

## **WTVJ and WSCV 2019-2020 Annual EEO Public File Report**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WTVJ and WSCV.

The information contained in this Report covers the time period beginning October 1, 2019 to and including September 30, 2020 (the “Applicable Period”).

The FCC’s 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.

## 2019-2020 Annual EEO Public File Report

### I. Vacancy Recruitment

Covering the Period from October 1, 2019 through September 30, 2020  
Stations Comprising Station Employment Unit: WTVJ and WSCV

#### WTVJ Hires

Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate(s) Hired	Number Hired	Number Interviewed
1	Digital Producer	10/9/2019	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	4
1	Producer	10/15/2019	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3
1	Information Technology Analyst	10/16/2019	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	2
1	Producer	11/2/2019	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	3
1	Associate Producer	11/23/2019	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3
1	Reporter	11/23/2019	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	5
1	Technician	11/28/2019	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	2
1	Production Associate	12/12/2019	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	5
1	Investigative Reporter	01/14/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	6
1	APC Operator	01/23/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	9
1	Associate Producer	01/26/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	4
1	Multiplatform Sports MMJ	03/04/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	5

1	Digital Sales Director	03/04/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	2
1	Promotions Predator	03/13/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	3
1	Graphic Designer	03/31/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	3
1	Community and Communications Manager	08/01/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	5
1	VP of News	08/12/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	6
<b>WTVJ Total Number of Persons Interviewed</b>						<b>70</b>

**WSCV Hires**

<b>Quantity</b>	<b>Position Title</b>	<b>Date Filled</b>	<b>Recruitment source(s) used to fill vacancy</b>	<b>Recruitment Source for Candidate Hired</b>	<b>Number Hired</b>	<b>Number Interviewed</b>
1	Associate Producer	10/9/2019	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	2
1	Producer	10/19/2019	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3
1	Associate Producer	11/07/2019	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	2
1	Producer	12/6/2019	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	6
1	Morning Reporter	12/18/2019	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	2
1	Preditor - Creative Services	12/21/2019	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	8
1	Weekend Producer	1/11/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	2
1	Multi Media Journalist	3/17/2020	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	6
<b>WSCV Total Number of Persons Interviewed</b>						<b>31</b>

**Total Number of Persons Interviewed During Applicable Period for WTVJ and WSCV: 101**

I. Recruitment Source Information for Vacancies

Covering the Period from October 1, 2019 through September 30, 2020  
Stations Comprising Station Employment Unit: WTVJ and WSCV

<b>Recruitment Source</b>	<b>Total Number of Interviewees Referred During the Year)</b>
Please see Appendix A (except for nbcunicareers & YOH)	0
NBCUnicareers.com	67
YOH Staffing	10
Employee Referral	0
Internal Transfer	13
Internal Promotions	11
<b>TOTAL</b>	<b>101</b>

III. Non-Vacancy Specific Recruitment Activities

Covering the Period from October 1, 2019 through September 30, 2020  
Stations Comprising Station Employment Unit: WTVJ and WSCV

<b>JOB FAIR PARTICIPATION</b>			
<b>Organization</b>	<b>Date</b>	<b>Event</b>	<b>Participant(s)</b>
NABJ and NAHJ	August 5-8, 2020	Virtual NABJ-NAHJ joint convention and career fair.	Karen Mendez – Talent Acquisition Recruiter James Arroyave – Talent Acquisition Recruiter

<b>WTVJ EDUCATIONAL INSTITUTION SPONSORED CAREER OPPORTUNITIES AND COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION</b>			
<b>Organization</b>	<b>Date</b>	<b>Event</b>	<b>Participant(s)</b>
WTVJ, WSCV	11/29/2020-12/19/2020	Caravan of Joy/ Caravana de Alegria	Jackie Nespral WTVJ Anchor Jawan Stradar WTVJ Anchor Julia Bagg WTVJ Reporter
Everglades Coalition	1/10/2020	Conference Speaker	John Morales WTVJ Chief Meteorologist
American Meteorological Society	1/13/2020	Centennial Meeting Speaker	John Morales WTVJ Chief Meteorologist
WTVJ	1/14/2020	NBC 6 Community Action Board	Station personnel
University of Miami	1/22/2020	Climate Symposium Speaker	John Morales WTVJ Chief Meteorologist
Barry University	2/13/2020	Alumni Awards Host	Keith Jones WTVJ Anchor
WTVJ, WSCV	2/12/2020	Black History Month Celebration	Jawan Stradar WTVJ Anchor Trina Robinson WTVJ Anchor
Coconut Grove Arts and Historical Association	2/15/2020-2/17/2020	Coconut Grove Arts Festival Sponsors	Station Anchors and Reporters
American Heart Association	2/21/2020	Go Red for Women Luncheon Presenters	Trina Robinson WTVJ Anchor
William H. Turner Technical Arts High School	2/27/2020	Black History Forum	Jawan Stradar WTVJ Anchor
Belen Jesuit Preparatory School	2/28/2020	Class Discussion	Jawan Stradar WTVJ Anchor

