

## **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, 2020 to and including January 31, 2021 (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.<sup>1</sup>

**Appendix 1 to**

**Annual EEO Public File Report Form**

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

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

<b>Full-time Positions Filled by Job Title</b>		<b>Recruitment Source of Hiree</b>
1	Technical Director	Univision Referral

Total Number of Persons Interviewed During Applicable Period:   4

Appendix 2 to

Annual EEO Public File Report Form

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

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
A	*La Salle University Jeanine Cohill Cohillj@lasalle.edu		1
B	*Arcadia University Mia Weiss careerservices@arcadia.edu		1
C	*University of Delaware Career Services Center 401 Academy Street Newark, DE recruitbluehens@udel.edu		1
D	*Penn State University Bob Martin <a href="mailto:rpm163@psu.edu">rpm163@psu.edu</a>		1
E	*Temple University Lu Ann Cahn tug03833@temple.edu		1

G	*Philly Ad Club <a href="http://www.phillyadclub.com">www.phillyadclub.com</a>		1
I	Univision Referral	1	1
J	Univision Website (UCI)	1	1
	<b>Other Source(s) Not Notified by Employment Unit</b>		
	Career Builder	1	1
	Indeed.com	1	1
	Glassdoor	1	1
	LinkedIn	1	1

\* Indicates sources that have requested notification of job openings

**Appendix 3 to**  
**Annual EEO Public File Report Form**  
**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 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken**

**Activity:** Klein College Career Fair

**Date:** 2/21/2020

**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:** Station Tour for Rowan Students

**Date:** 2/26/20

**Participating Employees:** Jephthe Acosta (Community Empowerment Coordinator), Emilia Cordero (Multi-media Journalist), Luis Sauri (Director of Operations), Chris Loftin (Vice President, UCI Traffic Operations)

**Host/Sponsor of Activity:** Univision 65 Philadelphia

**Brief Description of Activity:** Univision 65 staff gave a group of students from Rowan University a tour of the station and spoke with the students about career paths, experience in the field, and broadcast operations.

**Activity:** Rowan University Career Fair

**Date:** 03/03/20

**Participating Employees:** Brian Kanady (Director, Traffic Log Operations), Andrea Stecher (Manager, Central Logs Team)

**Host/Sponsor of Activity:** Rowan University

**Brief Description of Activity:** WUVP was represented at Rowan University's Career Expo, hosted by the Rowan University Office of Career Advancement. Resumes were collected and employees spoke with students about career opportunities.

**Activity:** News Anchor Speaks with Students

**Date:** 06/24/20

**Participating Employees:** Ilija Garcia, Executive Producer/News Anchor

**Host/Sponsor of Activity:** Concilio Summer Camp

**Brief Description of Activity:** Ilija spoke with middle school students about her career path, opportunities in the areas of journalism, broadcast media, and broadcast operations.

**Activity:** NAHJ 2020 Virtual Career Fair

**Date:** 8/5/2020-8/7/2020

**Participating Employees:** Kristina Brown (Human Resources Regional Director), Liliana Cadavid (Editor, Digital Local News), Marco Flores (Vice President, News) and Monica Silverstein (Vice President, Talent & Employee Experience)

**Host/Sponsor of Activity:** National Association of Hispanic Journalists

**Brief Description of Activity:** WUVP was represented at the National Association of Black Journalists/National Association of Hispanic Journalists 2020 Virtual Career Fair held August 5 - August 7, 2020. The Virtual Career Fair was a part of the 2020 NABJ/NAHJ Virtual Convention. Univision hosted a booth on August 5 - August 7, 2020 and hosted a Virtual Reception on August 6th, 2020.

**Activity:** FCC-EEO Recruitment Training

**Date:** 12/31/2020

**Participating Employees:** Eddy Elguezabal (President & General Manager), Lizette Alicea (Local Sales Manager), Kristina Brown (Human Resources Director), Jephthe Acosta (Community Empowerment/Marketing Coordinator), Giancarlo Cifuentes (Regional News Director/Anchor), Mariela J. Romero (Regional Director, Community Empowerment), Luis Sauri (Director of Operations)

**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.