

Annual EEO Public File Report Form

Stations WUVP-DT, WFPA-CD and WMGM-TV

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): WUVP-DT, Vineland, New Jersey, WFPA-CD, Philadelphia, Pennsylvania and WMGM-TV, Wildwood, New Jersey, 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 February 1, 2021 to and including January 31, 2022 (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 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.

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 Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.¹

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from February 1, 2021 to January 31, 2022

Station(s) Comprising Station Employment Unit: WUVP-DT, WFPA-CD and WMGM-TV

Full-time Positions Filled by Job Title		Recruitment Source of Hiree
1	Account Executive	Univision Referral
2	Digital Account Coordinator	UCI
3	Multimedia Journalist	UCI

Total Number of Persons Interviewed During Applicable Period: 14

Appendix 2 to

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Covering the Period from February 1, 2020 to January 31, 2021

Station(s) Comprising Station Employment Unit: WUVP-DT, WFPA-CD and WMGM-TV

Section 2: Recruitment Source Information

Thomas Stolfi - LinkedIn

Gilbert Casul – Employee Referral: Nicole Ann Tirado

Oumar Tandia - LinkedIn

	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
A	*La Salle University Jeanine Cohill Cohillj@lasalle.edu	0	1,2,3
B	*Arcadia University Mia Weiss careerservices@arcadia.edu	0	1,2,3
C	*University of Delaware Career Services Center 401 Academy Street Newark, DE recruitbluehens@udel.edu	0	1,2,3
D	*Penn State University Bob Martin rpm163@psu.edu	0	1,2,3

E	*Temple University Lu Ann Cahn tug03833@temple.edu	0	1,2,3
G	*Philly Ad Club www.phillyadclub.com	0	1,2,3
I	Univision Referral	1	1,2,3
J	Univision Website (UCI)	6	1,2,3
	Other Source(s) Not Notified by Employment Unit		
	Career Builder		3
	Indeed.com	1	3
	Glassdoor		3
	LinkedIn	6	3

* Indicates sources that have requested notification of job openings

Appendix 3 to
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Covering the Period from February 1, 2021 to January 31, 2022

Station(s) Comprising Station Employment Unit: WUVP-DT, WFPA-CD and WMGM-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Activity: Klein Internship and Career Fair

Date: 3/10/2021

Participating Employees: Jephthe Acosta – EEO Officer/Community Empowerment Coordinator

Host/Sponsor of Activity: Temple University

Brief Description of Activity: Spoke with students about job openings and internship and collected resumes.

Activity: Fall Klein College of Media and Communication Career Fair

Date: 10/20/2021

Participating Employees: Jephthe Acosta – EEO Officer/Community Empowerment Coordinator, Rocio Martinez, Human Resources Coordinator

Host/Sponsor of Activity: Temple University

Brief Description of Activity: Spoke with students about job openings and internship and collected resumes.

Activity: 2021 NAHJ International Training Conference and Career Fair

Date: 7/14/2021 - 7/16/2021

Participating Employees: Kristina Brown (Human Resources Regional Director)

Host/Sponsor of Activity: National Association of Hispanic Journalists

Brief Description of Activity: WUVP was a sponsor and was represented at 2021 NAHJ International Training Conference and Career Fair held July 14 to July 16, 2021. The Virtual Career Fair was a part of the 2020 NABJ/NAHJ Virtual Convention. Univision hosted a booth on July 14 - July 16, 2021.

Activity: FCC-EEO Recruitment Training

Date: 3/2/2021

Participating Employees: Lizette Alicea (Local Sales Manager), Kristina Brown (Human Resources Director), Jephthe Acosta (Community Empowerment/Marketing Coordinator),

Gianncarlo Cifuentes (Regional News Director/Anchor), Mariela J. Romero (Regional Director, Community Empowerment)

Host/Sponsor of Activity: Human Resources

Brief Description of Activity: Univision's human resources departments provided a manager training session on the Univision Broadcast Stations EEO Recruitment Program. It discussed the responsibilities of the hiring managers under the program. The Univision policy on nondiscrimination was discussed, and how the managers can foster equal employee opportunity at the station. Lastly, they discussed guidance on pre-employment questions, and the questions that should be avoided.

WUVP maintains a bi-weekly on-air EEO job notice encouraging organizations and viewers to write, call or visit us for information on how they can receive notices about job opportunities at our station.