

## **2022 ANNUAL PUBLIC FILE EEO REPORT**

The information contained in this Report covers the time period beginning October 1, 2021 to and including September 30, 2022 (the “Applicable Period”).)

### **WTMO-CD/WKME-CD/WMVJ-CD, Orlando, 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**

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### I. Vacancy Recruitment

Covering the period from October 1, 2021 through September 30, 2022

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

| Quantity | Position 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        | Assignment Desk                 | 10/18/21    | Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A) | YOH Staffing                                               | Viviana Morrone | 1            | 3                  |
| 1        | Customer Service Representative | 10/18/21    | Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A) | www.nbcunicareers.com                                      | Manny Vazquez   | 1            | 5                  |
| 1        | Systems Engineer                | 12/20/21    | Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A) | www.nbcunicareers.com                                      | Nathan Lewis    | 1            | 3                  |
| 1        | Content Producer                | 01/10/22    | Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A) | YOH Staffing Agency                                        | Viviana Morrone | 1            | 2                  |
| 1        | Digital Campaign Manager        | 02/21/22    | Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A) | www.nbcunicareers.com                                      | Manny Vazquez   | 1            | 5                  |
| 1        | News Anchor / Reporter          | 03/07/22    | Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A) | www.nbcunicareers.com                                      | James Arroyave  | 1            | 5                  |
| 1        | News Anchor / Reporter          | 03/28/22    | Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A) | www.nbcunicareers.com                                      | James Arroyave  | 1            | 4                  |
| 1        | Multi Media Journalist          | 05/23/22    | Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A) | www.nbcunicareers.com                                      | James Arroyave  | 1            | 5                  |

| 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        | Account Executive                | 06/06/22    | Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A) | www.nbcunicareers.com                                      | Wil Ocasio     | 1            | 5                  |
| 6        | APC Operator                     | 06/13/22    | Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A) | www.nbcunicareers.com                                      | Scott Williams | 6            | 6                  |
| 1        | Photographer / Editor            | 06/20/22    | Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A) | www.nbcunicareers.com                                      | Wil Ocasio     | 1            | 5                  |
| 1        | Meteorologist                    | 06/27/22    | Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A) | www.nbcunicareers.com                                      | James Arroyave | 1            | 2                  |
| 1        | Regional Vice President of Sales | 07/18/22    | Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A) | www.nbcunicareers.com                                      | James Arroyave | 1            | 4                  |
| 1        | Assignment Desk                  | 08/01/22    | Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A) | www.nbcunicareers.com                                      | Wil Ocasio     | 1            | 11                 |
| 1        | Chief Meteorologist              | 08/15/22    | Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A) | www.nbcunicareers.com                                      | James Arroyave | 1            | 2                  |

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### II. Recruitment Source Information for Vacancies

Covering the period from October 1, 2021 through September 30, 2022

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                                   | 65                                                |
| YOH Staffing Agency                                     | 2                                                 |
| Employee Referral                                       | 0                                                 |
| <b>Total</b>                                            | <b>67</b>                                         |

## 2022 ANNUAL PUBLIC FILE EEO REPORT

### III. Non-Vacancy Specific Recruitment Activities

Covering the period from October 1, 2021 through September 30, 2022

Station: WTMO-CD/WKME-CD/WMVJ-CD, Orlando, 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 August 3 – August 7, 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.

On August 4 Migdalia Figueroa, President & General Manager of WTMO, also participated in the National Association of Hispanic Journalists and the Association of Black Journalists convention. Mrs. Figueroa was part of a leadership panel titled "From News Director to General Manager", where she spoke about the necessary skills needed for the career path and development needed to go from leading a newsroom to leading a whole station. The panel talked about important skills such as managing a budget, but more importantly, they discussed the leadership traits needed to become a General Manager in a TV Station.

### 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 (WTMO/WKME/WMVJ) 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.

#### **Full Sail Career Fair March 7, 2022**

The Employment Unit participated in the career fair, Jessica Pacheco, Assistant News Director participated to identify candidates that are recently graduating from college with degrees in entertainment, media, arts, and technology.

#### **Voter Registration Phone Bank with Hispanic Federation April 19, 2022; May 17, 2022; June 19, 2021; August 16, 2022**

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

#### **Citizenship Phone Bank with Hispanic Federation September 17, 2022**

The Employment Unit joins forces with the Hispanic Federation by opening up the lines to the Central Florida community to answer questions and provide information on citizenship.

#### **Clear the Shelters August 1 through August 31, 2022**

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.