Kiwanis of Little Havana	3/7/2020-3/8/2020	Carnaval on the Mile Sponsors	Station Personnel
Cornell University	4/22/2020	Atkinson Center for a Sustainable Future: External Advisory Board meeting	John Morales WTVJ Chief Meteorologist
Silver Trail Middle School	5/21/2020	Virtual Lecturer	John Morales WTVJ Chief Meteorologist
City of West Palm Beach	5/26/2020	Climate Science on Tap Virtual Speaker	John Morales WTVJ Chief Meteorologist
MAST Academy	5/27/2020	Virtual Lecturer	John Morales WTVJ Chief Meteorologist

**WSCV EDUCATIONAL INSTITUTION SPONSORED CAREER OPPORTUNITIES AND COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION**

<b>Organization</b>	<b>Date</b>	<b>Event</b>	<b>Participant(s)</b>
WTVJ, WSCV	10/14/2019	Hispanic Heritage Month Celebration	Station Personnel
WSCV	12/5/2019	El Campeon en Ti	Frederik Oldenberg Telemundo Network anchor
WTVJ, WSCV	11/29/2020-12/19/2020	Caravan of Joy/ Caravana de Alegria	Fausto Maleve WSCV Anchor Daisy Ballmajo WSCV Anchor Silvana del Mar WSCV Reporter
Dante B Fascell Elementary	1/15/2020	Dante B Fascell Elementary School Visit	Arly Alfaro WSCV Reporter
National Association of Hispanic Journalist	1/24/2020	Awards Ceremony	Alejandra Molina WSCV Anchor
Coconut Grove Arts and Historical Association	2/15/2020-2/17/2020	Coconut Grove Arts Festival Sponsors	Irene Sanchez WSCV Anchor Silvana Del Mar WSCV Reporter
American Heart Association	2/21/2020	Go Red for Women Luncheon Presenters	Alejandra Molina WSCV Anchor
Florida International University	3/10/2020	Youth Vote	Gloria Ordaz WSCV Anchor Alejandro Isturiz WSCV Anchor

**EMMA BOWEN FOUNDATION FOR MINORITY INTERESTS IN MEDIA:** WTVJ is proud of its long standing partnership with the Foundation in growing minority youth for opportunities in the media. During a unique work-study and scholarship program, the goal is to expose minority teenagers to work experience during high school and college years. In 2005, WSCV joined the program to build a diverse pipeline within both stations.

**INTERNAL SKILLS ENHANCEMENT PROGRAM:** Training is a key element in providing all employees with the opportunity to grow their careers by adding skills to their career tool kit. As a result, employees are growing to expand within their current roles and gaining the skills to advance into leadership roles.

Several WSCV/WTVJ managers and leaders attended leadership training conducted by our NBCU Talent Lab. The courses ranged from new management to leadership skills training.

**EEO / HUMAN RESOURCES TRAINING:** The stations regularly offer training to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. Compliance Training is mandatory for all employees. During the reporting period, courses taken have included Inclusive Leadership Workshop, Integrity Training, Avoiding Harassment in the Workplace, Code of Conduct, Conflicts of Interest, Effective Communication, Editorial Workshops, and numerous technical skills trainings.

**EMPLOYEE DIVERSITY GROUPS:** NBCUniversal's diverse employee population is reflected in our affinity groups. These voluntary organizations focus on the professional development of their members by creating opportunities for coaching, mentoring and networking with employees and senior management. In addition, they are a major force in driving recruitment and retention of top talent in the organization. Participation in these groups is open to all employees. Established affinity groups at NBCUniversal, including Out@NBCUniversal, Unidos@NBCUniversal, Veterans Network, The Women's Network @ NBCUniversal (WNN) and others, provide professional networking and skill development courses to employees.

