

Annual EEO Public File Report Form

Stations WXTV – WFUT – WFTY – WQBU-FM-WADO-AM-WXNY-FM

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): **Stations WXTV-DT – WFUT-DT – WFTY-DT – WQBU-FM – WADO(AM) – WXNY-FM** and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning **February 1, 2020 to and including January 31, 2021** (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follows have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hire accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from **February 1, 2020 to and including January 31, 2021**

Station(s) Comprising Station Employment Unit: **WXTV-DT/WFUT-DT /WFTY-DT /WQBU-FM/WADO (AM)/WXNY-FM**

Section 1: Vacancy Information

Full-time Positions Filled by Job Title		Recruitment Source of Hiree
20-01	Photographer	UCI Career Site
20-03	Assignment Desk	UCI Career Site
20-05	Marketing Coordinator	UCI Career Site

Section 4: The total number of interviewees during the reporting period: **34**

Appendix 2 to

Annual EEO Public File Report Form

(February 1, 2020 to and including January 31, 2021)

Section 1: Recruitment source information used by Stations **WXTV-DT, WFUT-DT WFTY-DT - WQBU-FM – WADO(AM) – WXNY-FM**

	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
A	Local Web Site (via UCI Career Site , Univision Human Resources Glenpointe Centre West 500 Frank W. Burr Blvd., 6 th Floor Teaneck, NJ 07666-6802	10 10 10	Photographer Assignment Desk Marketing Coordinator
B	Internal Board Posting UTG/TTG 500 Frank W Burr Blvd. Teaneck, NJ	0	Photographer Assignment Desk Marketing Coordinator

C	Employee Referrals	0	Photographer Assignment Desk Marketing Coordinator
D	*Connecticut School of Broadcasting Media Park 130 Birdseye Road Farmington, CT 06032 Att: Kevin Weiss (860)232-9988 Kdub@gocsb.com	1	Photographer Assignment Desk Marketing Coordinator
E	Asian American Federation of NY 120 Wall Street 3 rd floor New York, NY 10005 Att: Julie Chen	0	Photographer Assignment Desk Marketing Producer

F	Women in the Arts and Media Coalition Inc. Shellen Lubin & Avis Boone, Co-Presidents 244 Fifth Ave, Suite 2932 New York, NY 10010 wamcoalition@gmail.com	1	Photographer Assignment Desk Marketing Coordinator
G	National Association of Broadcasters Att; Career Center NAB 1771 N Street NW Washington DC 20036 202-429-5497	0	Photographer Assignment Desk Marketing Coordinator
H	NJ Broadcasters Association Broadcast House 7 Centre Dr. Suite 12 Monroe Township, NJ 08831 609-860-0111	0	Photographer Assignment Desk Marketing Coordinator
I	Asociación de Cronista de Arte Att: Miguel A Rodriguez Journalists 68 Summit Avenue New Milford, NJ 07646	0	Photographer Assignment Desk Marketing Coordinator
J	City College of NY Department of Communications, Film and Video Media Arts Production 160 Convent Avenue New York, NY 10031	0	Photographer Assignment Desk Marketing Coordinator
K	City College Attn: Barbara Lindberg, Job Placement Coordinator 646-312-4671	0	Photographer Assignment Desk Marketing Coordinator

L	NYS Broadcasters Association Inc. Attn: Carolyn Jung 1805 Western Avenue Albany, NY12203 518-456-8888 Joe Reilly	1	Photographer Assignment Desk Marketing Coordinator
M	New York Women in Communications Inc. (NYWICI) 355 Lexington Avenue, 17 th Floor New York, NY 10017 212-297-2133	0	Photographer Assignment Desk Marketing Coordinator
N	Pace University 41 Park Row, 14 th Floor New York, NY 10038 lburg@pace.edu	1	Photographer Assignment Desk Marketing Coordinator
	Other Source (s) Not Notified by Employment Unit		
	LinkedIn	0	Photographer Assignment Desk Marketing Coordinator
	Indeed	0	Photographer Assignment Desk Marketing Coordinator
	GlassDoor	0	Photographer Assignment Desk Marketing Coordinator
	Walk-Ins	0	Photographer Assignment Desk Marketing Coordinator

* Indicates sources that have requested notification of job openings.

Appendix 3 to
Annual EEO Public File Report Form
Covering the Period from February 1, 2020 to January 31, 2021
Station(s) Comprising Station Employment Unit: WXTV-DT/ WFUT-DT /WFTY-DT /
WQBU-FM/WADO (AM)/WXNY-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Appendix 3 to Annual EEO Public File Report Form Covering the Period from February 1, 2020 to January 31, 2021 Station(s) Comprising Station Employment Unit: WXTV-DT/ WFUT-DT /WFTY-DT / WQBU-FM/WADO (AM)/WXNY-FM Section 3: Supplemental (Non- Vacancy Specific) Recruitment Activities Undertaken 1. Student Tour Program: The student tours program provides students in the area with information about career opportunities in the communications/media field. It includes a tour of the station and brief summary of the departments. The station conducts instructional school tours for students/schools through out the metropolitan area, on a regular basis. Tours are usually conducted by a station manager.

****None this year****

2. Participated in the following Educational/Career focused programs:

(a) Participated in a St. Peters College Spring Career Forum on behalf of WXTV, WFUTTV/WFTY-TV and WQBU-FM/WADO (AM)/WXNY-FM - Radio.

The event was attended by 100 college students and recent graduates in search of a career path in broadcasting. The event was held on February 12th, 2020 at the Jersey City NJ campus of St. Peters University. Representatives from UnivisionNY Human Resource office were at hand sharing information to students about career and internship opportunities with UnivisionNY.

(b) Participated in a mentoring and leadership program with the Montclair University. Executives and radio personality Chris Mambo led discussion on career paths in the broadcast industry. Current Montclair students, High School students, and former students received firsthand mentoring on all aspects of TV and Radio. This event was held remotely via a Zoom transmission. The event took place on October 5th, 2020.

(c) Participated in a mentoring and leadership program with the Montclair University. Executives and radio personality Chris Mambo led discussion on career paths in the broadcast industry. Current Montclair students, High School students, and former students received firsthand mentoring on all aspects of TV and Radio. This event was held remotely via a Zoom transmission. The event took place on August 24th, 2020

(d) Participated in a mentoring and leadership program with the Seton Hall University. Executive from Univision NY led discussion on career paths in the broadcast industry. The session consisted in a mentoring session with current SHU students looking for a career in media. This event was held remotely via a Zoom transmission. The event took place on October 21st, 2020

WXTV, WFUT maintains a bi-weekly on-air EEO job notice encouraging organizations and viewers to write, call or visit us for information on how they can receive notices about job opportunities at our station.