

EEO PUBLIC FILE REPORT

A. Station Employment Unit

- WVEN-TV, Facility ID No. 5802, Melbourne, Florida
- WRCF-CD, Facility ID No. 10549, Orlando, Florida

B. Reporting Period: October 1, 2022 to September 30, 2023¹

C. Full-Time Vacancy Information

	Full-Time Position Title	Recruitment Source of Hire
1.	R014625 Anchor	Internal Candidate
2.	R014898 Assistant Director of Technology	Employee Referral
3.	Weather Anchor	Internal Candidate

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 11

D. Recruitment Source Information²

Notices of all full-time vacancies during the Reporting Period were provided to the following recruitment sources:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
TU Careers Website https://corporate.televisaunivision.com/careers/	No	1	Positions 1, 2
African American Chamber of Commerce: Central Florida 315 East Robinson Street Ste 100 Orlando, FL 32801 Phone: 407.420.4870 Email: info@blackcommerce.org	No	0	Positions 1, 2
Full Sail University 3300 University Winter Park, FL 32792 Phone: 800-226-7625 URL: http://www.fullsail.edu/your-career/career-develop	No	0	Positions 1, 2
Florida Association of Broadcasters FAB.com intern@fab.org	No	0	Positions 1, 2
NAACP 3649 Old Winter Garden Road Orlando, FL 32805 Phone: 407-445-2055 Email: webmaster@naacpnet.org	No	0	Positions 1, 2

¹ The Station Employment Unit timely uploaded the Annual EEO Report for the October 1, 2022, to September 30, 2023 reporting period on September 28, 2022. The instant amendment is being submitted to (i) include additional information regarding recruitment sources that were inadvertently omitted from the initial report; (ii) correct recruitment information that was initially recorded in error; (iii) update the list of full-time vacancies to include a position which was filled with an internal candidate; and (iv) make minor clerical edits.

² The job vacancies are either e-mailed to contacts or posted on the sources' websites.

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Central Florida Employment Council 450 Seminola Blvd FEC Division Casselberry, FL 32707 Phone: 407-834-4223 URL: http://www.cfec.org Email: cfec@cfec.org	No	0	Position 2
Hispanic Chamber of Commerce 3461 E Colonial Drive Orlando, FL 32803 Phone: (407) 428-5870 URL: https://hispanicorlandochamber.chambermaster.com/ Email: info@hispanicchamber.net	No	0	Positions 1, 2
Career Source Central Florida 4360 East Colonial Dr. Orlando, FL 32803 Phone: 407-531-1227 URL: http://www.employflorida.com	No	0	Position 2
Metropolitan Urban League 24804 Belco Drive Orlando, FL 32808 Phone (407) 841-7654 URL: http://orlando.jobing.com Email: sminnis@cful.org	No	0	Positions 1, 2
Kissimmee Chamber of Commerce 1425 East Vine St. Kissimmee, FL 34744 Phone: (407) 847-3174 Url: http://kissimmeechamber.com	No	0	Position 1

Notices of full-time vacancies during the Reporting Period were posted to **Direct Employers**³ (<https://de.works/app/dashboard>) for the following organizations:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
African American Jobs site (de.jobs) www.africanamericanjobs.org/jobs	No	0	Positions 1, 2
Campus Pride Jobs www.campuspride.jobs	No	0	Positions 1, 2
Diversity Jobs (Organization's name changed during the reporting period formerly Minority Jobs) www.diversity.dejobs.org/jobs	No	0	Positions 1, 2

³ DirectEmployers Association (“DE”) is a full-service recruitment marketing and creative tool aimed at helping employers establish a prominent web presence to appeal to a diverse candidate pool. DE has created strong alliances with national, state, and community-based organizations across the nation. DE provides Member Companies’ job vacancies to organizations for posting on their websites. DE represents over 1,000 of the top employers from around the globe.

