

**WPLG-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

**III. RECRUITMENT INITIATIVES**

<b>E. Outreach Activities</b>	
Below is a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.	
<b>Activity:</b>	<b>Menu Category</b>
(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	
1. INTERNSHIP PROGRAM FOR COLLEGE STUDENTS (offered during the FALL, SPRING, AND SUMMER of 2018-2019 semesters for course credit only) - had 6 students interning during the period and 4 reported to Chris Schenk, News Executive Producer. 1 Student reporter to Bill McCord, Creative Services Director and 1 student reporter to Leo Elgarresta, CFO.	# 5
(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. (vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	
2. The Emma L. Bowen Foundation for Minority Interests in Media Program allows minority high school and college students the opportunity to become involved in a long-term work and education program. This enables students to gain experience in their chosen field and helps them obtain jobs in the media industry. This is a four to five year paid internship that includes scholarship opportunities. Our Emma L. Bowen Foundation Trainee Annabelle Caceres, began her first year of internship with WPLG-TV in June – August 2018. For 2019 we also had Zayrha Rodriguez as an Emma Bowen Intern from May –August 2019	#5, #7
(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. (xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	
3. WPLG-TV provides a Tuition Reimbursement program to encourage full time employees to further their education in order to advance in their career. The Tuition Reimbursement Plan covers all full time employees who want to take courses at a recognized educational institution. Approved eligibility includes academic or vocational courses related to their position, courses necessary to complete an undergraduate degree or high school diploma, and courses in a graduate degree program, provided the degree is relevant to their position, and other courses that will enhance ability to contribute to their current job. The maximum benefit for tuition reimbursement is \$2,000 per calendar year. Within the applicable period of this report, 1 employee (Promotion Producer) pursued additional skills in their areas with a total of \$2,000 in tuition reimbursement.	# 8, #14
(iv) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.	
4. WPLG-TV is proud to offer tours of our studios to schools and civic organizations by our, Community Relations Director, Mayte Padron. The tour groups are given an overview of the Local 10 daily news operation, visit the studio, production areas, newsroom, news set, weather center, and editing areas. Also groups have the opportunity to watch our, local produced news broadcast live and all tours are followed by a Q&A session.	



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Mayte Padron, Community Relations Director, has organized various tours with different schools and Youth Groups. Among the schools and organizations that participated in our tours, we have:

September 7, 2018 – Good Shepherd Community Church, North Miami, FL  
September 18, 2018 – Attucks Middle School, Hollywood, FL  
September 25, 2018 – Pinecrest Elementary, Pinecrest, FL  
October 30, 2018 – Avant Schools of Excellence in Florida City, FL  
November 8, 2018 – Leadership of Fort Lauderdale, Ft. Lauderdale, FL  
November 13, 2018 – Seminole Middle School, Plantation, FL.  
January 15, 2019 – Ascend Academy Charter High School, Margate, FL  
January 22, 2019 – Millennium 6-12 Academy, Tamarac, FL.  
February 12, 2019 – Central Charter School, Lauderdale Lakes, FL  
February 26, 2019 – Sunshine Elementary, Miramar, FL.  
March 5 & 12, 2019 – Norma S. Edelcup K8, Sunny Isles, FL  
April 5, 2019 Hosted tour to a group of International journalists from Global Ties Miami, Miami, FL  
April 11, 2019 – Members of Leadership Hollywood, Hollywood, FL  
April 16, 2019 Pasadena Lakes Elementary, Pembroke Pines, FL  
April 23, 2019 – Aventura City of Excellence School, Aventura, FL  
May 7, 2019 – Miami Media School, Doral, FL  
May 28, 2019 – Hollywood Hills Elementary, Hollywood, FL  
June 18, 2019- Miramar Summer Camp, Miramar, FL  
June 20, 2019 – Warren Township High School, Lake County, Illinois  
June 20, 2019 -21<sup>st</sup> Century Change makers, a program of the Department of State consisting of foreign professionals.  
July 9, 2019 - Girls of Transformation Summer Camp, Miami, FL  
July 16, 2019 American Heritage School Summer Camp, Plantation, FL  
July 16, 2019 Wild Bulls Girls Dance Group, Hollywood, FL  
July 18, 2019- Hosted Debbie's Dream Foundation representative for a meet and greet with Talent, Plantation, FL  
July 22, 2019- Hosted Mexican Consul for a meeting with talent and station tour.  
July 23, 2019- University of Miami Summer Students, Miami, FL  
July 30, 2019- Hosted students from AMI, an alternative school, for a station tour focusing on careers in broadcast journalism. – North Miami, FL  
August 15, 2019 – Global Ties Miami, Miami, FL

