

EEO Regulations for Broadcasters Public File

The FCC's updated equal employment opportunity regulations emphasize broad outreach and recruitment. The following EEO worksheets are designed to assist and illustrate that WUCF TV is in compliance with the Commission's current EEO rules, policies and record-keeping requirements.

WUCF TV is licensed to the University of Central Florida. Accordingly, UCF is responsible for the station's hiring and EEO activities. UCF is an equal opportunity employer. In compliance with UCF Human Resources guidelines, applicants are asked to provide referral sources on an optional/voluntary basis.

Updated as of September 2015

List of Full-Time Jobs Filled

Period October 1, 2014 through September 30, 2015

Job Title: Broadcast Videographer	Date Filled: 1/16/15
Job Title: Senior Accountant	Date Filled: 2/13/15
Job Title: Administrative Assistant	Date Filled: 8/14/15
Job Title: Producer	Date Filled: 8/14/15
Job Title: Account Representative	Date Filled: 10/9/15

Yearly Totals for Number of Interviewees by Referral Source

Recruitment Source	Total Number of Interviewees
Career Builder	3
Glassdoor.com	2
Indeed.com	7
NETAOnline	1
UCF Website	34
Word of Mouth	2
WUCF TV Employee Referral	1
Total Number of Interviewees:	50

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Broadcast Videographer – 36172

Date Filled: 1/16/2015

Posting dates: 8/29/14 – 12/18/14

Recruitment Source for Actual Hire:

WUCF TV Employee Referral - Keith Salkowski

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Recruitment Sources Utilized for Vacancies:

Corporation for Public Broadcasting -CPB.org

Current.org

Higher Ed Jobs

NETAonline.org

Production Hub

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

Women in Film (womeninfilmfl.org)

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

Number of candidates interviewed: 14

Recruitment Referral Sources:

Career Builder (2)

Glassdor.com (1)

Indeed.com (4)

WUCF TV Employee Referral - Keith Salkowski -(1)

University of Central Florida Human Resources Employment Opportunities Website (6)

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Senior Accountant – 32505

Date Filled: 2/13/2015

Posting dates: 10/31/14 – 11/13/14

Recruitment Source for Actual Hire:

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

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Recruitment Sources Utilized for Vacancies:

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

Number of candidates interviewed: 6

University of Central Florida Human Resources Employment Opportunities Website (6)

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Administrative Assistant – 39627

Date Filled: 8/14/15

Posting dates: 7/3/15 – 7/9/15

Recruitment Source for Actual Hire:

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

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Recruitment Sources Utilized for Vacancies:

CareerBuilder

Corporation for Public Broadcasting -CPB.org

Higher Ed Jobs

MyPBS.org

NETAonline.org

Orlando Women in Film Facebook page

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF TV Facebook page

WUCF TV Internal Announcement

WUCF TV website

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

Number of candidates interviewed: 4

Recruitment Referral Sources:

University of Central Florida Human Resources Employment Opportunities Website (4)

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Producer – 38643

Date Filled: 8/14/15

Posting dates: 5/22/15 – 6/11/15

Recruitment Source for Actual Hire:

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

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Recruitment Sources Utilized for Vacancies:

CareerBuilder

Corporation for Public Broadcasting -CPB.org

Current.org

Florida Public Relations Association

Higher Ed Jobs

Mandy.com

MyPBS.org

NETAonline.org

NETA Production Council List

Orlando Women in Film Facebook page

ProductionHub.com

Women in Film and Television (as by product of Production Hub posting)

WUCF TV Facebook Page

WUCF TV Internal Announcement

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

Number of candidates interviewed: 9

Recruitment Referral Sources:

University of Central Florida Human Resources Employment Opportunities Website (7)

NETAOnline.org (1)

Word of mouth (1)

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Account Representative – 39758

Date Filled: 10/9/15

Posting dates: 6/5/15 – 6/18/15

Recruitment Source for Actual Hire:

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

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Recruitment Sources Utilized for Vacancies:

CareerBuilder

Corporation for Public Broadcasting -CPB.org

Current.org

Florida Public Relations Associations

Higher Ed Jobs

LinkedIn

MyPBS.org

NETAonline.org

Orlando Women in Film Facebook page

Production Hub

Women in Film and Television (as by product of Production Hub posting)

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF TV Facebook page

WUCF TV Internal Announcement

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

Number of candidates interviewed: 17

Recruitment Referral Sources:

University of Central Florida Human Resources Employment Opportunities Website (11)

CareerBuilder (1)

Word of mouth (1)

Glassdoor.com (1)

Indeed.com (3)

Contact Information for Recruitment Sources

Organization/Department/Project	Contact Name	Email	Website	Address	City / Zip	Phone	Fax	Entitled to Notification?
African American Chamber of Commerce	Xavia Sullivan	xsullivan@blackcommerce.org	http://blackcommerce.org	3201 E. Colonial Drive, Suite A-20	Orlando, FL 32803	407-420-4870	407-420-4849	N
Asian American Chamber of Commerce	Vi Ma	vimastolz@gmail.com	http://asianamericanchambercf.org	237 Isle of Sky Circle	Orlando, FL 32828	407-496-8321	N/A	N
Career Source	Shanika Goodings	Shanika.Goodings@ucf.edu	http://www.careersourcecentralflorida.com	4360 E. Colonial Drive	Orlando, FL 32803	407-531-1227 x4400	N/A	N
CareerBuilder	Brandon Williams	Brandon.Williams@ucf.edu	http://www.careerbuilder.com	12443 Research Parkway, Suite 301	Orlando, FL 32826	407-823-1718	407-823-2567	N
Corporation for Public Broadcasting	None	Self posted	http://cpb.org/jobline	401 Ninth Street, NW	Washington, DC 20004	202-879-9600	N/A	N
Current for People in Public Media	None	Self posted	http://jobs.current.org	6930 Carroll Avenue, Suite 625	Takoma Park, MD 20912	301-270-7240	301-270-7241	N
Florida Public Relations Association	Julie Hall	fpraorlando@gmail.com	http://www.fpra.org	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
Hero2Hired Program	Vickie Starling	vstarling@interactivegov.com	https://www.hireheroesusa.org	82 Marine St.	St. Augustine, FL 32084	904-823-0158	N/A	N
Higher Ed Jobs	Brandon Williams	Brandon.Williams@ucf.edu	https://www.higheredjobs.com	12443 Research Parkway, Suite 301	Orlando, FL 32826	407-823-1718	407-823-2567	N
Hispanic Chamber of Commerce	Sebastian Sanchez	ssanchez@hispanicchamber.net	http://www.hccmo.org	3201 East Colonial Drive, Suite A-20	Orlando, FL 32803	407-428-5870	407-428-5871	N
LinkedIn	None	Self posted	https://www.linkedin.com/	2029 Stierlin Court	Mountain View, CA 94043	650-687-3600	N/A	N
Mandy.com	None	Self posted	http://www.mandy.com	131/132 Upper Street	Islington, London N1 1QP	N/A	N/A	N
MyPBS	None	Self posted	http://connect.pbs.org	2100 Crystal Drive	Arlington, VA 22202	703-739-5000	N/A	N
NETA Production Council List	Maryanne Schuessler	maryanne@netaonline.org	http://www.netaonline.org	939 S. Stadium Road	Columbia, SC 292201	803-978-1579	803-771-4831	N
NETAOnline.org	Maryanne Schuessler	maryanne@netaonline.org	http://www.netaonline.org	939 S. Stadium Road	Columbia, SC 292201	803-978-1579	803-771-4831	N
Orlando Women in Film Facebook page	Jen Cook	Jennifer.Cook@wucftv.org	https://www.facebook.com/womeninfilmlf	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
Production Hub	None	Self posted	http://www.productionhub.com/	1806 Hammerlin Avenue	Winter Park, FL 32789	407-629-4122	407-629-8884	N
The Broadcasting Education Association	None	Self posted	http://www.beaweb.org/wp	1771 N Street, NW	Washington, DC 20036	202-602-0587	202-609-9940	N
UCF Veterans Resource Center	Lorine Cisch-taylor	lorine.cisch-taylor@ucf.edu	http://varc.sdes.ucf.edu	12781 East Plaza Drive	Orlando, FL 32816	407-823-5877	407-823-5879	N
University of Central Florida Jobsite	Brandon Williams	Brandon.Williams@ucf.edu	https://www.jobswithucf.com	12443 Research Parkway, Suite 301	Orlando, FL 32826	407-823-1718	407-823-2567	Y
WUCF TV Facebook page	Jen Cook	Jennifer.Cook@wucftv.org	https://www.facebook.com/WUCFTV	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
WUCF TV Internal Announcement	Jen Cook	Jennifer.Cook@wucftv.org	Internal Email	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
WUCF TV website	Jen Cook	Jennifer.Cook@wucftv.org	http://www.wucftv.org	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N

