

**WESH-TV, WKCF-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2019 - September 23, 2020**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Reporter Open Date: 5/7/2019 Hire Date: 11/4/2019	3-15, 17-21, 23-31, 33, 35-39, 41-43, 45, 47-57	20
Account Executive Open Date: 5/8/2019 Hire Date: 12/31/2019	1, 3-15, 17-21, 23-31, 33-39, 41-43, 45- 57	20
Account Executive Open Date: 7/31/2019 Hire Date: 12/18/2019	1, 3-6, 8-15, 17-19, 21, 23-31, 33, 35- 39, 41-43, 45-57	10
Sports Anchor Reporter Open Date: 8/5/2019 Hire Date: 5/13/2020	2-6, 8-15, 17-19, 21, 23-31, 33-39, 41- 43, 45, 47-57	10
Producer Open Date: 8/7/2019 Hire Date: 12/9/2019	3-6, 8-15, 17-19, 21, 23-31, 33, 35-39, 41-43, 45-57	10
Operations Technician FT Open Date: 8/19/2019 Hire Date: 10/20/2019	3-6, 8-19, 21, 23-33, 35-39, 41-43, 45, 47-57	16
Promotion Writer Producer Open Date: 8/21/2019 Hire Date: 12/16/2019	1, 3-6, 8-15, 17-19, 21, 23-31, 33, 35- 39, 41-43, 45, 47-57	10
Commercial Writer Producer Open Date: 8/21/2019 Hire Date: 12/2/2019	1, 3-6, 8-15, 17-19, 21, 23-31, 33-39, 41-43, 45, 47-57	34
Digital Client Service Specialist Open Date: 8/22/2019 Hire Date: 1/2/2020	1, 3-6, 8-15, 17-19, 21, 23-31, 33-39, 41-43, 45-57	10
Sales Account Associate- Entry Level Open Date: 9/30/2019 Hire Date: 12/16/2019	1, 3-15, 17-19, 21, 23-31, 33-36, 38-39, 41-43, 45-57	51
Operations Technician Open Date: 10/10/2019 Hire Date: 10/25/2019	3-15, 17-19, 21, 23-31, 33-39, 41-45, 47-57	34
Executive Producer Open Date: 11/9/2019 Hire Date: 3/30/2020	3, 5-15, 17-19, 22-31, 33-36, 39, 41-42, 44-45, 47-50, 52-56	10
Multi-Media Journalist Open Date: 11/9/2019 Hire Date: 2/24/2020	3-19, 21, 23-31, 33, 35-37, 39, 41-43, 45, 47-57	16
Photographer Open Date: 12/17/2019 Hire Date: 4/13/2020	3-15, 17-19, 21, 23-29, 31, 33, 35-37, 39-43, 45-57	50

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Account Executive Open Date: 1/29/2020 Hire Date: 8/24/2020	1, 3-19, 21, 23-29, 31, 33, 35-37, 39, 41-57	16
Meteorologist Open Date: 3/13/2020 Hire Date: 7/22/2020	2-7, 9-15, 17-19, 21, 23-29, 31, 33, 35-37, 39-43, 45-57	10
Meteorologist Open Date: 5/6/2020 Hire Date: 6/22/2020	2-15, 17-19, 21, 23-29, 31, 33, 35-37, 39, 41-57	2
News Producer Open Date: 5/22/2020 Hire Date: 8/17/2020	3-7, 9-15, 17-19, 21, 23-29, 31, 33, 35-37, 39, 41-45, 47-57	10
Assistant News Director Open Date: 5/28/2020 Hire Date: 7/20/2020	3-19, 21, 23-29, 31, 33, 35-37, 39, 41-45, 47-57	16

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1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919/217-4438 Email : slizik@602Communications.com Sandy Lizik	N	0
2	Agency Referral	N	3
3	Alabama State University 915 S. Jackson Street Montgomery, Alabama 36104 Phone : 334/229-4493 Url : <a href="http://www.alasu.edu">http://www.alasu.edu</a> Email : dokeowo@alasu.edu Fax : 1-334-229-4976 David Okeowo	Y	0
4	All About People 4767 New Broad Street Suite 308 Orlando, Florida 32814 Phone : 407 751-7146 Url : <a href="http://www.allaboutpeople.net/">http://www.allaboutpeople.net/</a> Fax : 1-602-955-6646 Gary Staudt	N	0
5	American Business Women's Association 2834 South Roanoke Springfield, Missouri 65807 Phone : 417-883-2259 Email : mba@mbaweb.org Fax : 1-417-883-2259 Donnie Harris	N	0
6	Asian American Journalists Association (AAJA) 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="http://www.aaja.org">http://www.aaja.org</a> Asian American Journalists Association Manual Posting	N	0
7	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batetech.edu Roland Robinson	N	0

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8	California Chicano News Media Assoc. 727 W. 27th Street Room 201 Los Angeles, California 90071 Phone : 213/821-0075 Url : <a href="http://www.ccnma.org">http://www.ccnma.org</a> Sylvia Wells Manual Posting	N	0
9	Career Source Central Florida 2884 South Orlando Drive Sanford, Florida 32773 Phone : 407-531-1231 x7340 Url : <a href="http://CareerSourceCentralFlorida.com">CareerSourceCentralFlorida.com</a> Lupino Reed Manual Posting	Y	0
10	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : <a href="http://careers.hearsttelevision.com/">http://careers.hearsttelevision.com/</a> Email : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a> Career Services	N	32
11	Central Florida Assoc. of Black Journalist P.O.Box 745 Orlando, Florida Phone : 407/872-0656 Url : <a href="http://cfabj.wordpress.com">http://cfabj.wordpress.com</a> Email : <a href="mailto:Chetglover@cfl.rr.com">Chetglover@cfl.rr.com</a> Fax : 1-407-872-5763 Chester Glover	Y	0
12	Central Florida Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407/834-4223 Url : <a href="http://www.cfec.org">http://www.cfec.org</a> Email : <a href="mailto:cfec@cfec.org">cfec@cfec.org</a> Fax : 1-407-260-2949 Paulette Weir	Y	0