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5. On April 15, 2017 WPLG-Local10 launched multi-faceted and multi-year campaign called "My Future, My Choice". The campaign includes Public Service Announcements, weekly news stories and a Town Hall Meeting to show the youth that they can choose to have a promising future. As an offshoot of the campaign, WPLG created 'My Future, My Choice' LIFE Awards to honor outstanding members of the South Florida community. October 19, 2018 Local 10 aired The My Future My Choice LIFE Awards honoring 10 Floridians for their community service. This year from July to September, 2019 viewers had an opportunity to nominate deserving adults and youth in the following categories: Leadership, Inspiration, Family and Education. There is also one award each for LIFEchanger and LIFETIME. The LIFEchanger award recognizes a hometown hero who entered a person's life at a pivotal point and made a significant impact. The LIFETIME award recognizes a community member who's dedicated his or her life to the betterment of others. All Finalists will attend a special awards ceremony on Wednesday, October 16, 2019, from 6:30pm-9:30pm where winners will be announced.

# 4

6. On February 2019 – 2<sup>nd</sup> year WPLG ran the Earth Day Art Contest to showcase the art works of talented South Florida Art students. The contest ran from February through April 22, 2019, awarding Lawton Chiles Middle School in Hialeah, Miami-Dade County with \$4,500 in school supplies and displaying the works of art of the ten finalists at Perez Art Museum Miami.

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(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	
7. September 5, 2018 – WPLG Anchor Laurie Jennings spent time with journalism students at Miami Dade College and volunteered to be interviewed for the school's television program.	#10
8. October 19, 2018 – Reporter Liane Morejon was a guest speaker at SLAM Academy in Miami. She spoke to a group of students about the necessary training and education to become journalist/reporters.	#10
9. November 2, 2018 – Anchor Calvin Hughes, served as an emcee for the 50 Years of Academic Excellence event for Florida Memorial University.	#10
10. November 15, 2018 – Chief Certified Meteorologist, Betty Davis, served as a guest speaker at the Hebrew Academy in Miami Beach. Spoke to a group of students about training and education on become a Meteorologist.	#10
11. November 30, 2019 – Anchor/Reporter Nicole Perez was a guest speaker at Career Day at Everglades K-8 in Miami. She spoke to students about training and education to become a Journalist/Reporter.	# 10
12. December 1, 2018 – Traffic Reporter, Samantha Bryant, served as emcee and panel moderator for the Early Learning Coalition Conference.	#10
13. December 7, 2018 – Community Relations, Director Mayte Padron, served as Principal for Today at Rolando Espinosa K-8 Center.	#10
14. February 9, 2019- Reporter, Alex Finnie, hosted the South Florida Black Journalist Associations Career Day at Broward College.	#10
15. March 19, 2019 – Anchor/Reporter, Neki Mohan, served as a guest speaker at the Women of Tomorrow event to expose kids to careers and financial assistance for education.	#10
16. March 21, 2019- Local 10 President & CEO, Bert Median hosted a roundtable meeting with representatives from several private and public sector entities to discuss human trafficking in South Florida.	#10
17. April 6, 2019- Reporter, Alex Finnie, served as a panelist for Continentals, a youth symposium where students hear directly from professional in diverse industries.	#10
18. August 7-11, 2019– WPLG had a booth at the Turnberry resort in Aventura. Training Conference and Career Fair hosted by National Association of Black Journalists (NABJ). Among the WPLG employees who participated in this event: Bill Pohovey (News Director), Lisa Hendry (News Executive Producer), Kim Jane (News Associate Producer), Kara McKinney (News Producer), Calvin Hughes (Anchor), Betty Davis (Chief Certified Meteorologist), Alex Finnie (Reporter), Neki Mohan (Anchor/Reporter), Samantha Bryant (Traffic/Reporter), Eric Yutzy (Anchor) & Layron Livingston (Reporter). They met with attendees including college students seeking employment in the broadcasting field, reviewed resumes tapes, offered feedback of their work and offered advice about getting a job in the TV news industry.	#10