Prong 3 Longer-Term Recruitment Initiatives Implemented During Previous Year					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	10.1.14 – Present	College Intern Program	Intern opportunities to expose students to careers in broadcasting, IT and production, to give them real-world experience in the field, and help build their portfolio of work.	Students work with staff on station projects, giving them experience in the broadcasting industry.	Stephanie Rice, Instructor William Dotson, Director of Programming and Operations Jen Cook, Communications Manager, Eric Strauss, Manager of Corporate Support
2	10.1.14 – Present	Studio Tours	Monthly tours of WUCF studios and presentation on careers in broadcasting.	WUCF staff led monthly tours of the stations' studio to introduce community members to careers in broadcasting. Frequently attended by local boy & girl scout troops in Central Florida.	Brian Hirten, Senior Producer Catherine Hiles, Education & Community Engagement Manager
3	10.1.14 – Present	Video Capstone Project	Students create broadcast-quality video segments as capstone projects for UCF's Nicholson School of Communications' program.	WUCF staff advise students on the creation of a video segment and critique projects their projects. Students' work can be selected for on-air broadcast.	Stephanie Rice, Instructor Keith Salkowski, Executive Producer
4	10.1.14 – Present	Job Bank	Posting of each opening in a job bank whose membership includes substantial participation of women	WUCF posts job announcements on the Orlando Women in Film & Television	Angela Rivera, Administrative Services Coordinator Malika Stultz, Executive Administrative Assistant
5	10.1.14 – Present	Adjunct Instructor	Instruct students on skills necessary in broadcasting careers.	Faculty advisor for WUCF, manages WUCF's intern program and teaches Intro to Field Production and Editing, Studio Production and Advanced Studio Production.	Stephanie Rice, Instructor

6	11.7.14	2 nd Annual Central Florida Veterans Job Fair	Prepared a booth at the fair to interact and inform veterans about WUCF TV and employment opportunities	WUCF TV staff provided information about employment opportunities and applying for jobs at WUCF TV	Rita Echeverria, Director of Finance and Administration Malika Stultz, Executive Administrative Assistant
7	2.11.15	Spring 2015 UCF Co-op and Internship Fair	Prepared a booth at the fair to interact and inform students about WUCF TV and employment opportunities	WUCF TV staff provided information about employment opportunities and applying for jobs at WUCF TV	Stephanie Rice, Instructor Malika Stultz, Executive Administrative Assistant
8	3.3.15	National Broadcasting Society Meeting	Inform students about careers in broadcasting, tips to succeed in television, and provide an opportunity for resume critique and demo reel feedback	WUCF staff shared their experience in TV, discussed internship opportunities, various career paths in TV and steps to finding your first job in broadcasting.	Tricia Connelly, Producer Brian Hirten, Producer Kristin Benjamin, Promotions Producer
9	6.4.15	UCF CECS Office of Diversity and Inclusion Summer Diversity Workshop	Create awareness of diversity issues, promote advocacy within UCF and the Orlando community, foster an environment for future partnerships.	Polly Anderson served as a guest panelist.	Polly Anderson, Executive Director