

2019 ANNUAL PUBLIC FILE EEO REPORT

The information contained in this Report covers the time period beginning October 1, 2018 to and including September 30, 2019 (the “Applicable Period”).

WTMO-CD/WKME-CD/WMVJ-CD, Orlando, FL

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

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;
5. Summarize the employment unit’s broad outreach initiatives during the past year. 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

2019 ANNUAL PUBLIC FILE EEO REPORT

I. Vacancy Recruitment

Covering the period from October 1, 2018 through September 30, 2019

Station: WTMO-CD/WKME-CD/WMVJ-CD, Orlando, 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	Senior Financial Analyst	2/19/19	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	Joshua Masten	1	3
1	Investigative Reporter	3/04/19	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	Karen Mendez	1	5
1	Photographer/Editor	3/04/19	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	Wil Ocasio	1	5
1	News Reporter	3/18/19	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	James Arroyave	1	9
1	Photographer/Editor	04/01/19	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	Wil Ocasio	1	7
1	Broadcast Engineer	06/10/19	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	Wil Ocasio	1	8

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	Senior Promotions Producer	5/12/18	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	Karen Mendez	1	1
1	Creative Services Producer	5/14/18	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	Wil Ocasio	1	5
1	Local Sales Manager	6/18/18	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	Grace Park	1	2

2019 ANNUAL PUBLIC FILE EEO REPORT

II. Recruitment Source Information for Vacancies

Covering the period from October 1, 2018 through September 30, 2019

Station: WTMO-CD/WKME-CD/WMVJ-CD, Orlando, FL

Name of Recruitment Source	Total Number of Interviewees Referred During Year
See Appendix A	
Please see Appendix A (except for nbcunicareers or YOH)	0
www.nbcunicareers.com	43
YOH Staffing Agency	2
Employee Referral	0
Total	45

2019 ANNUAL PUBLIC FILE EEO REPORT

III. Non-Vacancy Specific Recruitment Activities

Covering the period from January 31, 2018 through September 30, 2018

Station: WTMO-CD/WKME-CD/WMVJ-CD, Orlando, FL

RECRUITMENT/CAREER EXPO AND DEVELOPMENT

FERIA TELEMUNDO 31: Feria Telemundo is the premier Hispanic Health, Career & Family expo of its kind. It's a free fun interactive family event filled with music, career fair, health seminars and vendors. On October 13, 2018, Leslie Sierra, WTMO HR Manager and Carla Gutierrez, WTMO Promotions Coordinator, attended this Career Fair to network and identify potential employee candidates. The event also features all our Telenoticias 31 News talent as well as top renown artists.

NATIONAL ASSOCIATION OF HISPANIC JOURNALIST: NAHJ is an organization dedicated to the development and advancement of the next leaders in the news industry. On September 5-7, 2019, several News Talent employees, Javier Ortiz --VP of HR, James Arroyave-- Talent Acquisition Recruiter, Wil Ocasio--Talent Acquisition Recruiter and Karen Mendez--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.

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.

Respect in the Workplace, December 12, 2019 – Larissa Garriga, Legal Counsel and Javier Ortiz, VP of HR conducted Respect in the Workplace training to all WTMO station employees.

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 WTMO 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 WTMO participate in general outreach initiatives that provide an opportunity for dialogue to a broad and diverse audience about careers in broadcasting.

Golden Walk, January 27, 2019

WTMO joined the fight against childhood cancer and participated in this year's Golden Walk with a Salsa Twist. Telenoticias 31 News talent, Homan Machuca, was on site hosting the walk and WTMO promotions team attended with giveaways, promo items and games for the kids.

La Sanse Takes Orlando, January 19 & 20, 2019

La Sanse is the largest Puerto Rican festival in Florida and the 4th largest in the nation. WTMO had on site presence and Telenoticias News talent participated in meet and greets throughout the 2-day festival. Promotions team was on site with promotional giveaways, photo opportunities and games.

Osceola County Fair February 9-10, 2019

WTMO participated once again in the Osceola County Fair. Continuing to raise our profile in the community, WTMO promotions team participated by being on site with promo items and games.