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13	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407/841-7654 Url : <a href="http://www.cful.org">http://www.cful.org</a> Email : <a href="mailto:srichardson@cful.org">srichardson@cful.org</a> Fax : 1-407-841-9114 S Richardson	Y	0
14	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
15	Columbia University 2950 Broadway New York, New York 10027 Phone : 212/854-8608 Url : <a href="http://www.journalism.columbia.edu">http://www.journalism.columbia.edu</a> Melissa McLainey Manual Posting	N	0
16	Current Employee	N	6
17	Daytona State College 1200 W. International Speedway Blvd. Room 205, Bldg 100 Daytona Beach, Florida 32120 Phone : 386/506-3687 Url : <a href="http://www.daytonastate.edu">http://www.daytonastate.edu</a> Career Services Manual Posting	Y	0
18	Eatman Media Services P.C Box 102 Bedford, New York 10506 Phone : 914-234-4748 Url : <a href="http://www.eatmanmediaservices.com/">http://www.eatmanmediaservices.com/</a> Email : <a href="mailto:emstalent@aol.com">emstalent@aol.com</a> Ross Eatman	N	0
19	Emma L. Bowen Foudation of Minority Interest in Media 524 W. 57th St New York, New York 10019 Phone : 212-975-2545 Email : <a href="mailto:Sandra.Rice@nbcuni.com">Sandra.Rice@nbcuni.com</a> Career Services	N	0

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20	Employee Referral	N	2
21	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
22	Everglades University 850 Trafalgar Court Maitland, Florida 32751 Phone : 407.277.0311 Email : kburns@evergladesuniversity.edu Kimberly Burns	N	0
23	Finding the Lost Sheep Post Office Box 770591 Winter Garden, Florida 34777 Phone : 321-354-8885 Email : info@findingthelostsheep.com Sharee Hodge	Y	0
24	Florida A & M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : 850-599-8808 Url : http://www.famu.edu Email : cecile.washington@famuedu Cecile Washington	Y	0
25	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 850/681-6444 Url : http://www.fab.org Email : Lvarn@fab.org Fax : 1-850-222-3957 Lindsay Varn	Y	0
26	Florida State University A-4100 University Center Tallahassee, Florida Phone : 850/644-4023 Url : http://www.fsu.edu Email : Reception@admin.fsu.edu Debbie Crowder	Y	0

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27	Goodwill Industries of Central Florida, Inc. 1356 E. Vine St Kissimmee, Florida 34744 Phone : 407/847-0696 Url : <a href="http://www.goodwillcfl.org">http://www.goodwillcfl.org</a> Email : <a href="mailto:Lvazquez@goodwillcfl.org">Lvazquez@goodwillcfl.org</a> Fax : 1-407-847-0696 Lourdes Vazquez	Y	0
28	Goodwill Industries-Self-Sufficiency Job Center 515 W. Central Blvd. Orlando, Florida 32801 Phone : 407/872-0770 Url : <a href="http://www.goodwillcfl.org">http://www.goodwillcfl.org</a> Email : <a href="mailto:jobconnection@goodwillcfl.org">jobconnection@goodwillcfl.org</a> Fax : 1-407-872-0256 M Lonnquist	Y	0
29	Goodwill Industries-Self-Sufficiency Job Center 112 S. Sanford Avenue Sanford, Florida 32771 Phone : 407/936-0469 Url : <a href="http://www.goodwillcfl.org">http://www.goodwillcfl.org</a> Email : <a href="mailto:bnewkirk@goodwillcfl.org">bnewkirk@goodwillcfl.org</a> Fax : 1-407-936-0480 Belinda Newkirk	Y	0
30	Hispanic Chamber of Commerce 315 E. Robinson Street Suite 190 Orlando, Florida 32801 Phone : 407/428-5870 Url : <a href="http://www.hispanicchamber.net">http://www.hispanicchamber.net</a> Email : <a href="mailto:lgarcia@hispanicchamber.net">lgarcia@hispanicchamber.net</a> Fax : 1-407-428-5871 L Garcia	N	0
31	Howard University School of Communication 525 Bryant Street, NW Washington, District of Columbia 20059 Phone : 202/806-5806 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:Cdudley@Howard.edu">Cdudley@Howard.edu</a> Fax : 1-202-986-2911 Carol Dudley	Y	0

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32	Indeed.com 177 Broad Street, 6th Floor Stamford, Connecticut 06901 Phone : 646 -589 -6802 Url : www.indeed.com Megan Brown Manual Posting	N	2
33	Insight Recruiter 683 Schofield Road San Francisco, California 94129 Phone : 415-852-3621 Email : admin@insightrecruiting.com Lynn Hollis	N	0
34	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : . Url : http://www.linkedin.com Career Services Manual Posting	N	19
35	Long Island University-CW Post Campus 720 Northern Blvd Kumble Hall Brookville, New York Phone : 516-299-2251 Url : http://www.liu.net.edu Email : post-careersuccess@liu.edu Career Services	Y	0
36	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
37	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800/237-8073 Url : http://www.medialine.com/jobshtm Email : medialine@medialine.com Mark Shilstone	N	0



