

WNUE-FM and WVEN-TV
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Promotion Street Team Member	1-2, 4-6, 9-15, 18-19, 21-22, 24, 26-27, 31-36	10
Reporter-Video Journalist	1-2, 4-6, 10-15, 18-19, 21-22, 24, 26-27, 31-36	10
Multimedia Writer and Producer	1-2, 4-6, 10-15, 18-19, 21-22, 24, 26-27, 31-36	10
Technical Director/Editor-Part Time	1-2, 4-6, 10-15, 18-19, 21-22, 24, 26-27, 31-36	10
News Producer	1-2, 4-7, 10-15, 18-19, 21-22, 24, 26-27, 31-36	7
Business Operations Manager	1-2, 4-8, 10-15, 18-19, 21-22, 24, 26-27, 31-36	7
Multimedia Journalist	10	10
Multimedia Journalist	1-2, 4-6, 8, 10-15, 18-19, 21-22, 24, 26-27, 31-36	10
Sales Assistant	1-2, 4-6, 10-15, 18-22, 24, 26-27, 31-36	10
Promotion Street Team Member	1-2, 4-6, 9-15, 18-24, 26-27, 31-36	23
Traffic Coordinator	1-6, 9-15, 18-22, 24, 26-27, 31-36	3
Integrated Marketing Solutions Consultant	1-2, 4-6, 10-15, 18-22, 24, 26-28, 31-36	10
News Anchor Producer	1-2, 4-7, 9-15, 18-22, 24, 26-27, 31-36	10
Senior Regional IMSC	1-2, 4-6, 10-15, 18-22, 24, 26-27, 31-36	10
Multimedia Writer and Producer	1-2, 4-6, 9-15, 18-22, 24, 26-27, 31-36	9
Multimedia Journalist	1-2, 4-6, 10-15, 18-22, 24, 26-27, 32-36	10
Internet Content Publisher	1-2, 4-6, 9-15, 18-19, 21-22, 24, 26-27, 30, 32-36	10
Marketing Coordinator	1-2, 4-6, 10-15, 18-22, 24, 26-27, 30, 32-36	10
Weather Anchor/Reporter	1-2, 4-7, 10-15, 18, 20-22, 24-27, 30, 32-36	7
Multi Media Journalist	1-2, 4-6, 10-15, 17-18, 20-22, 24, 30-36	17
Multi Media Journalist	1-2, 4-6, 10-15, 18, 20-25, 30-36	23
Sports Anchor	1-2, 4-6, 10-16, 18, 20-22, 24, 29-36	29
Technical Director/Editor	1-2, 4-7, 9-15, 18, 20-22, 24, 30-36	10

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Chamber of Commerce 315 E Robinson St Suite 100 Orlando, Florida 33803 Phone : 407-420-4870 Url : http://blackcommerce.org/ Email : pmartin@blackcommerce.org Pamela Martin	N	0
2	American Marketing Association 311 S. Wacker Drive Suite 5800 Chicago, Illinois 60606 Url : http://www.amacentralflorida.org/ Rob M Graham Manual Posting	N	0
3	Career Fair	N	3
4	Career Source Central Florida 4360 East Colonial Dr. Orlando, Florida 32803 Phone : (407)531-1227 Url : http://www.employflorida.com Natalee Rojas Manual Posting	N	0
5	Central Florida Employment Council 450 Seminola Blvd FEC Division Casselberry, Florida 32707 Phone : 407-834-4223 Url : http://www.cfec.org/ Email : cfec@cfec.org Paulette Weir	Y	0
6	Craigslist 1381 9th Ave San Francisco, Florida 94122 Phone : 415-566-6394 Url : www.craigslist.com xx xx Manual Posting	N	0
7	Current Employee	N	6

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8	El Sentinel 633 N Orange Ave Orlando, Florida 32825 Phone : 407-420-5182 Url : http://www.orlandosentinel.com Marc D'Alessio Manual Posting	N	0
9	Employee Referral	N	13
10	Entravision 2425 Olympic Blvd Suite 6000 West Santa Monica, California 90404 Phone : 310-447-3870 Url : http://www.entravision.com Email : interactive@entravision.com Interactive Entravision	N	65
11	Florida Association Of Broadcasters S Monroe St Suite 201 Tallahassee, Florida 32301 Phone : 800-825-5355 Url : http://fab.org Email : lvarn@fab.org Lindsay Varn	N	0
12	Florida Gulf Coast University 10501 FGCU Blvd South Fort Myers, Florida 33965 Phone : 800-590-3428 Url : http://www.collegecentral.com/fgcu Career Services Manual Posting	N	0
13	Florida International University 11200 S.W. 8th Street Graham Center (GC) 230 Miami, Florida 33199 Phone : 305-919-4298 Url : https://fiu.csm.symplicity.com Harold Clayton Manual Posting	N	0