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19. Reporter/Anchor Janine Stanwood – Is participating in a weekly Reading Pals program with the United Way of Miami-Dade to introduce/encourage reading in early childhood centers. Program started in 2015, and it has continued with 2017-2018 & 2019 school year and is recurring every Thursday.
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#10
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(xvi) Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.
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20. WPLG-TV, Local 10, ran on-air :15-second announcements to invite organizations to be placed on the station's job notification mailing list. We also ran :30-second announcements notifying candidates to go to our website and check out available career and job opportunities.
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**II. MASTER Recruitment Source Information (“MRSL”)**

	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 (Position #s from Appendix 1)
1	WPLG / Local 10 Website ( <a href="http://www.Local10.com">www.Local10.com</a> )	66	21
2	Florida State University Career Center * Dunlap Student Success Center Calvin Williams, Ph.D. Program Director, Employer Relations and Recruitment Services (ERRS) PO Box 3064162 100 South Woodward Avenue Tallahassee, FL. 32306-4162 Phone 850-644-9771 / Fax 850-644-3273 <a href="mailto:Calvin.williams@fsu.edu">Calvin.williams@fsu.edu</a> <a href="mailto:lkume@fsu.edu">lkume@fsu.edu</a> <a href="http://www.career.fsu.edu">www.career.fsu.edu</a>		21
6	Barry University* Career Development Center Debbie Azemar 11300 NE 2 <sup>nd</sup> Ave. Miami Shores, FL 33161		21
7	Medill Northwestern University * 1845 Sheridan Road Evanston, Illinois, 60208 Beverly Stewart <a href="mailto:b-stewart@northwestern.edu">b-stewart@northwestern.edu</a> Tel. 847-491-2049		21
8	Miami Dade College, Kendall Campus 11011 SW 104th Street Miami, FL 33176-3393 Phone: (305) 237-230 <a href="mailto:bherrera@mdc.edu">bherrera@mdc.edu</a> Bienela Herrera-Alonzo, MS. ED. Senior Academic & Career Advisor & Adjunct Faculty Advisement & Career Services		21

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9	<b>Armando “Tony” Guzman</b> <b>Miami Dade College – Wolfson Campus</b> <b>Advisement &amp; Career Services</b> <b>300 N.E. 2nd Ave., Room 3117</b> <b>Miami, FL 33132</b> <b>305-237-7049, 305-237-7087</b> <b>E-mail: <a href="mailto:aguzman4@mdc.edu">aguzman4@mdc.edu</a></b>		21
10	<b>ZipRecruiter</b>		
11	<b>Indeed.com</b>	17	21
12	<b>University of Georgia</b> <b>Grady College of Journalism &amp; Mass</b> <b>Communication *</b> <b>Grady Jobs – <a href="mailto:ugagradyjobs@gmail.com">ugagradyjobs@gmail.com</a></b>		21
24	<b>Cuban American National Council (CNC) *</b> <b>1223 SW 4<sup>th</sup> Street</b> <b>Miami, FL 33135</b> <b><a href="mailto:lbarroso@cnc.org">lbarroso@cnc.org</a></b> <b>Tel: 305-642-3484 Ext. 172</b>		21
29	<b>National Hispanic Media Coalition *</b> <b>Pasadena, CA</b> <b>Brenda Rivas</b> <b>Vice President, HR &amp; Operations</b> <b>Email: <a href="mailto:brivas@nhmc.org">brivas@nhmc.org</a></b> <b>Tel. 626-792-6462</b> <b><a href="http://www.nhmc.org">www.nhmc.org</a></b>		21
31	<b>Broward Community College *</b> <b>Heidi Schwarz</b> <b>Email: <a href="mailto:hschwarz@broward.edu">hschwarz@broward.edu</a></b>		21
35	<b>Florida Agricultural and Mechanical</b> <b>University (FAMU) *</b> <b>The Career Center</b> <b>Melony Washington</b> <b>C.C. Cunningham Bldg., Suite 100</b> <b>Tallahassee, FL 32307</b> <b>Email: <a href="mailto:melony.washington@famu.edu">melony.washington@famu.edu</a></b> <b>Tel. 850-599-3700 – Fax: 850-599-3353</b>		21



