

## EEO PUBLIC FILE REPORT

### **A. Station Employment Unit**

- WUVP-DT, Facility ID No. 60560, Vineland, NJ
- WFPA-CD, Facility ID No. 74216, Philadelphia, PA
- WMGM-TV, Facility ID No. 61111, Wildwood, NJ

B. **Reporting Period:** February 1, 2025 to January 30, 2026

### **C. Full-Time Vacancy Information**

	Full-Time Position Title	Recruitment Source of Hire
1	R017369 Technical Director	DirectEmployer DE Other MemberSite

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: **6**

### **D. Recruitment Source Information<sup>1</sup>**

Notices of all full-time vacancies during the Reporting Period were provided to the following recruitment sources:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
TU Careers Website <a href="https://corporate.televisaunivision.com/careers/">https://corporate.televisaunivision.com/careers/</a>	No	2	Position 1
New York State Broadcasters Association (NYSBA)	No	0	Position 1

Notices of full-time vacancies during the Reporting Period were posted to **Direct Employers<sup>2</sup>**. (<https://de.works/app/dashboard>) for the following organizations:

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
DirectEmployer DE Other Membersite	No	2	Position 1
African American Jobs site <a href="http://www.africanamericanjobs.org/jobs">www.africanamericanjobs.org/jobs</a>	No	0	Position 1
Campus Pride Jobs <a href="http://www.campuspride.jobs">www.campuspride.jobs</a>	No	0	Position 1
Diversity Jobs (Organization's name changed during the reporting period formerly Minority Jobs)	No	0	Position 1

<sup>1</sup> The job vacancies are either e-mailed to contacts or posted on the sources' websites.

<sup>2</sup> Direct Employers Association ("DE") is a full-service recruitment marketing and creative tool aimed at helping employers establish a prominent web presence to appeal to a diverse candidate pool. DE has created strong alliances with national, state, and community-based organizations across the nation. DE provides Member Companies' job vacancies to organizations for posting on their websites. DE represents over 1,000 of the top employers from around the globe.

Recruitment Source	Source Requested Notices?	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Honor Her Works <a href="#">Technical Director   HonorHer</a>	No	0	Position 1
African American Talent <a href="#">Technical Director   DirectEmployers</a>	No	0	Position 1
American Veteran Jobs <a href="#">Technical Director   DirectEmployers</a>	No	0	Position 1
American Veterans Jobs <a href="http://americanveteransjobs.com/">http://americanveteransjobs.com/</a>	No	0	Position 1
LGBTQ Jobs <a href="http://www.lgbtq.dejobs.org/jobs">www.lgbtq.dejobs.org/jobs</a>	No	0	Position 1
Asian American Jobs <a href="http://asianamericanjobs.com">http://asianamericanjobs.com</a>	No	0	Position 1
Native American Jobs <a href="http://www.nativeamerican.dejobs.org/jobs">www.nativeamerican.dejobs.org/jobs</a>	No	0	Position 1
Way Finders Careers <a href="http://www.wayfinderscareers.com">www.wayfinderscareers.com</a>	No	0	Position 1
Women Jobs <a href="http://www.women.dejobs.org">www.women.dejobs.org</a>	No	0	Position 1
Native American Talent <a href="#">Technical Director</a>	No	0	Position 1
Disability Jobs (Able to work) <a href="http://www.disability.dejobs.org">www.disability.dejobs.org</a>	No	0	Position 1
Disabled Veterans <a href="http://www.disabledveterans.dejobs.org">www.disabledveterans.dejobs.org</a>	No	0	Position 1
Easterseals <a href="http://www.easterseals.dejobs.org/jobs">www.easterseals.dejobs.org/jobs</a>	No	0	Position 1
National MS Society <a href="http://www.nationalmssociety.dejobs.org/jobs">www.nationalmssociety.dejobs.org/jobs</a>	No	0	Position 1
Military Spouse Connection <a href="http://www.militaryspouseconnection.dejobs.org/jobs">www.militaryspouseconnection.dejobs.org/jobs</a>	No	0	Position 1
The Her Foundation <a href="http://www.honorher.works/jobs">www.honorher.works/jobs</a>	No	0	Position 1
New Jersey Department of LABOR & Workforce Development <a href="http://jobsOURCE.nj.gov">http://jobsOURCE.nj.gov</a>	No	0	Position 1
Arapahoe/Douglas Works! Manna Massa <a href="https://www.adworks.org">https://www.adworks.org</a>	No	0	Position 1
National Labor Exchange <a href="#">Account Executive at Univision Communications, Inc   US National Labor Exchange</a>	No	0	Position 1