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Hispanic American Jobs/ Latino American www.hispanicamerican.dejobs.org/jobs	No	0	Positions 1, 2
LGBTQ Jobs www.lgbtq.dejobs.org/jobs	No	0	Positions 1, 2
Native American Jobs www.nativeamerican.dejobs.org/jobs	No	0	Positions 1, 2
Way Finders Careers www.wayfinderscareers.com	No	0	Positions 1, 2
Women Jobs www.women.dejobs.org	No	0	Positions 1, 2
Women for Hire www.jobs.womanforhire.com	No	0	Positions 1, 2
Disability Jobs (Able to work) www.disability.dejobs.org	No	0	Positions 1, 2
Disabled Veterans www.disabledveterans.dejobs.org	No	0	Positions 1, 2
Enable America	No	0	Positions 1, 2
Easter Seals www.easterseals.dejobs.org/jobs	No	0	Positions 1, 2
National MS Society www.nationalmssociety.dejobs.org/jobs	No	0	Positions 1, 2
Military Spouse Jobs www.militaryspouse.dejobs.org/jobs	No	0	Positions 1, 2
Military Spouse Connection www.militaryspouseconnection.dejobs.org/jobs	No	0	Positions 1, 2
The Her Foundation www.honorher.works/jobs	No	0	Positions 1, 2
The Vets Medallion Program www.veterans.usnlx.com/jobs	No	0	Positions 1, 2
Vets Jobs www.veterans.usnlx.com/jobs	No	0	Positions 1, 2

Notices of full-time vacancies during the Reporting Period were posted to <https://app.joinhandshake.com/emp> for the educational institutions listed below.

Educational Institution	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
University of Central Florida 4000 Central Florida Blvd. Orlando, FL 32816 Phone (407) 823-2000	No	0	Positions 1, 2
Florida International University 11200 SW 8th Street Graham Center (GC)230 Miami, FL 33199 Phone: (305) 919-4298	No	0	Positions 1, 2

Educational Institution	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
University of South Florida 2081 Weimer Hall PO Box 118400 Gainesville, FL 32611 Phone: (352) 273-3258	No	0	Positions 1, 2
University of South Florida 8350 N Tamiami Trail Sarasota, FL 34243 Phone: (941) 359-4200	No	0	Positions 1, 2
University of South Florida 140 7th Ave S, St. Petersburg, FL 33701 Phone: (727) 873-7748	No	0	Positions 1, 2
Rollins College 1000 Holt Ave Winter Park, FL 32789 Phone: (407) 646-2195	No	0	Positions 1, 2
Hillsborough Community College 1206 N Park Rd. Plant City, FL 33563 Phone: (813) 253-7000 www.collegecentral.com/hillsborough	No	0	Positions 1, 2
The University of Tampa 401 W Kennedy Blvd. Tampa, FL 33606 Phone: (813) 253-3333	No	0	Positions 1, 2

In addition to the above recruitment sources, candidates were referred by the below recruitment sources, which include job boards, personal referrals, and other sources to which notices are not routinely provided:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)
LinkedIn	No	5
Indeed	No	0
Employee Referral	No	1
Former Employee	No	0
Other Job Board	No	1
Internal Candidate	No	3

E. Outreach Activities During Reporting Period

Description	Dates
The employment unit participated in the CFEC Central Florida Employment Council Job Fair. The event featured more than 100 employers offering job openings in various industries from around the Central Florida region. Participating personnel included the Community and Empowerment Director, the Director of Marketing and Promotions, and the EEO Officer.	November 2, 2022

Description	Dates
The employment unit participated in the CFEC Central Florida Employment Council – Mayor’s Job Fair. The job fair featured more than 100 employers offering job openings in various industries from around the Central Florida region. The Community and Empowerment Director and the EEO Officer spoke to participants about career opportunities at the employment unit.	January 25, 2023
The employment unit’s Community Empowerment Director participated in the Osceola Technical College’s Spring 2023 Career Fair. She offered information concerning job vacancies.	April 18, 2023
The employment unit hiring managers and EEO Officer completed the mandatory EEO Recruitment Program Training. Participating personnel: President General Manager VP Director of Sales Local Sales Manager Community Empowerment Director Director of Technology Director of Operations Director of Marketing and Promotions EEO Officer/Administrative Assistant	April 21, 2023
The employment unit has established a student scholarship program titled “Liga de Campeones” (Champions League) where the station recognizes and awards those high school or college students who excel academically and are interested in television and journalism careers. Students are awarded a scholarship to continue their education at the college or university level.	May 26, 2023
The employment unit participated at the National Association of Hispanic Journalists (NAHJ) Miami International Training Convention & EXPO Summit. The event supports and provides a platform for discussion of the professional advancement of Hispanic students, professionals, and educators in the field of journalism. The Vice President of news participated on behalf of the employment unit.	July 12-15, 2023
The News Technical Director participated in the nationwide training where he learned about becoming a super user of software. This training may enable employees to acquire skills that could qualify them for a higher-level position.	August 21-25, 2023
The Technical Director for the employment unit’s Production Team participated in training for graphics software. This training may enable employees to acquire skills that could qualify them for a higher level position.	Throughout the reporting period
The employment unit listed all upper-level positions with the Florida Association of Broadcasters, a media trade group whose membership serves women and minorities.	Throughout the reporting period