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<b>36</b>	<b>NATAS Suncoast Chapter *</b> P.O. Box 840738 Pembroke Pines, FL 33084 Karla MacDonald <a href="mailto:emmysuncoast@gmail.com">emmysuncoast@gmail.com</a> Tel. 954-322-3171		21
<b>44</b>	<b>MediaLine *</b> 1209 Wood Valley Rd. Augusta, GA 30909 Rich Everitt <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Tel. 706-364-7564		21
<b>51</b>	<b>Hispanic Unity of Florida *</b> Milenis Johancsik Senior Career Coach 5840 Johnson Street Hollywood, FL 33021 <a href="mailto:mjohancsik@hispanicunity.org">mjohancsik@hispanicunity.org</a> Tel. 954-342-0415 <a href="http://www.HispanicUnity.org">www.HispanicUnity.org</a>		21
<b>58</b>	<b>Employee Referral</b>	17	
<b>59</b>	<b>Talent Dynamics or Talent Agents</b> Sandra Connell, President 600 Las Colinas Blvd. Suite 100 Irving, TX 75039 <a href="mailto:Connell@talentdynamics.com">Connell@talentdynamics.com</a> Tel. 214-640-3139	2	2
<b>60</b>	<b>Affiliate Station</b> <b>WKMG-TV</b> Orlando, FL Donna Ansley <a href="mailto:dansley@wkmg.com">dansley@wkmg.com</a>		21
<b>61</b>	<b>Former Employee</b>	2	
<b>62</b>	<b>BH Media Careers/WPLG Careers</b> <b>(Resume Library.com, Various Links)</b>	15	21
<b>64</b>	<b>Internal Posting</b>	9	21
<b>66</b>	<b>TV Jobs.com</b> Broadcast Employment Services Oceanside, CA92052 <a href="mailto:info@tvjobs.com">info@tvjobs.com</a>		21

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<b>68</b>	<b>Career Builder</b> Stacie Kempe-National Account Executive Email: <a href="mailto:Stacie.kempe@careerbuilder.com">Stacie.kempe@careerbuilder.com</a> Tel. 312-698-0658 <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		
<b>69</b>	<b>LinkedIn</b> Rosie Vasco @ <a href="http://www.linkedin.com">www.linkedin.com</a> Alex Price @ <a href="http://www.linkedin.com">www.linkedin.com</a>		21
<b>71</b>	<b>Spots-N-Dots</b> <a href="http://www.spotsndots.com">www.spotsndots.com</a> <b>888-884-2630</b>		2
<b>77</b>	<b>Industry/Client Referral</b>	2	
<b>78</b>	<b>Twitter</b> Peggy Phillip @pphillip New-Rosie Vasco @VascoRosie <a href="http://www.twitter.com">www.twitter.com</a>		14
<b>79</b>	<b>Miami International University of Art &amp; Design *</b> 1501 Biscayne Blvd., Suite 100 Miami, FL 33132-1418 Marcia Gomez <a href="mailto:magomez@edmc.edu">magomez@edmc.edu</a> <a href="mailto:nmoura@aii.edu">nmoura@aii.edu</a> Tel. 305-428-5882		21
<b>80</b>	<b>St. Thomas University *</b> <b>Cristina C. Lopez</b> <b>Associate Director of Career Services</b> 16401 NW 37 <sup>th</sup> Ave. Miami Gardens, FL 33054 <a href="mailto:cclopez@stu.edu">cclopez@stu.edu</a> Tel: 305-628-6577 Fax: 305-474-6930		21
<b>81</b>	<b>NABJ Job Fair @</b> <b>Broward College –Miramar Campus</b>	1	1
	<b>Total Number of Interviewees</b>	<b>131</b>	



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WPLG-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WPLG-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment of drug screen.