**WOMEN OF TOMORROW:** WTVJ continues to support Women of Tomorrow (WOT), a mentoring organization established in 1997, by a former station President and GM and former WTVJ anchor/reporter. The program partners female community and business leaders with teenagers from local area schools. During the plan year, Trina Robinson, WTVJ News Anchor, is currently on the WOT board and has hosted tours and presentations with other female business role models.

**YOUNG WOMEN WITH A PURPOSE:** Young Women with a Purpose is a nonprofit 501 (c) (3) resource dedicated to helping disadvantaged young women to attend college. It was established in 2014 by Iliana Jauregui WTVJ Traffic Manager. The goal is to assist in educational and financial aid through fundraising, educational workshops and advisement, as well as volunteering initiatives.

**Appendix A: Recruiting Sources 2020**

<p>Mr. Willy Williams  <b>American Adult Education Center</b>          18350 NW 67 Avenue          Hialeah, FL 33015          (305) 557-3770  <a href="mailto:wwilliams@yahoo.com">wwilliams@yahoo.com</a></p> <p>Has this source requested notices: NO.</p>	<p>Mrs. Olivia Sarson  <b>Broward Community College</b>          3501 SW Davie Rd.          Ft. Laud., FL 33314          954-201-6612          954-201-6413 Fax  <a href="mailto:osarson@broward.edu">osarson@broward.edu</a></p> <p>Has this source requested notices: NO.</p>
<p>Ms. Claire L. Persichilli          Placement Dir.  <b>City College</b>          2000 West Commercial Blvd,          Ft. Lauderdale, FL 33309          954-492-5353  <a href="mailto:cpersichilli@citycollege.edu">cpersichilli@citycollege.edu</a></p> <p>Has this source requested notices: NO.</p>	<p>Mrs. Aileen Alvino  <b>Florida Atlantic University</b>          Career Development Ctr.          P.O. Box 3091          Boca Raton, FL 33431-0991          561-297-3533  <a href="mailto:jwatson@fau.edu">jwatson@fau.edu</a>  <a href="mailto:career@fau.edu">career@fau.edu</a></p> <p>Has this source requested notices: NO.</p>
<p>Ms. Betty Clark          Student Employment  <b>Florida State College Jacksonville</b>          11901 Bch. Blvd., U-110          Jacksonville, FL 32246          904-646-2122  <a href="mailto:bgclark@fscj.edu">bgclark@fscj.edu</a></p> <p>Has this source requested notices: NO.</p>	<p>Ms. Kathy Payne Foreman          Director of Career Services  <b>Edward Waters College</b>          1658 Kings Road          Jacksonville, Florida 32209          904-470-8007  <a href="mailto:careerservices@ewc.edu">careerservices@ewc.edu</a></p> <p>Has this source requested notices: NO.</p>
<p>School of Journ. &amp; Mass Commun.  <b>Florida Intl. University/N. Campus</b>          3000 NE 145 St.          No. Miami, FL 33181          Advertising: Kate Kahler          305-919-4578  <a href="mailto:heclayto@fiu.edu">heclayto@fiu.edu</a>          Journalism: Harold Clayton          305-919-5634</p> <p>Has this source requested notices: NO.</p>	<p>Mr. Thomas Fleischmann  <b>JCS/Jewish Community Serivces of SFL.</b>          735 NE 125 St.          Miami, FL 33161-5645          (305) 899-1587  <a href="mailto:tfleischmann@jcsfl.org">tfleischmann@jcsfl.org</a></p> <p>Has this source requested notices: NO.</p>