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38	National Association of Hispanic Journalists 1193 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7145 Career Services Manual Posting	N	0
39	National Lesbian & Gay Journalists Association 1420 K. Street, NW Suite 910 Washington, District of Columbia 20005 Phone : 202/588-9888 ext 10 Email : info@nljja.org Fax : 1-202-588-1818 David Barre	Y	0
40	National Press Photographers Association 3200 Croasdaile Dr Durham, North Carolina 27705 Url : <a href="https://nppa.org/post-a-job">https://nppa.org/post-a-job</a> Career Services Manual Posting	N	0
41	New York University - Wasserman Ctr for Development 133 E. 12th Street 2nd Floor New York, New York 10003 Phone : 214/998-4730 Url : <a href="http://www.nyu.edu/careerdevelopment">http://www.nyu.edu/careerdevelopment</a> Trudy Steinfeld Manual Posting	N	0
42	Northwestern University - Medill School 1845 Sheridan Road Evanston, Illinois Phone : 847/467-1238 Url : <a href="http://www.medill.northwestern.edu">http://www.medill.northwestern.edu</a> Lonnie Dunlap Manual Posting	N	0
43	Parker & Lynch Recruiting 390 North Orange Avenue Suite 1600 Orlando, Florida 32801 Phone : 407-454-6545 Email : orlando@parkerlynch.com Daniel Clark	N	0

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44	Producers Guild of America 8530 Wilshire Blvd Beverly Hills, California 90211 Url : <a href="https://jobs.producersguild.org//">https://jobs.producersguild.org//</a> Career Services Manual Posting	N	0
45	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
46	Rollins College Crummer Graduate School 1000 Holt Avenue Camp Box 2722 Winter Park, Florida Phone : 407/646-2335 Url : <a href="http://www.rollins.edu/careerservices">http://www.rollins.edu/careerservices</a> Email : <a href="mailto:careerdevelopment@Rollins.edu">careerdevelopment@Rollins.edu</a> Fax : 1-407-646-2311 Career Services	N	0
47	Seminole State College 100 Weldon Blvd. Sanford, Florida 32773 Phone : 407/708-2294 Url : <a href="http://www.seminolestate.edu/careers">http://www.seminolestate.edu/careers</a> Career Development Center Manual Posting	Y	0
48	State of FL - Dept of Ed.-Division of Voc. Rehab. 3555 Maguire Blvd Suite 205 Orlando, Florida 32803 Phone : 407/897-2725 Url : <a href="http://www.fldoe.org">http://www.fldoe.org</a> Email : <a href="mailto:Nancy.Pritchard@vr.fldoe.org">Nancy.Pritchard@vr.fldoe.org</a> Fax : 1-407-897-2752 Nancy Pritchard	Y	0
49	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

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50	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760/754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	1
51	University of Central Florida - Career Resource Center P.O.Box 160165 Admin. Bldg, Suite S124 Orlando, Florida Phone : 407/823-2361 Url : <a href="http://www.career.ucf.edu">http://www.career.ucf.edu</a> Veena Garib Manual Posting	N	4
52	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Christine Mahoney Manual Posting	Y	0
53	University of FL-College of Journalism & Communications 2081 Weimer Hall Gainesville, Florida 32611 Phone : 352/392-0463 Url : <a href="http://www.jou.ufl.edu/knight/jobintern/">http://www.jou.ufl.edu/knight/jobintern/</a> David Ostroff Manual Posting	N	0
54	University of Maryland-Phillip Merrill College of Journalism 1117 Journalism Building 1 College Park, Maryland 20742 Phone : 301-405-7247 Url : <a href="http://www.journalism.umd.edu">http://www.journalism.umd.edu</a> Email : <a href="mailto:charvey@jmail.umd.edu">charvey@jmail.umd.edu</a> Adrianne Flynn	N	0

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55	Valencia Community College - Career Placement 8600 Valencia College Lane Orlando, Florida 32825 Phone : 407/582-2726 Url : <a href="http://valenciaccc.edu/careerdevelopment">http://valenciaccc.edu/careerdevelopment</a> Merling Anglade Manual Posting	Y	0
56	Western Carolina University 205 E. Killian Annex Cullowhee, North Carolina 28723 Phone : 828/227-3851 Url : <a href="http://jobs.wcu.edu">http://jobs.wcu.edu</a> Donald Connelly Manual Posting	Y	0
57	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>69</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Participation in events sponsored by community groups	John Soapes, President & General Manager WESH-TV/WKCF-TV serves on the board for New Hope for Kids. In that capacity, he attends meetings, events, fundraisers, and supports station sponsored events like "Art of the Vine" and the "Celebrity Mascot Games." The purpose of New Hope for Kids is to bring hope, healing, and happiness to children and families suffering from grief, loss, or life-threatening illnesses.	1	President & General Manager, WESH-TV/WKCF-TV
2	Ongoing Event	Participation in events sponsored by community groups	James Cole, Assignment Desk Editor, WESH-TV, is a Board Member of the Central Florida Association of Black Journalist. In that role, he attends meetings and community events.	1	Assignment Editor, WESH-TV
3	Ongoing Event	Participation in events sponsored by community groups	Adrian Whitsett, Anchor/Reporter WESH-TV, participates in an ongoing mentorship program with the American Corporate Partners. It is a year-long partnership with a Veteran transitioning to civilian life to help them build their next career.	1	Anchor/Reporter, WESH-TV
4	Ongoing Event	Participation in events or programs sponsored by educational institutions	Mike Kirby, News Photographer, WESH-TV, serves on an Advisory Committee for Winter Park Tech. The purpose is to review school improvement plans and offer input on vocational education programs.	1	Photographer, WESH-TV
5	Ongoing Event	Participation in events sponsored by community groups	Adrian Whitsett, Anchor/Reporter WESH-TV, participates in an ongoing mentorship program with the Camaraderie Foundation. The year-long partnership is with a Veteran who is transitioning to civilian life.	1	Anchor/Reporter, WESH-TV

