

**a EEO PUBLIC FILE REPORT**

**A. Station Employment Unit**

- WVEN-TV, Facility ID No. 5802, Melbourne, Florida
- WRCF-CD, Facility ID No. 10549, Orlando, Florida

**B. Reporting Period:** October 1, 2024 to September 30, 2025

**C. Full-Time Vacancy Information**

|    | <b>Full-Time Position Title</b> | <b>Recruitment Source of Hire</b> |
|----|---------------------------------|-----------------------------------|
| 1. | R018253 Anchor                  | LinkedIn                          |
| 2. | R018229 Multimedia Journalist   | LinkedIn                          |
| 3. | R018322 News Producer           | LinkedIn                          |

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 17

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

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

| <b>Recruitment Source</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> |
|---|----------------------------------|--|---|
| TU Careers Website<br><a href="https://corporate.televisaunivision.com/careers/">https://corporate.televisaunivision.com/careers/</a>   | No                               | 0  | All Positions   |
| Central Florida Employment Council<br>450 Seminola Blvd FEC Division<br>Casselberry, FL 32707<br>Phone: 407-834-4223<br>URL: <a href="http://www.cfec.org">http://www.cfec.org</a><br>Email: <a href="mailto:cfec@cfec.org">cfec@cfec.org</a> | No                               | 0  | All Positions (Except Position No. 1)                         |
| Full Sail University<br>3300 University<br>Winter Park, FL 32792<br>Phone: 800-226-7625<br>URL: <a href="http://www.fullsail.edu/your-career/career-develop">http://www.fullsail.edu/your-career/career-develop</a>                           | No                               | 0  | Position No. 2  |
| Employ Florida<br><a href="http://www.employflorida.com">www.employflorida.com</a>  | No                               | 0  | All Positions   |
| Handshake <sup>2</sup><br><a href="https://app.joinhandshake.com/emp">https://app.joinhandshake.com/emp</a>   | No                               | 0  | Position No. 3  |

Notices of full-time vacancies during the Reporting Period were posted to **Direct Employers**<sup>3</sup>

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

<sup>2</sup> Handshake is an employment website. Handshake's network includes a community of over 17 million students, alumni, employers, and career educators.

<sup>3</sup> DirectEmployers 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.

(<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 |
|---|---------------------------|---|--|
| CareersSource Hillsborough<br>9215 North Florida Avenue Suite 101<br>Tampa, FL 33612<br>VETS@DEO.MyFlorida.com    | No                        | 0   | All Positions  |
| CareersSource Central Florida<br>Orange County<br>609 North Powers Drive, Suite 340<br>Orlando, FL 32818          | No                        | 0   | All Positions  |
| CareersSource Brevard Flagler Volusia (BFV)<br>Palm Bay<br>5275 Babcock Street, NE Suite 8B<br>Palm Bay, FL 32905 | No                        | 0   | All Positions  |

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:

| Recruitment Source | Source Requested Notices? | Total Number of Interviewees This Source Has Provided During This Period (If Any) |
|--------------------|---------------------------|---|
| LinkedIn           | No                        | 16  |
| Indeed             | No                        | 0   |
| Employee Referral  | No                        | 0   |
| Former Employee    | No                        | 0   |
| Other Job Board    | No                        | 0   |
| Internal Candidate | No                        | 1   |

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

| Description  | Dates                              |
|--|------------------------------------|
| The employment unit participated in the University of Central Florida Intern Pursuit to recruit interns for broadcasting and media positions. Staff met with students and provided information on internship opportunities.                                      | October 23, 2024 and March 5, 2025 |
| The News Producer completed a comprehensive news production training program to acquire skills that could qualify them for higher level positions.   | October-November 2024              |
| The employment unit participated in Central Florida's Mayors Job Fair to promote career opportunities in broadcasting. Station representatives met with job seekers and shared information on job opportunities and provided details on the application process. | January 29, 2025                   |
| The employment unit participated at the Spring Central Florida Job Fair to provide job opportunities to attendees.   | March 19, 2025                     |
| The employment unit participated in the Summer Central Florida Job Fair to share information about employment opportunities. Team members engaged with job seekers, discussed current openings, and provided guidance on the application process.                | July 9, 2025                       |

| Description  | Dates         |
|--|---------------|
| The employment unit's EEO Officer participated in training concerning FCC rules and regulations. | July 25, 2025 |