## Appendix A: Recruiting Sources 2022

|                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Scott Williams<br/>Talent Acquisition Director<br/><b>NBCUniCareers.com</b><br/>30 Rockefeller Plaza<br/>New York, NY 10112-0002<br/>646-630-1632<br/><a href="mailto:scott.williams2@nbcuni.com">scott.williams2@nbcuni.com</a></p> <p>Has this source requested notices? <b>NO</b></p>  | <p>James Arroyave<br/>Talent Acquisition Recruiter<br/><b>NBCUniCareers.com</b><br/>15000 SW 27<sup>th</sup> Street<br/>Miramar, FL 33027<br/>954-622-6839<br/><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<br/>Talent Acquisition Recruiter<br/><b>NBCUniCareers.com</b><br/>30 Rockefeller Plaza<br/>New York, NY 10112-0002<br/>212-664-3246<br/><a href="mailto:wiliberto.ocio@nbcuni.com">wiliberto.ocio@nbcuni.com</a></p> <p>Has this source requested notices? <b>NO</b></p> | <p>Nathan Lewis<br/>Talent Acquisition Recruiter<br/><b>NBCUniCareers.com</b><br/>30 Rockefeller Plaza<br/>New York, NY 10112-0002<br/>347-334-6666<br/><a href="mailto:nathan.lewis@nbcuni.com">nathan.lewis@nbcuni.com</a></p> <p>Has this source requested notices? <b>NO</b></p>            |
| <p>Manny Vasquez<br/>Talent Acquisition Recruiter<br/><b>NBCUniCareers.com</b><br/>30 Rockefeller Plaza<br/>New York, NY 10112-0002<br/>347-463-1308<br/><a href="mailto:manny.vasquez@nbcuni.com">manny.vasquez@nbcuni.com</a></p> <p>Has this source requested notices? <b>NO</b></p>      | <p>Viviana Morrone<br/><b>YOH Staffing</b><br/>2350 NW 117<sup>th</sup> Place<br/>Miami, FL 33182<br/>786-585-7442<br/><a href="mailto:viviana.morrone@nbcuni.com">viviana.morrone@nbcuni.com</a></p> <p>Has this source requested notices? <b>NO</b></p>                                       |

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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Renaldo Pena<br/> Industry Outreach Representative<br/> <b>Full Sail University</b><br/> 3300 University Blvd<br/> Winter Park, FL 32792<br/> 800-757-5105<br/> <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<br/> College of Commun./R-42<br/> <b>Motion Picture &amp; TV Advisory Council</b><br/> Florida State University<br/> Tallahassee, FL 32306<br/> 850-644-2276/Fax:850-644-8642<br/> <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<br/> Director of Human Resources<br/> <b>Natl. Assoc. of Black Journalists</b><br/> c/o WPBT; 14901 NE 20 Ave.<br/> Miami, FL 33181<br/> 305-949-8321<br/> <a href="mailto:dheron@southfloridapbs.org">dheron@southfloridapbs.org</a></p> <p>Has this source requested notices? <b>NO</b></p>                      | <p>Sirley Gomez<br/> <b>Employ Florida</b><br/> 7550 Davie Road Extension<br/> Hollywood FL 33024<br/> 954-967-1010 ext 237<br/> <a href="mailto:sigomez@wf1broward.com">sigomez@wf1broward.com</a></p> <p>Has this source requested notices? <b>NO</b></p>                                                                           |
| <p>Elise Smith<br/> Programs Coordinator<br/> <b>Hispanic Chamber of Commerce of Metro Orlando</b><br/> 3201 East Colonial Drive Suite A-29<br/> Orlando, FL 32803<br/> 407-428-5870<br/> <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<br/> <b>American Women in Radio &amp; TV</b><br/> c/o WPLG<br/> 3900 Bisc. Blvd.<br/> Miami, FL 33137<br/> 305-576-1010<br/> <a href="mailto:dpowell@wplg.com">dpowell@wplg.com</a></p> <p>Has this source requested notices? <b>NO</b></p>                                                                     |
| <p>Pamela Nabors<br/> President/Chief Executive Officer<br/> <b>Career Source Central Florida</b><br/> 609 N Powers Dr #340<br/> Orlando, FL 32818<br/> 407-531-1223<br/> <a href="http://careersourcecentralflorida.com">careersourcecentralflorida.com</a></p> <p>Has this source requested notices? <b>NO</b></p>                   | <p>Kelly Vizcarra<br/> Program Coordinator<br/> <b>Hispanic Federation</b><br/> 6900 S Orange Blossom Trail Suite 200<br/> Orlando, FL 32809<br/> 407-270-0597<br/> <a href="mailto:kellyvizcarra@hispanicfederation.org">kellyvizcarra@hispanicfederation.org</a></p> <p>Has this source requested notices? <b>NO</b></p>            |