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6	10/1/2019	Establishment of an intern program designed to assist members of the community	The WESH-TV/WKCF-TV intern program offers "hands-on" experiences for college students. It gives them an insider's look at the operations of a broadcast television station. The list of requirements include: documentation that college credit will be earned and that the internship is an integral part of the curriculum; the students have an interest in Journalism, Broadcast Communications, Meteorology, the Web, Sales, and/or Sports, and are currently enrolled in a University, College, or Technical school. From the University of Central Florida, there were 2 interns Fall 2019 and 3 interns Spring 2020; they gained hands-on experience within the News department, learning the production of a Newscast, how information is received and disseminated from the assignment desk, along with inputting materials on the station's website.	4	Managing Editor, WESH-TV Executive Producer, WESH-TV Assignment Desk, WESH-TV Digital Media Manager, WESH-TV
7	10/1/2019	Establishment of training programs for station personnel	The Hearst Sales Department Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. It is a comprehensive 10 to 12 month program that has a defined outline and milestone goals to achieve. The objectives are tracked by the WESH-TV/WKCF-TV Sales management teams and reported to Corporate management. Abigail Hirn, a University of Central Florida graduate, began her participation as a Sales Account Associate on May 28, 2019. Through her hard work and dedication, she successfully was hired as a WKCF-TV Account Executive on October 1, 2019.	1	Account Executive - WKCF-TV

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8	10/1/2019	Participation in other activities designed by the station employment unit	From October 1, 2019 to August 31, 2020, 368 public service announcements aired. WESH-TV (NBC affiliate) ran 47, WKCF-TV (CW affiliate) ran 96, METV (Classic Retro Network) ran 80, Justice Network (now True Crime Network) (a Crime Show Network) ran 87, and Estrella TV (an Hispanic Network) ran 48. The on-air copy reads as follows: "WESH-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies. We seek the help of local organizations in referring qualified applicants to our station. If your organization is interested in receiving notifications on job vacancies at WESH-TV, please contact Human Resources at WESH-TV 1021 North Wymore Road Winter Park 32789 or call 407-645-2222."	1	Executive Assistant, WESH-TV/WKCF-TV
9	10/8/2019	Participation in events or programs sponsored by educational institutions	On October 8, 2019, Amy Sweezy, Meteorologist WESH-TV, visited Kissimmee Elementary School and spoke to 5th grade students and teachers. She discussed weather, television careers in broadcasting and meteorology, the importance of school and education, along with the various tools and instruments used for forecasting the weather.	1	Meteorologist, WESH-TV
10	10/11/2019	Participation in events sponsored by community groups	On October 11, 2019, Marcie Golgoski, Executive Producer of Special Projects, WESH-TV, as Board Secretary, attended the Pabst Steinmetz Foundation's annual board meeting. The organization inspires and builds community through innovation and education. Board members reviewed grant applications for 2020 funding.	1	Executive Producer, WESH-TV

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11	10/12/2019	Participation in events sponsored by community groups	On October 12, 2019, several WESH-TV/WKCF-TV/GFX HUB employees assisted with the Orlando Habitat for Humanity Phase 1 building project of a single family home. The "Day of Service" participants were WESH-TV's Kirsten Wolff, News Director, Marcie Golgoski, Executive Producer/Special Projects, Anchor/Reporters Jim Payne, Michelle Imperato, Adrian Whitsett, and Jasmin Bailey, Reporters Bob Hazen, Gail Paschall Brown, and Michelle Meredith, Meteorologist Kyle Gravlin, Photographers Pete Delis, Tim Brown, and Melissa Henderson, News Room Administrator Risa Quiles, Receptionist Celine Bartley, Web Editor Raquel Ciampi; WKCF-TV's Client Sales Specialist Nancy Tharp and Programming Coordinator Gina Mitchell; along with Hearst Television GFX HUB's Anika Khan and Summer McClanahan.	20	News Director, WESH-TV Executive Producer/Special Projects, WESH-TV Chief Photographer, WESH-TV Reporter, WESH-TV
12	10/16/2019	Participation in events or programs sponsored by educational institutions	On October 16, 2019, Kirsten Wolff, News Director WESH-TV, attended the "Careers in Communication Fair" held at the University of Florida in Gainesville. She met with 11 students from the College of Journalism and Communications. They were interested in career and internship opportunities at WESH-TV/WKCF-TV.	1	News Director, WESH-TV
13	10/18/2019	Participation in events or programs sponsored by educational institutions	On October 18, 2019, Jaclyn DeAugustino, Traffic Reporter, WESH-TV, spoke to the Television Production Class at Flagler Palm Coast High School. She discussed her career path, watched and critiqued their morning TV News show, and answered their questions.	1	Traffic Reporter, WESH-TV
14	10/18/2019	Participation in events or programs sponsored by educational institutions	On October 18, 2019, Tony Mainolfi, Chief Meteorologist WESH-TV, spoke to 2nd and 3rd graders at Sugar Mill Elementary School in Port Orange. His presentation, to the students and teachers, centered around hurricanes and tornadoes.	1	Chief Meteorologist, WESH-TV