Notices of full-time vacancies during the Reporting Period were posted to <https://app.joinhandshake.com/emp><sup>3</sup> for the educational institutions listed below.

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<sup>3</sup> Handshake is an employment website. Handshake's network includes a community of over 17 million students, alumni, employers, and career educators.

<b>Educational Institution</b>	<b>Source Requested Notices?</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>
Arcadia University	No	0	Position 1
Temple University	No	0	Position 1
Rutgers University	No	0	Position 1
University of Delaware	No	0	Position 1
PENN State University	No	0	Position 1
Klein College Internship & Career Fair	No	0	Position 1
Arizona State University	No	0	Position 1
Auburn University	No	0	Position 1
Azusa Pacific University	No	0	Position 1
Baruch College	No	0	Position 1
Baylor University	No	0	Position 1
Brown University	No	0	Position 1
Macaulay Honors College	No	0	Position 1
CUNY Queensborough	No	0	Position 1
Florida International University	No	0	Position 1
Rice University	No	0	Position 1
Southern New Hampshire University	No	0	Position 1
Montclair State University	No	0	Position 1
Mansfield University of Pennsylvania Commonwealth	No	0	Position 1
Arcadia University	No	0	Position 1
Stanford University	No	0	Position 1
Pace University	No	0	Position 1
St. John University	No	0	Position 1
University of Pittsburgh	No	0	Position 1
Hofstra University	No	0	Position 1
Stony Brook University	No	0	Position 1
Brown University	No	0	Position 1
Georgia State University	No	0	Position 1
Villanova University	No	0	Position 1
University of Miami	No	0	Position 1
Loyola University New Orleans	No	0	Position 1

In addition to the above recruitment sources, candidates were referred by the below recruitment sources, which include job boards, personal referrals, and other sources to which notices are not routinely provided:

<b>Recruitment Source</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
LinkedIn	No	1
Indeed	No	1

#### **E. Outreach Activities During Reporting Period**

<b>Description</b>	<b>Dates</b>
The employment unit's News Director and Anchor, participated in the Career Day at Thomas Wallace Jr. Middle School. The goal was that students would gain a better understanding and broader scope of a career	3/12/25

<b>Description</b>	<b>Dates</b>
in Journalism and educate the students on the importance of furthering their education.	
Students from a local high school, St. Augustine Prep's Spanish II Honors class visited the station's studios as part of an educational field trip arranged in coordination with their teacher. During the visit, students toured the facilities and received an overview of the news department's daily operations, including how stories are produced, the roles within the newsroom, and how Spanish-language journalism serves the community. The visit provided students with firsthand exposure to broadcast media, reinforced classroom learning, and offered insight into career paths in journalism and communications.	5/9/25
The employment unit's EEO Officer participated in the Yearly Broad Recruitment Training in Governing agencies: EEO & FCC, OFCCP and Direct Employers Platform Training. The session provided guidance for compliance with FCC EEO broad recruitment requirements.	10/16/2025
The employment unit's EEO Officer participated in the Johns Hopkins University webinar regarding The New AI Rules of Recruiting.	6/25/25
The employment unit's EEO Officer participated in the Back-to-School Boot camp Virtual Career Fair-hosted by the Handshake Students Platform.	8/20/25
The employment unit listed all upper-level positions with the New York State Broadcasters Association (NYSBA), a media trade group whose membership serves women and minorities.	Throughout the reporting period