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRS�”) for recruitment source data

	<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>	<b>Hire Date</b>
1.	<b>Associate Producer 2018-21</b>	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51, 58, 60, 62,64, 66, 69, 79, 80	4	11/7/18
2.	<b>Reporter 2018-24</b>	1,2, 6-9, 11,12, 24, 29, 31, 35, 36, 44, 51, 58,59, 60, 62,64, 66, 69, 79, 80	6	1/7/19
3.	<b>Account Executive 2018/2019-01</b>	1,2, 6-9, 11,12, 24, 29, 31, 35, 36, 44, 51, 58, 60,61,62, 64, 66, 69, 79, 80	19	3/1/19
4.	<b>Photographer/Editor DC 2018/2019-02</b>	1,2, 6-9, 11,12, 24, 29, 31, 35, 36, 44, 51, 58,59, 60, 62, 64, 66,69, 77,79, 80	4	1/7/19
5.	<b>Assignment Editor 2018/2019-03</b>	1,2, 6-9,11, 12, 24, 29, 31, 35, 36, 44, 51, 58, 60, 62,64, 66, 69, 79, 80	5	12/17/18
6.	<b>Producer 2018/2019-04</b>	1,2, 6-9,11, 12, 24, 29, 31, 35, 36, 44, 51, 60, 62, 66, 69, 79,80	9	3/28/19
7.	<b>Producer 2018/2019-05</b>	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51, 58, 60, 62, 64, 66,69, 79, 80	11	7/3/19
8.	<b>Assignment Editor 2019-01</b>	1,2, 6-9,11, 12, 24, 29, 31, 35, 36, 44, 51, 60, 61,62, 66, 69, 77,78,79,80	4	2/4/19
9.	<b>Accounting Manager 2019-02</b>	1,2, 6-9, 11,12, 24, 29, 31, 35, 36, 44, 51, 60, 62,64, 66,69,77,78, 79, 80	7	4/1/19
10.	<b>Associate Producer 2019-03</b>	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51, 60, 62, 64, 66, 69, 78,79, 80	6	1/31/19
11.	<b>Associate Producer 2019-04</b>	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51,58, 60, 62, 64, 66, 68,69,77,78, 79, 80	8	2/19/19
12.	<b>Photographer/Editor 2019-05</b>	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51, 60, 62, 64, 66, 69,78,79, 80	4	4/15/19



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**I. VACANCY LIST**

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	<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>	<b>Hire Date</b>
13.	<b>Associate Producer 2019-06</b>	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51, 58, 60, 62, 64, 66, 69, 78,79, 80,81	9	3/2019
14.	<b>Producer 2019-08</b>	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51, 60, 62, 64,69,78,79,80	11	5/19/19
15.	<b>Associate Producer 2019-10</b>	1,2, 6-9, 11, 12, 24, 29, 31, 35, 36, 44, 51, 60, 62, 64,66,69, 78,79, 80	3	6/5/19
16.	<b>Senior Promotions Producer 2019-13</b>	1,2, 6-9, 10,11, 12, 24, 29, 31, 35, 36, 44, 51, 60,61, 62, 64, 66, 69, 78,79, 80	4	7/15/19
17.	<b>Promotions Producer 2019-14</b>	1,2, 6-9, 10,11, 12, 24, 29, 31, 35, 36, 44, 51, 58,60, 62, 64, 66, 69,78,79, 80,81	5	8/5/19
18.	<b>Web-Editor 2019-15</b>	1,2, 6-9, 11,12, 24, 29, 31, 35, 36, 44, 51, 60, 62,64, 66, 69, 78,79, 80	5	8/19/19
19.	<b>Floor Director 2019-16</b>	1,2, 6-9, 10,11, 12, 24, 29, 31, 35, 36, 44, 51,58,60, 62, 64, 66, 69, 78,79, 80	4	7/22/19
20.	<b>Photographer/Editor 2019-17</b>	1,2, 6-9, 10,11, 12, 24, 29, 31, 35, 36, 44, 51, 58, 59,60,61, 62, 64, 66, 69, 78,79, 80	3	9/19/19
<b>Total</b>			<b>131</b>	



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WPLG Inc. is looking for organizations that regularly distribute about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our station.

**Please Notify:**

Rosie Vasco

WPLG, Inc.

3401 West Hallandale Beach Blvd.

Pembroke Park, FL 33023

954-364-2545

[rvasco@wplg.com](mailto:rvasco@wplg.com)