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15	10/23/2019	Participation in events or programs sponsored by educational institutions	On October 23, 2019, Amy Sweezy, Meteorologist WESH-TV, spoke to England's Birkenhead International School students during Universal Orlando's Educational Program. The forty 14 to 17 year old's visited the United States to learn about American weather and how it compares internationally. During her presentation, she discussed television careers in broadcasting and meteorology, the impact weather has on outdoor activities, and the importance of weather safety.	1	Meteorologist, WESH-TV
16	10/24/2019	Participation in events or programs sponsored by educational institutions	On October 24, 2019, Amy Sweezy, Meteorologist WESH-TV, lectured at Embry-Riddle Aeronautical University in Daytona Beach. The students were enrolled in the "Introduction to Broadcast Meteorology" class with the potential of a career as a television Meteorologist.	1	Meteorologist, WESH-TV
17	10/24/2019	Participation in events or programs sponsored by educational institutions	On October 24, 2019, Amy Sweezy, Meteorologist WESH-TV, conducted a Weather Center tour for the University of Central Florida's medical students. The station visit was part of their surgical internship program called "Meeting of the Masters." During the roundtable, she discussed leadership, the path to success, and her career as a Broadcast Meteorologist.	1	Meteorologist, WESH-TV
18	10/28/2019	Participation in events sponsored by community groups	On October 28, 2019, Greg Fox, Investigative & Political Reporter WESH-TV, was a panelist during a discussion of "How to Cover Major Trials?" The event was held at the Florida Supreme Court in Tallahassee.	1	Investigative & Political Reporter, WESH-TV
19	10/30/2019	Participation in events or programs sponsored by educational institutions	On October 30, 2019, Tony Mainolfi, Chief Meteorologist WESH-TV, spoke to 4th and 5th graders at Sweetwater Elementary School in Port Orange. He discussed the water cycle and careers in television.	1	Meteorologist, WESH-TV

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20	10/30/2019	Participation in events or programs sponsored by educational institutions	On October 30, 2019, Kyle Gravlin, Meteorologist WESH-TV, taught weather and discussed meteorology to Tavares Elementary School 5th graders.	1	Meteorologist, WESH-TV
21	11/8/2019	Participation in events or programs sponsored by educational institutions	On November 8, 2019, Amy Sweezey, Meteorologist WESH-TV, participated in a S.T.E.M. (Science Technology Engineering Math) program. The "Family Night," at Northlake Park Community Elementary School in Orlando, highlighted meteorology through weather experiments and activities. It was attended by 400 kindergarten through 5th grade students and their parents.	1	Meteorologist, WESH-TV
22	11/11/2019	Participation in events or programs sponsored by educational institutions	On November 11, 2019, Dave Riva, General Sales Manager, WKCF-TV and Neida Gotay, Regional Sales Manager, Estrella TV, conducted a media sales presentation. They met with 35 University of Central Florida students in the "Professional Selling Program." They discussed sales job opportunities locally and within other Hearst television stations.	2	General Sales Manager, WKCF-TV Regional Sales Manager, Estrella TV
23	11/12/2019	Participation in events or programs sponsored by educational institutions	On November 12, 2019, Amy Sweezey, Meteorologist WESH-TV, spoke to 120 5th graders and teachers at Manatee Cove Elementary School, Orange City. She discussed weather, TV careers in broadcasting and meteorology, the importance of school and education, along with the various tools used for forecasting weather.	1	Meteorologist, WESH-TV
24	11/12/2019	Participation in events or programs sponsored by educational institutions	On November 12, 2019, Jason Guy, Anchor/Reporter WESH-TV, visited Heathrow Elementary School in Lake Mary. He spoke to 2nd and 4th graders about his television career.	1	Anchor/Reporter, WESH-TV
25	11/12/2019	Participation in events or programs sponsored by educational institutions	On November 12, 2019, Jason Guy, Anchor/Reporter WESH-TV, spoke to 100 4th graders at Lake Orienta Elementary School, Altamonte Springs. He discussed his television career and co-anchored their morning newscast.	1	Anchor/Reporter, WESH-TV

