

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, 2019 to and including January 31, 2020 (the “Applicable Period”).

The FCC’s 2012 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, 2019 to January 31, 2020

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 Coordinator	UCI
2	Digital Content Producer	UCI
3	Community Empowerment Coordinator	UCI
4	Technical Director	UCI
5	Multi-Media Journalist	Univision Referral
6	Multi-Media Journalist	Univision Referral
7	Multi-Media Journalist	Univision Referral

Total Number of Persons Interviewed During Applicable Period: 49

Appendix 2 to

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Covering the Period from February 1, 2019 to January 31, 2020

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

Section 2: Recruitment Source Information

	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		1,2,3,4,5,6
B	*Arcadia University Mia Weiss careerservices@arcadia.edu		1,2,3,4,5,6
C	*University of Delaware Career Services Center 401 Academy Street Newark, DE recruitbluehens@udel.edu		1,2,3,4,5,6

D	*Penn State University Bob Martin rpm163@psu.edu	3	1,2,3,4,5,6
E	*Temple University Lu Ann Cahn tug03833@temple.edu		1,2,3,4,5,6
,F	Career builder/Indeed.com/Glassdoor www.careerbuilder.com	6	1,2,3,4,6,7
G	*Philly Ad Club www.phillyadclub.com		1,2,3,4,5,6
H	LinkedIn Jobs jobs-listings@linkedin.com	5	1,2,3

I	Univision Referral	10	
J	Univision Website (UCI)	25	1,2,3,4,5,6,7

* Indicates sources that have requested notification of job openings.

Appendix 3 to
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Covering the Period from February 1, 2019 to January 31, 2020

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

Activity: Klein College Career Fair

Date: 2/13/2019

Participating Employees: Nydia E. Rodriguez – EEO Officer/Marketing Coordinator

Host/Sponsor of Activity: Temple University

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

Activity: Latina Empowerment Forum

Date: 3/30/2019

Participating Employees: Iliia Garcia, Anchor, Executive Producer

Host/Sponsor of Activity: Prac of Southern NJ

Brief Description of Activity: Iliia Garcia, Anchor, Executive Producer spoke to Latina leader, trailblazers and professionals about her career path.

Activity: 2019 Youth Leadership Summit

Date: 5/18/2019

Participating Employees: Iliia Garcia, Anchor, Executive Producer

Host/Sponsor of Activity: Hispanic Association of Atlantic County

Brief Description of Activity: Iliia Garcia, Anchor, Executive Producer participated in a panel discussion and speaks to high school students throughout Atlantic County regarding college and career in broadcasting.

WUVP/WFPA maintains a daily 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.