

2008 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. (October 1, 2007 through September 30, 2008)

- Producer 11PM (WTVJ)
- Producer 10PM (WTVJ)
- Weekend Producer (WTVJ)
- Duopoly Financial Analyst (WTVJ)
- Photojournalist (WTVJ) (3)
- Executive Producer (WTVJ)
- Client Service Representative (WTVJ)
- Photojournalist (WSCV)
- Assignment Editor (WSCV)
- Producer Early Evening (WTVJ) (2)
- Associate Producer (WSCV)
- Account Manager (WSCV) (3)
- Manager Local Sales (WSCV)
- Meteorologist (WSCV)
- Reporter (WTVJ) (2)

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? 129
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
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Florida Agricultural and Mechanical University	1
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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.

BOYS AND GIRLS CLUBS OF BROWARD COUNTY: WSCV/WTVJ has reached out to the Boys and Girls Clubs to partner on the creation of a hands-on news TV studio and program with the emphasis on participants improving academic reading performance and public speaking skills.

CUBAN AMERICAN NATIONAL COUNCIL: WSCV/WTVJ continues to partner with the Council 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 is focused on developing career skills.

EMMA BOWEN FOUNDATION FOR MINORITY INTERESTS IN MEDIA: The station has partnered with the Foundation to advance diversity within the broadcasting industry since 1989. 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 2008 includes 4 students working in various departments within the station, from Digital Media to Research 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 spots and provides a web link. A former Hispanic Heritage journalism winner qualified as Emma Bowen student, and participated in the work-study program.

INTERNSHIP PROGRAM: WSCV/WTVJ works closely with local colleges and universities to build an active and healthy internship program. The station has restructured the program to include formal orientations for new hires, career discussion luncheons and intern presentations to their mentors and management. During the current Annual Report year, over 113 interns have participated in the WSCV/WTVJ internship program. The stations are also working with Agricultural Mechanical University (FAMU), Florida International University (FIU) and the Art Institute of Fort Lauderdale who attract large diverse populations.

MANAGEMENT PROGRAM TRAINING: The Director, WSCV/WTVJ Human Resources continued to deliver 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. This group of employees has become a feeder pool for senior management candidates for the duopoly and other NBC and Telemundo stations.

MIAMI CHILDREN'S MUSEUM: WSCV/WTVJ continues to sponsors the studio it helped to create and explore careers in broadcasting through hands-on interactive activities. The museum studio site was renovated in 2006 to include both stations. The stations partner with the museum in on-air promotions and invites guests from the Museum for participation in their newscasts

REPORTE ESCOLAR is a WSCV weekly report produced by local high school students, which feature events highlighting their schools and communities. There are currently 5 Miami Dade high schools participating in this program.

SALES TRAINING PROGRAM: WTVJ Local Sales Manager has initiated summer weekly training sessions to introduce interns and interested employees in the Art of Selling TV News. Guest speakers include the local TV management team and topics range from "Calling Prospects" to "An Effective Presentation." Over 5 employees have participated during the summer of 2008.

JOB FAIR PARTICIPATION:

Organization	Date	Event	Participant(s)
Imagen Foundation	February 2008	Entertainment Industry Job Fair to Promote Diverse Hiring	Enrique Caballero, HR Director KVEA Dan Owens, HR Director KNBC
Equality Forum	May 2007	NBC 10 hosts networking and educational event within the Philadelphia area	Kim Zachary, Human Resources Director WCAU Melissa Moroney, Human Resources Manager WCAU
Unity	July 2008	Convention of all diverse Association of Broadcaster Groups	Migdalia Figueroa, VP News WSCV Yvette Miley, VP News, WTVJ Jose Suarez, Digital Media Director
Nevada Broadcaster Association	August 2008	Fall Career Fair	Javier Ortiz, HR Manager KTMD/KBLR
National Lesbian & Gay Journalists Association	August 2008	Job Fair	Meghan Walkco, HR Coordinator, WRC

COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION:

Organization	Date	Event	Participant(s)
Rotary Club, South Miami Chapter	October, 2007	Luncheon featuring Technology and its Impact on TV news	Julia Yarbough, Reporter/Anchor, WTVJ
Media in Demand	February, 2008	How to Break into the Media hosted by Florida International University	Caridad Hernandez, Executive Producer, WTVJ
Miami Film Festival	February, 2008	Panel: The Student's Guide to Entering the Creative Industry	Chris Pena, Executive Producer, WTVJ
Public Relations Society of Americas	March, 2008	Future of TV/WEB/Digital	Jose Suarez, Digital Media Director, WSCV/WTVJ
Hispanic Heritage Youth Awards	May, 2008	Scholarship Awards Presentation	Manuel Martinez, President and GM, WSCV
South Florida Hispanic GE Forum	May, 2008	Careers in Broadcasting	Manuel Martinez, President and GM, WSCV
Asian American Journalism Association	July, 2008	Broadcast Journalism Cap hosting 42 high school students nation wide	Caridad Hernandez, Executive Producer, WTVJ