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26	11/12/2019	Participation in events or programs sponsored by educational institutions	On November 12, 2019, Tony Mainolfi, Chief Meteorologist WESH-TV, visited Wells Charter School in Kissimmee. He spoke to 200 5th graders and gave them a Meteorologist's insight on weather.	1	Chief Meteorologist, WESH-TV
27	11/13/2019	Participation in events or programs sponsored by educational institutions	On November 13, 2019, Tony Mainolfi Chief Meteorologist WESH-TV, visited Heathrow Elementary School. He spoke to 200 2nd and 3rd graders about tornadoes and hurricanes.	1	Chief Meteorologist, WESH-TV
28	11/14/2019	Participation in events or programs sponsored by educational institutions	On November 14, 2019, Tony Mainolfi, Chief Meteorologist, WESH-TV, spoke during the Orange County Teach-In program at Conway Elementary School, Orlando. He discussed hurricanes and tornadoes to 150 4th and 5th graders. During the Foundation for Orange County Public School's "American Education Week," business and civic leaders talk with students about academics, careers, and their goals.	1	Chief Meteorologist, WESH-TV
29	11/14/2019	Participation in events or programs sponsored by educational institutions	On November 14, 2019, Amy Sweezey, Meteorologist WESH-TV, read books to Pre-K students at the Jewish Academy of Orlando, in Maitland. In addition, and as a part of their weather study unit, she discussed the changing seasons and tools used to measure weather.	1	Meteorologist, WESH-TV
30	11/15/2019	Participation in events or programs sponsored by educational institutions	On November 15, 2019, Dave Riva, General Sales Manager WKCF-TV, discussed television sales to 35 students in the "Professional Selling Program" at the University of Central Florida in Orlando.	1	General Sales Manager, WKCF-TV

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31	11/20/2019	Participation in events or programs sponsored by educational institutions	On November 20, 2019, Amy Sweezey, Meteorologist WESH 2 News, spoke during the Orange County Teach-In program at Lake George Elementary School in Orlando. She spoke to 1st and 2nd graders, along with their teachers about weather, television careers in broadcasting and meteorology. During the "American Education Week," the Foundation for Orange County Public School, brings business and civic leaders into the classroom to talk to students about academics, careers, and their future endeavors.	1	Meteorologist, WESH-TV
32	11/21/2019	Participation in events or programs sponsored by educational institutions	On November 21, 2019, Tony Mainolfi, Chief Meteorologist WESH-TV, spoke during the Orange County Teach-In program at Cypress Springs Elementary School in Orlando. He discussed careers in television to 200 4th and 5th graders. During the "American Education Week," the Foundation for Orange County Public Schools brings business and civic leaders into the classroom to talk with students about academics, careers, and their future endeavors.	1	Chief Meteorologist, WESH-TV
33	11/21/2019	Participation in events or programs sponsored by educational institutions	On November 21, 2019, Amy Sweezey, Meteorologist WESH 2 News, spoke during the Orange County Teach-In program at Stone Lakes Elementary School in Orlando. She spoke to 120 4th graders about weather, television careers in broadcasting and meteorology, and the tools used to forecast weather. During the "American Education Week," the Foundation for Orange County Public Schools brings business and civic leaders into the classroom to talk with students about academics, careers, and their future endeavors.	1	Meteorologist, WESH-TV

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34	11/21/2019	Participation in events or programs sponsored by educational institutions	On November 21, 2019, Stewart Moore, Anchor/Reporter WESH-TV, spoke to students at Lockhart Middle School. During the "American Education Week," the Foundation for Orange County Public School's "Teach-In" curriculum, brings businesses and civic leaders into the classroom. They talk with students about academics, careers, and the future.	1	Anchor/Reporter, WESH-TV
35	11/21/2019	Participation in events or programs sponsored by educational institutions	On November 21, 2019, Tony Mainolfi, Chief Meteorologist WESH-TV, spoke during the Orange County "Teach-In" program at Winegard Elementary School, Orlando. He discussed hurricanes and tornadoes to 150 4th and 5th graders. During the "American Education Week," the Foundation for Orange County Public Schools brings business and civic leaders into the classroom to talk with students about academics, careers, and their future endeavors.	1	Chief Meteorologist, WESH-TV
36	11/22/2019	Participation in events or programs sponsored by educational institutions	On November 22, 2019, Amy Swezey, Meteorologist WESH-TV, spoke to 150 5th and 6th graders at RL Stevenson Elementary School, Merritt Island. She discussed the importance of school and education, instruments used to forecast the weather, and emphasized the importance of reading and literacy.	1	Meteorologist, WESH-TV
37	12/4/2019	Participation in events or programs sponsored by educational institutions	On December 4, 2019, Kyle Gravlin Meteorologist WESH-TV, visited Lake Mary Montessori Academy. During the school's on-site internship program, he discussed weather, forecasting on television, and educational requirements needed for a career as a Meteorologist.	1	Meteorologist, WESH-TV
38	12/13/2019	Participation in events or programs sponsored by educational institutions	On December 13, 2019, Kyle Gravlin, Meteorologist WESH-TV, spoke during the career day at Sunrise Elementary School in Marion Oaks. He spoke to 8 classes about weather and broadcasting. The school hosts it's STEAMspiration program - SCIENCE, TECH, ENGINEERING, ART, and MATH - for 3rd, 4th and 5th graders.	1	Meteorologist, WESH-TV

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39	1/9/2020	Participation in events sponsored by community groups	On January 9, 2020, John Soapes, President and General Manager, WESH-TV/WKCF-TV, attended the Florida Association of Broadcaster's board members meeting in Orlando.	1	President & General Manager, WESH-TV/WKCF-TV
40	1/10/2020	Participation in events or programs sponsored by educational institutions	On January 10, 2020, Dave Riva, General Sales Manager, WKCF-TV, conducted a media sales presentation. The 35 University of Central Florida "Professional Selling Program" students were also given a station tour of the WESH-TV/WKCF-TV studios.	1	General Sales Manager, WKCF-TV
41	1/10/2020	Participation in events or programs sponsored by educational institutions	On January 10, 2020, Tony Mainolfi, Chief Meteorologist WESH-TV, visited 6th graders at Narcossee Middle School in St. Cloud. He discussed various aspects of weather forecasting.	1	Chief Meteorologist, WESH-TV
42	1/18/2020	Participation in events sponsored by community groups	On Saturday, January 18, 2020, several WESH-TV/WKCF-TV and GFX HUB employees assisted with Phase II of an Orlando Habitat for Humanity project. The "Day of Service" participants were WESH-TV's Marcie Golgoski, Executive Producer/Special Projects, Pete Delis, Chief Photographer, Michelle Meredith, Reporter, Kyle Gravlin, Meteorologist, Celine Bartley, Receptionist, WKCF-TV's Nancy Tharp, Client Sales Specialist, and HTV GFX's Hub Graphic Specialist Anika Khan.	7	Executive Producer, Special Projects, WESH-TV Chief Photographer, WESH-TV Reporter, WESH-TV Receptionist, WESH-TV/WKCF-TV

