

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, 2023

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

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 10

D. Recruitment Source Information¹

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	All Positions
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	All Positions
Full Sail University 3300 University Winter Park, FL 32792 Phone: 800-226-7625 URL: http://www.fullsail.edu/your-career/career-develop	No	0	All Positions
Florida Association of Broadcasters FAB.com intern@fab.org	No	0	All Positions
NAACP 3649 Old Winter Garden Road Orlando, FL 32805 Phone: 407-445-2055 Email: webmaster@naacpnet.org	No	0	All Positions

¹ 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	All Positions
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	All Positions
Career Source Central Florida 4360 East Colonial Dr. Orlando, FL 32803 Phone: 407-531-1227 URL: http://www.employflorida.com	No	0	All Positions

Notices of full-time vacancies during the Reporting Period were posted to **Direct Employers** (<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 www.africanamericanjobs.org/jobs	No	0	Position No. 2
Campus Pride Jobs www.campuspride.jobs	No	0	All Positions
Diversity Jobs (Organization's name changed during the reporting period formerly Minority Jobs) www.diversity.dejobs.org/jobs	No	0	All Positions
Hispanic American Jobs/ Latino American www.hispanicamerican.dejobs.org/jobs	No	0	All Positions
LGBTQ Jobs www.lgbtq.dejobs.org/jobs	No	0	All Positions
Native American Jobs www.nativeamerican.dejobs.org/jobs	No	0	All Positions
Way Finders Careers www.wayfinderscareers.com	No	0	All Positions
Women Jobs www.women.dejobs.org	No	0	All Positions
Women for Hire www.jobs.womanforhire.com	No	0	All Positions
Disability Jobs (Able to work) www.disability.dejobs.org	No	0	All Positions
Disabled Veterans www.disabledveterans.dejobs.org	No	0	All Positions

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
Easter Seals www.easterseals.dejobs.org/jobs	No	0	All Positions
National MS Society www.nationalmssociety.dejobs.org/jobs	No	0	All Positions
Military Spouse Jobs www.militaryspouse.dejobs.org/jobs	No	0	All Positions
Military Spouse Connection www.militaryspouseconnection.dejobs.org/jobs	No	0	All Positions
The Her Foundation www.honorher.works/jobs	No	0	Position No. 1
The Vets Medallion Program www.veterans.usnlx.com/jobs	No	0	All Positions
Vets Jobs www.veterans.usnlx.com/jobs	No	0	All Positions

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
Florida State University University Center 4100 Career Center Tallahassee, FL 32306 Phone: (850) 644-6493	No	0	Position No. 1
Florida Southern College 111 Lake Hollingsworth Drive Lakeland, FL 33801 Phone: 863-680-4111 URL: http://www.collegecentral.com/flsouthern	No	0	All Positions
Florida International University 11200 SW 8th Street Graham Center (GC)230 Miami, FL 33199 Phone: (305) 919-4298	No	0	All Positions
University of South Florida 2081 Weimer Hall PO Box 118400 Gainesville, FL 32611 Phone: (352) 273-3258	No	0	All Positions
University of South Florida 8350 N Tamiami Trail Sarasota, FL 34243 Phone: (941) 359-4200	No	0	All Positions
University of South Florida 140 7th Ave S, St. Petersburg, FL 33701 Phone: (727) 873-7748	No	0	All Positions
Rollins College 1000 Holt Ave Winter Park, FL 32789	No	0	All Positions

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
Phone: (407) 646-2195			
Hillsborough Community College 1206 N Park Rd. Plant City, FL 33563 Phone: (813) 253-7000 www.collegecentral.com/hillsborough	No	0	All Positions
The University of Tampa 401 W Kennedy Blvd. Tampa, FL 33606 Phone: (813) 253-3333	No	0	All Positions

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	2

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
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.	April 21, 2023
Participating personnel:	

Description	Dates
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	
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