<p>Mr. Dan Severson  Film Employer Liaison  <b>Full Sail Real World Education</b>  3300 University Boulevard  Winter Park, Fl. 32792  407-551-2023 ext. 5615  dseverson@fullsail.com</p> <p>Has this source requested notices: NO.</p>	<p>Ms. Roxanne Isaac  <b>Job Service of Florida</b>  633 NE 167 St., #200  No. Miami Bch., FL 33162-3497  (305) 654-7175 X 223  Fax (305) 654-7188  roxanne.isaac2@careersourcesfl.com</p> <p>Has this source requested notices: NO.</p>
<p>Erika Rodriguez  Associates Director of Student Services  <b>Keiser University - Pembroke Pines</b>  12520 Pines Blvd.  Pembroke Pines, FL 33027  954.431.4300 (Phone)  954.431.2929 (Fax)</p> <p>Has this source requested notices: NO.</p>	<p>Lindsey Rodriguez  Operations Manager  <b>Miami Intl University of Art &amp; Design</b>  1501 Biscayne Blvd., Suite #100  Miami, FL 33132-1418  1-800-225-9023  lmrodriguez@aii.edu</p> <p>Has this source requested notices: NO.</p>
<p>Angel Llamazares  Career Services Director  <b>Miami Media School</b>  901 South Miami Ave, STE 303  Miami, FL 33130  305-728-1120  allamazares@beonair.com</p> <p>Has this source requested notices: NO.</p>	<p>Mr. Steve McDowell  College of Commun./R-42  <b>Motion Picture &amp; TV Advisory Council</b>  Florida State University  Tallahassee, FL 32306  850-644-2276/Fax:850-644-8642  <u><a href="mailto:karen.ball@comm.fsu.edu">karen.ball@comm.fsu.edu</a></u></p> <p>Has this source requested notices: NO.</p>
<p>Ms. Diane Herron  Director of Human Resources  <b>Natl. Assoc. of Black Journalists</b>  c/o WPBT; 14901 NE 20 Ave.  Miami, FL 33181  305-949-8321  <u><a href="mailto:dheron@southfloridapbs.org">dheron@southfloridapbs.org</a></u></p> <p>Has this source requested notices: NO.</p>	<p>Charlotte Andreson  Vice President of Operations  <b>Pinellas County Urban League</b>  333 31<sup>st</sup> St., No.  St. Petersburg, FL 33713  727-327-2081  <u><a href="mailto:skillsbank@pcul.org">skillsbank@pcul.org</a></u></p> <p>Has this source requested notices: NO.</p>

<p>Tammy Davidson  <b>Right Management Consultants</b>  2101 West Commercial Blvd., #2000  Ft. Lauderdale, FL 33309  (954) 486-1823/Fax: (954) 486-6255  <a href="mailto:tammy.davidson@rightflorida.com">tammy.davidson@rightflorida.com</a></p> <p>Has this source requested notices: NO.</p>	<p>Mr. Edward Cruz  Dir., Off. of Career Plan. &amp; Placement  <b>University of Miami</b>  1204 Dickenson Dr., Bldg. #37R  Coral Gables, FL 33134  (305) 284-5451/Fax: (305) 284-3688  ecruz2@miami.edu</p> <p>Has this source requested notices: NO.</p>
<p>Sirley Gomez  <b>Employ Florida</b>  7550 Davie Road Extension  Hollywood FL 33024  954-967-1010 ext 237  sigomez@wf1broward.com</p> <p>Has this source requested notices: NO.</p>	<p>Flora Akselrad  Employment &amp; Business Development  Specialist  <b>JWorks Miami</b>  A partnership of the Greater Miami Jewish  Federation and  Jewish Community Services of South Florida  786-866-8498  <a href="mailto:fakselrad@gmjf.org">fakselrad@gmjf.org</a></p> <p>Has this source requested notices: NO.</p>
<p>David Metcalfe  Employment Specialist  <b>Dan Marino Foundation</b>  400 North Andrews Avenue  Fort Lauderdale, FL 33301  954-368-6000</p> <p>Miami Office  11200 SW 8<sup>th</sup> Street, PG 6, Ste. 150  Miami, FL 33199  786-817-2323</p> <p>Has this source requested notices: NO.</p>	<p><b>Viviana Morrone</b>  Resource Manager  1 Telemundo Way  Doral, FL. 33182  O. 786-585-7442  C. 786-920-7553  <a href="mailto:Viviana.Morrone@yoh.com">Viviana.Morrone@yoh.com</a></p> <p>Has this source requested notices: NO.</p>
<p>James Arroyave  Talent Acquisition Recruiter  <b>NBCUniCareers.com</b>  15000 SW 27<sup>th</sup> Street  Miramar, FL 33027  954-622-6839  <a href="mailto:James.arroyave@nbcuni.com">James.arroyave@nbcuni.com</a></p> <p>Has this source requested notices: N/A</p>	<p>Karen Mendez  Talent Acquisition Recruiter  <b>NBCUniCareers.com</b>  15000 SW 27<sup>th</sup> Street  Miramar, FL 33027  954-622-6026  <a href="mailto:Karen.mendez@nbcuni.com">Karen.mendez@nbcuni.com</a></p> <p>Has this source requested notices: N/A</p>