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14	Florida Southern College 111 Lake Hollingsworth Drive Lakeland, Florida 33801 Phone : 863-680-4111 Url : http://www.collegecentral.com/flsouthern Xuchitl Coso Manual Posting	N	0
15	Florida State University University Center 4100 Career Center Tallahassee, Florida 32306 Phone : (850) 644-6493 Email : hscarboro@fsu.edu Fax : 1-850-644-2468 Ms. Heather Scarboro	N	0
16	Former Employee	N	1
17	Former Intern	N	1
18	Full Sail University 3300 University Winter Park, Florida 32792 Phone : 800-226-7625 Url : http://www.fullsail.edu/your-career/career-develop Email : hthompson@fullsail.com Harmony Thompson	N	0
19	Greater Orlando Chamber Of Commerce 75 South Ivanhoe Blvd Orlando, Florida 32804 Phone : 407-847-4434 Vilma Quintana	N	0
20	Hispanic Chamber Of Commerce 3201 E Colonial Driv Suite 820 Orlando, Florida 32803 Phone : 407-428-5870 x 306 Url : http://hispanicorlandochamber.chambermaster.com Email : ssanches@hispanicchamber.net Sebastian Sanchez	Y	0
21	Indian-American Chamber 3700 34th suite 240 Orlando, Florida 32805 Phone : 407-481-8191 Url : http://www.iaccorlando.com Email : beenaparikh1@hotmail.com Beena Parikh	N	0

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22	International Academy of Design & Tech. Orlando 6039 S Rio Grande Ave Orlando, Florida 32809 Phone : 407-857-2300 Email : cmullee@iadt.edu Cindy Mullee	N	0
23	Internship Program	N	2
24	Kissimmee Chamber of Commerce 1425 East Vine St Kissimmee, Florida 34744 Phone : 407-847-3174 Url : http://kissimmeechamber.com/ Email : cdlewis@kissimmeechamber.com Cindy Lewis	N	0
25	Media Recruiter 9457 So. University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : http://www.mediarecruiter.com/ Career Services Manual Posting	N	3
26	Metropolitain Urban League 24804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 Url : http://orlando.jobing.com/company_profile.asp?i=81 Email : sminnis@cful.org Shellie Minnis	N	0
27	NAACP 3649 Old Winter Garden Road Orlando, Florida 32805 Phone : 407-445-2055 Email : williamellison@bellsouth.net Kitty Ellison	N	0
28	Not Available	N	1
29	Other Source	N	1
30	PSA 523 Douglas Ave Altamonte Springs, Florida 32714 Phone : 407-774-2626 Email : jaragones@entravision.com Joanna Aragones	N	0

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31	Puerto Rico Chamber Of Commerce 517 W Colonial Dr Orlando, Florida 32804 Phone : 407-782-3731 Url : http://www.prchambercfl.com Email : info@prchamber.org Amilcar Cordova	N	0
32	Rollins College 1000 Holt Ave Winter Park, Florida 32789 Phone : 407-646-2195 Url : http://www.rollins.edu/employers Kyle Nelson Manual Posting	N	0
33	TVJobs TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760 754-8177 Mark C Holloway Manual Posting	N	0
34	University Of Central Florida 4000 Central Florida Blvd. Orlando, Florida 32816 Phone : 407-823-1726 x 31726 Url : https://ucf.csm.symplicity.com/employers Heather Engelking Manual Posting	N	2
35	University Of South Florida 2081 Weimer Hall PO Box 118400 Gainesville, Florida 32611 Phone : 352-273-3258 Url : https://www.myinterfase.com/usf/employer/ Kathi Kroche Manual Posting	N	0
36	Valencia Community College P.O. Box 3028 Orlando, Florida 32802 Phone : 407 299-5000 Url : http://valenciacollege.edu/careercenter/ Vanine Augustine Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			98

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/20/2015	Establishment of an intern program designed to assist members of the community	UCF INTERN PURSUIT FOR JOURNALISTS	3	News Director Multimedia Writer & Producer Accounting Assistant
2	11/18/2015	Participation in events or programs sponsored by educational institutions	Teach In Information Talked to students about broadcasting career and success story.	1	Multimedia Journalist
3	12/15/2015	Establishment of training programs for station personnel	TVB Special Edition Webcast on 12/15/16	7	
4	1/27/2016	Participation in Job Fairs	Central Florida Employment Council. Mayor's Job Fair	1	Accounting/HR Assistant
5	7/13/2016	Participation in Job Fairs	Central Florida Employment Council- Job Fair-July 13, 2016	1	Accounting HR Assistant
6	8/4/2016	Provision of training to management	Training on the importance to post to a variety of resources. EEO information.	1	Senior BOM
7	9/21/2016	Establishment of training programs for station personnel	Training Receptionist to acquired new skills on EEO Broadcast 1 and accounts payable for possible promotion to higher position.	1	Receptionist
8	9/21/2016	Establishment of training programs for station personnel	Mentoring on approving orders, posting checks on Wide Orbit and preparing reports for possible promotion to higher position.	1	Accounting Assistant