

## **Annual EEO Public File Report Form**

### **Stations WLTV-DT, WAMI-DT, WAQI(AM), WRTO-FM, WQBA(AM), WAMR-FM.**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WLTV-DT, WAMI-DT & WAQI(AM), WRTO-FM, WQBA(AM), WAMR-FM and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

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

The FCC’s 2002 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 new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

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

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

Appendix 1-A to

Annual EEO Public File Report Form

Covering the Period from October 1<sup>st</sup>, 2019 to September 30th, 2020

Station(s) Comprising Station Employment Unit:

**WLTV-DT, WAMI-DT, WAQI(AM), WRTO-FM, WQBA(AM), WAMR-FM**

Section 1: Vacancy Information for vacancies filled by the Employment unit:

**WLTV-DT, WAMI-DT, WAQI(AM), WRTO-FM, WQBA(AM), WAMR-FM**

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
<b>1</b>	Account Executive - Radio #19-22	UCI Career Site
<b>2</b>	Account Executive – TV #19-23	UCI Career Site
<b>3</b>	Audio 1 Operator #19-35	UCI Career Site
<b>4</b>	Assistant Director of Technology #19-36	UCI Career Site
<b>5</b>	Account Executive – TV #19-38	UCI Career Site
<b>6</b>	Assistant Show Producer #20-01	UCI Career Site
<b>7</b>	On-Air Personality (WQBA) #20-02	UCI Career Site
<b>8</b>	On-Air Personality (WAQI) #20-04	UCI Career Site

Total of interviews: 48

Appendix 2-A to

Annual EEO Public File Report Form

Covering the Period from October 1<sup>st</sup>, 2019 to September 30th, 2020

Station(s) Comprising Station Employment Unit:

WLTV-DT, WAMI-DT, WAQI(AM), WRTO-FM, WQBA(AM), WAMR-FM

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
<b>1</b>	<b>UCI Career site</b>	7 4 2 3 5 8 5 6	Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
<b>2</b>	<b>Miami Dade College</b> 300 NE 2nd AVE, ROOM 1181 Miami, FL 33132 (305) 237-3670 Billy Oliver <a href="mailto:boliver@mdc.edu">boliver@mdc.edu</a> <a href="mailto:ftoney@mdc.edu">ftoney@mdc.edu</a> <a href="mailto:natkins@mdc.edu">natkins@mdc.edu</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
<b>3</b>	<b>Florida A&amp;M University</b> 1676 MLK Blvd. Suite #100 Tallahassee, FL 32307 (850) 599-3700 Melony Washington <a href="#">FAMU portal upload</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
<b>4</b>	<b>Barry University</b> 11300 NE 2 <sup>nd</sup> Ave. Miami Shores, FL 33161 (305) 899-3456 <b>Maribel Velasquez</b>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38)

	<a href="mailto:jnormil@barry.edu">jnormil@barry.edu</a> <a href="#">BARRY portal upload</a>		Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
<b>5</b>	<b>FL. MEMORIAL COLLEGE</b> Kareem Coney 15800 NW 42 ST. MIAMI, FL 33054 (305) 626-3782 <a href="mailto:Kareem.coney@fmuniv.edu">Kareem.coney@fmuniv.edu</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
<b>6</b>	<b>St. Thomas University</b> Cristina C. Lopez 16401 NW 37 <sup>th</sup> Ave. Miami Gardens, FL 33054 <a href="mailto:cclopez@stu.edu">cclopez@stu.edu</a> <a href="#">STU portal upload</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
<b>7</b>	<b>Bethune Cookman College</b> Devita Bonner 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, FL 33114 (386) 481-2143 <a href="mailto:bonnerd@cookman.edu">bonnerd@cookman.edu</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
<b>8</b>	<b>Devry University</b> 2300 SW 145 <sup>th</sup> Ave. Miramar, FL 33027 (954) 499-98574 <a href="mailto:kpowersmurphy@devry.edu">kpowersmurphy@devry.edu</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
<b>9</b>	<b>Ana G. Mendez University</b> 15201 NW 79 Ct. <b>Miami Lakes, FL 33016</b> Victor Mendez <b>(954) 885-5598 X8523</b> <a href="mailto:vimendez@suagm.edu">vimendez@suagm.edu</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
<b>10</b>	<b>City College</b> Holly McFadden 2000 W. Commercial Blvd. Ft. Lauderdale, FL 33309		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38)

	(954) 492-5353 (954) 491-1965 <a href="mailto:hmcadden@citycollege.edu">hmcadden@citycollege.edu</a> <a href="mailto:jjmedina@citycollege.edu">jjmedina@citycollege.edu</a>		Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
<b>11</b>	<b>Miami Lakes Educational Technical School</b> Susy Hayward 5780 NW 158 St. Miami, FL 33014 (305) 557-1100 X2257 <a href="mailto:bhayward@dadeschools.net">bhayward@dadeschools.net</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
<b>12</b>	<b>Nova Southeastern University</b> Nieman Butler 3301 College Ave Career Service Center Ft. Lauderdale, FL 33314 <a href="mailto:Niemah@nova.edu">Niemah@nova.edu</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
<b>13</b>	<b>Miami Media School</b> Angel S. Llamazares <b>Director of Career Services</b> Miami Media School 901 S Miami Ave., #303 Miami, FL 33130 <a href="mailto:allamazares@BeOnAir.com">allamazares@BeOnAir.com</a>	1	Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
<b>14</b>	<b>Florida State University</b> 600 W. College Ave TALLAHASSEE, FL 32306/2410 <a href="#">FSU portal upload</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
<b>15</b>	<b>FIU – FL. Int'l Univ.</b>  300 NE 151 St. Miami, FL 33181 (305) 919-5625  11200 SW 8TH ST		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)

