

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, 2025 to September 30, 2026

C. Full-Time Vacancy Information

	Full-Time Position Title	Recruitment Source of Hire
1.	R020763 Multimedia Journalist	Internal Candidate
2.	R020402 Multimedia Journalist	LinkedIn
3.	R020760 Multimedia Journalist	LinkedIn
4.	R020534 Anchor Producer	Internal Candidate
5.	R020282 Marketing and Promotions Coordinator	TU Careers Website
6.	R018932 Multimedia Technician	LinkedIn

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 32

D. Recruitment Source Information¹

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 https://corporate.televisaunivision.com/careers/	No	3	All Positions
Central Florida Employment Council 450 Seminola Blvd FEC Division Casselberry, FL 32707 Phone: 407-834-4223 URL: http://www.cfec.org Email: cfec@cfec.org	No	0	All Positions
Full Sail University 3300 University Winter Park, FL 32792 Phone: 800-226-7625 URL: http://www.fullsail.edu/your-career/career-develop	No	0	All positions
Employ Florida www.employflorida.com	No	0	All Positions
Handshake ² https://app.joinhandshake.com/emp	No	0	All Positions

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

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

Notices of full-time vacancies during the Reporting Period were posted to **Direct Employers**³ (<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 9215 North Florida Avenue Suite 101 Tampa, FL 33612 VETS@DEO.MyFlorida.com	No	0	All Positions
CareersSource Central Florida Orange County 609 North Powers Drive, Suite 340 Orlando, FL 32818	No	0	All Positions
CareersSource Brevard Flagler Volusia (BFV) Palm Bay 5275 Babcock Street, NE Suite 8B 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	14
Indeed	No	0
Employee Referral	No	5
Current Employee	No	6
Social Media	No	2
Event	No	2

E. Outreach Activities During Reporting Period:

Description	Dates
The employment unit's News Producers and Multimedia Journalists completed a comprehensive news production training program to acquire skills that could qualify them for higher level positions.	Throughout the reporting period
The employment unit's Multimedia Technicians completed comprehensive training on news production, control room operations, and broadcast equipment, qualifying them for advancement to higher-level technical positions.	Throughout the reporting period
The employment unit's Anchor, Meteorologist and Producer participated in the National Association of Hispanic Journalist-Student Summit. They spoke to students about careers in the media industry.	April 18, 2026
The employment unit participated in Central Florida's Mayors Job Fair to promote career opportunities in broadcasting. Station representatives met with job seekers and provided information on job opportunities and the application process.	May 20, 2026
The employment unit has established a student scholarship program titled "Orgullo de Nuestra Juventud" (Pride of Our Youth) where the station recognizes and awards those high school or college students who excel	May 28, 2026

³ 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.

Description	Dates
academically and are interested in television and journalism careers. Students are awarded a scholarship to continue their education at the college or university level.	
The employment unit's Community Empowerment Coordinator, VP Regional Director and Executive Producer participated in the Full Sail Career Fair. Professional career advice and information about employment opportunities were provided to students to improve their chances of acquiring a job in the broadcast media field.	June 18, 2026
The employment unit's EEO Officer participated in the EEO Officers: Broad Recruitment Training, which included an overview of FCC rules, regulations and compliance processes.	July 1, 2026
The employment unit participated in the Summer Central Florida Job Fair to provide information about employment opportunities. Team members engaged with job seekers, discussed job openings, and provided guidance on the application process.	July 15, 2026
The employment unit participated in Back to School at Plaza del Sol Kissimmee, Florida providing schools supplies and resources to the community. Approximately 2000 families including children attended. Station staff provided information about opportunities in the media industry.	August 8, 2026
The employment unit participated in the Governors Job Fair to provide information on job opportunities for attendees.	September 2, 2026
The employment unit's SVP, of Content Strategy & Operations, completed the 101 Hiring Manager training course. This training provides Hiring Managers with an overview of the recruitment process, key best practices, and strategies to enhance the candidate experience while ensuring full compliance.	September 29, 2026