FL Puerto Rican Parade April 27th, 2019

WTMO participated in this yearly event that continues to bring the community together. All the Telenoticias 31 News team attended, interacted with attendees, took photos and gave away premiums.

Plaza del Sol Back to School Event August 3, 2019

WTMO participated in a wonderful back to school event that gave away backpacks and school supplies to families and children in need. Acceso Total host, Daniela Droz participated on stage and in a meet and greet with families and children.

Clear the Shelters August 17, 2019

WTMO teamed up with more than 15 local shelters to promote pet adoption in this yearly pet adoption event. Telenoticias News talent, Valezka Gil, was on site doing live cut-ins and interviews with new pet parents. The WTMO promotions team was also on site with giveaways and games.

Appendix A: Recruiting Sources 2019

<p>Karen Mendez Talent Acquisition Recruiter NBCUniCareers.com 15000 SW 27th Street Miramar, FL 33027 954-622-6839 karen.mendez@nbcuni.com</p> <p>Has this source requested notices? NO</p>	<p>James Arroyave Talent Acquisition Recruiter NBCUniCareers.com 15000 SW 27th Street Miramar, FL 33027 954-622-6839 james.arroyave@nbcuni.com</p> <p>Has this source requested notices? NO</p>
<p>Wiliberto Ocasio Talent Acquisition Recruiter NBCUniCareers.com 30 Rockefeller Plaza New York, NY 10112-0002 212 664-3246 wiliberto.ocio@nbcuni.com</p> <p>Has this source requested notices? NO</p>	<p>Carmen Matos Executive Search Lead NBCUniCareers.com 2555 Ponce de Leon Blvd. Suite 400 Coral Gables, FL 33134 786-585-8078 carmen.matos@nbcuni.com</p> <p>Has this source requested notices? NO</p>
<p>Mariela Montoya YOH Staffing 2350 NW 117th Place Miami, FL 33182 786-585-7442 mariela.montoya@yoh.com</p> <p>Has this source requested notices? NO</p>	<p>Inez Nazario President Volusia Hispanic Chamber of Commerce 2751 Enterprise Road / Suite 208 Orange City, FL 32763 386-218-4490 ineznazario@volusiachamber.org</p> <p>Has this source requested notices? NO</p>

<p>Ms. Diane Herron Director of Human Resources Natl. Assoc. of Black Journalists c/o WPBT; 14901 NE 20 Ave. Miami, FL 33181 305-949-8321 dheron@southfloridapbs.org</p> <p>Has this source requested notices? NO</p>	<p>Mr. Steve McDowell College of Commun./R-42 Motion Picture & TV Advisory Council Florida State University Tallahassee, FL 32306 850-644-2276/Fax:850-644-8642 karen.ball@comm.fsu.edu</p> <p>Has this source requested notices? NO</p>
<p>Sirley Gomez Employ Florida 7550 Davie Road Extension Hollywood FL 33024 954-967-1010 ext 237 sigomez@wf1broward.com</p> <p>Has this source requested notices? NO</p>	<p>Charlotte Andreson Vice President of Operations Pinellas County Urban League 333 31st St., No. St. Petersburg, FL 33713 727-327-2081 skillsbank@pcul.org</p> <p>Has this source requested notices? NO</p>
<p>Elise Smith Programs Coordinator Hispanic Chamber of Commerce of Metro Orlando 3201 East Colonial Drive Suite A-29 Orlando, FL 32803 407-428-5870 elise.smith@hispanicchamber.net</p> <p>Has this source requested notices? NO</p>	<p>Ms. Deborah Powell American Women in Radio & TV c/o WPLG 3900 Bisc. Blvd. Miami, FL 33137 305-576-1010 dpowell@wplg.com</p> <p>Has this source requested notices? NO</p>

<p>Pamela Nabors President/Chief Executive Officer Career Source Central Florida 609 N Powers Dr #340 Orlando, FL 32818 407-531-1223 careersourcecentralflorida.com</p> <p>Has this source requested notices? NO</p>	<p>Kelly Vizcarra Program Coordinator Hispanic Federation 6900 S Orange Blossom Trail Suite 200 Orlando, FL 32809 407-270-0597 kellyvizcarra@hispanicfederation.org</p> <p>Has this source requested notices? NO</p>
--	--