

EEO PUBLIC FILE REPORT

A. Station Employment Unit

- WLTV-DT, Facility ID No. 73230, Miami, Florida
- WAMI-DT, Facility ID No. 60536, Hollywood, Florida
- WAMR-FM, Facility ID No. 61658, Miami, Florida
- WRTO-FM, Facility ID No. 37253, Goulds, 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.	#R013975 – Reporter	Employee Referral
2.	#R011832 – Account Executive	Internal Candidate
3.	#R012843 – Assignment Desk Editor	Employee Referral
4.	#R012837 – Associate Producer	Company Careers Site
5.	#R013509 – Assignment Supervisor	Employee Referral
6.	#R013511 – Account Executive	LinkedIn
7.	#R014020 – On-Air Talent	Internal Candidate
8.	#R014153 – Account Executive	Social Media Referral
9.	#R013976 – Show Director	Internal Candidate
10.	#R014719 – APC Operator	Internal Candidate
11.	#R014723 – APC Operator	Employee Referral
12.	#R014659 – President & General Manager	Internal Candidate

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: **51**

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	13	All Positions
Miami Dade College 300 NE 2 nd Ave., Room 1181 Miami, FL 33132 Phone: (305) 237-3670	No	0	All Positions
Barry University 11300 NE 2 nd Ave. Miami Shores, FL 33161 Phone: (305) 899-3456	No	0	All Positions
Florida Memorial University 15800 NW 42 St. Miami, FL 33054 Phone: (305) 626-3782	No	0	All Positions
St. Thomas University 16401 NW 37 th Ave. Miami Gardens, FL 33054	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
Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, FL 33114 Phone: (386) 481-2143	No	0	All Positions
Devry University 2300 SW 145 th Ave. Miramar, FL 33027 Phone: (954) 499-9775	No	0	All Positions
Ana G. Mendez University 15201 NW 79 Ct. Miami Lakes, FL 33016 Phone: (954) 885-5598 ext. 8523	No	0	All Positions
City College 6565 Taft St., #200 Hollywood, FL 33024 Phone: (954) 744-1777	No	0	All Positions
Miami Lakes Educational Technical School 5780 NW 158 St. Miami, FL 33014 Phone: (305) 557-1100 ext. 2257	No	0	All Positions
Nova Southeastern University 3301 College Ave. Career Service Center Ft. Lauderdale, FL 33314	No	0	All Positions
Miami Media School 901 S Miami Ave., #303 Miami, FL 33130	No	0	All Positions
Florida State University Upload 600 W. College Ave. Tallahassee, FL 32306-2410 https://fsu-csm.symplicity.com/employers/	No	0	All Positions
Adult Mankind Organization 1619 S.W. 107 th Ave. Miami, FL 33165 Phone: (305) 551-0090	No	0	All Positions
Community Action Agency South Help Institute 701 NW 1 Ct. Miami, FL 33136 Phone: (786) 469-4600	No	0	All Positions
National Academy of Television Arts and Sciences (NATAS) 10385 Rue Vendome Pembroke Pines, FL 33084	No	0	All Positions
Youth Coop 3525 NW 7 St. Miami, FL 33125 Phone: (305) 643-6730 ext. 135	No	0	All Positions
Florida Association of Broadcasters (FAB) 201 S. Monroe St. #201 Tallahassee, FL 32301	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
Urban League of Greater Miami 8400 NW 25 th Ave. Miami, FL 33147 Phone: (305) 696-4450	No	0	All Positions
Cuban American National Council 1223 SW 4 St. Miami, FL 33135 Phone: (305) 642-3484 ext. 172	No	0	All Positions
Society of Broadcast Engineers (SBE) 9102 N. Meridian St., Suite #150 Indianapolis, IN 46260 Phone: (317) 846-9000	No	0	All Positions
City of Miami Opportunity Center 151 NW 27 Ave. Miami, FL 33125 Phone: (305) 859-1591 (305) 960-2832 (305) 960-5112	Yes	0	All Positions
National Association of Hispanic Journalists (NAHJ) / National Association of Black Journalists (NABJ) South Florida 1100 Knight Hall, Suite 3101 College Park, MD 20742 NABJSouthFlorida@gmail.com	No	0	All Positions
Employ Florida Upload 7300 Corporate Center Dr., Suite 500 Miami, FL 33126 https://www.employflorida.com/vosnet/Default.aspx	No	0	All Positions
Career Source Florida 8485 SW 40 St., 2 nd Floor Miami, FL 33155 Phone: (305)_929-1605	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
Barry University	No	0	All Positions
Florida Agricultural & Mechanical University	No	0	All Positions
Florida International University	No	0	All Positions
St. Thomas University	No	0	All Positions
University of Miami	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	20
Indeed	No	0
Employee Referrals	No	12
Former Employee	No	0
Other Job Board (Social Media Referral)	No	1
Internal Candidate	No	5

E. Outreach Activities During Reporting Period

Description	Dates
The employment unit participated in the Miami Dade College – Hialeah Cares Community Job Fair. Several hiring managers shared job vacancy information with attendees. They also spoke about the different career opportunities within the Media industry. This event gave professionals a chance to meet and network with different companies within the community.	October 11, 2022
The employment unit participated in the Florida International University Spring 2023 All Majors Career Fair. Several Department Managers provided information about job vacancies and discussed different career opportunities within the Media industry.	February 8, 2023
The employment unit participated in the Miami Dade College Hialeah Cares Community Job Fair. Several hiring managers spoke to participants about job vacancies, the application process, and the different career opportunities within the Media industry overall.	March 21, 2023
Several reporters, news, and production staff visited the Univision Media Center at Ruben Dario Middle School to create awareness of the various careers in television and journalism and to assist them in the different craft areas they each represent. The Univision Media Center equipment was donated by Univision which committed to a multi-year partnership that will inspire and motivate future generations of broadcasters by providing the students with the tools and training to understand how a newsroom operates.	March 3, 2023 March 9, 2023 March 17, 2023 March 28, 2023
The employment unit’s Human Resources Department hosted an EEO Recruitment Program mandatory training for all managers with hiring authority.	May 19, 2023
The employment unit’s News Anchor participated in the Kinloch Park Elementary Annual Career Day. Students learned about the path to take when interested in pursuing a career in Journalism.	May 25, 2023
The employment unit hosted 20 students from the Miami Media School. Several managers including the Director of Operations spoke to students about careers in the broadcast media industry and especially opportunities within the employment unit.	May 31, 2023
The employment unit served as a sponsor of the South Florida Hispanic Chamber of Commerce Career Fair 2023. Several hiring managers had the opportunity to connect with attendees and provide information on job vacancies and the application process.	June 15, 2023
The employment unit hosted about 15-20 tenth and eleventh-grade students from various underserved public schools to visit and tour the studios. Students were exposed to the different types of career opportunities within	July 12, 2023

Description	Dates
a Media Company while they prepared for college and become young professionals.	
The employment unit participated in an internship program in partnership with Florida International University. The STEP (Student Training & Employment Program) allowed 52 students in the fall, spring, and summer semesters to train, learn, and execute station projects focusing on the multimedia production environment, from video editing, graphics, audio design and digital platforms production. Participating students were able to shadow Univision team members. The program is extended to the entire nation and students help and participate with stations around the Country as well.	September 2022 – July 2023
The employment unit listed all upper-level positions with the Florida Association of Broadcasters, a media trade group whose membership serve women and minorities.	Throughout the reporting period