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43	1/29/2020	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. It was a comprehensive 14 week defined training program with topics and follow-up coursework that included "Developing Personal Adaptability," "How to Accelerate Talent Development," "Developing High Performing Teams," and the timely, "Resources to Effectively Lead Amid COVID-19." The training program objectives were tracked by the human resource team and reported to corporate management. After successfully completing the Harvard Leadership Development Program, January 29, 2020 through June 24, 2020, the station's participants, Lindsey Lawson, Local Sales Manager, WESH-TV, Jess O'Neill, Assistant News Director, WESH-TV, and Raul "Gito" Saldana, Assistant Chief Engineer, WESH-TV/WKCF-TV, now have the skills/experiences necessary to qualify for career advancement and leadership roles. They received a "Certificate of Completion" for their participation.	3	Local Sales Manager, WESH-TV Assistant News Director, WESH-TV/WKCF-TV Assistant Chief Engineer, WESH-TV/WKCF-TV
44	2/5/2020	Participation in events or programs sponsored by educational institutions	On February 5, 2020, Tony Mainolfi, Chief Meteorologist WESH-TV, spoke to 3rd and 4th graders about hurricane coverage. The discussion was held at Stenstrom Elementary School in St. Cloud. Hurricane season runs June 1 - November 30.	1	Chief Meteorologist, WESH-TV
45	2/8/2020	Participation in events sponsored by community groups	On February 8, 2020, WESH-TV's Anchor/Reporters Stewart Moore and Michelle Imperato co-emceed "The Addy Awards." It was held at the Alford Inn in Winter Park. "The Addy Awards" honor excellence in advertising and cultivates the highest creative standards in the industry. The mission is to recognize and reward the creative spirit of excellence in advertising.	2	Anchor/Reporter, WESH-TV Anchor/Reporter, WESH-TV

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46	2/11/2020	Participation in events or programs sponsored by educational institutions	On February 11, 2020, Tony Mainolfi, Chief Meteorologist WESH-TV, talked to 4th and 5th graders at Waterbridge Elementary School in Orlando. He discussed his television career as a Meteorologist.	1	Chief Meteorologist, WESH-TV
47	2/14/2020	Participation in events or programs sponsored by educational institutions	On February 14, 2020, Tony Mainolfi, Chief Meteorologist WESH-TV, discussed his educational background and career to 120 students at Legacy Middle School in Orlando.	1	Chief Meteorologist, WESH-TV
48	2/15/2020	Participation in events sponsored by community groups	On February 15, 2020, Summer Knowles, Anchor/Reporter, Gail Paschall Brown, Reporter, Celine Bartley, Receptionist, and Michelle D. Bell, Executive Assistant, WESH-TV/WKCF-TV, attended the "18th Annual Black History Month Gala." The event was presented by the Black History Committee of Orange County and was held at the Rosen Centre, Orlando. Gail introduced keynote speaker Deshaun Barber, the first soldier to be crowned Miss USA. Deshaun is an Army Reservist and Cadet Instructor at Howard University's Bison Battalion in Washington, D.C. The distinguished guests who gave remarks were Congresswoman Val Demings and Orange County Mayor Jerry Demings. The Black History Committee of Orange County, Incorporated presents this event to award scholarships for high school students wanting to attend a Florida college or university. They include Bethune-Cookman University, Edward Waters College, Florida A & M University, Florida Memorial University, the University of Central Florida, Valencia College, and Rollins College. Scholarships are awarded based on academic achievement and financial need.	4	Anchor/Reporter, WESH-TV Reporter, WESH-TV Receptionist, WESH-TV/WKCF-TV Executive Assistant, WESH-TV/WKCF-TV