EDUCATIONAL INSTITUTION SPONSORED CAREER OPPORTUNITIES:

Organization	Date	Event	Participant(s)
Sagemont School	October, 2007	Journalism Club	Mark Thompson, WTVJ Photojournalist

University of Miami	October, 2007	Investigative Reporting	Scott Zamost, WTVJ Special Projects Producer
Devry University	October, 2007	Mock Interviews to Enhance Interviewing Skills	Ellen Gorringer, HR Manager, WSCV/WTVJ
University of Miami	Fall Semester, 2007	Guest Professor – Introduction to Broadcast Writing	Cary Hernandez, Executive Producer, WTVJ
South Florida Journalism Day at Florida International University	October, 2007	Broadcast Journalism Writing Seminar	Adam Kuperstein, Sports Anchor, WTVJ
University of Miami	October, 2007	Broadcasting Sales Class	Carolyn Navarra, Local Sales Manager, WTVJ
Miami Dade College	October, 2007	Journalism Panel – Impact of Hispanics on News Coverage	Maria Montoya, Reporter/Anchor, WSCV
Sagemont School	November, 2007	Career in Broadcasting	Adam Kuperstein, Sports Anchor, WTVJ
Coconut Palm Elementary School	December, 2007	Career Day	Tisha Lewis, Reporter, WTVJ
Johnson and Wales University	December, 2007	The Entertainment Industry – TV in General	Adam Kuperstein, Sports Anchor, WTVJ
Adventura Elementary School	January, 2008	Career Day	Adam Kuperstein, Sports Anchor, WTVJ
Florida Memorial University	January, 2008	Black Executive Exchange Program	Yvette Miley, VP News, WTVJ
Chabad University	February, 2008	Career in Journalism	Adam Kuperstein, Sports Anchor, WTVJ
University of Miami	April, 2008	New Production Techniques and Emerging Platforms	Jose Suarez, Director Digital Media
Pinecrest Elementary School	April, 2008	Career Day	Robert Hernandez, Photojournalist, WTVJ
Immaculate Conception Catholic School	April, 2008	Career Day	Roxanne Vargas, Reporter, WTVJ
Hialeah Miami Lakes High School	April, 2008	Career Day	Julia Yarbough, Reporter/Anchor WTVJ
Pembroke Pines Charter Elementary Career Day	April, 2008	Career Day	Ryan Phillips, Weather Anchor, WTVJ
Miami Dade County Public Schools	May, 2008	2008 Student Journalism Forum	Ana Cuervo, Reporter, WSCV
Shenandoah Elementary School	May, 2008	Career Day	Jennifer, Weather Anchor, WTVJ
Ben Sheppard Elementary School	May, 2008	Career Day	Roxanne Vargas, Reporter, WTVJ Ryan Phillips, Weather Anchor, WTVJ

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

Station: WTVJ
Job Title: Producer 11pm
Date Job Filled: 10/15/2007
Recruitment Source
That Referred
Ultimate Hire: Internal Candidate

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: Producer 10pm

Date Job Filled: 10/29/2007

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: WTVJ

Job Title: Producer Weekend

Date Job Filled: 10/29/2007

Recruitment Source
 That Referred

Ultimate Hire: Internal Candidate

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: Duopoly Financial Analyst

Date Job Filled: 11/26/2007

Recruitment Source
That Referred

Ultimate Hire: Employment Agency

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: Photojournalist (3)

Date Job Filled: 12/17/2007, 06/23/2008, and 06/30/2008

Recruitment Source

That Referred

Ultimate Hire: Employee Referral, Website, and FAMU

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
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Station: WTVJ

Job Title: Executive Producer

Date Job Filled: 01/28/2008

Recruitment Source

That Referred

Ultimate Hire: Internal Candidate

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
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Station: WTVJ

Job Title: Client Service Representative

Date Job Filled: 02/04/2008

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: Photojournalist

Date Job Filled: 02/04/2008

Recruitment Source
That Referred

Ultimate Hire: Website

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
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Station: WSCV

Job Title: Assignment Editor

Date Job Filled: 02/04/2008

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: Producer Early Evening (2)

Date Job Filled: 03/17/2008

Recruitment Source

That Referred

Ultimate Hire: Website and Internal Candidate

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

Date Job Filled: 03/25/2008

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: Account Manager (3)

Date Job Filled: 03/25/2008, 03/25/2008 and 09/29/2008

Recruitment Source
That Referred

Ultimate Hire: Employee Referral, Employee Referral and 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: Manager Local Sales

Date Job Filled: 04/24/2008

Recruitment Source
That Referred

Ultimate Hire: Internal Transfer

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: Meteorologist

Date Job Filled: 06/16/2008

Recruitment Source

That Referred

Ultimate Hire: Website

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: Reporter

Date Job Filled: 06/09/2008 and 06/30/2008

Recruitment Source
That Referred

Ultimate Hire: External Managed Staffing Company and External 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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