

## **2023 ANNUAL PUBLIC FILE EEO REPORT**

The information contained in this Report covers the time period beginning October 1, 2022 to and including September 30, 2023 (the “Applicable Period”).)

### **WWDT-CD, Ft. Myers, FL**

1. List all full-time job vacancies filled by any station covered by this report during the past year.
2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.
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?
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.
5. Please summarize the employment unit’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.

**NBCUNIVERSAL OWNED STATIONS GROUP IS AN EQUAL OPPORTUNITY EMPLOYER**

## 2023 ANNUAL PUBLIC FILE EEO REPORT

### I. Vacancy Recruitment

Covering the period from October 1, 2022 through September 30, 2023

Station: WWDT-CD, Ft. Myers, FL

Quantity	Positon Title	Date Filled	Recruitment source(s) used to fill vacancy	Name of Recruitment Source that Referred the Ultimate Hire	Contact Person	Number Hired	Number Interviewed
1	Customer Service Representative	11/28/22	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	Manny Vasquez	1	2
1	Account Executive	02/06/23	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	Yolanda Evangelista	1	4
1	Sales Manager	08/28/23	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	Manny Vasquez	1	4

## 2023 ANNUAL PUBLIC FILE EEO REPORT

### II. Recruitment Source Information for Vacancies

Covering the period from October 1, 2022 through September 30, 2023

Station: WWDT, Ft. Myers, FL

<b>Name of Recruitment Source</b> <b>See Appendix A</b>	<b>Total Number of Interviewees Referred During Year</b>
Please see Appendix A (except for nbcunicareers or YOH)	0
www.nbcunicareers.com	10
Employee Referral	0
<b>Total</b>	<b>10</b>

## 2023 ANNUAL PUBLIC FILE EEO REPORT

### III. Non-Vacancy Specific Recruitment Activities

Covering the period from October 1, 2022 through September 30, 2023

Station: WWDT-CD, Ft Myers, FL

#### RECRUITMENT/CAREER EXPO AND DEVELOPMENT

**NATIONAL ASSOCIATION OF HISPANIC JOURNALIST:** NAHJ is an organization dedicated to the development and advancement of the next leaders in the news industry. On July 12 through July 15, 2023, several NewsTalent employees and News Leaders, James Arroyave--Talent Acquisition Recruiter, Wil Ocasio--Talent Acquisition Recruiter attended this career expo conference which consisted of training sessions, hands-on workshops, multiple seminars, panel discussions and networking opportunities to help leverage relationships.

**SOCIETY OF PROFESSIONAL JOURNALISTS** – SPJ is the nation’s most broad-based journalism organization, dedicated to encouraging the free practice of journalism and stimulating high standards of ethical behavior. On March 28, 2023 Migdalia Figueroa, President & General Manager, participated as a panelist on the discussion on the importance of having diverse people in Leadership roles across newsrooms United States.

#### EMPLOYEE TRAINING

**SKILLS ENHANCEMENT TRAINING:** NBCUniversal, the parent company of the Station, offers online learning resources at no cost to all employees to enhance personal and professional skills. 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 NBCUniversal-sponsored programs.

In addition, online courses on a variety of topics are available to all employees. Courses include: Crucial Conversations, Effective Coaching Skills, Feedback with Impact, Executive Presentation Skills, Influencing Skills, Presentation Skills, Hiring the Right People, Project Management, Time Management, Microsoft Office, Microsoft Word, Microsoft PowerPoint, and Microsoft Excel.

**EMPLOYEE DIVERSITY GROUPS:** NBCUniversal’s diverse employee population is reflected in our affinity groups. These voluntary organizations focus on the professional development of their members by creating opportunities for coaching, mentoring and networking with employees and senior management. In addition, they are a major force in driving recruitment and retention of top talent in the organization. Participation in these groups is open to all employees. Established affinity groups at NBCUniversal, including Out@NBCUniversal, Unidos@NBCUniversal, Veterans Network, The Women's Network @ NBCUniversal (WNN) and others, provide professional networking and skill development courses to employees.

**EEO/HUMAN RESOURCES TRAINING PROGRAM:** During the reporting year the Employment Unit (WWDT) participated in the annual company compliance trainings, which address methods of ensuring equal employment opportunities and preventing discrimination. During the reporting period, these programs have included Annual Integrity Training and Comcast Corporation Code of Conduct, a course encompassing issues related to integrity, Solutions Program; Compliance Standards and Environmental Health and Safety training.

### **GENERAL BROAD OUTREACH**

During the reporting year, employees of WWDT participate in general outreach initiatives that provide an opportunity for dialogue to a broad and diverse audience about careers in broadcasting.