	<p>MIAMI, FL 33199</p> <p><a href="#">FIU portal upload</a></p>		
16	<p><b>University of Miami</b>  Alicia Rodriguez  5225 Ponce De Leon  Coral Gables, FL 33146  (305) 284-5451  (305) 284-2211  <a href="#">UM portal upload</a></p>		<p>Account Executive – Radio  Account Executive – TV (#19-23)  Audio 1 Operator  Assistant Director of Technology  Account Executive – TV (#19-38)  Assistant Show Producer  On-Air Personality (#20-02)  On-Air Personality (#20-04)</p>
17	<p><b>Adult Mankind Organization</b>  1619 S.W. 107<sup>th</sup> Avenue  Miami, FL 33165  (305) 551-0090  Yailyn Gomez  <a href="mailto:ygoomez@adulthoodmankind.com">ygoomez@adulthoodmankind.com</a>  <a href="mailto:mriviero@adulthoodmankind.com">mriviero@adulthoodmankind.com</a></p>		<p>Account Executive – Radio  Account Executive – TV (#19-23)  Audio 1 Operator  Assistant Director of Technology  Account Executive – TV (#19-38)  Assistant Show Producer  On-Air Personality (#20-02)  On-Air Personality (#20-04)</p>
18	<p><b>Community Action Agency South  Help Institute</b>  Jenna Lugonja  701 NW 1 Ct.  <b>Miami, FL 33136</b>  (786)-469-4600  <a href="mailto:claudette.mclean@miamidade.gov">claudette.mclean@miamidade.gov</a></p>		<p>Account Executive – Radio  Account Executive – TV (#19-23)  Audio 1 Operator  Assistant Director of Technology  Account Executive – TV (#19-38)  Assistant Show Producer  On-Air Personality (#20-02)  On-Air Personality (#20-04)</p>
19	<p><b>NATAS</b>  <b>Karla McDonald</b>  10385 Rue Vendome  Pembroke Pines, FL 33084  <a href="mailto:emmysuncoast@gmail.com">emmysuncoast@gmail.com</a></p>		<p>Account Executive – Radio  Account Executive – TV (#19-23)  Audio 1 Operator  Assistant Director of Technology  Account Executive – TV (#19-38)  Assistant Show Producer  On-Air Personality (#20-02)  On-Air Personality (#20-04)</p>
20	<p><b>S.E.R. Job for Progress</b>  5600 NW 36 St.  <b>Miami, FL 33166</b>  (305) 871-2820 x113  <a href="mailto:mcordoba@serflorida.org">mcordoba@serflorida.org</a>  <a href="mailto:emujica@serflorida.org">emujica@serflorida.org</a></p>		<p>Account Executive – Radio  Account Executive – TV (#19-23)  Audio 1 Operator  Assistant Director of Technology  Account Executive – TV (#19-38)  Assistant Show Producer  On-Air Personality (#20-02)  On-Air Personality (#20-04)</p>
21	<p><b>Youth Coop</b>  <b>Maria Rodriguez</b>  3525 NW 7 St.  Miami, FL 33125</p>		<p>Account Executive – Radio  Account Executive – TV (#19-23)  Audio 1 Operator  Assistant Director of Technology</p>

	305-643-6730 #135 <a href="mailto:maria.rodriguez@ycoopmail.org">maria.rodriguez@ycoopmail.org</a>		Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
22	<b>FAB (Fl. Assoc. of Broadcasters)</b> 201 S. Monroe St. #201 Tallahassee, FL 32301 <a href="mailto:CFO@FAB.ORG">CFO@FAB.ORG</a> <a href="mailto:Lvarn@FAB.ORG">Lvarn@FAB.ORG</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
23	<b>Urban League</b> Franklin Drakes 8400 NW 25 <sup>th</sup> Ave. Miami, FL 33147 (305) 696-4450 <a href="mailto:drakes@bellsouth.net">drakes@bellsouth.net</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
24	<b>Cuban American National Council</b> Jessica Buitrago 1223 SW 4 Street Miami, FL 33135 (305) 642-3484 X 172 <a href="mailto:jbuitrago@cnc.org">jbuitrago@cnc.org</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
25	<b>Hialeah Job Benefits office</b> Luz Fernandez 501 Palm Ave. <b>Hialeah, FL 33010</b> (305) 883-8050 <a href="mailto:dymesa@hialeahfl.gov">dymesa@hialeahfl.gov</a>		Account Executive – Radio Account Executive – TV (#19-23)
26	<b>SBE Society of Broadcast Engineers</b> Scott Jones 9102 N. Meridian St. Suite #150 Indianapolis, IN 46260 <a href="mailto:kjones@sbe.org">kjones@sbe.org</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
27	<b>Personnel Support</b>  Hernan Torres (954) 374-9833		On-Air Personality (#20-04)