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49	2/16/2020	Participation in events sponsored by community groups	On February 16, 2020, Jazmin Bailey, Anchor/Reporter WESH-TV, was a guest luminary during the African American "Read-In." Held at the Orlando Public Library, this 30th anniversary event featured local luminaries celebrating African American literature through poetry, songs, and story-telling.	1	Anchor/Reporter, WESH-TV
50	2/20/2020	Participation in events sponsored by community groups	On February 20, 2020, Jazmin Bailey, Anchor/Reporter WESH-TV, was the guest speaker during a mother/daughter event called, "Honoring our Queens." The event was sponsored by the Man Up Mentoring, Incorporated group and held at the Ivey Lane Homes in Orlando. Man Up Mentoring strives to continually improve the quality of life for at risk youth by providing education, mentoring, and social services that will equip them to lead inspiring lives.	1	Anchor/Reporter, WESH-TV
51	2/20/2020	Participation in events or programs sponsored by educational institutions	On February 20, 2020, Jaclyn DeAugustino, Traffic Reporter/Anchor WESH-TV, participated in the 6th annual "Read-In" at Mills Creek Elementary School in Kissimmee.	1	Traffic Anchor/Reporter, WESH-TV
52	2/21/2020	Participation in events or programs sponsored by educational institutions	On February 21, 2020, WKCF-TV's Dave Riva, General Sales Manager & Sam Johnson, Local Sales Manager, along with WESH-TV's Local Sales Manager, Lindsey Lawson, spoke to students in the "Professional Selling Program." They discussed the sales industry and selling opportunities within television. The program is part of the University of Central Florida's curriculum.	3	General Sales Manager, WKCF-TV Local Sales Manager, WKCF-TV Local Sales Manager, WESH-TV
53	2/24/2020	Participation in events sponsored by community groups	February 24, 2020 - February 26, 2020, John Soapes, President and General Manager, WESH-TV/WKCF-TV, attended the National Association of Broadcasters State Leadership Conference in Washington, D.C. He attended meetings with policymakers and industry leaders, along with legislators who discussed current issues within the broadcasting industry.	1	President & General Manager, WESH-TV/WKCF-TV

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54	2/27/2020	Participation in events or programs sponsored by educational institutions	On February 27, 2020, Brigitte Snedeker, News Producer, WESH-TV, spoke to students in an Electronic Journalism class. She discussed her role as a television News Producer and answered questions about the television industry. It was held at the Nicholson School of Communication at the University of Central Florida, Orlando.	1	Producer, WESH-TV
55	3/1/2020	Participation in events sponsored by community groups	On March 1, 2020, Stewart Moore, Anchor/Reporter WESH-TV, moderated a candidate forum/debate in the Town of Eatonville.	1	Anchor/Reporter, WESH-TV
56	3/5/2020	Participation in events or programs sponsored by educational institutions	On March 5, 2020, Tony Mainolfi, Chief Meteorologist WESH-TV, spoke to students at Mill Creek Elementary School in Kissimmee about his career in television.	1	Chief Meteorologist, WESH-TV
57	3/6/2020	Participation in events sponsored by community groups	On March 6, 2020, Dave Riva, General Sales Manager, WKCF-TV, Neida Gotay, Regional Sales Manager, Estrella TV, and George Crousillat, Account Executive, Estrella TV, attended an "Outlook" luncheon. It was presented by the Hispanic Chamber of Commerce of Metro Orlando. The main topic of discussion was the importance of completing accurate information for the 2020 Census. The Hispanic Chamber of Commerce of Metro Orlando's mission is to provide LEADERSHIP and support ECONOMIC DEVELOPMENT of the Hispanic business COMMUNITY of Metro Orlando and Central Florida.	3	General Sales Manager, WKCF-TV Regional Sales Manager, Estrella TV Account Executive, Estrella TV
58	3/9/2020	Participation in events sponsored by community groups	On March 9, 2020, Brigitte Snedeker, News Producer, WESH-TV, attended the "Café` con Leche with PIO's." It was a meeting for Public Information Officers presented by the National Association of Hispanic Journalists. They met with (PIO's) on the best way to communicate with the media. The event was held at San Julian's Coffee, in Winter Park.	1	Producer, WESH-TV

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59	3/18/2020	Participation in events sponsored by community groups	On March 18, 2020, Jazmin Bailey, Anchor/Reporter WESH-TV , was a celebrity judge during the Pace Center for Girls "Talent Show." Pace's mission statement is to provide girls and young women with an opportunity for a better future through education, counseling, training, and advocacy. Its philosophy is to value all girls and young women; believing each one deserves an opportunity to find her voice and achieve her potential.	1	Anchor/Reporter, WESH-TV
60	6/11/2020	Participation in events sponsored by community groups	On June 11, 2020, Kirsten Wolff, News Director, WESH-TV, was a panelist during the Florida Public Relations Association's meeting. The topic of discussion was, "How to Pitch During a Pandemic." The ZOOM video presentation included 75 participants.	1	News Director, WESH-TV
61	8/24/2020	Establishment of training programs for station personnel	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. It is a comprehensive 10 to 12 months, has a defined outline, plus milestone goals to achieve. The objectives are tracked by the Sales management team and reported to corporate management. During this reporting period, Dishon Grisham, a University of Central Florida graduate, successfully completed the task required in the development program and was hired as an Account Executive on August 24, 2020.	1	Account Executive - WESH-TV

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62	9/2/2020	Participation in events or programs sponsored by educational institutions	On September 2, 2020, Dave Riva, General Sales Manager WKCF-TV, Kevin Orchard, General Sales Manager, WESH-TV, Lindsey Lawson, Local Sales Manager WESH-TV, Samantha Johnson, Local Sales Manager, WKCF-TV, Neida Gotay, Regional Sales Manager, Estrella TV, and Kelley Davis, Digital Sales Manager, WESH-TV/WKCF-TV, hosted a virtual conference. It was for 35 students enrolled in the University of Central Florida's "Professional Selling Program." During the virtual "meet and greet," they learned about the Hearst Sales Development Program; it is for Sales Account Associates interested in becoming Account Executives. Qualifying candidates participate in a comprehensive program that has a defined outline and milestone goals that have to be achieved within 10 to 12 months.	6	General Sales Manager, WKCF-TV General Sales Manager, WESH-TV Regional Sales Manager, Estrella TV Local Sales Manager, WKCF-TV