

Annual EEO Public File Report Form

Stations WUVP-DT, WFPA-CD and WMGM-TV¹

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WUVP-DT, Vineland, New Jersey, WFPA-CD, Philadelphia, Pennsylvania and WMGM-TV², Wildwood, New Jersey, and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning February 1, 2017 to and including January 31, 2018 (the “Applicable Period”).

The FCC’s 2012 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

¹ This report was timely filed on January 26, 2018 and revised on January 28, 2019 to make clerical changes.

² Univision acquired WMGM-TV on November 15, 2017.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from February 1, 2017 to January 31, 2018

Station(s) Comprising Station Employment Unit: WUVP-DT, WFPA-CD and WMGM-TV

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	Multi-Media Journalist	Indeed
2	Multi-Media Journalist	Univision Referral
3	Sales Coordinator	Indeed
4	Multi-Media Journalist	UCI
5	Community Relation Liaison	Indeed
6	Account Executive	LinkedIn

Total Number of Persons Interviewed During Applicable Period: 32

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from February 1, 2017 to January 31, 2018

Station(s) Comprising Station Employment Unit: WUVP-DT, WFPA-CD and WMGM-TV

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	*La Salle University Jeanine Cohill Cohillj@lasalle.edu		1,2,3,4,5,6
B	*Arcadia University Mia Weiss careerservices@arcadia.edu		1,2,3,4,5,6
C	*University of Delaware Career Services Center 401 Academy Street Newark, DE recruitbluehens@udel.edu		1,2,3,4,5,6

D	*Penn State University Bob Martin rpm163@psu.edu		1,2,3,4,5,6
E	*Temple University Lu Ann Cahn tug03833@temple.edu	1	1,2,3,4,5,6
F	Career builder/Indeed.com www.careerbuilder.com	13	1,2,3,4,5,6
G	*Philly Ad Club (requested notice of sales positions only) www.phillyadclub.com		3,6
H	LinkedIn Jobs jobs-listings@linkedin.com	4	1,2,3,4,5,6

I	Univision Referral	1	2
J	Univision Website (UCI)	13	1,2,3,5,6

* Indicates sources that have requested notification of job openings.

Appendix 3 to
Annual EEO Public File Report Form
Covering the Period from February 1, 2017 to January 31, 2018

Station(s) Comprising Station Employment Unit: WUVP-DT, WFLA-CD and WMGM-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Activity: FCC-EEO Recruitment Training

Date: 11/9/2017

Participating Employees: Kristina Brown - Human Resources Manager, Nydia Rodríguez – EEO Officer/Marketing Coordinator,

Host/Sponsor of Activity: HR Corporate and Legal Department

Brief Description of Activity: Univision's human resources departments provided a manager training session on the Univision Broadcast Stations EEO Recruitment Program. It discussed the responsibilities of the hiring managers under the program. The Univision policy on nondiscrimination was discussed, and how the managers can foster equal employee opportunity at the station. Lastly, they discussed guidance on pre-employment questions, and the questions that should be avoided.