	<a href="mailto:support@personnel-support.com">support@personnel-support.com</a>		
<b>28</b>	<b>Employ Florida Upload</b>  Jarvis Washington 7300 Corporate Center Drive Suite 500 Miami, FL 33126 <a href="mailto:Jarvis.washington@careersourcesfl.com">Jarvis.washington@careersourcesfl.com</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
<b>29</b>	<b>Career Source Florida</b>  Carl Alexis <a href="mailto:carl.alexis@careersourcesfl.com">carl.alexis@careersourcesfl.com</a> 8485 SW 40 St. 2 <sup>nd</sup> Floor Miami, FL 33155 305-929-1605  Jarvis Washington <a href="mailto:jarvis.washington@careersourcesfl.com">jarvis.washington@careersourcesfl.com</a>		Account Executive – Radio Account Executive – TV (#19-23) Audio 1 Operator Assistant Director of Technology Account Executive – TV (#19-38) Assistant Show Producer On-Air Personality (#20-02) On-Air Personality (#20-04)
	<b>Other Source(s) Not Notified By Employment Unit</b>		
<b>30</b>	<b>LinkedIn</b>	1 3 1	Account Executive – TV (#19-23) Audio 1 Operator On-Air Personality (#20-02)
<b>31</b>	<b>Indeed.com</b>	1	On-Air Personality (#20-02)
<b>32</b>	<b>CareerBuilder.com</b>	1	Assistant Director of Technology

\* Indicates sources that have requested notification of job openings.



Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from October 1<sup>st</sup>, 2019 to September 30th, 2020

WAQI-AM, WRTO-FM, WQBA-AM, WAMR-FM, WLTV-DT, WAMI-DT

**Career Fairs**

**Miami Lakes – Don Shula’s Hotel**

**10/09/2019**

Liz Borbolla / Local Sales Manager  
Carlos Corrales / Chief Photographer  
Ingrid S. Ludwig / Senior Manager, Local Research  
Jason Mizrachi / Director, Business Development  
Aracely Rivera / Senior Content Director

**Veteran’s Job Fair – Firefighters Memorial**

**11/04/2019**

Nick Mestre / Activations Manager  
Jason Mizrachi / Director, Business Development

**Florida International University – Biscayne Bay Campus**

**11/07/2019**

Carlos Corrales / Chief Photographer  
Andrew Pena / Technical Production Coordinator  
Marilyn Santana / Senior Talent Acquisition Recruiter  
Raul Torres / VP, Production & Imaging

**Miami Dade College – North Campus**

**03/04/2020**

Diana Bernal / Marketing & Promotions Manager  
Carlos Corrales / Chief Photographer  
Rosa Perez / Human Resources Manager

**Ana G. Mendez University, Miami Lakes**

**03/11/2020**

Jason Mizrachi / Director, Business Development  
Mike Sena / Local Sales Manager  
Annette Trujillo / Office Coordinator

**NABJ/NAHJ Virtual Career Fair**

**08/05/2020 – 08/07/2020**

Kristina Brown / HR Regional Director (*represented the East Coast*)

## **Career Days**

### **Univision Media Center at Ruben Dario Middle School**

Various reporters, news and production staff visited the Univision Media Center at Ruben Dario Middle School to create awareness of the various careers in television and journalism and to assist them in the different craft areas they each represent.

The classroom remodeling of the Univision Media Center, as well as the equipment was donated by Univision which committed to a multi-year partnership that will inspire and motivate future generations of broadcasters by providing the students with the tools and training to understand how a newsroom operates.

### **Univision Media Center/Career Day visits**

11/20/2019	Axel Turcios / Multi-Media Journalist
11/21/2019	David A. Gonzalez / News Photographer-Editor
11/22/2019	David A. Gonzalez / News Photographer-Editor
11/25/2019	Eileen Cardet / Anchor-Reporter
11/26/2019	Axel Turcios / Multi-Media Journalist
12/03/2019	Axel Turcios / Multi-Media Journalist
12/05/2019	Axel Turcios / Multi-Media Journalist
01/21/2020	Axel Turcios / Multi-Media Journalist
02/21/2020	Eduardo Rodriguez / Chief Meteorologist
02/21/2020	David A. Gonzalez / News Photographer-Editor
02/21/2020	Daylin Lugo / Assignment Editor
02/21/2020	Axel Turcios / Multi-Media Journalist
02/21/2020	Amanda Mariscal / Producer

### **Internship Program:**

The station WLTV-23 participated in the STEP (Student Training & Employment Program) partnership with Florida International University. This allowed 20 students in the Spring semester to train, learn, and execute station projects focusing on the multimedia production environment, from video editing, graphics, audio design and digital platforms production. WLTV allowed for students to shadow Univision team members due to the proximity of the station to the University. The program is extended to the entire nation and students help and participate with stations around the Country.