>Contact Person</b>	<b>Phone/Email</b>	<b>Did this source request notices?</b>
<b>NBCUNICareers</b>	<b>NBCUNICareers.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>LinkedIn</b>	<b>LinkedIn.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>
<b>Indeed</b>	<b>Indeed.com</b>	<b>James Arroyave</b>	<b>954-260-1054</b> <b>jamesarroyave@nbcuni.com</b>	<b>No</b>