#### **Clear the Shelters August 1 through August 31, 2023**

The Employment Unit teamed up with more than 15 local shelters to promote pet adoption in this yearly pet adoption event. Acceso Total talent, Michelle Feliz, conducted interviews with new pet parents.

#### **Voter Registration Phone Bank with Hispanic Federation September 19, 2023**

The Employment Unit joins forces with the Hispanic Federation by opening up the lines to the Hispanic community in Florida to answer questions and provide information of available resources due to voter registration rights and processes.

**Appendix A: Recruiting Sources 2023**

<p>James Arroyave Talent Acquisition Recruiter <b>NBCUniCareers.com</b> 15000 SW 27<sup>th</sup> Street Miramar, FL 33027 954-622-6839 <a href="mailto:james.arroyave@nbcuni.com">james.arroyave@nbcuni.com</a></p> <p>Has this source requested notices? <b>NO</b></p>	<p>Wiliberto Ocasio Talent Acquisition Recruiter <b>NBCUniCareers.com</b> 30 Rockefeller Plaza New York, NY 10112-0002 212-664-3246 <a href="mailto:wiliberto.ocado@nbcuni.com">wiliberto.ocado@nbcuni.com</a></p> <p>Has this source requested notices? <b>NO</b></p>
<p>Manny Vasquez Talent Acquisition Recruiter <b>NBCUniCareers.com</b> 30 Rockefeller Plaza New York, NY 10112-0002 347-463-1308 <a href="mailto:manny.vasquez@nbcuni.com">manny.vasquez@nbcuni.com</a></p> <p>Has this source requested notices? <b>NO</b></p>	<p>Yolanda Evangelista Talent Acquisition Recruiter <b>NBCUniCareers.com</b> 30 Rockefeller Plaza New York, NY 10112-0002 917-860-8790 <a href="mailto:yolanda.evangelista-wynne@nbcuni.com">yolanda.evangelista-wynne@nbcuni.com</a></p> <p>Has this source requested notices? <b>NO</b></p>
<p>Renaldo Pena Industry Outreach Representative <b>Full Sail University</b> 3300 University Blvd Winter Park, FL 32792 800-757-5105 <a href="mailto:rprena@fullsail.com">rprena@fullsail.com</a></p> <p>Has this source requested notices? <b>NO</b></p>	<p>Mr. Steve McDowell College of Commun./R-42 <b>Motion Picture &amp; TV Advisory Council</b> Florida State University Tallahassee, FL 32306 850-644-2276/Fax:850-644-8642 <a href="mailto:karen.ball@comm.fsu.edu">karen.ball@comm.fsu.edu</a></p> <p>Has this source requested notices? <b>NO</b></p>

<p>Ms. Diane Herron  Director of Human Resources  <b>Natl. Assoc. of Black Journalists</b>  c/o WPBT; 14901 NE 20 Ave.  Miami, FL 33181  305-949-8321  <a href="mailto:dheron@southfloridapbs.org">dheron@southfloridapbs.org</a></p> <p>Has this source requested notices? <b>NO</b></p>	<p>Sirley Gomez  <b>Employ Florida</b>  7550 Davie Road Extension  Hollywood, FL 33024  954-967-1010 ext 237  <a href="mailto:sigomez@wf1broward.com">sigomez@wf1broward.com</a></p> <p>Has this source requested notices? <b>NO</b></p>
<p>Elise Smith  Programs Coordinator  <b>Hispanic Chamber of Commerce of Metro Orlando</b>  3201 East Colonial Drive Suite A-29  Orlando, FL 32803  407-428-5870  <a href="mailto:elise.smith@hispanicchamber.net">elise.smith@hispanicchamber.net</a></p> <p>Has this source requested notices? <b>NO</b></p>	<p>Ms. Deborah Powell  <b>American Women in Radio &amp; TV</b>  <b>c/o WPLG</b>  3900 Bisc. Blvd.  Miami, FL 33137  305-576-1010  <a href="mailto:dpowell@wplg.com">dpowell@wplg.com</a></p> <p>Has this source requested notices? <b>NO</b></p>
<p>Pamela Nabors  President/Chief Executive Officer  <b>Career Source Central Florida</b>  609 N Powers Dr #340  Orlando, FL 32818  407-531-1223  <a href="http://careersourcecentralflorida.com">careersourcecentralflorida.com</a></p> <p>Has this source requested notices? <b>NO</b></p>	<p>Kelly Vizcarra  Program Coordinator  <b>Hispanic Federation</b>  6900 S Orange Blossom Trail Suite 200  Orlando, FL 32809  407-270-0597  <a href="mailto:kellyvizcarra@hispanicfederation.org">kellyvizcarra@hispanicfederation.org</a></p> <p>Has this source requested notices? <b>NO</b></p>